



## **November 16, 2021 Stated Meeting**

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*Dear friends –*

What an exciting few months it's been here in the Presbytery of Philadelphia! As we begin to cautiously re-emerge from the isolation of pandemic, we have begun the process of installing a multitude of pastors, some of whom had been waiting two years to celebrate this sacred moment between pastor and people. It's been one of my deepest joys to participate in these worship services. Each has been holy and unique in its own way, and it's been wonderful to see what our congregations are faithfully doing as they lean into their witness to the Gospel of Jesus Christ. I almost have the installation and ordination questions memorized at this point!

When last we met, it was at the beautiful and serene Kirkwood Camp. I left feeling deeply moved by the recognition of that sacred space, having seen how much the camp has impacted many of you. Notwithstanding the bitter sweet reality of saying goodbye to a place we cherished, it was good to be together, to share a meal, to sing and worship and feel a bit of normalcy. The energy and hope we embodied together was a gift.

It is in the spirit of that gathering, I write to invite you to our next meeting at Doylestown Presbyterian Church on Tuesday, November 16th at 1pm. Elder Isaac Baah will be examined for ordination, and I look forward to the energy and love that the United Ghanaian Community Church will bring. We'll also be electing our new Moderator and Vice Moderator, as well as our commissioners to the General Assembly. As part of our meeting, we will pause to thank several saints who have labored on our behalf – our presbytery attorney Elder William Bradbury as he leans into retirement after almost 25 years of service, and Elder Betsi Moise – our presbytery staff creative genius as we recognize her ten years of service. We will also recognize our outgoing Transitional Synod Executive, the Rev. Susan Wonderland for her faithful service to the Synod of the Trinity.

There will also be two pre-presbytery conversations prior to our meeting – please see docket for details. They will gather at noon. Our time will end with a reverse Tenebrae Service of Light, featuring 7 voices to center our spirits as we embark on the gratitude and hope of the Thanksgiving and Advent seasons. I often visit Doylestown when seeking a new tattoo or a steaming bowl of ramen, but those aren't on the agenda for November 16th. Instead, my heart will be tattooed by your faithfulness and commitment to reflect hope throughout the past nineteen months.

In addition to all that, you'll hear updates about our Lilly Grant Initiative – Cultivating Enough in the Care of Clergy cohorts as well as our newly formed Presbytery Disaster Response Team – birthed in response to Hurricane Ida.

I'm looking forward to our time together and the chance we have to renew one another's spirits. Thank you for your resilience, your compassion, and your faithfulness to the One who has called you into our mutual life together.

*Peace and see you soon –*

A handwritten signature in black ink, appearing to read 'Ashley B. Rossi', written in a cursive style.

Rev. Ashley B. Rossi, Moderator of the Presbytery of Philadelphia



Doylestown Presbyterian Church 127 East Court St., Doylestown, PA 18901.

### **COVID GUIDELINES**

**Masks are required when inside any of the church our buildings.**

**No food or snacks during the meeting.**

**Water will be supplied for people to take as they leave.**

**There will be NO childcare.**

### **PARKING AND TRAIN INFORMATION**

Registration will take place in the Celtic Cross Room, which is located in the church building at 125 Mechanics St., Doylestown, PA 18901.

Our Church Parking Lot is located about halfway down the hill on Church St. The best intersecting streets are Church St. and Selner Lane in Doylestown.

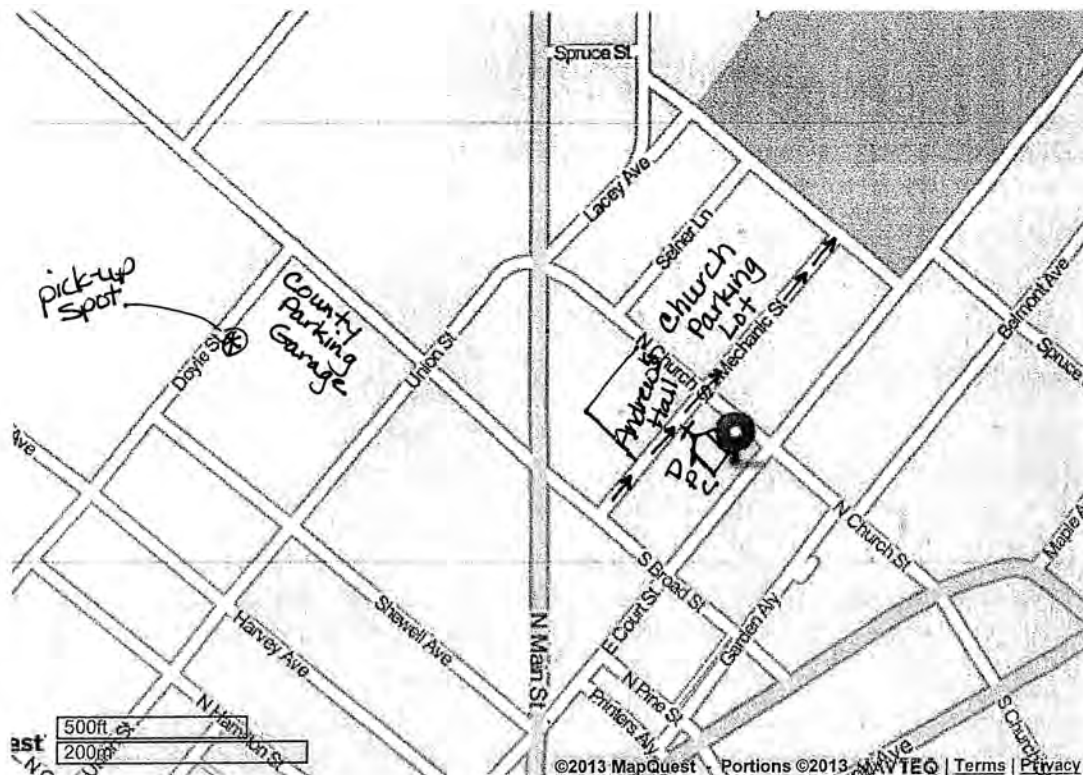
We **STRONGLY** recommend carpooling as our lot fills up quickly. There is some on-street parking, which is metered or if you want to walk a little ways, you can find some spots without meters.

**Since the Pre-School will be in session, we are asking members of the Presbytery to not park in our lot until 11:30 – due to the pick-up and drop-off that is occurring.**

Another parking option would be our County Parking Garage: The garage is on Broad St., between Union and Doyle Streets. There is a fee to use the parking garage.

We will be offering a Shuttle throughout the day (starting at 11:30 a.m.). Please call the church office at 215-348-3531 and we will pick-up and drop-off people at the parking garage entrance/exit off of Doyle St. Our van is white and has a magnet that says “Doylestown Presbyterian Church” on the outside.

Train Service – The Septa R5 travels from Philadelphia to Doylestown. If you are planning to take the train to the meeting, please let us know when you arrive and we will send the shuttle to pick you up. Please call the church office when you arrive – 215-348-3531.



## Registration Information November 16, 2021 Registration Begins at 11:30 a.m.

### Pre-Registration

Go to the following link to register for the ZOOM link. After completing the required fields, you will be provided the ZOOM link and details for the stated meeting. <https://presbyphl.org/event/november-16-2021-stated-meeting-2/>

Participants can join the meeting by either computer or by telephone; *if you will be joining by telephone, please note the number you will be calling from in the registration.* This will allow us to admit you from the waiting room; for security purposes, unrecognized telephone numbers will not be admitted until we can confirm their origin

Registration opens at 11:30 a.m. using the provided meeting link. Once you register, you will gain access to a digital waiting room with visuals and music. Our stated meeting hosts will be reviewing each registered participant and grant access to the stated meeting, which will automatically be called to order at 1:00 p.m. *Note:* your video and audio will not be public and will remain *muted/off* while in waiting room. Once the meeting begins your video is on and sound is muted by default, but you may change the video option. All features are controlled by the meeting hosts to assure security.

### Registration on Day of Stated Meeting

For those who have not pre-registered for the meeting, simply register through ZOOM using this URL: <https://us02web.zoom.us/j/83700421057?pwd=VGVCMktneTRWNVpKLzBWZFI5bIJNQOT09>

A meeting host will admit you to the meeting and immediately privately chat with you to acquire all necessary information for registration; *for the sake of expediency, please pre-register by Monday, November 15 so we can minimize these pre-meeting chats required for registration.* If joining by phone, the number used must match your pre-registration; unrecognized numbers will be contacted by a meeting host before being admitted

*Visitors:* If attending this virtual meeting as a guest and *not* as a commissioner or minister member, we ask that you note this in your pre-registration or when joining the meeting on the day of the event; **NOTE: only commissioners and minister members are permitted to vote as a part of the meeting. Even a virtual meeting is an open and public gathering of the Presbytery of Philadelphia. Thank you to all who join us!** This meeting will also be broadcast on Facebook LIVE. **If the Presbytery goes into executive session**, visitors will be asked to return to the waiting room

## Other Important Information

### I. Audio and Display

- A. Speaker View and Gallery View: Options are on the top right of your screen
  1. Speaker View: This view allows you to only view the individual who is talking during the stated meeting;
  2. Gallery View ("Brady Bunch"): This view shows all participants whose video is turned on; if more than allotted per screen, there will be multiple pages of participants able to be viewed and scrolled through on the center right and left of your screen; this view can enhance the connectional feeling in the midst of the meeting.
  3. On a mobile device, views can be changed by swiping right
- B. Participant Display Name: The name that appears on your screen cannot be changed once the meeting begins. This is a security feature. The name that appears is the name that is typed in at registration. Hosts of the meeting can change these names if necessary and appropriate.
- C. Audio and Video: All participants are MUTED. Only the audio of those who are leading the Stated Meeting and/or hosting the Stated Meeting will be turned on; should there be a request

or need to hear from other participants hosts will unmute participants and request participants to turn on their video (if not already on). To do so, simply click share video on the bottom right of your tool bar or by clicking the video camera icon by your name in the participants window;

- D. *Participants via phone can use the \*6 feature to mute/unmute themselves; however, once the meeting begins, all participants audio will be controlled by the meeting hosts;*

## II. Participation

- A. Recording Disclaimer: The entirety of meeting and chat room are recorded and saved for record keeping and future publicity; participation in this meeting assumes understanding and consent;
- B. Chat Room Engagement: Access on the bottom toolbar of ZOOM Meetings; click this to pop up the chat room. These rooms can be used for public and private conversations with individual participants; however, along with public chats, ZOOM also records and saves private chats, please be aware of this in any of your dialogues and make sure all conversations are constructive and gracious; the chat room will also be monitored by a team of leaders within the presbytery for both security and efficiency purposes. By registering for this stated meeting, you agree to participate in this digital platform in a spirit of love and generosity, kindness and care for the larger body of Christ. This includes interactions on the chat room and in video and audio content.
- C. Fellowship and Hospitality: Consider this space as similar to engaging in physical location of a stated meeting; say hello to new and familiar faces; extend a greeting, kind word, and encouraging thought; quote or give thanks for meaningful components of the gathering;
- D. Tech Deacon Assistance: If you need technical assistance at any point in the meeting, simply type "Tech Deacon" followed by your question. A member of our team will be monitoring the chat room and be sure to assist you;
- E. Questions: Chat room can be used to raise questions about meeting content, motions, actions, etc. As with all physical meetings, the Moderator of the Presbytery will facilitate and choose whether to recognize these questions or not; should there be a need to speak your question for clarity, the moderator will request to turn on your video and/or unmute participant audio

## III. Voting and Deliberation: There will several items that require action by commissioners and minister members of the presbytery and will be done so as follows:

- A. Voting: Yes and No Options in Participant Window (Nonverbal Options)
  - 1. When acting on motions, the moderator will call for a vote. All those in favor will simply respond by visibly waving their hand ("jazz hands"). Make sure your video feed is on to do so.
  - 2. *If voting by telephone, **to vote in favor, raise hand by dialing \*9**; leave the hand raised until moderator instructs otherwise, then dial \*9 again to lower hand; the moderator will then invite those discerning to vote "no" to raise their hand by dialing \*9; leave the hand raised until moderator instructs otherwise, then dial \*9 again to lower hand*
  - 3. *We will not be using a voting ballot for this meeting. IF a ballot is called for in the case of a close vote, we will use the following process:*
  - 4. *If voting by telephone, **to vote in favor, raise hand by dialing \*9**; leave the hand raised until moderator instructs otherwise, then dial \*9 again to lower hand; the moderator will the invite those discerning to vote "no" to raise their hand by dialing \*9; leave the hand raised until moderator instructs otherwise, then dial \*9 again to lower hand*
    - Voting: Yes and No Options in Participant Window (Nonverbal Options):



When acting on motions, the moderator will call for a vote. All those in favor please click **yes** if in favor of the proposed action; click **no** if not in favor of the proposed. Votes are automatically tallied above the green and red, yes and no buttons. Votes can be changed/corrected; however, please adhere to the moderators instructions who will call for the end of the vote; once this occurs, please do not change your vote; the meeting hosts will “clear all” votes at the instruction of moderator

**B. Questions: Raise Hand if you have a question pertaining to the proposed action**

1. On-Line: click the option to "raise hand"; all raised hands move to the top of the participant window in alphabetical order; moderator has privilege to recognize question or not; if recognized, audio will be turned on and video ask to be turned on; please address questions to the moderator; you can lower hand by clicking the same button that will now read "lower hand;"
2. Phone: participants dial \*9 and this raises hand and a hand is displayed next to your name on screen; If recognized, audio will be turned on; please address questions to the moderator; you can lower hand by once again dialing \*9

**IV. Breakout Groups**

**A. The meeting will begin with worship and conclude with business. If needed, all participants/ attendees will be invited to join a pre-assigned breakout group:**

1. Once these groups go LIVE, you will see a window pop up on your screen requesting you to join the assigned breakout group, accept the invitation, if desired
2. At this time, if desired, turn on your video and/or audio by selecting the video and audio buttons on your bottom toolbar *or* by clicking the video camera icon by your name in the participants window
3. Breakout groups are timed and include passing of the peace and question to consider as part of sharing; time will appear at top right of your screen; once the group is over you will be returned automatically to the main meeting and your video and audio will be OFF

**V. Security:** A Tech Team has been convened for purposes of this gathering to handle registration logistics, monitor chat room, manage audio and video access and speaker display, anticipate and manage potential “zoombombers” intending to disrupt peaceful assembly, and field questions and comments about technology and ZOOM platform. Should you have additional concerns, please contact our Associate Presbyter, Rev. Greg Klimovitz, either by private chat during the ZOOM meeting or email: [gklimovitz@presbyphl.org](mailto:gklimovitz@presbyphl.org)



## Pre-Presbytery Meetings

We are offering two Pre-Presbytery Meetings beginning at NOON at Doylestown:



**Johnsonburg Camp & Retreat Center:** Learn more about the new partnership the Presbytery is entering into with Johnsonburg Camp



**Presbytery Disaster Response Team:** Be a part of an emerging ministry in the Presbytery as we develop ways to work together to respond to regional disasters in the future



**NEW MINISTER MEMBER OF THE  
PRESBYTERY OF PHILADELPHIA**  
*November 16, 2021*



Rev. Rebecca Bateman transferred from the San Gabriel Presbytery and is serving as the Associate Pastor of the Doylestown Presbyterian Church.

## Our Moderator and Vice-Moderator Elect for 2022

### Rev. Ted Mingle, Moderator of the Presbytery of Philadelphia



**The Rev. Ted Mingle** currently serves as Pastor/Head of Staff at the Lower Providence Presbyterian Church where he has been since 2013. A member of our Commission on Ministry, Rev. Mingle is committed to coming alongside our congregations during times of transition, celebration, and challenges. His passion for ministry comes from Micah 6:8, *“What does the Lord require of you? To act justly and to love mercy and to walk humbly with your God.”* Rev. Mingle believes that ‘Acting justly and loving mercy’ is one of the great callings God has given to the Church. He believes more than ever the Church needs to be acting on this great calling. Prior to joining our Presbytery, Rev. Mingle served as a Senior Associate Pastor for Family Ministry and Discipleship

at Highland Presbyterian Church in Lititz, PA. He has also served in various other pastoral positions in Moorestown and Media, PA. Rev. Mingle brings a commitment to equipping lay leadership within the local church in an effort to be a witness in the world – especially during this season of unrest. Rev. Mingle is married to Heather and father of two children (Taylor and Jacob). They are all avid runners and Rev. Mingle is a die-hard Philadelphia sports fan.

### Elder Zandra Maffett, Vice-Moderator of the Presbytery of Philadelphia



**Elder Zandra Maffett** has been a member of Valley Forge Presbyterian Church, King of Prussia, PA, since 1978. In that time she has served as a member of the Long -Term Vision Committee, as well as Chair of the Mission Committee. In addition to serving as a Sunday School teacher, she has participated on church mission trips to Presbyterian Disaster Assistance host sites in Pearlinton, MS and Towanda, PA. She grew up in Philadelphia as a member of Bethel Presbyterian Church where she was active in many youth activities and has fond memories of the Presbyterian Camp, Pennington Island. Elder Maffett has been active at the presbytery level, serving on the Committee on Nominations and on several administrative commissions. Her commitment to the national church has included serving as a General Assembly commissioner

and participating in international delegations to Zambia and Israel. Currently she serves as co-chair of the Presbyterian Disaster Assistance Advisory Committee and is a National Disaster Response Volunteer. In her community she is a Board Member of Theatre Horizon, a non- profit actors equity theatre in Norristown. And, she has volunteered in Mozambique and Haiti. She is the proud mother of three adult sons; and enjoys reading, attending live ballet and theatre, international travel and collecting African American Art.

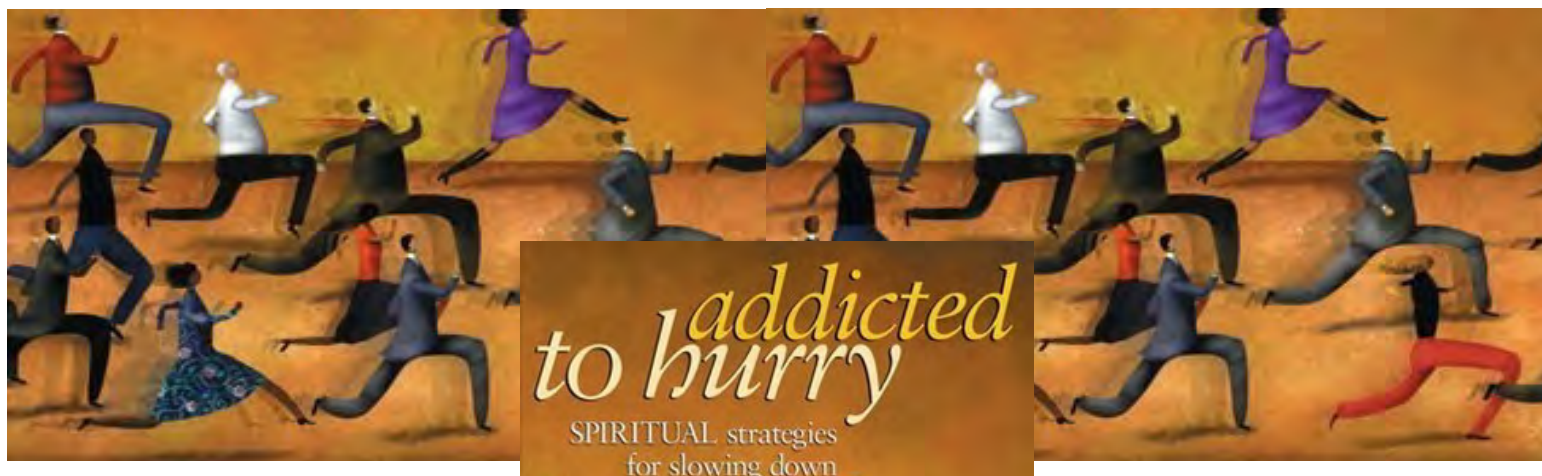


The light shines in the darkness,  
and the darkness did not overcome it.  
John 1:5

*Seven Words  
of  
Light*

Service of Light  
November 16, 2021  
2:45 p.m.  
Doylestown Presbyterian Church





## ANNUAL ECUMENICAL EQUIPPING EVENT

*Addicted to Hurry: Spiritual Strategies for Slowing Down*

**WEDNESDAY, FEBRUARY 23, 2022**

**10 A.M. TO 3 P.M.**

United Lutheran Seminary: 7301 Germantown Ave, Philadelphia, PA 19119

An Ecumenical Equipping Event with Rev. Dr. Kirk Byron Jones. This interactive and formative gathering is a partnership among the Presbytery of Philadelphia (PCUSA), Southeastern Pennsylvania Synod (ELCA), and United Lutheran Seminary. This event is open to all pastors, ministry leaders, and more. More details and registration to come.



Born in New Orleans, Louisiana, Rev. Dr. Kirk Byron Jones is a graduate of Loyola University and Andover Newton Theological School, and holds a Doctor of Ministry degree from Emory University and a Doctor of Philosophy degree from Drew University. Dr. Jones began preaching at age 12, and has served as a pastor for over thirty years, and a professor for over twenty-five years. Currently an adjunct professor of social ethics, preaching, and pastoral ministry at Andover Newton Theological School, Dr. Jones serves as guest preacher and teacher at churches, schools and conferences throughout the United States. Dr. Jones is the author of several best-selling books for clergy, and all persons seeking spiritual growth in a changing and challenging world.

**Registration to come!**

More info:

<https://presbyphl.org/annual-ecumenical-equipping-event-addicted-to-hurry-spiritual-strategies-for-slowng-down/>






# Blue Christmas Worship Service

for Pastors and Church Leaders

Tuesday, December 7, 2021

6:30 PM

First Presbyterian Church in Springfield (Flourtown)



As we continue to lead our people towards the light of Christ, we recognize the prolonged stress and grief pastors and church leaders have experienced throughout this time. During this worship service we will name and acknowledge these particular struggles, giving space for prayer and reflection, even as we hold fast to that light that comes to shine in all darkness. Our time together will be led by our presbytery staff along with musician John Sall. This service will also be live-streamed on our presbytery's Facebook page. (This worship opportunity is open for all to attend, though it will be geared towards pastors and church leaders.)

PRESBYTERY of PHILADELPHIA  
CHRIST'S WORK ♦ OUR WITNESS



## REDRESS OF IMBALANCE

The *Book of Order* (G-3.0301) requires the Presbytery to “adopt and communicate to the sessions a plan for determining how many ruling elders each session should elect as commissioners to Presbytery.”

An examination of the total number of members of the congregations of the Presbytery and the total number of minister members reveals a ratio of 79 congregants for every minister member. Using each congregation’s reported 2019 membership and assigning 1 ruling elder commissioner for every 79 members would lead to the following number of ruling elder commissioners for each Presbytery meeting. *(Please note: This allocation caps the maximum number of ruling elder commissioners for all congregations of 2,000 or more at 20.)*

**Total Minister Members: 321 ♦ Total Congregation Membership: 25,236**

*\*The newly formed **New River Presbyterian Church** represents the 2019 merger of three churches: First African, Calvin, and Good Shepherd. Because the redress of imbalance membership is determined by the 2019 year-end statistical report, New River is granted one elder commissioner per merged congregation.*

The following redress of imbalance has been approved for implementation beginning on December 1, 2020 and continues through November 30, 2021.

Abington	10
Ambler, First	7
Anchor	1
Arch Street	2
Ardmore, First	4
Aston	1
Beacon	1
Bensalem	1
Berean	2
Bethel	1
Bethesda	1
Beverly Hills	1
Bryn Mawr	20
Calvary - Wyncote	2
Carmel	5
Cedar Park	1
Central Norristown	1
Chambers Memorial	1
Chestnut Hill	7
Christ's	1
Christ's Community Church- Drexel Hill	1
Church on the Mall	1
Collenbrook United	1
Concord Liberty	2

Crossroads-Limerick	2
Darby, First	1
Deep Run	2
Disston Memorial	1
Doylestown	19
Eddington	2
Elkins Park	1
Falls of Schuylkill	1
Forest Grove	2
Fox Chase Memorial	1
Frankford	1
Germantown Community	1
Germantown First	2
Glading Memorial	1
Gladwyne, Lower Merion	1
Glenolden, First	1
Grace Jenkintown	5
Gwynedd Square	3
Holmes	1
Holy Trinity Bethlehem	1
Ivyland	1
Japanese Christian	1
Jeffersonville	1
Kensington First	1



Lansdowne, First	2
Lawndale Holy Grace	1
Lenape Valley	5
Leverington	2
Levittown, First	3
Llanerch	2
Lombard Central	1
Lower Providence	10
MaCalester Torresdale	1
Marple	2
Mayfair	1
Media	6
Memorial	1
Middletown7	4
Morrisville	5
Mount Airy	1
Neshaminy Warwick	7
New Spirit Community	1
Newtown	10
Newtown Square	4
Norristown, First	1
Norriton	1
Northampton	2
Northminster	1
Oak Lane	1
Old Pine, Third Scots & Mariners	3
Olivet Covenant	1
Olney First	1
Overbrook	4
Oxford	2
Parkland	1
PC of Pakistan	1
Penn Wynne	1
Philadelphia, First	3
Podowon	1
Port Kennedy, First	1
Pottstown, First	8
Rhawnhurst	1
Ridley Park	7
Roxborough	1
Southwestern	1
Springfield -Flourtown	2
Springfield, First	2
Suh Kwang	1
Summit	1
Supplee Memorial	4
Swarthmore	8

Tabernacle United	1
Temple	1
Thompson Memorial	4
Thomas M Thomas Memorial	1
Tree of Life	1
Trinity - Clifton Heights	1
Trinity, Philadelphia	1
Tully Memorial	1
United Ghanaian Community	3
Valley Forge	1
Wallingford	5
Warminster	3
Wayne	20
Westminster Mayfair	1
Wissahickon	1
Wissinoming	1
Woodland	1
Woodside	10
Wynnefield	1
Yeadon	1
<b>*New River Presbyterian Church</b>	<b>3</b>

**PRESBYTERY OF PHILADELPHIA  
STATED MEETING  
16 NOVEMBER 2021 at 1:00 PM**

**DOYLESTOWN PRESBYTERIAN CHURCH  
DOYLESTOWN, PA**

**Pre-Presbytery Meetings - 12 Noon**  
Johnsonburg Camp & Retreat Center  
Presbytery Disaster Response Team

**DOCKET**



“In the same way, let your light shine before others,  
so that they may see your good works and give glory to your Father in heaven.”  
*(Matthew 5:16)*

12:00 PM	Registration	
1:00 PM	Musical Opening, Call to Order, and Prayer	Moderator, Rev. Ashley Rossi
	Welcome and Arrangements	Rev. Dr. John Willingham Doylestown Presbyterian Church
1:15 PM	Stated Clerk's Report	Rev. Kevin Porter
	Approval of Docket	
	Approval of Consent Agenda	
	Seating of Corresponding Members	
	Introduction of New Elder Commissioners and New Minister Members	Rev. Ashley Rossi
1:30 PM	Commission on Ministry & Commission on Preparation for Ministry & Membership Report	Elder Jim Ballangee Rev. Joyce Shin
	Examination for Ordination of Isaac Baah	

\*All new business must be to the Stated Clerk by 2:00 pm.

1:50PM	Celebrations and Expressions of Gratitude	Presbytery Leadership
2:05 PM	Committee on Nominations Report Standing Commissions and Committees Moderator and Vice-Moderator Nominees Commissioners for General Assembly	Elder Bob Kenworthy
2:20 PM	Leadership Collegium Report	Rev. Ashley Rossi
2:35 PM	Executive Presbyter and Leadership Report	Rev. Ruth Faith Santana-Grace
2:50PM	New Business*	
2:55 PM	Worship Service of Light	
4:00 PM	Adjournment	



**Next Stated Presbytery Meeting will be**  
**Tuesday, January 18, 2022**  
*Time and Location to be determined*

***\*All new business must be to the Stated Clerk by 2:00 pm.***

# CONSENT AGENDA

# A-1

## Action Items

**The Stated Clerk moves the following action items for approval by the Presbytery.**

1. With gratitude for their faithful witness to the Gospel of Jesus Christ, that the death of the following Elders be recorded in the minutes of this stated meeting:

### Elders

- Ralph Folcarelli (Gwynedd Square) February 4, 2020
- Mary Jane Engle (Kensington, First) March 23, 2020
- Jane E. Schmidt (Kensington, First) May 13, 2020
- Doris Menard (Norriton) July 28, 2020
- Harry Alderfer, Jr. (Norriton) August 7, 2020
- Karen Wilson (Northminster) August 7, 2020
- Horace Fletcher, III (Pottstown, First) September 17, 2020
- Robert H. McDevitt (Pottstown, First) October 30, 2020
- Ruth Linn (Gwynedd Square) November 6, 2020
- Mark Waltz (Flourtown) November 18, 2020
- Gunnar Coper (Collenbrook) December 1, 2020
- LaRoy Northrop Castor (Abington) December 6, 2020
- Richard C. Hagmann (Pottstown, First) December 12, 2020
- Margaret Everett (Olney, First) February 17, 2021
- Thomas Weiskerger (Philadelphia, First) July 11, 2021
- Elaine Werkheiser (Norriton) June 12, 2021
- Connie Carty (Gwynedd Square) July 13, 2021
- John Sexton (Anchor) August 1, 2021
- Robert Gilmer (Bensalem) August 5, 2021
- Thomas Charles Glenn (Trinity Kensington) August 18, 2021
- Donald E. Glenn (Pottstown, First) August 19, 2021
- Irma Reid (Mt. Airy) September 7, 2021

### Ministers of Word and Sacrament

- Rev. Dr. Jack Maxwell, Honorably Retired, January 13, 2021
- Rev. William A. Zulker, Honorably Retired, September 4, 2021

*“For I know that my Redeemer lives, And He shall stand at last on the earth; And after my skin is destroyed, this I know, That in my flesh I shall see God,” Job 19:25-26*

2. That the redress of Imbalance be adopted as recommended (S- 3)

## Informational Items

**The following items are for your information from the Office of the Stated Clerk.**

1. The ordination of **Samuel Yenn-Batah** took place on Saturday, July 24, 2021 at 3:00pm at the **Grace Presbyterian Church** of Jenkintown. The Rev. Matthew Rhodes preached, and all questions were answered in the affirmative.

2. The installation of **Rev. Dr. John Wilkinson** took place on Sunday, September 19, 2021 at 2:00 pm at the **Presbyterian Church of Chestnut Hill**. The Rector Joshua Walters
3. (Saint John's Episcopal Church of McLean Virginia) preached, and all questions were answered in the affirmative. **A-2**
4. The installation of the **Rev. Jason Grimes** took place on Sunday, September 26, 2021 at 6:00pm at the **Frist Presbyterian Church of Ardmore**. The Rev. Cynthia Betz-Bogly preached, and all questions were answered in the affirmative.
5. The installation of the **Rev. Aaron Twitchell** took place on Sunday, October 10, 2021 at 4:00pm at the **Abington Presbyterian Church**. The Rev. Kelly Roman preached, and all questions were answered in the affirmative.
6. The installation of the **Rev. Mindy Campbell** took place on Sunday, October 17, 2021 at 2:00pm at the **First Presbyterian Church of Warminster**. The Rev. Dr. Jesse Garner preached, and all questions were answered in the affirmative.
7. The installation of the **Rev. Jonathan Britt** took place on Sunday, October 24, 2021 at 2:30 pm at the **First Presbyterian Church of Lansdowne**. The Rev. Rose Niles (New Covenant Presbytery) preached, and all questions were answered in the affirmative.
8. The installation of **Rev. Amy Na** took place on Sunday, October 31, 2021 at 3:00pm at **Ivyland Presbyterian Church**. The Rev. Kang Na preached, and all questions were answered in the affirmative.
9. The formation of an Administrative Commission with the following members: Revs. Laura Colee (Broad Street Ministry, Moderator) Randy Barge (Olney, First), Adan Mairena (West Kensington Ministry), and Elders Julia Hill (Yeadon) and Frank Orzechoski (Warminster, First) on July 27, 2021 to walk alongside the Session of the Trinity Presbyterian Church in Kensington for the purpose of gaining information regarding the viability of their ministry and facilities, and to make recommendations to the Presbytery regarding any actions to be taken.
10. In response to the notification of the alleged misconduct, an Administrative Commission was formed with the following members: Revs. Dr. Kris Schondelmeyer (Deep Run, Moderator), Jade King Bass (Abington), and Christopher Holland (Salt and Light) and Elders George Henisee (Bryn Mawr) and June Higgins (Oxford) on October 25, 2021 to walk along side the Session of the Lombard Central Presbyterian Church:
  - o explore the context that exists in Lombard Central and the Presbytery that may have contributed to the conditions for this situation to occur;
  - o create and engage in a process for the purposes of truth-telling and the promotion of healing for the individuals involved, the congregation, its ministries, and the community

- help discern the vision and viability of the congregation in this next season of ministry; and,
- report and make recommendations as appropriate to the Presbytery.

**A-3**

To accomplish this charge, the AC may assume any and all powers of the Session, including original jurisdiction.

12. The annual reviews of Commissioned Lay Pastors as listed below were approved by the Commission on Ministry.

- **Elder William Schuler**, commissioned to and is currently serving the **First Presbyterian Church in Darby**
- **Elder Emmanuel Oppong-Agyare**, commissioned to and is currently serving the **United Ghanaian Community Church**
- **Elder Lyse Larose Laing**, commissioned to and is currently serving the **United Ghanaian Community Church**
- **Elder Tish Mayo**, commissioned to and is currently serving the **First Presbyterian Church of Glenolden**
- **Elder Tom Buck**, commissioned to and is currently serving the **WestminsterMayfair Presbyterian Church**.





## C-1

## COMMISSION ON MINISTRY

*Informational Items*

The following actions have been taken by the Commission on Ministry at their July 2, August 5, September 2, October 7, and November 4, 2021 Meetings.

Terms of Call

1. Approved, if the way be clear, the Terms of Call for the **Rev. Martha Campbell** to serve as the Pastor of the **First Presbyterian Church of Warminster** effective January 1, 2022 with the following terms: this is a full time position; \$52,000 cash compensation; \$23,000 housing allowance; \$75,000 effective salary; \$5,738 SECA; \$27,750 pensions; \$885 Dental/Vision; \$5,000 matching contribution to a deferred compensation plan; \$2,500 professional expenses; \$1,000 study leave; two weeks study leave; one month (four Sundays) vacation; \$117,873 Total Package. (8/5/21)
2. Approved, if the way be clear, the Terms of Call for **Isaac Baah** to serve at the **United Ghanaian Community Church** effective January 1, 2022 with the following terms: this is a full time position; \$34,000 cash compensation; \$36,000 housing allowance; \$70,000 effective salary; \$5,355 SECA; \$25,000 pensions; \$2,500 professional expenses; \$1,000 study leave; two weeks study leave; one month (four Sundays) vacation; \$104,755 Total Package. (8/5/21)
3. Approved, if the way be clear, the Terms of Call for the **Rev. Rebecca Bateman** to serve as Associate Pastor of the **Doylestown Presbyterian Church** effective September 13, 2021 with the following terms: this is a full time position; \$15,000 cash compensation; \$69,000 housing allowance; \$84,000 effective salary; \$6,426 SECA; \$31,080 pensions; \$4,000 professional expenses; \$2,000 Medical Expense Allowance; \$8,000 moving expenses; two weeks study leave; one month (four Sundays) vacation; Thirteen week Clergy Renewal Leave after six years of service; \$135,506 Total Package. (8/5/21)
4. Approved the Terms of Call for the **Rev. Judith Dwyer** to serve as the Pastor of the **Northampton Presbyterian Church** effective October 4, 2021 with the following terms: this is a full time position; \$24,000 cash compensation; \$36,000 housing allowance; \$60,000 effective salary; \$4,590 SECA; \$22,200 Pensions; \$2,500 professional expenses; \$1,000 study leave; \$1,800 other allowances; one month (four Sundays) vacation; two weeks study leave; \$92,090 Total Package. (10/7/21)

## C-2

Supply Contracts
------------------

1. Approved the Supply Pastor Contract between **Rev. Christine Callaway** and the Session of the **Aston Presbyterian Church** beginning May 2, 2021 with the following terms: this is a part time position; \$13,505.49 cash compensation; \$13,505.49 housing allowance; \$27,010.97 effective salary; \$2,066 SECA; two weeks study leave; four weeks (Four Sundays) vacation; \$1,250 professional expenses; \$500 study leave; \$30,826.97 Total Package. (9/2/21)
2. Approved the Supply Pastor Contract between **Rev. Diane Jamison Fitch** and the Session of **First Presbyterian Church in Springfield** beginning January 2022 with the following terms: this is a full time position; \$71,400 housing allowance; \$71,400 effective salary; \$5,462.10 SECA; \$7,140 pension; \$2,500 professional expenses; \$1,000 study leave; one month (four Sundays) vacation; two weeks study leave; \$87,502.10. (10/7/21)
3. Approved the Supply Pastor Contract between the **Rev. Florence (Lori) Kosinski** and the Session of the **Norriton Presbyterian Church** beginning July 1, 2021 with the following terms: this is a 20 hour per week position; \$12,233.70 cash compensation; \$10,000 housing allowance; \$22,223.70 effective salary; \$1,700.11 SECA; \$2,000 professional expenses; \$1,000 study leave; two weeks study leave; one month (four Sundays) vacation; six additional Sundays (i.e. parental, general assembly, etc.); \$26,923.81 Total Package. (11/4/21)

Transitional Ministry Contracts
---------------------------------

1. Approved the Transitional Pastor contract between the **Rev. Roberta Kearney** and the Session of the **Doylestown Presbyterian Church** effective August 25, 2021 for a period of three months with the following terms: this is a full time position; \$14,775 cash compensation; \$5,000 housing allowance; \$19,775 effective salary; \$1,513 SECA; \$7,317 pensions; \$1,000 professional expenses and study leave; one week study leave; \$500 Medical reimbursement; one week (one Sunday) vacation; \$28,605 Total Package. (9/2/21)

## C-3

2. Approved the Transitional Pastor contract between the **Rev. Roberta Kearney** and the session of the **Presbyterian Church of Chestnut Hill** effective November 1, 2021 with the following terms: \$50,000 cash compensation; \$70,000 housing allowance; \$70,000 effective salary; \$5,355 SECA; \$25,900 pensions; \$2,500 study leave; \$1,000 medical allowance; two weeks study leave; one month (four Sundays) vacation; \$104,755 total package. (11/4/21)

Honorably Retired
-------------------

1. Approved the request to grant the status of Honorably Retired to the **Rev. Donald Hoagland** effective September 12, 2021. (8/5/21)
2. Approved the request to grant the status of Honorably Retired to the **Rev. Kobina Ofusu-Donkoh** effective January 1, 2022. (11/4/21)

Ordinations and Installations
-------------------------------

1. Approved the Ordination Administrative Commission for **Samuel Yenn-Batah** on behalf of Central Jersey Presbytery at the **Grace Presbyterian Church of Jenkintown** on Saturday, July 24<sup>th</sup> with the following members: Revs. Dr. Janel Dixon (Moderating, Cedar Park), Dr. Sanford Hull (Grace), Elders Joan Clerk (Oak Lane), Lloyd Higgins (Oxford) and Curt Heifelmoyer (Grace). (8/5/21)
2. Approved the **Rev. Matthew Rhodes** (Central Jersey Presbytery) to preach at the service of Ordination for **Samuel Yenn-Batah** on Saturday, July 24<sup>th</sup>, 2021. (8/5/21)
3. Approved the Administrative Commission for the Installation for the **Rev. Amy Na** as the pastor of the **Ivyland Presbyterian Church** on Sunday, October 31, 2021 at 3:00pm with the following members: Revs. Ted Mingle (Lower Providence), Kang Na (Ann's Choice), and Elders Dolly Maginn (Ivyland), Alice Jacobs (Carmel), and David Mitchell (Lenape Valley). (8/5/21)
4. Approved the Administrative Commission for the Installation of the **Rev. Dr. John Wilkinson** as the Head of Staff of the **Presbyterian Church of Chestnut Hill** on Sunday, September 19, 2021 with the following members: Revs. Ashley Rossi (Moderator, Carmel), Adan Mairena (Yeadon), Elders Susan Aggarwal (Wayne), Bob Fles (Chestnut Hill), and Susan Hatton (Summit). (9/2/21)
5. Approved **Rector Joshua Walters** (Saint John's Episcopal Church of McLean, Virginia) to preach at the Installation of the **Rev. Dr. John Wilkinson** at the **Presbyterian Church of Chestnut Hill** on Sunday, September 19, 2021. (9/2/21)

6. Approved the Administrative Commission for the Installation of the **Rev. Mindy Campbell** as the Pastor of the **First Presbyterian Church of Warminster** on Sunday, October 17, 2021 at 2:00pm with the following members: Revs. Ashley Rossi (Moderator, Carmel), Dr. Jesse Garner (Honorably Retired), Dr. Keith Lawrence (Honorably Retired), Dr. Kris Schondelmeyer (Deep Run), and Elders Julia Hill (Yeadon), June Higgins (Oxford), and Dave Sager (Doylestown). (9/2/21)
7. Approved the Administrative Commission for the Installation for the **Rev. Jonathan Britt** as the Pastor of the **First Presbyterian Church of Lansdowne** on Sunday, October 24, 2021 at 2:30pm with the following members: Revs. Ashley Rossi (Moderator, Carmel), Judy Dwyer (Northampton), and Elders Margaret Stevens (Lansdowne), Julia Hill (Yeadon), and Randy Rosensteel (Germantown, First). (9/2/21)
8. Approved the **Rev. Rose Niles** (New Covenant Presbytery) to preach at the Installation of the **Rev. Jonathan Britt** as the pastor of **First Presbyterian Church of Lansdowne** on Sunday, October 24, 2021. (9/2/21)
9. Approved the Administrative Commission for the Installation of the **Rev. Jason Grimes** as the pastor of the **First Presbyterian Church of Ardmore** on Sunday, September 26, 2021 at 6:00pm with the following members: Rev. Ashley Rossi (Moderator, Carmel), Pam McShane (Tree of Life), and Elders Lois Hayman-El (New River), John DiNome (Ardmore), and Julia Hill (Yeadon). (9/2/21)
10. Approved the Administrative Commission for the Installation of the **Rev. Aaron Twitchell** as the Associate Pastor of the **Abington Presbyterian Church** on Sunday, October 17, 2021 at 6:00pm with the following members: Revs. Ashley Rossi (Moderator, Carmel), Adan Mairena (West Kensington Ministry), Kelly Roman (Chandler Hall Hospice), Elders Andrew White (Abington), Miriam Sale (Abington), Julia Hill (Yeadon), and Janel Simon (Carmel). (10/7/21)
11. Approved the Administrative Commission for the Ordination and Installation of **Isaac Yaw Baah** as the Pastor of the **United Ghanaian Community Church** on Sunday, November 27, 2021 at 2:00pm with the following members: Revs. Ted Mingle (Moderator, Lower Providence), Dr. John Willingham (Doylestown), Randy Barge (Olney, First) and Elders Susan Bravo (Bryn Mawr) and Susan Aggarwal (Wayne). (11/4/21)
12. Approved the Administrative Commission for the Installation of the **Rev. Carla Jones Brown** as the Pastor of the **Arch Street Presbyterian Church** on Sunday, November, 14, 2021 at 3:00pm with the following members: Revs. Ashley Rossi

(Moderator, Carmel), Kari Olson (East Falls), and Elders Julia Hill (Yeadon), Jeffrey Rowland (Oxford), and Jim Ballengee (Arch Street). (11/4/21)

13. Approved the **Rev. Valerie Bridgeman** (Dean of the Methodist Theological School in Ohio) to preach at the installation of the **Rev. Carla Jones Brown** at the **Arch Street Presbyterian Church** on November 14, 2021. (11/4/21)
14. Approved the Administrative Commission for the Installation of the **Revs. Richard Miller** and **Katy Shevel** as the Executive Associate Pastor and the Associate Pastor for Congregational Life on Sunday, November 14, 2021 at 2:00pm with the following members: Elders Mike Henry (Moderator, Valley Forge), Engela Tait (Wayne), and Carol Cobb-Nettleton (Bryn Mawr), and Revs. Adan Mairena (Yeadon), and Chris Holland (Salt and Light). (11/4/21)
15. Approved **Dr. Briana Wong** (Visiting Professor of World Christianity and Louisville Institute Postdoctoral Fellow) to preach at the installation of the **Revs. Richard Miller** and **Katy Shevel** at the **Wayne Presbyterian Church** on November 14, 2021. (11/4/21)
16. Approved the Administrative Commission for the Installation of the **Rev. Rebecca Bateman** as the Associate Pastor of the **Doylestown Presbyterian Church** on Sunday, November 7, 2021 with the following members: Elders Vijay Aggarwal (Moderator, Wayne), Matt Rizk (Doylestown), and Mike Henry (Valley Forge), and Revs. Ruth Faith Santana-Grace (Executive Presbyter) and Leah Quarles (Anchor). (11/4/21)
17. Approved the Administrative Commission for the Installation of the **Rev. Judith Dwyer** as the Pastor of the **Northampton Presbyterian Church** on Sunday, April 3, 2022 at 3:00 pm with the following members: Revs. Ted Mingle (Moderator, Lower Providence), Randy Barge (Olney, First), and Elders Lloyd Higgins (Oxford), Kathy Messina (Abington), and Sally Heimann (Calvary Wyncote). (11/4/21)

Position Descriptions & Ministry Information Forms
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1. Approved the Ministry Information Form for the **Beacon Presbyterian Church**. (7/2/21)
2. Approved the Supply Pastor position description for the **Christ's United Presbyterian Church**. (7/2/21)
3. Approved the position description for the Designated Pastor position at the **Church on the Mall Presbyterian Church**. (8/5/21)

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4. Approved the Transitional Pastor position description for the **Concord Liberty Presbyterian Church**. (8/5/21)
5. Approved the Mission Study for the **Beacon Presbyterian Church**. (7/2/21)
6. Discussed the Co-Pastor model for **Grace Presbyterian Church** in Jenkintown. (10/7/21)
7. Approved the Ministry Information Form for the **Rhawnhurst Presbyterian Church**. (10/7/21)

Moderators of Session
-----------------------

1. Approved the **Rev. Pam McShane** as the Moderator of the Sunday, July 18, 2021 congregational meeting of the of the **Concord Liberty Presbyterian Church**. (7/2/21)
2. Approved the **Rev. Francois LaCroix** as the Moderator of Session of the **Concord Liberty Presbyterian Church** on Monday, July 19, 2021 and for the foreseeable future pending the hiring of a Transitional Minister. (7/2/21)
3. Approved the **Rev. Dr. Keith Lawrence** as the Moderator of the Sunday, July 25<sup>TH</sup> Congregational Meeting of the **First Presbyterian Church of Warminster**. (7/2/21)
4. Approved the **Rev. Elizabeth Wagner** as the Moderator of Session for the Sunday, October 10, 2021 meeting of the of the **Chambers Memorial Presbyterian Church**. (9/2/21)
5. Approved the **Rev. Pam McShane** as the Moderator of Session for the Sunday, September 19, 2021 meeting of the of the **Beacon Presbyterian Church**. (8/5/21)
6. Approved the **Rev. Judith Brackett** as the Moderator of Session at **Supplee Presbyterian Church**. (10/7/21)
7. Approved the **Rev. Laura Colee** moderator of the **First Presbyterian Church of Levittown** Session. (10/7/21)
8. Approved the **Rev. Kevin Porter** as the Moderator of Session at the **First Presbyterian Church in Germantown**. (11/4/21)

Exit Interviews and Covenants of Closure
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1. Approved the dissolution of the call between the **Rev. Austin Crenshaw Shelley** and the **Presbyterian Church of Chestnut Hill**, if the way be clear, pending congregational meeting. (7/2/21)

Transfers of Membership
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1. Approved the request of the Stated Clerk to transfer the **Rev. Barbara Hedges-Goettl** to the New Castle Presbytery effective immediately. (10/7/21)
2. Approved the request of the Stated Clerk to transfer the **Rev. Austin Crenshaw Shelley** to the Pittsburgh Presbytery effective immediately. (10/7/21)

Miscellaneous
---------------

1. Approved **Elder Claire Jones** to administer the Sacraments at the **Christ's Community Church** on August 29, 2021. (8/5/21)
2. Approved **Elder Clare Jones** to administer the Sacraments at **Christ's Community Church** on September 5, 2021. (8/5/21)
3. Conducted a Fitness of Call interview for the **Rev. Christine Callaway** to serve at the **Aston Presbyterian Church**. (9/2/21)
4. Approved **Rev. Dr. Beth Shalom Hessel** as Parish Associate at the **Presbyterian Church of Chestnut Hill**. (10/7/21)
5. Approved the Sabbatical report of **Rev. Cynthia Betz-Bogoly**. (10/7/21)
6. Approved **Elder Scott Lea** to serve one additional year on Session at the **Olivet-Covenant Presbyterian Church**. (10/7/21)
7. Approved the 2022 Minimum Ministerial Compensation. (9/2/2021)



## C-8

**Presbytery of Philadelphia  
Minimum Ministerial Compensation for 2022  
Effective January 1, 2022**

*Approved by the Commission on Ministry in September 2021*

The Commission on Ministry is aware that year over year inflation and cost of living adjustments may be above 5% this year. In light of the financial realities of congregational budgets, the Commission on Ministry recommends a minimum salary increase for Ministers (and staff) of 2.5%

Board of Pensions full participation (including coverage for spouse and dependents) for all pastors (2021 – 37% of effective salary), regardless of family status.

The following is the minimum compensation for all full time (40 – 50 hours per week) called or contracted pastors effective January 1, 2022. Part-time pastor compensation shall be proportional to the hours worked.

EFFECTIVE SALARY	\$55,372.49
Professional Expenses	\$2,500.00
SECA – 7.65% of Effective Salary	\$4,236.00
Study Leave Allowance	\$1,000.00
Pension Plan and Medical (Board of Pensions) 37% of Effective Salary <sup>1</sup>	\$20,487.82
Two Weeks Study Leave	
One Month Vacation	

<sup>1</sup> Full contribution to the Board of Pensions for Pension for spouse and dependent medical coverage required regardless of family status.  
Pastors working less than 35 hours per week – see [www.pensions.org](http://www.pensions.org) – under “Treasurers & Administrators”, “Calculators” for contribution amount.

C-9

**Presbytery of Philadelphia**  
**Ministerial Compensation Guidelines for 2022 Worksheet**  
**Effective for all new calls January 1, 2022**

The following is an outline of the Minimum Ministerial Compensation plan for the Presbytery of Philadelphia, together with guidelines for calculating adjustments based on experience, education, and size of congregation.

COMPENSATION	TAXABLE INCOME <sup>3</sup> FEDERAL      STATE		INCLUDED IN PENSION (% EFF. SAL- ARY)	PRESBYTERY E/T MINIMUM <sup>6</sup>
<b>1. Cash compensation</b> a. Copay reimbursement b. Deductible reimbursement c. Insurance Premiums (ie. auto/ med/dent/vision )	Yes	Yes	Yes	
<b>2. Housing &amp; Utilities</b> a. Income Tax b. Social Security Tax	No Yes	Yes	Yes <sup>1</sup>	
<b>3. Equity offset-manse (Optional)</b>	Yes	Yes	Yes	
<b>4. Effective Salary (ES) 1+2+3=4</b>				<b>\$55,372.49</b>
<b>5. Expenses</b> a. Accountable b. Non-Accountable	No <sup>2</sup> Yes	No <sup>2</sup> Yes	No Yes	<b>\$2,500.00</b>
<b>6. ½ SECA Supplement (7.65 of ES)<sup>4</sup></b>	Yes	Yes	Over ½ SECA	<b>\$4,236.00</b>
<b>7. Study Leave Allowance<sup>5</sup></b>	No <sup>2</sup>	No <sup>2</sup>	No	<b>\$1,000.00</b>
<b>8. Medical (other than BOP)</b> a. Reimbursable expenses b. HSA/FSA	No No	No No	Yes Yes	
<b>9. Moving Expenses (Reimbursable)</b>	Yes	Yes	No	
<b>10. Pension Plan &amp; Medical (BOP)<sup>6</sup></b>	No	No	---	<b>\$20,487.82</b>
<b>11. 403 (b) Savings</b>	No	No	Yes	

**Work Week** Full-time: Ordinarily averages 40-50 hrs./wk. However, note that for calculation of pension/medical dues the **Board of Pensions considers 35 hrs/week or above as full time.**

The Presbytery recommends a 2022 Cost of Living Adjustment of: 1.0%

<sup>1</sup> The Board of Pensions requires this category to be at least 30% of Effective Salary #4 (if living in manse)

Please note for local tax, Philadelphia is not exempt

<sup>2</sup> Amount not taxable, up to actual expenses. Excess is taxable as income.

<sup>3</sup> Tax reporting is by W-2 form.

<sup>4</sup> SECA is taxed at 15.3% of effective salary, and the minimum supplement amounts to ½ that (what an employer would normally pay for the employee); anything over the minimum (i.e., >7.65%) must be included in effective salary, on which pension dues are calculated.

<sup>5</sup> May be accrued up to three years based on terms of call or with Session approval.

<sup>6</sup> **Less than Full Time** should use [www.pensions.org](http://www.pensions.org) Treasurers & Administrator Calculators.

**C-10**

**Presbytery of Philadelphia  
Ministerial Compensation and Benefit Information for 2022  
Effective for all new calls January 1, 2022**

LEAVES	PRESBYTERY MIN- IMUM	DUE AT TER- MINATION	NOTES
<b>Vacation</b> <i>(mandated minimum)</i>	<b>One (1) month</b> <i>(4 Sundays)</i>	<b>Yes</b>	
<b>Study</b> <i>(mandated minimum)</i>	<b>Two (2) weeks</b>	<b>No</b>	May accrue to six (6) weeks maximum.
	<b>Recommended:</b>		
<b>Parental</b>	Twelve (12) weeks for both parents	<b>No</b>	For birth or adoption; more may be negotiated.
<b>Sabbatical</b>	13 weeks after six (6) years service	<b>No</b>	Must be approved by Presbytery. Vacation is not part of sabbatical leave.
<b>Holidays</b>	<b>New Year's Day; Dr. Martin Luther King Jr. Day; Presidents Day; a day of Easter week; Memorial Day; Independence Day; Labor Day; a day of Thanksgiving week; a day of Christmas week</b>		

**Paid Leave:**

- Leaves of all types must be approved by Session and should not ordinarily total more than nine (9) weeks annually
- Leave for a part-time position is prorated based on Presbytery full-time compensation
- Leave for illness, bereavement and jury duty should be offered as appropriate

**Commissioned Lay Pastor:**

- Effective Salary is  $\frac{3}{4}$  of presbytery minimum effective salary, pro-rated according to the hours worked
- May declare a portion of Effective Salary as Housing Allowance
- Pays FICA but not SECA
- Is not automatically a member of the Board of Pensions for pension and medical insurance

**FEES FOR OCCASIONAL PASTORAL SERVICES**

**Guest Preachers:** IRS Mileage plus \$150 for one service on a Sunday; \$200 for two.

**COM - Appointed Moderators:** IRS Mileage plus \$75 per meeting.

**F-1****COMISSION ON FINANCIAL MANAGMENT**

Highlights of Actions Taken by CFM/Collegium since the last stated meeting of the Presbytery held on July 27, 2021.

The following actions were approved by the CFM and Collegium:

1. **Legal Counsel to Presbytery:** With the upcoming retirement of Presbytery's Legal Counsel, William H. Bradbury, Esq., at the end of December 2021, a search was conducted for new Legal Counsel, to begin January 1, 2022. The search was successful and Joanne Kelhart, Esq. and her law firm of Shay, Santee & Kelhart, of Bethlehem, PA, were approved by the Trustees and Collegium at their meetings on September 9, 2021, and September 14, 2021, respectively.  
The Trustees of the Presbytery of Philadelphia are extraordinarily grateful to Bill Bradbury for his 23 years of dedicated service to our Presbytery.
2. **Sale of Holmes Manse:** The Trustees of the Presbytery of Philadelphia held title to the manse of the Holmes Presbyterian Church. At his request, and with the approval of the Holmes' Session and congregation, followed by approval of the Trustees of the Presbytery and the Collegium, the manse was sold on October 22, 2021 to retiring Pastor Bill Carpenter and his wife, Elizabeth. The proceeds of the sale (\$235,000) have been placed in a restricted Manse Fund for the Holmes church.
3. **Sale of Kirkwood Camp and Retreat Center:** The Administrative Commission for Kirkwood Camp successfully completed its search for a buyer of the Kirkwood property. The AC's proposal to the Trustees for the sale was approved and was subsequently approved by the Collegium. Both actions were taken via electronic means. An Agreement of Sale for the full property was signed on October 24, 2021, with a closing date on or before November 30, 2021. The buyer is Spacestone Group LLC, located in Flushing, NY. Spacestone is a holding company for QM International Arts Center and Grace Christian Alliance Church, located in Flushing, NY. Their intention is to continue the camp as a campground for events.  
The price agreed was \$1,644,500, which was the full listed price as marketed.

**F-2**

**THE TRUSTEES OF THE PRESBYTERY  
OF PHILADELPHIA**

**FINANCIAL STATEMENTS AND  
SUPPLEMENTARY INFORMATION**

**YEAR ENDED DECEMBER 31, 2020  
(WITH COMPARATIVE TOTALS FOR DECEMBER 31, 2019)**



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**THE TRUSTEES OF THE PRESBYTERY OF PHILADELPHIA  
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## INDEPENDENT AUDITORS' REPORT

Board of Trustees  
The Trustees of the Presbytery of Philadelphia  
Philadelphia, Pennsylvania

### Report on the Financial Statements

We have audited the accompanying financial statements of The Trustees of the Presbytery of Philadelphia (a nonprofit organization), which comprise the statement of assets, liabilities, and net assets – modified cash basis as of December 31, 2020, and the related statement of revenues, expenses, and other changes in net assets – modified cash basis for the year then ended, and the related notes to the financial statements.

### Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with the modified cash basis of accounting as described in Note 1; this includes determining that the modified cash basis of accounting is an acceptable basis for the preparation of the financial statements in the circumstances. Management is also responsible for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

### Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.



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Board of Trustees  
The Trustees of the Presbytery of Philadelphia

**F-5****Opinion**

In our opinion, the financial statements referred to above present fairly, in all material respects, the assets, liabilities, and net assets of The Trustees of the Presbytery of Philadelphia as of December 31, 2020, and its revenues, expenses, and other changes in net assets for the year then ended in accordance with the modified cash basis of accounting as described in Note 1.

**Basis of Accounting**

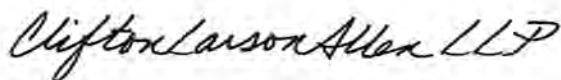
We draw attention to Note 1 of the financial statements, which describes the basis of accounting. The financial statements are prepared on the modified cash basis of accounting, which is a basis of accounting other than accounting principles generally accepted in the United States of America. Our opinion is not modified with respect to that matter.

**Report on Summarized Comparative Information**

We have previously audited The Trustees of the Presbytery of Philadelphia's 2019 financial statements, and we expressed an unmodified opinion on those audited financial statements in our report dated November 5, 2020. In our opinion, the summarized comparative information presented herein as of and for the year ended December 31, 2019, is consistent, in all material respects, with the audited financial statements from which it has been derived.

**Report on Supplementary Information**

Our audit was conducted for the purpose of forming an opinion on the financial statements as a whole. The schedule of investments in real estate and equipment at cost on page 20 is presented for purposes of additional analysis and is not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the financial statements as a whole.

**CliftonLarsonAllen LLP**

Plymouth Meeting, Pennsylvania  
July 8, 2021

**THE TRUSTEES OF THE PRESBYTERY OF PHILADELPHIA**  
**STATEMENT OF ASSETS, LIABILITIES, AND NET ASSETS**  
**MODIFIED CASH BASIS**  
**DECEMBER 31, 2020**  
(WITH COMPARATIVE TOTALS FOR DECEMBER 31, 2019)

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	2020	2019
<b>ASSETS</b>		
Cash and Cash Equivalents	\$ 320,185	\$ 440,523
Short-Term Investments	733,284	305,048
Assets of Pooled Income Plan	537,587	471,862
Advances and Other Assets	150,103	156,706
Investments	21,271,812	19,264,710
Loans Receivable:		
Revolving Loans, Net of Allowance for Doubtful Accounts		
of \$9,791 and \$9,791, Respectively	152,084	145,371
Community Investments	156,409	155,510
Grant Mortgages	737,782	737,782
Land Lease, Net	190,901	196,003
Property and Equipment, Net	8,386,006	6,106,302
Total Assets	<u>\$ 32,636,153</u>	<u>\$ 27,979,817</u>
<b>LIABILITIES AND NET ASSETS</b>		
<b>LIABILITIES</b>		
Payroll Withholdings	\$ 39	\$ 3,524
Agency Accounts	112,947	250,522
Amounts Held on Behalf of Churches	6,139,531	5,666,252
Discount for Future Pooled Income Plan	262,420	236,877
Total Liabilities	<u>6,514,937</u>	<u>6,157,175</u>
<b>NET ASSETS</b>		
Without Donor Restrictions:		
Undesignated	17,580,417	14,354,533
Funds Held in Trust on Behalf of Churches	783,186	719,545
Board Designated for Endowment	3,210,285	2,587,922
Total Without Donor Restrictions	<u>21,573,888</u>	<u>17,662,000</u>
With Donor Restrictions	4,547,328	4,160,642
Total Net Assets	<u>26,121,216</u>	<u>21,822,642</u>
Total Liabilities and Net Assets	<u>\$ 32,636,153</u>	<u>\$ 27,979,817</u>

See accompanying Notes to Financial Statements.

(3)

**THE TRUSTEES OF THE PRESBYTERY OF PHILADELPHIA**  
**STATEMENT OF REVENUES, EXPENSES, AND OTHER CHANGES IN NET ASSETS**  
**MODIFIED CASH BASIS**  
**YEAR ENDED DECEMBER 31, 2020**  
(WITH COMPARATIVE TOTALS FOR DECEMBER 31, 2019)

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	2020			2019
	Without Donor Restrictions	With Donor Restrictions	Total	Total
<b>REVENUES, GAINS, AND PUBLIC SUPPORT</b>				
Mission Support, Local Churches	\$ 425,895	\$ -	\$ 425,895	\$ 391,418
Presbytery Apportionment	367,694	-	367,694	415,144
Bequest, Gifts, and Contributions	852,789	219,192	1,071,981	685,273
Investment income	195,146	24,522	219,668	305,505
Kirkwood Camp	146,714	-	146,714	264,009
Net Realized and Unrealized Gains on Investments	743,786	253,346	997,132	1,843,521
Reversion of Church Assets	3,678,209	-	3,678,209	450,000
Loss on Sale of Assets	(93,180)	-	(93,180)	(350)
Amortization of Discount Pooled Income Plan	-	40,182	40,182	43,640
Satisfaction of Program Restriction	150,556	(150,556)	-	-
Total Revenues, Gains, and Public Support	6,467,609	386,686	6,854,295	4,398,160
<b>EXPENSES</b>				
Program Services	2,021,603	-	2,021,603	2,239,888
Management & General	534,118	-	534,118	570,294
Total Expenses	2,555,721	-	2,555,721	2,810,182
<b>CHANGE IN NET ASSETS</b>	3,911,888	386,686	4,298,574	1,587,978
Net Assets - Beginning of Year	17,662,000	4,160,642	21,822,642	20,234,664
<b>NET ASSETS - END OF YEAR</b>	<u>\$ 21,573,888</u>	<u>\$ 4,547,328</u>	<u>\$ 26,121,216</u>	<u>\$ 21,822,642</u>

See accompanying Notes to Financial Statements.

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**THE TRUSTEES OF THE PRESBYTERY OF PHILADELPHIA  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2020**

**F-8****NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES****Nature of Activities**

The Trustees of the Presbytery of Philadelphia (the Presbytery) is a nonprofit corporation which is under the jurisdiction of the General Assembly of the Presbyterian Church (U.S.A.) and regional Synod. The Presbytery has jurisdiction over local churches of the Presbyterian Church (U.S.A.) in Bucks, Delaware, Montgomery, and Philadelphia counties (116 churches at December 31, 2020). In the Presbyterian Church (U.S.A.), each local church is required to form a nonprofit corporation. The Presbyterian Church (U.S.A.) also provides that all property of a Church (or a Presbytery and affiliated entities) is held in trust for the use and benefit of the denomination; upon dissolution of any Church, the assets of the dissolved entity come under the control of and revert to the Presbytery. No church or affiliated organization under Presbytery jurisdiction may borrow money or purchase, sell, lease, or encumber any property without the approval of the Presbytery.

**Basis of Accounting**

The Presbytery prepares its financial statements on the modified cash basis of accounting. The modified cash basis of accounting is a comprehensive basis of accounting other than accounting principles generally accepted in the United States of America. Under this basis of accounting, certain revenues and assets are recognized when received rather than when earned and certain expenses are recognized when paid rather than when the obligations are incurred. Consequently, the Presbytery has not recognized trade receivables, accounts payable to vendors and their related effects on the change in net assets in the accompanying financial statements.

**Financial Statement Presentation**

The Presbytery follows the provisions of the Financial Accounting Standards Board (FASB) Accounting Standards Codification (ASC) Topic 958, *Not-for-Profit Entities*. The standard requires the Presbytery to classify its net assets into two categories: net asset without donor restrictions and net assets with donor restrictions. In addition, the guidance requires enhanced disclosures about governing board designations; composition of net assets with donor restrictions; the Presbytery's liquidity; and expenses by both their natural and functional classification.

The activities of the Presbytery are included in two separate categories of net assets: net assets without donor restrictions and net assets with donor restrictions. Net assets with donor restrictions include amounts restricted in perpetuity by the donor in accordance with the original or amended gift documents. It also includes gifts restricted by donors for specific programs and other operating purposes and pledge receipts restricted for the Presbytery's upcoming year. When such restrictions are satisfied, net assets are then reclassified to net assets without donor restrictions. All other activities of the Presbytery are considered net assets without donor restrictions.

**THE TRUSTEES OF THE PRESBYTERY OF PHILADELPHIA  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2020**

**F-9****NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)****Use of Estimates**

The preparation of financial statements requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

**Cash and Cash Equivalents**

The Presbytery considers all highly liquid instruments with an initial maturity of three months or less to be cash equivalents.

**Contributions**

Donor-restricted contributions are reported as increases in net assets with donor restrictions depending on the nature of the restrictions. When a restriction expires (that is when a stipulated time restriction expires or a purpose restriction is accomplished), net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the statement of revenue, expenses and other changes in net assets as satisfaction of program restriction.

The Presbytery reports gifts of real estate and equipment as support without donor restrictions unless explicit donor stipulations specify how the donated assets must be used. Gifts of long-lived assets with explicit restrictions that specify how the assets are to be used and gifts of cash or other assets that must be used to acquire long-lived assets are to be reported as support with donor restrictions. Absent explicit donor stipulations that define how long those long-lived assets must be maintained, the Presbytery reports expirations of donor restrictions when the donated or acquired long-lived assets are placed in service.

**Investments**

The Presbytery's investments in marketable equity and fixed income securities with readily determinable fair values are valued at their fair values in the statement of assets, liabilities and net assets. Alternative investments are valued by investment managers. Because alternative investments are not readily marketable, their estimated values are subject to uncertainty and therefore may differ from the value that would have been used had a ready market for such investment existed. A partial interest in real estate is held by the Presbytery. This real estate has no readily available market value and is stated at cost. The carrying amount of the cost basis investment was \$100,000 at December 31, 2020. Realized and unrealized gains and losses along with interest and dividends are included in the statement of revenues, expenses, and other changes in net assets.



**THE TRUSTEES OF THE PRESBYTERY OF PHILADELPHIA  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2020**

**F-10****NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)****Investments (Continued)**

Investments are exposed to various risks, such as interest rate, market, and credit risk. Due to the level of risk associated with certain investments, it is at least reasonably possible that changes in values of the investments will occur in the near-term and that such changes could materially affect the amounts reported in the statement of assets, liabilities and net assets. Realized and unrealized investment gains and losses are determined by comparison of the average cost to proceeds at the time of disposal or market value at the financial statement date. These gains and losses and other investment income are reflected in the statement of revenues, expenses, and other changes in net assets.

**Loans Receivable**

Loans receivable include revolving loans, grant mortgages, community investment, and Good Shepherd loans. Revolving loans represent funds loaned to churches and ministers. These loans are generally repaid in installments ranging from \$39 to \$637 per month, including interest at rates ranging up to 4.5%, with terms ranging from one to fifteen years. On occasion, the Presbytery loans funds to churches with deferred payment terms.

Allowances for doubtful accounts are established based on prior collection experience and current economic factors which, in management's judgment, could influence the ability of loan recipients to repay the amounts per the loan terms. Loan balances are written off only when they are deemed to be permanently uncollectible.

**Land Lease**

Land lease is recorded at cost, net of accumulated amortization. Amortization is computed utilizing the straight-line method over the estimated lease term of 49 years.

**Property and Equipment**

Property and equipment are recorded at cost, except for gifts of physical properties which are recorded at estimated fair value when received.

The Presbytery capitalizes all major purchases of property and equipment. Assets are depreciated over the estimated useful life of the asset using the straight-line method. Building and building components are depreciated over an estimated useful life of 3 to 50 years. Furniture, fixtures, computers, and office equipment are depreciated over estimated useful lives of 3 to 20 years. Management's policy is to capitalize property and equipment acquisitions having a cost of \$1,000 or greater.

Properties that are titled to the Presbytery without paid consideration are valued at the appraised or at the tax assessed value on the date title is given.

The Presbytery has a reversionary interest in all Presbyterian Church (U.S.A.) churches in its four-county jurisdiction. For the year ended December 31, 2020, there were four church reversions to the Presbytery.

**THE TRUSTEES OF THE PRESBYTERY OF PHILADELPHIA  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2020**

**F-11****NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)****Agency Accounts**

Agency accounts represent funds received for organizations, committees and programs for which the Presbytery serves as a conduit and to which the funds have not yet been transmitted.

**Amounts Held on Behalf of Churches**

During 2017, the Presbytery received and invested insurance proceeds from one of its churches pending redevelopment as a result of a fire. The balance at December 31, 2020 was \$6,007,204. During 2020, the Presbytery received and invested sales proceeds from one of its churches. The balance at December 31, 2020 was \$132,327. These funds are maintained in a distinct portfolio within the Presbytery's investments and there is a corresponding liability on the statement of assets, liabilities, and net assets to reflect the amounts held on behalf of churches.

**Tax-Exempt Status**

As part of the Presbyterian Church (U.S.A.) the Presbytery is a tax-exempt organization under Section 501(c)(3) of the Internal Revenue Code (IRC) and under similar provisions of the Pennsylvania tax code.

**Concentration of Credit Risk**

Financial instruments that potentially expose the Presbytery to a concentration of credit risk consist primarily of cash and cash equivalents and investments. The Presbytery places its cash and temporary cash investments with financial institutions. At times, such balances may be in excess of the Federal Deposit Insurance Corporation (FDIC) insurance limits. Investments are managed by third-party administrators whose investment recommendations to management are diversified in a way that is consistent with the risk tolerance and investment objectives of the Presbytery's investment policy.

**Uniform Prudent Management of Institutional Funds Act**

The Uniform Prudent Management of Institutional Funds Act (UPMIFA) provides guidance on the classification of endowment fund net assets for states that have enacted versions of the UPMIFA, and enhances disclosures for endowment funds. Because UPMIFA has not become law in the Commonwealth of Pennsylvania, possible reclassifications of net assets are not required to be made. Disclosure of prevailing law in the Commonwealth of Pennsylvania and enhanced required disclosures have been included in Note 2.



**THE TRUSTEES OF THE PRESBYTERY OF PHILADELPHIA  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2020**

**F-12****NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)****Fair Value Measurements**

The Presbytery measures fair value using a three-level hierarchy for fair value measurements based upon the transparency of inputs to the valuation of an asset or liability. Inputs may be observable or unobservable and refer broadly to the assumptions that market participants would use in pricing the asset or liability. Observable inputs reflect the assumptions market participants would use in pricing the asset or liability based on market data obtained from sources independent of the reporting entity. Unobservable inputs reflect the reporting entity's own assumptions about the assumptions that market participants would use in pricing the asset or liability developed based on the best information available in the circumstances. The fair value hierarchy consists of three levels of inputs that may be used to measure fair value as follows:

*Level 1* – Inputs that utilize quoted prices (unadjusted) in active markets for identical assets or liabilities that the Presbytery has the ability to access.

*Level 2* – Inputs that include quoted prices for similar assets and liabilities in active markets and inputs that are observable for the asset or liability, either directly or indirectly, for substantially the full term of the financial instrument. Fair values for these instruments are estimated using pricing models, quoted prices of securities with similar characteristics, or discounted cash flows.

*Level 3* – Inputs that are unobservable inputs for the asset or liability, which are typically based on an entity's own assumptions, as there is little, if any, related market activity.

The carrying amounts for cash equivalents approximate their fair value because of their short-term maturity.

A financial asset's or liability's level within the fair value hierarchy is based on the lowest level of input that is significant to the fair value measurement.

The following valuation techniques were used to measure fair value of financial instruments owned as of December 31, 2020:

*Marketable equities and mutual funds* – Fair value of equities and mutual funds is based on quoted market prices for the identical security. These investments are included in the fair value hierarchy as Level 1.

*Alternative investments* – The Presbytery's alternative investments consist of hedge funds and private equity funds. The fair value of alternative investments is based on estimated fair values provided by investment managers. Management reviews and evaluates the values and agrees with the valuation methods and assumptions used in determining the fair value of the alternative investments.



**THE TRUSTEES OF THE PRESBYTERY OF PHILADELPHIA  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2020**

**F-13****NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)****Fair Value Measurements (Continued)**

The alternative investment category represents the following:

<u>Fund/Country</u>	<u>Strategy</u>	<u>Permitted Redemptions</u>	<u>Notification</u>	<u>2020 Value</u>
Lanx Offshore Partners Ltd. - Cayman Islands	Hedge Fund	Quarterly Termination	95 days	\$ 590,790
Glenmede Private Investment Fund VII LLC - United States	Private Equity	of Partnership Termination	N/A	85,324
Liberty Special Strategies Offshore Fund - United States	Private Equity	of Partnership Termination	N/A	364,097
Glenmede Client Opportunities PFIC Pool - United States	Private Equity	of Partnership Termination	N/A	42,129
Glenmede Private Investment Fund IX - United States	Private Equity	of Partnership Termination	N/A	226,636
Glenmede Global Growth Fund LLC	Private Equity	Termination of Partnership	N/A	17,500

The Presbytery had unfunded commitments of \$593,100 at December 31, 2020.

*Split interest agreements* – Fair value of the split interest agreements (Pooled Income Plan) was based on the present value of future cash inflows. These assets are included in the fair value hierarchy as Level 3.

**Comparative Information**

The financial statements include certain prior-year summarized comparative information in total but not by net asset class. Such information does not include sufficient detail to constitute a presentation in conformity with the modified cash basis of accounting. Accordingly, such information should be read in conjunction with the Presbytery's financial statements for the year ended December 31 of the prior year, from which the summarized information was derived.

**Risks and Uncertainties**

In March 2020, the World Health Organization declared the spread of Coronavirus Disease (COVID-19) a worldwide pandemic. The COVID-19 pandemic is having significant effects on global markets, supply chains, businesses, and communities. Specific to the Presbytery, management is monitoring the pandemic in order to minimize the impact.

COVID-19 and government-imposed restrictions resulted in the decision to close Kirkwood Camp for 2020. The camp's board of directors, with the Presbytery's agreement, decided to remain closed for 2021. Camp operations have an insignificant impact on the Presbytery's operations and change in net assets.

**Subsequent Events**

In preparing these financial statements, the Presbytery has evaluated events and transactions for potential disclosure through July 8, 2021, the date the financial statements were available to be issued.

**THE TRUSTEES OF THE PRESBYTERY OF PHILADELPHIA  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2020**

**F-14****NOTE 2 INVESTMENTS**

Investments are reported in the aggregate at fair value and are comprised of the following at December 31, 2020:

	Cost	Market
Short-Term Investments	<u>\$ 733,284</u>	<u>\$ 733,284</u>
Money Market	\$ 1,136,251	\$ 1,136,251
Equity Mutual Funds:		
International	2,974,713	4,018,033
Large Cap	5,511,439	6,855,122
Small Cap	695,792	929,525
Fixed Income Mutual Funds	5,175,502	5,414,404
Other Mutual Funds:		
Real Estate	961,713	998,685
Absolute Return	514,822	468,316
Alternative Investment Funds:		
Hedge Funds	251,602	590,790
Private Equity	875,400	735,686
Common Stock - Nonpublic Entity	25,000	25,000
Investment - Other	100,000	100,000
Total Investments	<u>\$ 18,222,234</u>	<u>\$ 21,271,812</u>

The Presbytery's endowments consist of individual funds established for a variety of purposes. Its endowments consist of board-designated and donor-restricted endowments. Net assets associated with endowment funds are classified and reported based on the existence or absence of donor-imposed restrictions.

The board of trustees of the Presbytery has interpreted the relevant state law as requiring the preservation of the fair value of the original gift as of the gift date of the donor-restricted endowment funds absent explicit donor stipulations to the contrary. As a result of this interpretation, the Presbytery classifies as net assets held in perpetuity (a) the original value of gifts donated to the permanent endowment, (b) the original value of subsequent gifts to the permanent endowment, and (c) accumulations to the permanent endowment made in accordance with the direction of the applicable donor gift instrument at the time the accumulation is added to the fund. The Presbytery allocates income, gains (losses), and expenditures according to fund restrictions. Unless specifically defined, for a donor-restricted endowment fund that is required by donor stipulation to accumulate or appropriate endowment funds, the Presbytery considers the following factors:

- 1) The duration and preservation of the fund
- 2) The purposes of the Presbytery and the donor-restricted endowment fund
- 3) General economic conditions
- 4) The possible effect of inflation and deflation
- 5) The expected total return from income and appreciation of investments
- 6) Other resources of the Presbytery
- 7) The investment policies of the Presbytery



THE TRUSTEES OF THE PRESBYTERY OF PHILADELPHIA  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2020

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**NOTE 2 INVESTMENTS (CONTINUED)**

The Presbytery has adopted investment and spending policies for endowment assets that attempt to provide a predictable stream of funding to programs supported by its endowments while seeking to maintain the purchasing power of the endowment assets. Endowment assets include those assets of donor-restricted funds that the Presbytery must hold in perpetuity or for a donor-specified period(s) as well as board-designated funds. Under this policy, as approved by the board of trustees, the endowment assets are invested in a manner that is intended to produce a return that approximates the results of the S&P 500 index while assuming a moderate level of investment risk. The Presbytery expects its endowment funds, over time, to provide an *average* rate of return of approximately 7% annually. Actual returns in any given year may vary from this amount.

The Presbytery relies on a total return strategy in which investment returns are achieved through both capital appreciation (realized and unrealized) and current yield (interest and dividends). The Presbytery targets a diversified asset allocation that places a greater emphasis on equity-based investments to achieve its long-term return objectives within prudent risk constraints. The Presbytery employs a third party investment advisor to oversee the management of its assets.

The Presbytery has a total return policy of appropriating for distribution each year a percent of its endowment funds' average fair value over the prior three calendar year ends. This percentage was 5% for 2020. If the total return amount exceeds the actual earnings of the endowment funds in any one year, then the amount needed to fund such excess will first be taken from the accumulated excess earnings from prior years, then from the accumulated net capital gains of endowment funds and, conversely, any undistributed income after the allocation of the total return distribution is added back to the endowment fund balance. In establishing this policy, the Presbytery considered the long-term expected return on its endowment. Accordingly, over the long-term, the Presbytery expects the current spending policy to allow its endowment to grow at an average of 2% annually. This is consistent with the Presbytery's objective to maintain the purchasing power of the endowment assets held in perpetuity or for a specified term as well as to provide additional real growth through new gifts and excess investment return.

**THE TRUSTEES OF THE PRESBYTERY OF PHILADELPHIA  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2020**

**F-16****NOTE 2 INVESTMENTS (CONTINUED)**

A summary of the endowment activity by net asset class for the year ended December 31, 2020 is as follows:

	Without Donor Restrictions	With Donor Restrictions	Total
Endowment Assets, Beginning of Year	\$ 2,587,922	\$ 4,160,642	\$ 6,748,564
Investment Return:			
Investment Income	195,146	24,522	219,668
Net Realized and Unrealized Gains	743,786	253,346	997,132
Total Investment Return	938,932	277,868	1,216,800
Contributions	-	219,192	219,192
Income and Principal Distributions	(467,125)	-	(467,125)
Other Changes:			
Donor-Restricted Expenses	150,556	(150,556)	-
Amortization of Discount			
Pooled Income Plan	-	40,182	40,182
Endowment Assets, End of Year	<u>\$ 3,210,285</u>	<u>\$ 4,547,328</u>	<u>\$ 7,757,613</u>

Investment management fees charged to operations were \$53,291 for the year ended December 31, 2020.

**NOTE 3 FAIR VALUE MEASUREMENTS**

The Presbytery uses fair value measurements to record fair value adjustments to investments and to determine fair value disclosures. For additional information on how the Presbytery measures fair value refer to Note 1 – Summary of Significant Accounting Policies.



**THE TRUSTEES OF THE PRESBYTERY OF PHILADELPHIA  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2020**

**F-17****NOTE 3 FAIR VALUE MEASUREMENTS (CONTINUED)**

The following table presents the Presbytery's fair value hierarchy for those investments measured at fair value on a recurring basis as of December 31, 2020:

	Level 1	Level 2	Level 3	Total
Equity Mutual Funds:				
International	\$ 4,018,033	\$ -	\$ -	\$ 4,018,033
Large Cap	6,855,122	-	-	6,855,122
Small Cap	929,525	-	-	929,525
Fixed Income Mutual Funds	5,414,404	-	-	5,414,404
Other Mutual Funds:				
Real Estate	998,685	-	-	998,685
Absolute Return	468,316	-	-	468,316
Split-Interest Agreements	-	-	537,587	537,587
Total	<u>\$ 18,684,085</u>	<u>\$ -</u>	<u>\$ 537,587</u>	<u>19,221,672</u>
Investments Measured at Fair Value				
Using Net Asset Value Per Share (Hedge Funds and Private Equity)				1,326,476
Money Market				1,136,251
Common Stock - Nonpublic Entity				25,000
Investment - Other				100,000
Total Investments and Split-Interest Agreements				<u>\$ 21,809,399</u>

The following table provides quantitative information about the Presbytery's Level 3 fair value measurements for the year ended December 31, 2020:

	Fair Value	Principal Valuation Technique	Significant Observable Inputs	Range of Significant Input Values
Split-Interest Agreements	\$ 537,587	Fair Value of Trust Assets	Presbyterian Church (U.S.A.) Foundation's Report	N/A

**NOTE 4 SPLIT-INTEREST AGREEMENTS**

The Presbyterian Church (U.S.A.) Foundation has pooled income plans for members of the Presbyterian Church. Certain members of the Presbyterian Church have contributed gifts to these plans for the benefit of the Presbytery. The Presbyterian Church (U.S.A.) Foundation administers the plans and makes payments to the recipients during their lives. Upon termination of the pooled income plans, the remainder interest will be available to the Presbytery.

Gifts to the pooled income plans are recorded at their present value based on the donor's life expectancy. The assets of the pooled income plans are recorded at their market value. Discounts for future interest are amortized and recorded as changes in value of pooled income plan assets in the statement of revenues, expenses, and other changes in net assets.

**THE TRUSTEES OF THE PRESBYTERY OF PHILADELPHIA  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2020**

**F-18****NOTE 5 PROPERTY AND EQUIPMENT**

The following is a summary of property and equipment at December 31, 2020:

Buildings and Building Improvements	\$ 10,004,789
Vehicles and Equipment	283,620
Land - New Church Sites	89,535
Cemetery Lots	1,900
Total	<u>10,379,844</u>
Less: Accumulated Depreciation	<u>1,993,838</u>
Total Property and Equipment	<u><u>\$ 8,386,006</u></u>

Depreciation expense was \$150,332 for the year ended December 31, 2020, and has been allocated (except for \$8,743 related to Kirkwood Camp equipment) to Management & General in the statement of revenues, expenses, and other changes in net assets.

**NOTE 6 PAYCHECK PROTECTION PROGRAM LOAN**

On May 5, 2020 the Presbytery received proceeds in the amount of \$246,500 from PNC Bank to fund payroll, rent, utilities, and interest on mortgages and existing debt through the Paycheck Protection Program (the PPP Loan). The PPP loan may be forgiven by the U.S. Small Business Administration (SBA) subject to certain performance barriers, as outlined in the loan agreement and the CARES Act.

The Presbytery has classified this loan as a conditional contribution for accounting purposes. The Presbytery recognized \$246,500 of revenue, included in bequests, gifts and contributions, related to this agreement during the year ended December 31, 2020, which represents the portion of the PPP loan funds for which the performance barriers have been met. Payment of principal and interest is deferred until the date on which the amount of forgiveness is remitted to the lender or, if the Presbytery fails to apply for forgiveness within 10 months after the covered period, then payment of principal and interest shall begin on that date. On May 17, 2021, the Presbytery received notification from the lender facilitating the loan that the PPP loan had been forgiven in full by the SBA.

The SBA may review funding eligibility and usage of funds for compliance with program requirements based on dollar thresholds and other factors. The amount of liability, if any, from potential noncompliance cannot be determined with certainty; however, management is of the opinion that any review will not have a material adverse impact on the Presbytery's financial position.



**THE TRUSTEES OF THE PRESBYTERY OF PHILADELPHIA  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2020**

**F-19****NOTE 7 NET ASSETS WITH DONOR RESTRICTIONS**

Net assets restricted as to purpose are available for the following purposes as of December 31, 2020:

Mission Operating / Kirkwood Camp	\$ 1,388,929
Pooled Income Funds	275,167
Total	<u>\$ 1,664,096</u>

Net assets representing investments to be held in perpetuity, the income from which is expendable to support the following purposes at December 31, 2020:

Mission Operating / Kirkwood Camp	<u>\$ 2,883,232</u>
-----------------------------------	---------------------

Net assets released from donor restrictions by incurring expenses satisfying the restricted purposes or by occurrence of other events specified by donors were as follows during the year ended December 31, 2020:

Mission Operating	\$ 149,982
Kirkwood Camp	574
Total	<u>\$ 150,556</u>

In accordance with the laws of the Commonwealth of Pennsylvania, the Presbytery operates on a total return basis and is permitted to transfer a portion of its net assets held in perpetuity to net assets with donor restrictions as to purpose and net assets without donor restrictions. The amount available for transfer is limited in order to preserve the principal held in perpetuity.

**NOTE 8 RETIREMENT PLANS**

The Presbytery has two retirement plans. The Presbytery makes contributions to a multi-employer retirement plan administered by the Board of Pensions of the Presbyterian Church (U.S.A.), which is a defined benefit plan. The Presbytery's participation in the defined benefit plan constitutes less than 1% of total plan contributions. The defined benefit plan covers all of the Presbytery's full time ordained ministers. The funded status of the defined benefit plan was 136% at December 31, 2019, the date of the last plan audit. The Board of Pensions of the Presbyterian Church (U.S.A.) is wholly responsible for the ultimate payment of pension and other benefits for participating Presbytery employees. The Presbytery is not obligated for any underfunding of the defined benefit plan, nor can it recover any overfunding. It is only responsible to pay the defined contributions discussed above.

**THE TRUSTEES OF THE PRESBYTERY OF PHILADELPHIA  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2020**

**F-20****NOTE 8 RETIREMENT PLANS (CONTINUED)**

The defined benefit plan covers substantially all qualifying members who serve, or have served, the Presbyterian Church. Under the defined benefit plan eligible participants can begin receiving benefits at:

- Normal retirement at age 65, or
- Early retirement at age 55

During 2020, \$27,789 of dues paid to the Board of Pensions (which also provides medical and other benefits) represented contributions to the defined benefit plan.

The second plan covers certain employees with a minimum of one year of service who are not included in the defined benefit plan. The plan is a defined contribution plan and is administered by Fidelity Investments. The Presbytery contributes a fixed percentage of eligible employees' salaries and all employees eligible to participate in the defined contribution plan may voluntarily contribute to the plan. During 2020, the Presbytery contributed \$36,706 to the defined contribution plan.

**NOTE 9 OPERATING LEASES**

The Presbytery leases certain equipment under the terms of operating leases. Rent expense was \$4,378 for the year ended December 31, 2020.

Future minimum lease commitments at December 31, 2020 are as follows:

<u>Year Ending December 31,</u>	<u>Amount</u>
2021	\$ 4,192
2022	2,148
2023	2,148
2024	716
Total	<u>\$ 9,204</u>



**THE TRUSTEES OF THE PRESBYTERY OF PHILADELPHIA  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2020**

**F-21****NOTE 10 FUNCTIONAL EXPENSES**

The table below presents expenses by both their nature and function for the year ended December 31, 2020:

	Program			Management & General	Total
	Ministry & Mission	Ecclesiastical & Pastoral	Kirkwood Camp		
Equipment & Supplies	\$ 225	\$ 51	\$ 6,158	\$ 14,449	\$ 20,883
Maintenance	-	-	13,548	26,579	40,127
Miscellaneous	254	-	130	462	846
Insurance & Professional Fees	101	400	15,523	62,105	78,129
Personnel Expenses	348,619	249,825	75,751	244,553	918,748
Direct Program Support	160,116	13,399	12,620	23,366	209,501
Depreciation & Amortization	-	-	8,743	141,589	150,332
Telephone & Utilities	189	292	25,058	21,015	46,554
Lilly Grant	38,303	-	-	-	38,303
Support of Specified Causes	1,052,298	-	-	-	1,052,298
Total	<u>\$ 1,600,105</u>	<u>\$ 263,967</u>	<u>\$ 157,531</u>	<u>\$ 534,118</u>	<u>\$ 2,555,721</u>

The financial statements report certain categories of expenses that are attributable to multiple program or supporting activities. The Presbytery's primary expense category that is divided among program and supporting functions is Personnel (salaries and benefits), which is allocated among the Ministry & Mission, Ecclesiastical & Pastoral, and Management & General (including finance and administration) functions according to longstanding formulas. Kirkwood Camp's Personnel and other expenses are reported on a standalone basis.

The Presbytery's Direct Program Support is allocated primarily to Ministry & Mission, and incorporates operating budget support provided to Community Ministries, as well as to Kirkwood Camp (in addition to program expense incurred by Kirkwood itself), and the Seminary Partnership and Incubator programs. It excludes restricted fund grant activity, which is reflected under Support of Specified Causes.

Several of the Presbytery's other expense categories, including Equipment & Supplies, Maintenance, Insurance & Professional Fees, Depreciation, and Telephone & Utilities, are allocated primarily to the Finance & Administration function.

**NOTE 11 COMMITMENTS AND CONTINGENCIES****Guarantees**

Certain church properties and affiliates in which the Presbytery holds title, and others which are held in the name of corporations of individual congregations, are subject to mortgages, as approved by the Presbytery. Mortgages are owed to the Presbyterian Church (U.S.A.) and commercial lending institutions. Individual church congregations assume all such obligations and make required payments directly to the mortgagor. On occasion, as approved by the trustees, the Presbytery guarantees the mortgages of the member congregations. At December 31, 2020, the Presbytery guaranteed mortgages with various financial institutions with outstanding balances of approximately \$4,181,733.

**THE TRUSTEES OF THE PRESBYTERY OF PHILADELPHIA  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2020**

**F-22****NOTE 11 COMMITMENTS AND CONTINGENCIES (CONTINUED)****Other**

The Presbytery is engaged in legal actions arising in the ordinary course of its business. The Presbytery believes that the ultimate outcome of all such matters will not have a material effect on Presbytery's financial position.

**NOTE 12 LIQUIDITY**

The Presbytery had approximately \$1,053,400 of total cash and cash equivalents plus short-term investments as of December 31, 2020, including Kirkwood Camp. Excluding Kirkwood, total cash and short-term investments were \$993,200, of which \$112,900 represented funds held for others (primarily the General Assembly and Synod), leaving \$880,300 of total liquidity, or about nine months of Presbytery operating expenses.

The Presbytery invests cash in excess of normal requirements (short-term investments) in shares of a money market fund which holds securities maturing in 397 days or less (with certain exceptions) and having a weighted average maturity of 60 days or less and a weighted average life of 120 days or less.

Total available investment income from sources with both donor restrictions and without donor restrictions (funds) used in the Presbytery's 2020 operating budget was nearly \$354,900, or approximately three months of operating expenses (excluding Kirkwood). A portion of the Presbytery's investment income is comprised by a total return distribution from certain funds based on the average of their values as of the end of the three previous years, i.e., 2017 through 2019 (less actual income received from those funds in the prior year).

The balance of the Presbytery's operating budget is funded through annual contributions from churches, both in the form of per capita (also known as apportionment) payments, which are based on the number of members in each church, plus discretionary mission support by individual churches.



**THE TRUSTEES OF THE PRESBYTERY OF PHILADELPHIA  
SCHEDULE OF INVESTMENTS IN REAL ESTATE AND EQUIPMENT AT COST  
DECEMBER 31, 2020  
(SEE INDEPENDENT AUDITORS' REPORT)**

**F-23****Buildings and Building Improvements**

Kirkwood Camp	R.D. #3, Stroudsburg	\$ 1,293,082
Norris Square Church	2136 N. Hancock Street	929,340
Presbytery Center	915 East Gowen Avenue	2,827,227
Beacon Church	2364 East Cumberland Street	585,140
Manoa Church	153 North Eagle Road	1,150,000
Bridesburg Church	2790 Pratt Street	-
Olivet Prospect Park Church	1001 Washington Avenue	450,000
Disston Church	4500 Tyson Avenue	820,000
Woodland Church	401 South 42nd Street	500,000
Macalester-Torresdale Church	3665 East Crown Avenue	500,000
Appletree Childcare & Learning Center	3665 East Crown Avenue	950,000
Total Buildings and Building Improvements		<u>10,004,789</u>

**Vehicles and Equipment**

283,620

**Land, New Church Sites**

Concordville Township Church Site	Smith's Bridge Road and Bethel Road	20,000
Kirkwood	Vacant Land 3.163 Acres, Stroudsburg Township	69,535
Total Land, New Church Sites		<u>89,535</u>

**Cemetery Lots**

West Laurel Hill Cemetery	Bala Cynwyd, Lot #240, Providence Section	1,600
White Chapel Memorial Park	Feasterville, Lot #338 A-D, Folcroft Section	300
Total Cemetery Lots		<u>1,900</u>

Total Property and Equipment (Cost)

\$ 10,379,844



**L-1****PRESBYTERY LEADERSHIP COLLEGIUM***Informational Items*

**The following actions were taken by the Leadership Collegium at their June 30<sup>th</sup>, September 14, and October 24, 2021 meetings.**

**Action:** Approved the May 11, 2021 Collegium meeting minutes. (6/30/21)

**Action:** Approved the Docket for the July 17, 2021 Stated Meeting of the Presbytery as presented. (6/30/21)

**Action:** Approved the June 30, 2021 Collegium meeting minutes. (9/14/21)

**Action:** Approved the formation of an Administrative Commission with the following members: Revs. Laura Colee (Broad Street Ministry, Moderator) Randy Barge (Olney, First), Adan Mairena (West Kensington Ministry), and Elders Julia Hill (Yeadon) and Frank Orzechoski (Warminster, First) on July 27, 2021 to be in conversation with the Session of the Trinity Presbyterian Church in Kensington for the purpose of gaining information regarding the viability of their ministry and facilities, and to make recommendations to the Presbytery regarding any actions to be taken. (9/14/21)

**Action:** Approved the formation of an Administrative Commission in response to the notification of the alleged misconduct, with the following members: Revs. Dr. Kris Schondelmeyer (Deep Run, Moderator), Jade King Bass (Abington), and Christopher Holland (Salt and Light) and Elders George Henisee (Bryn Mawr) and June Higgins (Oxford) on October 25, 2021 to walk along side the Session of the Lombard Central Presbyterian Church:

- explore the context that exists in Lombard Central that may have contributed to the conditions for this situation to occur;
- create and engage in a process for the purposes of truth-telling and the promotion of healing for the individuals involved, the congregation, its ministries, and the community;
- help discern the vision and viability of the congregation in this next season of ministry; and,
- report and make recommendations as appropriate to the Presbytery. (10/24/21)

**Action:** Approved the lease for Summit Presbyterian Church as outlined below: (9/14/21)

The lease is for a Jewish Renewal congregation - P'nai Or Congregation - to worship at Summit Presbyterian (they have been worshipping there for 20 years). The terms/rent are as follows:

Landlord:	Summit Presbyterian Church
Tenant:	P'nai Or Congregation
Term:	Three years, August 1, 2021, to July 31, 2024
Rent:	\$9,018.00 per year



## L-2

**Action:** Approved the change, as recommended by the Trustees to the by-laws of the Trustees as outlined below: (additions underlined, deleted shown by strikethrough): (9/14/21)

### Legal Counsel of Presbytery

Section 6.01. Qualifications. Legal Counsel of Presbytery shall be an attorney at law admitted to the Bar of the Supreme Court of the Commonwealth of Pennsylvania, shall have previously been ordained as an elder of, and a current member of, a church in the Presbyterian Church (U.S.A.) ~~and shall be a member of a particular church of the Presbytery of Philadelphia.~~

**Action:** Approved the Sale of Manse of Holmes Presbyterian Church. (9/14/2021)

At a congregational meeting held on August 29, 2021, the Holmes Presbyterian Church approved selling its manse to Pastor Bill Carpenter, who is retiring, and his wife. This had previously been approved by the Holmes' Session. The selling price was \$235,000. Stated Clerk, Rev. Kevin Porter and Trustee President Mike Henry attended the congregational meeting. The sale of the manse also had the approval of the Commission on Ministry.

Subsequently, the Trustees of the Presbytery of Philadelphia approved this sale at their stated meeting on September 8, 2021, with the following resolution. This resolution is brought to the Collegium for approval.

WHEREAS, the Trustees of the Presbytery of Philadelphia have received an offer to purchase the manse of the Holmes Presbyterian Church, titled in the name of the Presbytery of Philadelphia, located at 535 Stanbridge Road, Morton, PA, by the Rev. John William Carpenter and his wife, Elizabeth Carpenter (the "Buyers").

THEREFORE, the following resolutions are appropriate:

RESOLVED that the Trustees of the Presbytery of Philadelphia (the "Corporation") accept the offer of the Buyers to purchase the manse of the Holmes Presbyterian Church, which is titled in the name of the Trustees of the Presbytery of Philadelphia at 535 Stanbridge Road, Morton, PA, for the purchase price of \$235,000.00 in accordance with the terms of an Agreement of Sale delivered by the Buyers to the Corporation.

RESOLVED, that the President or Assistant Treasurer/ Business Administrator of the Corporation are authorized to take any additional actions and execute any additional amendments or endorsements to the Agreement of Sale necessary to close on the sale of the Property with the advice of legal counsel of the Presbytery.

RESOLVED, that any one of the officers of the Corporation is authorized and empowered to execute and deliver all agreements, instruments and documents, including, but not limited to, the Agreement of Sale, a deed, a seller's affidavit, and settlement statement, as are necessary and desirable to consummate the sale and conveyance of the Property to the Buyers. The said officer is further

**L-3**

authorized, directed and empowered to proceed with the sale and to take all such actions as are necessary and desirable for the purposes of effectuating the sale.

RESOLVED, that the President, Assistant Secretary or the Assistant Treasurer of the Corporation are also authorized to sign and affix the Corporation's seal to any and all documents required to effectuate the sale as set forth above, and, to receive the check or wire transfer (made payable to the Trustees of the Presbytery of Philadelphia) representing the balance of the proceeds of the sale.

RESOLVED that the net proceeds of the sale be placed in an investment account held by the Presbytery to help pay for the housing costs of the next Pastor of the Holmes Church.

RESOLVED, that the Corporation recommends the foregoing resolutions to the Collegium or the Presbytery of Philadelphia for approval.

**Action:** Approved the following names to serve on the Presbytery's SMART team: (9/14/21)

Class of 2022: Elder June Higgins (Oxford)  
Rev. Dr. Kris Schondelmeyer (Deep Run)

Class of 2023: Rev. Brenton Thompson (Crossroads)  
Elder Elisabeth Slate (Wayne)

Class of 2024: Rev. Dr. Jade King Bass (Abington)  
Elder Isaac Baah (United Ghanaian)

**Action:** Approved the "Just an Elder" Retreat weekend, with up-to-\$4,000 from the Reserves for New Initiatives to subsidize this initiative. (9/14/21)

**Action:** Approved the Trustees recommendation for the sale of the Kirkwood property (10/24/21)

Highlights of the agreement include:

- the buyer is Spacestone LLC, a holding company for QM International Arts Center and Grace Christian Alliance Church, located in Flushing, NY. Their intention (see letter from Alan Mei attached) is to continue the camp as a campground for events.
- the buyer will purchase the entire Kirkwood property which consists of 11 tax parcels
- the purchase price is \$1,644,500, which is the full, listed price
- this will be an all-cash purchase
- the buyer is purchasing the property "as is, where is" waiving all due diligence and the clause covering wetlands, flood plain, asbestos etc.
- the closing date is scheduled for November 30, 2021

**Action:** Approved the following names to serve on the Committee on Nominations Class of 2024: (10/24/21)

Rev. Ryan Balsan (Ambler, First)  
Elder Frank Orzechoski (Warminster, First)  
Elder Susan Aggarwal (Wayne)

## COMITTEE ON NOMINATIONS

*Action Items***N-1**

The Presbytery of Philadelphia's Committee on Nominations presents the following for consideration:

**For Moderator:** Rev. Edward "Ted" Mingle (Lower Providence)

**For Vice-Moderator:** Elder Zandra Maffett (Valley Forge)

**For Member-at-Large of the Leadership Collegium:**

Class of 2024: Rev. Anna Grant-Borden (Mt. Airy)

**For the Commission on Ministry (COM):**

Class of 2024: Rev. Cynthia Betz-Bogoly (Elkins Park)  
Elder Susan Bravo (Bryn Mawr)  
Elder Gene Burke (Salt and Light)  
Rev. Mindy Campbell (Warminster, First)  
Rev. Samuel Massengill (Newtown)  
Rev. Richard Miller (Wayne)  
Rev. Kari Olson (East Falls)  
Elder Yvonne Rudolf (Berean)  
Elder Dave Sager (Doylestown)  
Moderator: Elder Jim Ballengee (Arch Street)

**For the Commission on Preparation for Ministry and Membership (CPMM):**

Class of 2024: Elder Pat Edwards (Deep Run)  
Rev. Michelle Grunseich (Member At Large)  
Rev. Doug McPheeters (Middletown)  
Rev. Frank Pottorff (Bryn Mawr)  
Elder Harold Pugh (Edington)  
Elder Jack Shaller (Flourtown)  
Elder Michael Smith (Philadelphia, First)  
Moderator: Rev. Joyce Shin (Swarthmore)

**For the Commission on Financial Management (CFM):****N-2**

Class of 2024: Elder Vijay Aggarwal (Wayne)  
 Rev. Dr. Janel Dixon (Cedar Park)  
 Elder Kenneth McIntosh (Holy Trinity-Bethlehem)  
 Rev. Baron Mullis (Philadelphia, First)  
 Elder Bill Wells (Flourtown)

Moderator: Elder Mike Henry (Valley Forge)

**For the Commission on Resources and Creative Ministries (CRC):**

Class of 2024: Elder Beth Bauer (Flourtown)  
 Rev. Kristen Levens (Grace, Jenkintown)  
 Elder Jim Wood (Glading)  
 Rev. Mary Kruse Zambrana (Japanese Christian)

Class of 2022: Elder Kate McShane (Tree of Life)

Moderator: Rev. Sarah Cooper-Searight (Swarthmore)

**For the Committee on Representation (COR):**

Class of 2024: Elder Megan D. Acedo (Beacon)  
 Ms. Grace Marable (Bethel)

Moderator: Elder Megan D. Acedo (Beacon)

**For the Committee on Personnel (COP):**

Class of 2024: Elder Anita Iyengar (Bryn Mawr)  
 Rev. Carla Jones-Brown (Arch Street)  
 Rev. Adan Mairena (Yeadon)

Co-Moderators: Revs. Carla Jones Brown & Dr. John Willingham

**For the Permanent Judicial Commission (PJC):**

Class of 2027: Elder Lloyd Higgins (Oxford)  
 Rev. Sameh Shaker (Neshaminy-Warwick)  
 Rev. Dr. John Wilkinson (Chestnut Hill)

**For the Committee Self Development of People (SDOP):**

Class of 2024: Ms. Jacqueline Chapman (non-Presbyterian)  
 Rev. Rebecca Kirkpatrick (Bryn Mawr)  
 Rev. Zuline Wilkinson (non-Presbyterian)

## COMMISSION ON PREPARATION FOR MINISTRY AND MEMBERSHIP

*Action Item*

The Commission on Preparation for Ministry and Membership recommends candidate **Isaac Baah** (United Ghanaian) be examined for ordination.

*Information Items*

The following actions were taken by the Commission on Preparation for Ministry and Membership at its September 9, 2021 meeting.

## Enrollment of New Minister Members

1. Received **Rev. Rebecca Bateman** as a minister member of the Presbytery. (9/9/21)

Under the Care of the Presbytery of Philadelphia  
Commission on Preparation for Ministry and Membership

**Inquirers**

Choi, Mina (Doylestown)  
Dean, M. K. (Philadelphia, First)  
Downing, Bernard (T.M. Thomas)  
Dwayen, Gabriel (Tully)  
Hearst, Eric Jerome (Oxford)  
Jones, Claire (Christ's Community)  
Martin, Emma-Claire (Tree of Life)  
McCraney, Connor (Newtown)  
Mucklow, Wayne (Old Pine)  
Peterson, Lars (Arch Street)  
Rigsby, Suzin (Abington)  
Walhout, Klaas (Philadelphia, First)

**Candidates**

Briggs, William (Doylestown)  
Chaffee, John (Media)  
Grace, Arlene (Germantown, First)  
Heintz, Cassandra (Carmel)  
Heyer-Rivera, Christian (Chestnut Hill)  
Hostetter, Sarah (Wayne)

**Certified Ready**

Baah, Isaac  
Bass, Aaron  
Biermann, Heidi  
Cornish, Theodore  
Hodges, Glenda  
Nambiar, Virginia  
Rascoe, Allen  
Rich, Patricia  
Willcox, Courtenay



Isaac Baah  
Autobiographical Statement

**P-2**

After finishing high school from Mfantshipim Secondary in Ghana, Isaac Baah went to the University of Cape Coast and graduated with first class honors in Mathematics. He took the GRE and got a scholarship to study Applied Mathematics at the University of Vermont in 1999. After graduating with MSc. degree in Applied Mathematics in 2001, Isaac took another MSc. course in Actuarial Science at the University of Connecticut and graduated in 2003. In 2004, he was employed by an Insurance Company called ING, currently known as VOYA, as an Actuary at West Chester, Pennsylvania for eleven years. He left the company in 2015 as an Associate of Society of Actuaries to pursue another master's degree in theology at Princeton Theological Seminary and graduated with MDiv. in 2018. When Isaac came to America, he got married to his wife Gina Baah in 1999 and they now have three children.

He enrolled with the United Ghanaian Community Church the very year he came to America. The senior pastor, session and the rest of the congregation saw his commitment and elected him to the office of a ruling elder. Isaac has served and is still serving on different committees and groups in his local church. His level of dedication paved way for him to serve on other committees in the Presbytery of Philadelphia as well. He served on the committee for the nomination of the current Executive Presbyter, and he is currently serving on the Commission on Resource and Creative Ministry. Isaac was a commissioner to the 221st General Assembly (2014) in Detroit, Michigan. He is currently serving as a director on the Board of Pensions, one of the six agencies of the Presbyterian Church (USA). He also served as the treasurer of the Conference of Ghanaian Presbyterian Churches in North America for six years, from June 2014 to June 2020. The senior Pastor of his church Rev. Dr. Kobina Ofosu-Donkoh realized the pastoral gifts in him and encouraged him to undertake a seminary education to lead the church after he retires. He first got admitted to the University of Dubuque in 2012 but could not go because of family and financial difficulties. After spending years in prayer and with encouragement and support from Rev. Ofosu-Donkoh and other well-wishers, Isaac finally made the decision in 2015 to stop work and go to seminary. Isaac is now certified by the Presbytery of Philadelphia and is now waiting for a call.

Isaac Baah  
Statement of Faith

## P-3

1 The Triune God – Father, Son and Holy Spirit

2 I believe in the Triune God - Father, Son and Holy Spirit - each person distinct and yet perfect in unity,  
3 community, and purpose. The Sovereign God of Israel is the creator of the universe and the sustainer of all things,  
4 creating humanity for a loving relationship, sharing in God's creative purposes. God is love, unchanging, holy,  
5 merciful, just, righteous, gracious, and good. In Jesus of Nazareth God took the form of a human being and dwelt  
6 among us. Throughout his ministry Jesus attended weddings, went to the place of burial to wake up the dead,  
7 interpreted the law, used parables to speak about the kingdom of God, wept, was hungry, worshipped in the  
8 synagogue, healed the lepers, gave sight to the blind, fed the hungry and brought sanity to the lunatics. Jesus was  
9 unjustly condemned to death by crucifixion. Rising from the dead, Jesus ascended into Heaven, and intercedes on  
10 our behalf, making right our broken relationship with God until that day when he returns to judge and rule over all  
11 creation. The Holy Spirit enlightens our minds and renews our hearts in knowledge of Jesus Christ, convicting us  
12 of sin, enabling us to repent, empowering us for service and witnesses as children of God.  
13

14 Salvation

15 I believe human beings were created in the image of God. Humanity inherited a sinful nature when Adam sinned,  
16 causing a break in the relationship with God. Out of love, mercy and compassion God pursues us and brings us  
17 back through the saving life, death and resurrection of Jesus Christ. The gift of salvation enlightens the mind,  
18 renews and realigns our hearts and desires to understand the things of God. Salvation is a gift - obtained by grace  
19 and faith through Christ. In the ongoing journey of deepening our faith, our role as believers is to further deepen  
20 that understanding, submitting ourselves totally to God.  
21

22 Church

23 The Church is present where God's Word is proclaimed, and sacraments are rightly administered in a community  
24 of discipleship and nurture. I believe that in every generation God calls together faithful believers to constitute this  
25 community of believers that gather to worship, study, fellowship, pray and serve each other and the world. Due to  
26 human fallibility, the Church must continually reform in accordance with the Word of God, in order to effectively  
27 proclaim the gospel. I believe that the church was instituted by God, empowered by the Holy Spirit to do God's  
28 work on earth. It is that place where strangers are welcomed, the hungry are fed, and the sick are healed. Through  
29 these acts the love of God is revealed to a hurting world.  
30

31 Scripture

32 I believe the Bible is the authoritative word of God, inspired by the Holy Spirit. It reveals the plans and purposes of  
33 God for humankind. It offers counseling, healing, encouragement, comfort, and training in righteousness. The  
34 scriptures afford us the opportunity to see God's action in human history, testifying to God's character, affirming  
35 that all people are created in the image of God, and each one is loved and known by the Creator.  
36

37 Sacraments

38 I believe that the two sacraments of Baptism and the Lord's Supper are physical representations of God's promises  
39 of grace in the gospel. God instituted these sacraments for the Church as a mystical seal of the Holy Spirit. During  
40 Baptism, we are brought into the covenant community of Christ. The waters of baptism wash away our sins so that  
41 we could live holy lives together with other believers. At the Lord's table believers are nourished and nurtured, so  
42 that we can be light in the world. At this table we are reminded of God's faithfulness throughout human history.  
43 We are reminded of Christ's sacrifice on our behalf. We are spiritually lifted before Christ, joining believers of all  
44 time and cultures.

**Commission on Resources and Creative Ministry**  
**November 2021 Stated Meeting**

**R-1**

Since our last reporting, the CRC has continued our work of equipping congregations and faith leadership by stewarding funds of the Great Ends Grants, as well as picking up liaison responsibility for our Covenant Fund 2021 awardees.

Since July, the CRC has awarded these Great Ends Grants:

- Parkland Presbyterian Church Welcome Home Initiative
- Ivyland Presbyterian Church Seminary Student Intern

In August, the granting committee for the Covenant Fund met to determine recipients of our Wave 2 awards.

- *The Presbyterian Church of Chestnut Hill Senior Outreach Program.*
- *First Presbyterian Church in Philadelphia Campus Ministry.*
- *First Presbyterian Church in Norristown Providing Overnight Shelter to the Unhoused.*
- *Gladwyne Presbyterian Church A Time for Peace: Heeding God's Call.*
- *Mt. Airy Presbyterian Church Family Initiative.*
- *Tree of Life Church Disability Ministry/ Our Community Cup.*
- *Old Pine Presbyterian Church Intergenerational Leadership.*

All of the recipients from both waves can be found on the CRC page on the Presbytery website.

( <https://presbyphl.org/2021-covenant-fund-recipients/> ) As is our practice, after these funds were awarded, the CRC has taken over responsibility to follow up as liaisons with each of these initiatives. Liaisons have the pleasure to continue to follow the progress of the initiatives rewarded, help in answering questions or being partners in conversation, and encourage story-telling so that as a Presbytery, we can hear more from these ministries throughout the year.

In addition to our granting and liaison work, the CRC is working with the Associate Presbyter to support the PresbySTORY team. A companion to the PresbySpeak podcasts and Conversations at the Well, PresbySTORY will lift up short stories of ministry happening throughout our Presbytery

Finally, related to story-telling, as Moderator of the CRC I had the pleasure of co-leading with Greg Klimovitz the first Equipping at the Well conversation on Digital Storytelling. This conversation was meant as a resource for ministry leaders and congregation members, offering both theological grounding and practical tools for sharing ministry stories via digital media. We had great support from Presbytery leadership and a good turnout for this first conversation. If you missed it and would like to check it out, you can find the recording here:

<https://presbyphl.org/digital-storying-a-means-of-grace-welcome-and-witness/>

In November, the CRC will begin to read together *Sustaining Grace: Innovative Ecosystems for new Faith Communities*, hoping to continue our learning in how we can best equip ministries, both new and sustaining.

Respectfully submitted,

Rev. Sarah Cooper Searight



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## STATED CLERK'S REPORT

### *Informational Items*

Roster of Permanent Judicial Commission Members  
whose terms expired during the last six years (D-5.0206b)

#### Class of 2021

Rev. Anita Bell (Lenape Valley)  
Elder Daniel Connor (Germantown, First)  
Elder Alice Hughes (Newtown)

#### Class of 2019

Elder Paul Bunting (Grace, Jenkintown)  
Elder Al DerMovsesian (Warminster, First)  
Rev. Karen Nelson (Marple)

#### Class of 2015

Rev. Jack Norrie (Honorably Retired)  
Elder Phoebe Sheftel (Bryn Mawr)  
Elder Sam Whyte (Germantown, First)



## S-2

Information regarding Overtures to the 225<sup>th</sup> General Assembly

The 225th General Assembly will convene on June 18, 2022 in a hybrid modality from Louisville, KY and will conclude virtually on Saturday, July 9, 2022. This is the first time that our assembly will convene in this manner. All committee meetings will be in-person and staggered sometime within the beginning of this time frame. All plenaries held July 5-9 will be virtual.

In order to accommodate the schedule of deadlines from the Office of the General Assembly (OGA) for overtures to be considered by the 225<sup>th</sup> General Assembly (2022)<sup>1</sup>, the following schedule is being proposed the following schedule for our sessions to follow for any overtures originating from the Presbytery of Philadelphia:

December 1, 2021	<p>Deadline for all <b>overtures involving amendment(s) to/interpretation(s) of the <i>Book of Order</i> or overtures having financial implications</b> to be filed with the Stated Clerk of the Presbytery of Philadelphia from the sessions of our congregation.</p> <p>The above overtures will be voted on at our <u>January 2022*</u> Stated Meeting of the Presbytery of Philadelphia.</p>
March 11, 2022	<p>Deadline for <b>all other overtures or comments from the sessions of our congregations and requests for concurrences from other presbyteries</b> to be filed with the Stated Clerk of the Presbytery of Philadelphia.</p> <p>The above overtures will be voted on at our <u>April 2022*</u> Stated Meeting of the Presbytery of Philadelphia.</p>

**\*NOTE: Any overtures to be considered at the stated meeting will be e-mailed to commissioners in advance. In addition to a pre-presbytery information session on the day of the stated meeting to serve as a first-reading, a Saturday morning conversation will be scheduled if needed.**

If you are considering submitting an overture, please feel free to contact Stated Clerk Rev. Kevin Porter ([statedclerk@presbyphl.org](mailto:statedclerk@presbyphl.org) – please put “Overture” in the subject line), or refer to the 2020 Standing Rules of the General Assembly.

<sup>1</sup> **225 GA (2022): June 17 through July 9, 2022 hybrid model**

180-day Deadline: December 16, 2021 (list of commissioners to OGA)

120-day Deadline: February 15, 2022 (amendment to/interpretation of *Book of Order*)

60-day Deadline: April 17, 2022 (financial implications)

45-day Deadline: May 2, 2022 (all other overtures, comments)

30-day Deadline: May 17, 2022 (consultation)

## S-3

## REDRESS OF IMBALANCE

The *Book of Order* (G-3.0301) requires the Presbytery to “adopt and communicate to the sessions a plan for determining how many ruling elders each session should elect as commissioners to Presbytery.”

An examination of the total number of members of the congregations of the Presbytery and the total number of minister members reveals a ratio of 77 congregants for every minister member. Using each congregation’s reported 2020 membership and assigning 1 ruling elder commissioner for every 77 members would lead to the following number of ruling elder commissioners for each Presbytery meeting. *(Please note: This allocation caps the maximum number of ruling elder commissioners for all congregations of 2,000 or more at 20.)*

**Total Minister Members: 322 ♦ Total Congregation Membership: 24,712**

**RECOMMEND:** I recommend the imbalance be redressed for implementation beginning on December 1, 2021. This assigning begins on December 1, 2021 and continues through November 30, 2022.

Abington	10
Ambler, First	7
Anchor	1
Arch Street	2
Ardmore, First	4
Aston	1
Beacon	1
Bensalem	1
Berean	2
Bethel	1
Bethesda	1
Beverly Hills	1
Bryn Mawr	20
Calvary - Wyncote	1
Carmel	6
Cedar Park	1
Central Iglesia Norristown	1
Chambers Memorial	1
Chestnut Hill	7
Christ's	1
Christ's Community Church- Drexel Hill	1
Church on the Mall	1
Collenbrook United	1
Concord Liberty	2

Crossroads-Limerick	2
Darby, First	1
Deep Run	2
Doylestown	19
Eddington	2
Elkins Park	1
Falls of Schuylkill	1
Forest Grove	2
Fox Chase Memorial	1
Frankford	1
Germantown Community	1
Germantown First	2
Glading Memorial	1
Gladwyne, Lower Merion	1
Glenolden, First	1
Grace Jenkintown	6
Gwynedd Square	3
Holmes	1
Holy Trinity Bethlehem	1
Ivyland	1
Japanese Christian	1
Jeffersonville	1
Kensington First	1

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Lansdowne, First	2
Lawndale Holy Grace	1
Lenape Valley	5
Leverington	2
Levittown, First	3
Llanerch	3
Lombard Central	1
Lower Providence	10
Marple	2
Mayfair	1
Media	7
Memorial	1
Middletown	4
Morrisville	5
Mount Airy	1
Neshaminy Warwick	7
New River Presbyterian Church	1
Newtown	11
Newtown Square	4
Norristown, First	1
Norriton	1
Northampton	2
Northminster	1
Oak Lane	1
Old Pine, Third Scots & Mariners	3
Olivet Covenant	1
Olney First	1
Overbrook	5
Oxford	2
Parkland	1
PC of Pakistan	1
Penn Wynne	1
Philadelphia, First	3
Podowon	1
Port Kennedy, First	1
Pottstown, First	8
Rhawnhurst	1
Ridley Park	7
Roxborough	1
Salt & Light (formerly New Spirit)	1
Southwestern	1
Springfield -Flourtown	2
Springfield, First	2
Suh Kwang	1
Summit	2
Supplee Memorial	4
Swarthmore	8

Tabernacle United	1
Temple	1
Thompson Memorial	4
Thomas M Thomas Memorial	1
Tree of Life	1
Trinity - Clifton Heights	1
Trinity, Philadelphia	1
Tully Memorial	1
United Ghanaian Community	3
Valley Forge	1
Wallingford	5
Warminster	3
Wayne	20
Westminster Mayfair	1
Wissahickon	1
Wissinoming	1
Woodside	10
Wynnefield	1
Yeadon	1

## Roll of Minister Members of the Presbytery of Philadelphia, 2021

Ahn, Peter	Ehman, John W.
Aikins, Kathryn	Evangelista, Alex
Ames III, G. Clayton	Evans, Michael J.
Arlyck, Matthew	Eyre, Robert
Ashford, Stephanie Templin	Ezunkpe, Komlan
Auxter, Mark S.	Fall, Susan
Ballard, Brian	Farrell, Lisa
Balsan, Ryan Edward	Farrell, Paul
Barge, Randy L.	Ferguson, Laura
Bass, Jade King	Ferris, Jason R.
Bateman, Rebecca	Fettig, Jonathan
Bell, Anita Miller	Fitch, Diane Jamison
Betz-Bogoly, Cynthia	Fong, Joanne Shum
Biederman, Robert N.	Foote, Jerry Kay
Blake, Rebecca	Ford, Stephen T.
Blore, Christen	Ford, Wanda Larman
Bonner, James Edward	Friend, Elizabeth B. Ford
Bonwell, Raymond	Garcia, Raymond E.
Brackett, Judith	Golderer, William
Brecht, George T.	Gomez-Saravia, Gadiel
Britt, Jonathan	Grant-Borden, Anna
Brown, Carla Jones	Greyling, Jacobus P.
Brozyna, Marcie	Grimes, Jason
Bruce, Christine A.	Griffith, Clyde E.
Callaway, Christine	Grimes, Jason
Campbell, Mindy	Gross, Strother
Carpenter, J. William	Grunseich, Michelle
Cavicchia, Cara	Hankel, Heidi
Choi, Wonjae	Hausser, Sherri
Clark-Duncan, Anne	Hearlson, Adam
Colee, Laura	Hearlson, Christiane Lang
Colwill, Sarah	Hecht, Kathy
Cornelius, Taylor	Heckman, Bailey
Craver, Thomas L.	Heffernan, Deborah Downs
Davis, Gerard	Hessel, Beth
Day, Katie	Hill, Faith
DeVries, Leigh	Hill, Kirby Lawrence
Dietrich, Stephen	Hoglund, Douglas C.
Dixon, Troy Janel	Holland, Christopher
Dooner, Timothy	Holmes, Julie
Dorville, Eric	Holt, Charles
Dryden Jr., Foster C.	Hull, Sanford D.
Dwyer, Judith	Hyska, Shawn
Earley, Barry J.	Ireland, Kevin
Ebersberger, Sue	Irizarry, Jose



Jacob, Robert A.  
Jones, James Alexander  
Kearney, Roberta  
Khan, Shahbaz  
Kibben, Margaret G.  
Kim, Byung Il  
Kirkpatrick, Rebecca  
Klimovitz, Gregory  
Kosinski, Lori Zang  
Krajan, Joyce  
Kroupa III, George  
Lacroix, François  
Larkin, David  
Lawrence-Caldwell, Melanie  
LeClyuse, Megan  
Lee, Jieun  
Lee, Ki Nam  
Lee, Sung Dae  
Lester, Jr., W. Carter  
Lester-Abdalla, Alexander  
Levens, Kristen  
Lyndaker-Studer, Mark  
MacCullough, Bruce W.  
Mairena, Adan  
Markel, John S.  
Marshall, Eustacia Moffett  
Martin, Joan  
Martin, Peter  
Massengill, Samuel E.  
McClain, Keith  
McKinney Jr., William P.  
McPheeters, Douglas W.  
McShane, Pamela J.  
Miller, Richard  
Milligan, Fred  
Mingle, Edward G.  
Morgan, Marianne  
Morganti, Steve  
Morse, Daniel  
Mullis, Baron  
Myers, Jeffrey T.  
Na, Amy  
Na, Kang-Yup  
Nelson, Karen R.  
Norfleet, Agnes  
Ofosu-Donkoh, Kobina

Olson, Kari  
Palmer, Langdon B.  
Park, Anne  
Park, Tae Moon  
Pearce, Patricia  
Pedersen, Rachel  
Pidcock-Lester, Karen  
Pleim, Kurt  
Poland, David M.  
Porter, Kevin  
Poteet, Michael  
Pottorff, Franklyn  
Pretz, S. Timothy  
Price, Donald  
Pyrch, Cheryl  
Quarles, Leah  
Quick, Hannah  
Rappaport, Lydia  
Rhodes, Rachel  
Rhone, Rhonda  
Robinson, Graham  
Rodgers, Andrea  
Rogers, Robert J.  
Roman, Kelly  
Ross, Kenneth J.  
Ross, Robert  
Rossi, Ashley  
Rusert, Abigail Visco  
Russo, Brian  
Sanchez, David E.  
Santana-Grace, Ruth Faith  
Scholdelmeyer, Kristopher  
Searight, Sarah Cooper  
Searight, William  
Segers, Rebecca  
Sexton, Pauline  
Shaker, Sameh  
Sharif, Kurshid  
Sheetz-Willard, Julia J.  
Shendge, Manisha  
Shevel, Katherine  
Shimada, Peter  
Shin, Joyce  
Smyrl, Peter  
Snyder, John A.  
Somerville, Margaret

Speck, Jonathan  
 Stavrakos, P. Todd  
 Steinnagel, Schaunel  
 Stiffler, Flo Guynn  
 Stratton, Ruth Ellen  
 Stroup, Maria A.  
 Sulyok, Jeannine Frenzel  
 Sulyok, Peter  
 Sweet, John D.  
 Taylor, Ethelyn  
 Telford, Taylor  
 Terry, Greg  
 Thomas, James  
 Thomas, Jeanne  
 Thompson, Brenton E.  
 Thompson, Lewis Casey  
 Timothy, Nancy  
 Tung, Arthur C.  
 Twitchell, Aaron  
 Wagner, Elizabeth  
 Wallace, Mark I.  
 Watson, Deborah  
 Weed, Stephen N.  
 Wilkinson, John  
 Williams, Faith  
 Willingham, John M.  
 Wilson, Henry S.  
 Wonderland, Kenneth B.  
 Wonderland, Susan Faye  
 Wood, H. Stanley  
 Wotring, Timothy  
 Yu, In Kon  
 Zambrana, Mary Kruse

#### Honorably Retired

Adams III, HR; J. B.  
 Andrews, HR; Charles  
 Baker, HR; Joseph W.  
 Barton, HR; Scott L.  
 Bay, HR; Eugene C.  
 Becker, HR; Bruce  
 Berges, HR; John E.  
 Bethel, HR; Leonard  
 Kirk, HR; Richard  
 Kompass Jr., HR: Frederick R.  
 Lawrence, HR; Keith D.

Blair, HR; Hugh N.  
 Boell, HR; Robert P.  
 Boone, HR; Leslie  
 Bowman, HR; Martha E.  
 Brooks, HR; Brenda D.  
 Bruinsma, HR; Walter G.  
 Bustard Jr., HR; George I.  
 Caraher, HR; William  
 Chaapel, HR; Barbara A.  
 Cheng, HR; James  
 Clark Jr., HR; Gerald Daniel  
 Clarke, HR; Margaret Anne  
 DiRaddo, HR; James W.  
 Eby, HR; James D.  
 Edwards, HR; Christopher O.  
 Elliott, HR; Sherry G.  
 Fletcher Jr., HR: Wallace N.  
 Foose, HR; Dean E.  
 Froom Jr., HR; Burton S.  
 Furgess-Oler; HR, LoisAnn  
 Galloway Jr., HR; John T.  
 Garner, HR; Jesse B.  
 Gast, HR; Aaron E.  
 Gehres, Jr., HR; Edward D.  
 Gilbert, HR; Peter J.  
 Green, HR; Willard P.  
 Harvell, HR; Valeria G.  
 Hill, HR; Robert C.  
 Hoagland, HR; Donald Clark  
 Hollingshead, HR; George E.  
 Hourani, HR; Joseph  
 House, HR; Robert S.  
 Howland, HR; Donald G.  
 Jarvis, HR; Cynthia Ann  
 Jaymes, HR; Linda  
 Jenkins, HR; Carroll D.  
 Jeon, HR; Young Hynn (Abraham)  
 Jones, HR; Curtis A.  
 Kang, HR; Benjamin  
 Kauffman, HR; Richard S.  
 Kemp, HR; William J.  
 Kemper, HR; Royal D.  
 King, HR; John  
 Kwon, HR; Young Sup  
 Lappen, HR; James H.  
 Leasure, HR; Byron

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Liu, HR; Clifford  
MacDonald, HR; James R.  
Mann, HR; Margaret A.  
Mann, Jr. HR; Andrew H.  
McAnlis, HR; John S.  
McAnlis, HR; Karin Nelson  
McClellan, HR; Kari Turner  
McElhinney, HR; Thomas K.  
McPherson, HR; Mary Ann  
Murata, HR; Benjamin  
Murphy, HR; Robert C.  
Muth, HR; Nancy E.  
Norrie, HR; Jack  
Pacini, HR; Roberta  
Park, HR; Tae Eui  
Porter, HR; Anderson E. Pulsifer,  
HR; J. Michael  
Reid, HR; Daniel W.  
Rice, HR; John H.  
Robinson, HR; Linda  
Sale, HR; Virginia J. R.  
Sautter, HR; Nancy Lindell  
Sheetz-Willard, HR; Woodrow  
W. Sheldon, HR; Robert B.  
Shoemaker, HR; Louise P.  
Sime, HR; Peter C. S.  
Smith, HR; Michael  
Son, HR; Suk Bae  
Song, HR; Jin Jae  
Stavrakos, HR; Paul  
Steele, HR; Joseph I.  
Stratton, HR; Jimmy Lee  
Swanson, HR; Clifford  
Taylor, HR; Jean E.  
Thomas; HR, Sandra Mae  
Thornton, HR; James W.  
Uzelmeier Jr., HR; Calvin E.  
Valentine, HR; Herbert  
Van Druff, HR; John  
Walter, HR; Donald M.  
Wells, HR; Kenneth A. B.  
Wohlschlaeger, HR; Richard  
Wray, HR; Thomas  
Yeaworth, HR; David V.  
Young-Ward, HR; Leslie  
Zink-Sawyer, HR; Beverly A