

Notice of the
Stated Meeting
of the
Presbytery of Boston
Hosted by Newton Presbyterian Church

Date/Time: September 24, 2018, 7:00 PM

Location: 75 Vernon St., Newton, MA

Pre-Meeting:

- Light meal at 6:30 provided by the Newton Presbyterian Church
- At 6:30 PM members are invited to meet with Amanda Grant Rose, executive director at common cathedral, who will be available for conversation about her ministry during dinner.
- Meeting officially begins at 7:00 PM

All teaching elders and ruling elders with the privilege of vote are expected to attend all presbytery meetings.

If you have any questions, please feel free to contact the Stated Clerk:
T. J. DeMarco at statedclerk@presbyteryofboston.org or 401-523-7417

Worship Offering

Our worship offering will support young people in our Presbytery in their trip to Presbyterian Youth Triennium.

Proposed Docket
September 24, 2018
Stated Meeting of the Presbytery of Boston
Newton Presbyterian Church
75 Vernon St.
Newton, MA

		Length
6:30	Registration and Fellowship (Light dinner will be served) Dinner with Amanda Grant Rose for those who would like to learn about common cathedral	30
*7:00	Call to Order & Declaration of Quorum (David Leigon) Opening Prayer Call for new business Adoption of agenda Omnibus Motion (see next page) Introduction of New Elders Seating of Corresponding Members Welcome from Host Congregation	10
7:10	Report of the Treasurer (Andrew Parmelee)	5
7:15	Report of the Trustees (Rodney Petersen)	5
7:20	Waltham Task Force	15
7:35	Report of the Stated Clerk (T. J. DeMarco)	15
7:45	Report of the Moderator (David Leigon)	10
7:55	Worship	30
8:25	Budget and Strategy Conversation (including by-laws changes vote)	30
8:55	“Motion regarding full inclusion and justice for people of all gender identities” (Jean Southard)	10
	Committee Reports	
9:05	Communications Coordinator Position – Kristin Rinehimer	5
9:10	Committee on Preparation for Ministry	5
9:15	Committee on Ministry	60
10:15	Report of Council	5
	New Business (only if requested at beginning of meeting) and Announcements	
	Adjourn	
	* <i>Denotes Order of the day</i> (All other times are guidelines)	

Omnibus Motion:

1. Dismiss the Administrative Commission to install Ben Black at First United Presbyterian Church of Cambridge with thanks. (Stated Clerk Report)
2. Dismiss the Administrative Commission to install Katie Cole at Fourth Presbyterian Church with thanks. (Stated Clerk Report)
3. Dismiss the Administrative Commission to install Drew Hanson at First Presbyterian Church of Quincy with thanks. (Stated Clerk Report)

PRESBYTERY OF BOSTON

OFFICE OF THE TREASURER

TO: Church Pastors, Commissioners and Treasurers
FROM: Andrew W. Parmelee, Treasurer
DATE: September 24, 2018

With this memo you will find the treasurer's income/expense report of Presbytery's operating account through August 31 of this year along with the mission report for the same period. The second page of the income/expense report has the Trustees' balance sheet as of August 31, 2018. Also with this report is the treasurer's income/expense report for the YAV account through the end of July.

If you have any questions concerning these reports please ask them at the meeting on Monday evening or contact me by phone at 617-967-0430 or by email at awparmelee@comcast.net anytime.

Presbytery of Boston

<i>Per Capita and Mission Budget for 2018</i>			<i>Budget</i>		<i>Actual - August 31, 2018</i>			
I. Per Capita and Mission Resources:			2018	% Budget	2018	% Budget		
1) Member Church <i>Per Capita</i> (formerly Unified Mission)	\$	133,672		55.5%	\$	64,794	48.5%	<i>Balances</i>
2) Transfer from Trustee Funds - Mission Awards, Grants, Loans	\$	10,000		4.2%	\$	7,925	79.3%	
3) Transfer from Fort Square Settlement Proceeds	\$	20,000		8.3%	\$	20,000	100.0%	Checking \$ 40,238
4) Transfer from Trustee Funds (5 Yr Rolling Avg of Interest Income)	\$	5,000		2.1%	\$	1,451	29.0%	Savings \$ 227
5) YAV Payroll Support	\$	25,123		10.4%	\$	16,420	65.4%	8/31/18 \$ 40,465
6) Individual Gifts	\$	10,000		4.2%	\$	4,480	44.8%	
7) Unrestricted-Shared Mission	\$	30,000		12.5%	\$	13,548	45.2%	
8) Designated/Directed Mission	\$	7,000		2.9%			0.0%	
9) Presbytery Loose Offering				0.0%	\$	2,968	0.0%	
RESOURCES Total:			\$ 240,795	100.0%	\$ 131,586	54.6%		
II. Per Capita and Mission Disbursements:			2018	% Budget	2018	% Budget		
A. Congregational Mission Programs			\$ 10,000	4.1%	\$ 8,125	3.3%	<i>01/01/18</i>	<i>\$ 71,120</i>
1) POB Shared Mission Programs (CCS&D)	\$	10,000		4.1%		0.0%	Income	\$ 163,793
2) East Boston CE Grant	\$	-		0.0%	\$ 2,925	0.0%	Disburse	\$ (194,448)
3) Church of the Covenant (Funded by I2)	\$	-		0.0%		0.0%	08/31/18	\$ 40,465
4) Shekinah Fellowship	\$	-		0.0%	\$ 200	0.0%		
5) The Presbyterian Church, Clinton	\$	-		0.0%		0.0%	<i>Funds</i>	
6) Christaller Presbyterian Fellowship	\$	-		0.0%		0.0%	Operating	\$ (13,997)
7) PNNE - Green Card Process	\$	-		0.0%		0.0%	Invest Inc	\$ -
8) Korean Church of Boston (Funded by I2)	\$	-		0.0%	\$ 5,000	0.0%	Peace Offer	\$ 1,491
9) Designated/Directed Missions	\$	-		0.0%		0.0%	Waltham	\$ -
B. Other Mission Programs	\$ 15,000		6.1%	\$ 3,543	23.6%		PJC	\$ 500
1) UTS - Poor People's Campaign			0.0%	\$ 575	0.0%		Youth Tri.	\$ 2,794
2) Community Day Center of Waltham	\$	-	0.0%		0.0%		Pentecost	\$ 731
3) Presbyterian Disaster Assistance - Harvey and Atlantic Regional Hurricanes	\$	-	0.0%		0.0%		PC Conf	\$ 4,463
4) Young Adult Volunteers	\$	-	0.0%		0.0%		CEM	\$ 2,000
5) Mission to the Congo	\$	-	0.0%		0.0%		Pastor's Dev	\$ 6,944
6) Immigration Response Task Force	\$	-	0.0%		0.0%		Presb. Day	\$ 543
7) Northeast Ecumenical Stewardship Council	\$	-	0.0%		0.0%		CPM	\$ 63
8) PC(USA) - Youth Connection and Youth Triennium	\$	-	0.0%		0.0%		Abbey Bos.	\$ 1,474
9) Presbytery Loose Offering (other)	\$	-	0.0%	\$ 2,968	0.0%		CHRA	\$ 540
10) Designated/Directed Mission (other)	\$	7,000	0.0%		0.0%		TTLDev	\$ 21,113
11) PoB Shared Mission Programs (CEM)	\$	8,000	3.2%		0.0%		NPC	\$ -
12) Grants - Restricted (from Trustee Funds)	\$	-	0.0%		0.0%		PDA	\$ 350
C. Presbytery Staff, Officer and Office Expenses	\$ 181,093		73.4%	\$ 118,218	65.3%		Confirm Con	\$ 10,875
1) Moderator of Presbytery - Expenses	\$	1,200	0.5%		0.0%		Supply Fund	\$ 580
2) Treasurer - Salary	\$	20,400	8.3%	\$ 13,600	66.7%		\$ 40,465	
3) Treasurer - Related Expenses (Office and FICA)	\$	5,000	2.0%	\$ 1,040	20.8%			
4) Stated Clerk - Salary	\$	30,274	12.3%	\$ 20,183	66.7%		<i>Other Income</i>	
5) Stated Clerk - Related Expenses (FICA, Travel & Office, 403b)	\$	8,203	3.3%	\$ 7,224	88.1%		Investment	\$ 3
6) Recording Clerk - Stipend	\$	674	0.3%	\$ 674	0.0%		Grants	\$ 10,875
7) Audit Expenses	\$	3,500	1.4%		0.0%		Funds Crs.	\$ 8,302
8) Resource Presbyter - Salary and Offset	\$	39,902	16.2%	\$ 26,601	66.7%		Oper. Crs.	\$ 13,026
9) RP - Reimbursable Exps (CE, Mileage, Meals, Phone) & D&D, Pension	\$	10,788	4.4%	\$ 7,176	66.5%		\$ 32,206	
10) Presbytery Office Expenses, Rent and Insurance	\$	9,000	3.6%	\$ 7,909	87.9%		<i>Other Disbursements</i>	
11) Administrative Assistant to RP/SC - Salary	\$	24,179	9.8%	\$ 16,119	66.7%		Funds Disb	\$ 20,944
12) Administrative Assistant to RP/SC - Related Expenses (FICA)	\$	1,850	0.7%	\$ 1,233	66.6%		Adj	
13) YAV Site Coordinator - Salary	\$	23,338	9.5%	\$ 15,253	65.4%		Oper Disb	\$ 11,062
14) YAV Site Coordinator - Related Expenses (FICA)	\$	1,785	0.7%	\$ 1,167	65.4%		Grants	\$ 801
15) PoB Web Site Support and Training	\$	1,000	0.4%	\$ 39	3.9%		\$ 32,801	
16) Staff Conferences	\$	2,000	0.8%		0.0%			
D. Presbytery Committees	\$ 8,550		3.5%	\$ 2,270	26.5%			
1) Presbytery Council/Training and Development	\$	300	0.1%		0.0%			
2) Committee on Preparation for Ministry	\$	3,000	1.2%	\$ 175	5.8%			
3) Committee on Ministry	\$	5,000	2.0%	\$ 2,095	41.9%			
4) Committee on Congregational Support and Development	\$	-	0.0%		0.0%			
5) Permanent Judicial Commission	\$	250	0.1%		0.0%			
6) Committee Resources (Pers, COR, Nom, S&B, CEM)	\$	-	0.0%		0.0%			
E. GA and Synod Per Capita and Connectional Expenses	\$ 32,238		13.1%	\$ 29,483	91.5%			
1) Connectional Support to General Assembly and The Synod of the NE	\$	30,238	12.2%	\$ 28,238	93.4%			
2) POB - General Assembly Expenses	\$	2,000		\$ 1,245				
DISBURSEMENTS Total:			\$ 246,881	100.0%	\$ 161,639	65.5%		

2018 *Per Capita* Apportionment: GA \$ 7.73; Synod \$ 4.10; @ 2,387 members

Presbytery of Boston - Board of Trustees Funds

Actual - August 31, 2018

Restricted Cash, Investments and Loans

Market Value

Cash	\$ 20,941
Savings	\$ 208,649
PILP Investment Mission Money Fund	\$ 320,000
(Note: \$200,000 from the EBF-Cont. Educ. fixed principal balance and \$120,000 from The Lynn Redev. Fd.-Minimum Permanent Fund)	
Charles Schwab & Co., Inc. (Vost Value - \$ 500,000	
Investments Long	\$ 913,814
Cash	\$ 100,011
Loans Receivable (Worcester)	\$ 10,494
Loans Ewcweivable (Clinton)	\$ 5,000
Loans Receivable (WCHR-\$50,000 & BCLP-\$25,000)	\$ 75,000
	\$ 1,653,909

Restricted Funds

Trustee Fund - Loans to Churches	\$ 15,494
Trustee Fund - Other (Unrestricted Operating)	\$ 207,405
Kneeland Fund - Regular	\$ 4,745
Kneeland Fund - Special	\$ 1,406
Presbytery Congregational Development Fund	\$ 43,064
Minister's Emergency Fund	\$ 28,545
John Gilchrist Fund	\$ 22,705
The Robie Fund (\$ 40,000 minimum permanent fund)	\$ 63,958
The Lynn Redevelopment Fund (\$ 164,947 minimum permanent fund)	\$ 320,384
Roxbury Presbyterian Church Reserve Fund	\$ 20,000
East Boston Funds	
Continuing Education (\$ 200,000 minimum permanent fund)	\$ 272,937
Equity Sharing	\$ 309,334
Missions	\$ 100,322
Elizabeth Pultz Fund	\$ 7,630
Ft. Square Fund	\$ 166,248
Qaltham Fund	\$ 27,786
Undistributed Accrued Income	\$ 1,544
Change in Value of Investments (gains distributed 12-31-17)	\$ 40,402
	\$1,653,909

Mission Statement of the Presbytery of Boston

As we seek to be faithful witnesses to Christ in loving service together, the Presbytery of Boston will support the "Great Ends of the Church" by:

- 1) Strengthening and growing the congregations of the presbytery by providing guidance and resources for their ministries and by encouraging partnerships.
- 2) Engaging in presbytery-unifying activities of peace, justice and kindness, evangelism and witness.
- 3) Providing pastoral care for ministers and their families.

2018 Per Capita Apportionment and Member Church Mission Pledges and Gifts							YTD - August 31					
CHURCH	Per Capita Share	Ind Gifts	Per Capita PAID	Presbytery Mission	Designated Mission	2017 Per Capita	2017 Des Miss	Total Presbytery	Synod Pledge	Total Synod	GA Pledge	Total GA
Covenant	\$ 2,800			\$ 3,150				\$ 3,150				
			\$ 1,400	\$ 1,575				\$ 2,975				
Fourth	\$ 8,960							\$ -				
			\$ 8,000					\$ 8,000				
Hyde Park	\$ 2,632											
			\$ 1,575					\$ 1,575				
Pr Iglesia	\$ 3,696							\$ -				
								\$ -				
Roxbury	\$ 6,776											
			\$ 5,000					\$ 5,000				
Brookline	\$ 3,528			\$ 472				\$ 4,000				
			\$ 3,528	\$ 472				\$ 4,000				
Korean	\$ 17,808							\$ 17,808				
			\$ 6,944	\$ 1,500				\$ 8,444				
Beverly	\$ 2,072											
Burlington	\$ 6,944			\$ 10,000				\$ 16,944				
			\$ 4,628	\$ 6,668				\$ 11,296				
Cambridg	\$ 3,080							\$ 3,080				
			\$ 1,695					\$ 1,695				
Clinton	\$ 3,304			\$ 1,016				\$ 4,320				
			\$ 2,880					\$ 2,880				
Good Shp	\$ 5,264							\$ -				
			\$ 3,070			\$ 390		\$ 3,460				
Natick	\$ 7,000							\$ -				
			\$ 1,667	\$ 333				\$ 2,000				
Needham	\$ 4,088							\$ -			\$ 1,000	
			\$ 2,726					\$ 2,726				
Newton	\$ 14,392							\$ -				
			\$ 2,800					\$ 2,800				
F Quincy	\$ 11,256							\$ -				
			\$ 6,632					\$ 6,632				
YngSang	\$ 4,032											
						\$ 1,545		\$ 1,545				
Somerv'l	\$ 2,016											
			\$ 1,008					\$ 1,008				
Sudbury	\$ 8,680							\$ -				
			\$ 4,380	\$ 2,500				\$ 6,880				
Waltham	\$ 616											
			\$ 616					\$ 616				
Whitinsv'l	\$ 6,216							\$ -				
			\$ 2,750	\$ 500				\$ 3,250				
Worcester	\$ 5,992											
			\$ 500					\$ 500				
Taiwan	\$ 2,352							\$ -				
			\$ 2,352					\$ 2,352				\$ 8,873
Pilgrim								\$ -				
			\$ 644					\$ 644				
Ind Gifts		\$ 2,400										
		\$ 4,480										
Total PC	\$ 133,504											
Total	\$ 133,504		N/A	\$ 14,638	\$ -	N/A	N/A	\$ 148,142			\$ 1,000	\$ 8,873
Total Rec			\$ 64,795	\$ 13,548	\$ -	\$ 1,935		\$ 80,278				7
Affirmed	\$ 37,464							\$ 80,278				
%Rec			49%	93%								
		Light \$ = Paid		Bold \$ = Pledged								

Presbytery of Boston - BFJYAV

<i>Budget for FY 2018 and PY 2017-2018</i>	<i>Budget</i>	<i>Actual</i>	<i>Actual</i>	<i>Actual</i>	<i>2018 Balances and Cash Flow</i>
<i>I. Income - All Sources</i>	<i>FY '18</i>	<i>FY '18</i>	<i>PY '17-'18</i>	<i>July '18</i>	
1) YAV Support					
- 2017-2018 - Shimer	\$ 1,500	\$ 2,300	\$ 3,750		
- 2017-2018 - Yielding	\$ 1,500	\$ 125	\$ 1,777		
- 2017-2018 - Mapes	\$ 1,500		\$ 4,999		
- 2018-2019 - YAV 1	\$ 1,500				<u>Balances</u>
- 2018-2019 - YAV 2	\$ 1,500				
- 2018-2019 - YAV 3	\$ 1,500				Checking \$ 9,971
					Savings \$ 7,521
					7/31/18 \$ 17,492
2) Grants					
- National YAV Office Grant	\$ 9,654	\$ 801	\$ 801		
- Presbytery Restricted Grant					01/01/18 \$ 42,946
- New England PPG Grant/Synod	\$ 4,000		\$ 2,000		Income \$ 19,985
- Presbyterian Hunger Program			\$ 9,654		Disbursements \$ (45,439)
- Other Grant Support					7/31/18 \$ 17,492
3) Partner Agency and Church Commitments					
- Hartford Street Presbyterian Church	\$ 4,500				<u>Funds</u>
- A Place to Turn, Natic	\$ 4,500	\$ 1,500	\$ 1,500		
- Fourth Presbyterian Church	\$ 4,500	\$ 2,500	\$ 2,500		Inv. Income \$ 21
- Waltham Fields Community Farm, Waltham	\$ 4,500	\$ 2,332	\$ 2,332	\$ 1,166	Operating Fund \$ 17,471
					7/31/2018 \$ 17,492
					<u>Other Income</u>
- First United Presbyteruan Church, Cambridge	\$ 4,500	\$ 4,500	\$ 9,000	\$ 2,250	Investment \$ 2
- Food for Free, Cambridge	\$ 4,500				Operating Cr \$ -
					Miscellaneous \$ 2,700
					\$ 2,702
4) Contributions					<u>Other Disburse</u>
- Presbytery Operating Budget Support					Operating Disb \$ -
- Presbytery Loose Offering and Individuals	\$ 1,500	\$ 500	\$ 1,238		Miscellaneous \$ 2,700
- Church Gifts - Mission Funds	\$ 3,000	\$ 500	\$ 1,550		\$ 2,700
5) Special Event Fundraisers					
- Annual Appeal	\$ 1,000				
- Fund Raising Event	\$ 1,000	\$ 2,225	\$ 2,895		
RESOURCES Total:	\$ 56,154	\$ 17,283	\$ 43,996	\$ 3,416	

	<i>Budget</i>	<i>Actual</i>	<i>Actual</i>	<i>Actual</i>
II. Disbursements	FY '18	FY '18	PY '17-18	July '18
A. Personnel	\$ 49,750	\$ 26,968	\$ 43,515	\$ 2,053
1) YAV Stipend	\$ 13,200	\$ 7,200	\$ 12,000	
2) Annual Payroll Tax	\$ 1,750	\$ 1,021	\$ 1,313	\$ 146
3) YAV Insurance				
4) Site Coordinator (through PoB payroll)	\$ 22,800	\$ 13,347	\$ 17,161	\$ 1,907
5) Chaplain	\$ 4,000	\$ 2,400	\$ 3,817	
6) Food Justice Educator	\$ 8,000	\$ 3,000	\$ 8,000	
7) Site Coordinator Trainee			\$ 1,224	
B. Living Costs	\$ 33,185	\$ 14,938	\$ 22,479	\$ -
1) Housing and broker's Fee	\$ 29,900	\$ 13,800	\$ 20,700	
2) Utilities (heat, electricity)	\$ 3,000	\$ 1,138	\$ 1,554	
3) Food (\$ 75 per YAV for 1 month)	\$ 225		\$ 225	
8) Apartment Living Supplies	\$ 40			
9) Transportation	\$ 20			
C. Program Costs	\$ 3,325	\$ 834	\$ 3,210	\$ 43
1) Orientation	\$ 125		\$ 73	
2) Retreats and Fellowship	\$ 1,000	\$ 400	\$ 400	
3) Unallocated Staff Expenses from 9-9-2017			\$ 1,062	
4) Books	\$ 100		\$ 68	
5) Programs	\$ 150		\$ 928	
6) Cable - Internet	\$ 750	\$ 128	\$ 373	\$ 43
7) Phone				
8) Food and Program Meals	\$ 1,200	\$ 306	\$ 306	
D. Administrative	\$ 500	\$ -	\$ 38	\$ -
1) Support Services				
2) Postage and PO Box	\$ 150			
3) Supplies	\$ 50		\$ 38	
4) Site Cooredinator Travel	\$ 300			
E. Furniture and Equipment	\$ 1,000			
F. Gifts	\$ 190			
G. Fundraising	\$ 630			
	\$ 88,580	\$ 42,740	\$ 69,242	\$ 2,096

N.B. The actual figures for the program year are provided as general information only. They are not reconciled to the general ledger.

2019 Budget Worksheet (1st Draft) - PoB		Budget		Budget	
I. Per Capita and Mission Resources:		2018	% Budget	2019	% Budget
1) Member Church <i>Per Capita</i> (formerly Unified Mission)	\$	133,672	55.5%		0.0%
2) Transfer from Trustee Funds - Mission Awards, Grants, Loans	\$	10,000	4.2%	\$ 10,000	13.9%
3) Transfer from Fort Square Settlement Proceeds	\$	20,000	8.3%		0.0%
4) Transfer from Trustee Funds (5 Yr Rolling Avg of Interest Income)	\$	5,000	2.1%	\$ 991	1.4%
5) YAV Payroll Support	\$	25,123	10.4%	\$ 12,315	17.1%
6) Individual Gifts	\$	10,000	4.2%	\$ 8,000	11.1%
7) Unrestricted-Shared Mission	\$	30,000	12.5%	\$ 35,000	48.5%
8) Designated/Directed Mission	\$	7,000	2.9%	\$ 500	0.7%
9) Presbytery Loose Offering			0.0%	\$ 5,300	7.4%
RESOURCES Total:		\$ 240,795	100.0%	\$ 72,106	100.0%
II. Per Capita and Mission Disbursements:		2018	% Budget	2019	% Budget
A. Congregational Mission Programs	\$	10,000	4.0%	\$ 22,750	8.7%
1) POB Shared Mission Programs	\$	10,000	4.0%	\$ 17,500	6.7%
2) East Boston CE Grant	\$	-	0.0%		0.0%
3) Church of the Covenant (Funded by I2)	\$	-	0.0%		0.0%
4) Shekinah Fellowship	\$	-	0.0%		0.0%
5) The Presbyterian Church, Clinton	\$	-	0.0%		0.0%
6) Christaller Presbyterian Fellowship	\$	-	0.0%		0.0%
7) Grants - Restricted (from Trustees Funds - Funded by I2)	\$	-	0.0%	\$ 5,000	1.9%
8) Korean Church of Boston (Funded by I2)	\$	-	0.0%		0.0%
9) Designated/Directed Missions (other - Funded by I8)	\$	-	0.0%	\$ 250	0.1%
B. Other Mission Programs	\$	15,000	6.0%	\$ 28,050	10.8%
1) PoB Shared Mission Programs	\$	8,000	3.2%	\$ 17,500	6.7%
2) Community Day Center of Waltham	\$	-	0.0%		0.0%
3) Presbyterian Disaster Assistance - Harvey and Atlantic Hurricanes	\$	-	0.0%		0.0%
4) Young Adult Volunteers	\$	-	0.0%		0.0%
5) Mission to the Congo	\$	-	0.0%		0.0%
6) Immigration Response Task Force	\$	-	0.0%		0.0%
7) Northeast Ecumenical Stewardship Council	\$	-	0.0%		0.0%
8) PC(USA) - Youth Connection and Youth Triennium	\$	-	0.0%		0.0%
9) Presbytery Loose Offering (other - Funded by I9))	\$	-	0.0%	\$ 5,300	2.0%
10) Designated/Directed Mission (other - Funded by I8))	\$	7,000	2.8%	\$ 250	0.1%
11) UTS - Poor People's Campaign	\$	-	0.0%		0.0%
12) Grants - Restricted (from Trustee Funds - Funded by I2)	\$	-	0.0%	\$ 5,000	1.9%
C. Presbytery Staff, Officer and Office Expenses	\$	183,093	73.6%	\$ 175,451	67.3%
1) Moderator of Presbytery - Expenses	\$	1,200	0.5%	\$ 1,200	0.5%
2) Treasurer - Salary	\$	20,400	8.2%	\$ 20,400	7.8%
3) Treasurer - Related Expenses (Office and FICA)	\$	5,000	2.0%	\$ 5,000	1.9%
4) Stated Clerk - Salary	\$	30,274	12.2%	\$ 30,274	11.6%
5) Stated Clerk - Related Expenses (FICA, Travel & Office, 403b)	\$	8,203	3.3%	\$ 8,203	3.1%
6) Recording Clerk - Stipend	\$	674	0.3%	\$ 674	0.3%
7) Audit Expenses	\$	3,500	1.4%	\$ 4,500	1.7%
8) Resource Presbyter - Salary and Offset	\$	39,902	16.0%	\$ 39,902	15.3%
9) RP - Reimbursable Exps (CE, Mileage, Meals, Phone) & D&D, Pension	\$	10,788	4.3%	\$ 10,788	4.1%
10) Presbytery Office Expenses, Rent and Insurance ENDED 2018	\$	9,000	3.6%	\$ -	0.0%
10) Commercial Package and Workmans' Compensation Insurances				\$ 3,300	1.3%
11) Administrative Assistant to RP/SC - Salary ENDED 2018	\$	24,179	9.7%	\$ -	0.0%
12) Administrative Assistant to RP/SC - Related Expenses (FICA)	\$	1,850	0.7%	\$ -	0.0%
11) Communications Coordinator - Salary NEW POSITION 2019	\$	-		\$ 30,000	11.5%
12) Communications Coordinator - Related Exps (FICA, Benefits, Exps)	\$	-		\$ 8,295	3.2%
13) YAV Site Coordinator - Salary	\$	23,338	9.4%	\$ 11,440	4.4%
14) YAV Site Coordinator - Related Expenses (FICA)	\$	1,785	0.7%	\$ 875	0.3%
15) PoB Web Site Support and Training	\$	1,000	0.4%	\$ 100	0.0%
16) Staff Conferences	\$	2,000	0.8%	\$ 500	0.2%
D. Presbytery Committees	\$	8,550	3.4%	\$ 7,550	2.9%
1) Presbytery Council/Training and Development	\$	300	0.1%	\$ 300	0.1%
2) Committee on Preparation for Ministry	\$	3,000	1.2%	\$ 3,000	1.2%
3) Committee on Ministry	\$	5,000	2.0%	\$ 4,000	1.5%
4) Committee on Congregational Support and Development	\$	-	0.0%	\$ -	0.0%
5) Permanent Judicial Commission	\$	250	0.1%	\$ 250	0.1%
6) Committee Resources (Pers, COR, Nom, S&B, CEM)	\$	-	0.0%	\$ -	0.0%
E. GA and Synod Per Capita and Connectional Expenses	\$	32,238	13.0%	\$ 26,948	10.3%
1) Connectional Support to General Assembly and The Synod of the NE	\$	30,238	12.1%	\$ 26,948	10.3%
2) POB - 2020 General Assembly Expenses	\$	2,000		\$ -	0.0%
DISBURSEMENTS Total:		\$ 248,881	100.0%	\$ 260,749	100.0%

2018 *Per Capita* Apportionment: GA \$ 7.73; Synod \$ 4.10; @ 2,387 members

2019 *Per Capita* Apportionment : GA \$ 8.95, Synod \$ 4.10, @ 2,065 members

Presbytery of Boston - Board of Trustees Funds

Actual - July 31, 2018

Restricted Cash, Investments and Loans

Market Value

Cash	\$ 113,098
Savings	\$ 228,637
PILP Investment Mission Money Fund (Note: \$200,000 from the EBF-Cont. Educ. fixed principal balance and \$120,000 from The Lynn Redev. Fd.-Minimum Permanent Fund)	\$ 320,000
Charles Schwab & Co., Inc. (Vost Value - \$ 500,000 Investments Long	\$ 905,570
Cash	\$ 7
Loans Receivable (Worcester)	\$ 10,494
Loans Ewcweivable (Clinton)	\$ 5,000
Loans Receivable (WCHR-\$50,000 & BCLP-\$25,000)	\$ 75,000
	\$ 1,657,806

Restricted Funds

Trustee Fund - Loans to Churches	\$ 15,494
Trustee Fund - Other (Unrestricted Operating)	\$ 207,405
Kneeland Fund - Regular	\$ 4,745
Kneeland Fund - Special	\$ 1,406
Presbytery Congregational Development Fund	\$ 43,064
Minister's Emergency Fund	\$ 28,545
John Gilchrist Fund	\$ 22,705
The Robie Fund (\$ 40,000 minimum permanent fund)	\$ 63,958
The Lynn Redevelopment Fund (\$ 164,947 minimum permanent fund)	\$ 320,384
Roxbury Presbyterian Church Reserve Fund	\$ 20,000
East Boston Funds	
Continuing Education (\$ 200,000 minimum permanent fund)	\$ 272,937
Equity Sharing	\$ 309,334
Missions	\$ 100,322
Elizabeth Pultz Fund	\$ 7,630
Ft. Square Fund	\$ 177,440
Qaltham Fund	\$ 28,750
Undistributed Accrued Income	\$ 1,528
Change in Value of Investments (gains distributed 12-31-17)	\$ 32,159
	\$ 1,657,806

Mission Statement of the Presbytery of Boston

As we seek to be faithful witnesses to Christ in loving service together, the Presbytery of Boston will support the "Great Ends of the Church" by:

- 1) Strengthening and growing the congregations of the presbytery by providing guidance and resources for their ministries and by encouraging partnerships.
- 2) Engaging in presbytery-unifying activities of peace, justice and kindness, evangelism and witness.
- 3) Providing pastoral care for ministers and their families.

Presbytery of Boston
Trustees Report
September 12, 2018

Working in line with the Presbytery's Task Force on the Waltham Church property, trustees have engaged with the Waltham property in at least three ways over the past several weeks: 1) by contracting with a building inspection service to determine the needs of the church structure; 2) by working out interim lease agreements before a foreseen transfer of ownership to TPCGB; and 3) by drawing up the following statement to shape the transfer of property to TPCGB. At each step the trustees have either sought legal counsel or appropriate professional understanding.

This is to give the TPCGB session some idea of the direction the trustees are going and allowing the session to provide feedback, if any, before the matter gets finalized.

After receiving opinions from a lawyer knowledgeable in these matters, the trustees have determined that the most sensible way for transferring use of the former FPCW premises to TPCGB is to convey the property (i.e., transfer the title from the PoB as grantor to TPCGB as grantee), presumably for the sum of \$1, subject to a covenant recorded with the deed and a binding agreement executed separately.

This assumes that the TPCGB is properly incorporated in the Commonwealth of Massachusetts.

The covenant recorded with the deed would read something like:

The premises herein conveyed shall be used, kept and maintained by the grantee for Divine Worship and other purposes of its ministry as a particular church belonging to the Presbytery of Boston (or its legal successors), subject to the provisions of the Constitution of the Presbyterian Church (U.S.A.) (or its legal successors) as laid out in the Presbyterian Church (U.S.A.) Book of Order G-4.02.

That section deals with church property and the most relevant provisions in this case would be G-4.0203 (the trust clause) and G-4.0206 (on encumbrances).

Let me point out that this covenant only states explicitly what has been recognized in Massachusetts as settled law (the Newton Presbyterian Church case will serve as precedent); it just doesn't hurt to have it stated explicitly, so everyone is clear about it.

Since TPCGB is not, as in all other cases, the founding congregation with respect to the property, trustees propose an additional agreement that requires TPCGB to agree with the Board of Trustees on a plan for repairs and improvements to the premises, to be

carried out over a certain definite period of time (maybe two years?) and for which TPCGB will be accountable to the Board of Trustees.

This is to level the playing field with respect to the other congregations and presumably would be based on the list of issues compiled on the basis of the building inspection. We assume this plan would be negotiated between the trustees and TPCGB.

We hope the session will feel comfortable with such an agreement. We feel it provides you with a maximum level of independence while being fair to the other congregations in the presbytery. Please discuss it, as we hope to bring a proposal along these lines to the presbytery at the next stated meeting.

(By unanimous trustee consent)

Therefore the Board of Trustees brings the following motion:

That the Presbytery of Boston approves the conveyance of the Waltham property at 34 Alder Street (that used to be the home of the former First Presbyterian Church of Waltham) to the Taiwan Presbyterian Church of Greater Boston (TPCGB) for the sum of 1 (one) dollar, subject to the following covenant to be recorded with the deed:

The premises herein conveyed shall be used, kept and maintained by the grantee for Divine Worship and other purposes of its ministry as a particular church belonging to the Presbytery of Boston (or its legal successors), subject to the provisions of the Constitution of the Presbyterian Church (U.S.A.) (or its legal successors) as laid out in the Presbyterian Church (U.S.A.) Book of Order G-4.02.

And subject to:

An agreement to be reached between TPCGB and the Board of Trustees on a plan for repairs and improvements to the premises, to be carried out over a certain definite period of time and for which TPCGB shall be accountable to the Board of Trustees.

A second area of work on the part of the trustees over the summer has been to see to the agreement in the sale of the Clinton manse. Trustees were informed by Rev. Meagan Manas of a unanimous vote taken at a Called Congregation meeting held on September 9, 2018 to petition the Trustees of the Presbytery of Boston to seek presbytery approval - at the September 24th Presbytery meeting - for authorization to sell our manse to Edimar and Ruth Suza of the Shekinah, Clinton congregation. The minutes of the congregational meeting were attached to the notice.

Office equipment and furniture from the former office of the Presbytery of Boston of use in the Clinton manse office is to be disposed of in the most efficient means possible.

Respectfully submitted, Rodney L. Petersen. President of the PoB Trustees

The Waltham Presbyterian Church Task Force – Report

This task force was formed by Presbytery on May 24 with members Eric Markman, Arnold Rots, and Beverly Shank to determine the best use of the Waltham Presbyterian Church Building.

The Waltham Presbyterian Church Task Force moves that:

The Taiwan Presbyterian Church of Greater Boston take stewardship with full control of the former First Presbyterian Church of Waltham at 34 Alder Street, Waltham, MA 02453, as its permanent congregational home as of Monday, 1 October 2018.

We also report that this recommendation has been communicated to the Board of Trustees of the presbytery, so they could prepare and propose to presbytery the necessary actions to effect it.

We also move:

As we have finished our tasks that the task force be dissolved. With thanks to the Presbytery for helping see this amazing event through to fruition.

Peace,

Eric Markman, Chair

Report of the Stated Clerk
September 24, 2018

For Action

1. Dismiss the Administrative Commission to install Ben Black at First United Presbyterian Church of Cambridge with thanks. (Omnibus Motion)
2. Dismiss the Administrative Commission to install Katie Cole at Fourth Presbyterian Church with thanks. (Omnibus Motion)
3. Dismiss the Administrative Commission to install Drew Hanson at First Presbyterian Church of Quincy with thanks. (Omnibus motion)
4. Approve the 2019 calendar (when/if the by-law changes are approved later in the meeting)

By-law Changes

As a result of the report of the Budget and Strategy task force at the end of 2017, the Presbytery has been in the process of reviewing our governing documents. At our meeting in September we had the first reading of a significant revision of our by-laws. These will come to you at our September 24 meeting for a vote. The changes would go into effect on January 1, 2019.

Calendar

Assuming that the by-law revisions are approved, the Presbytery will transition to three called meetings per year and 2 resourcing meetings per year. Also, assuming that the by-laws changes are approved, the responsibilities of council will increase. Therefore, I recommended, and council agreed to meeting every month that the Presbytery meets (9 times per year). Here is the proposed calendar for 2019:

2019 Boston Schedule

March 25 – Assembly Meeting

May 6 – Presbytery Pentecost Celebration

Summer Special Gathering with PNNE and POB – Date TBD

September 23 – Assembly Meeting

December 2 – Assembly Meeting

Council Meetings, 7:00 PM via Adobe Connect

January 17

February 21

April 11

May 16

June 20

July 25

August 22

October 24
November 21

Newton AC

The Newton AC will report as part of the Stated Clerk report.

Final Report to the Presbytery of Boston
from the
Administrative Commission for the Newton Presbyterian Church

September 2018

The Administrative Commission

The Presbytery of Boston unanimously voted on November 14, 2016, to create this Administrative Commission for the Newton Presbyterian Church (“AC”). The Presbytery delegated numerous specific powers under the Presbyterian Church (U.S.A.) Constitution to enable the AC to resolve difficulties at the Newton church (“NPC”) on behalf of the congregation, the Presbytery and the wider church. [Appendix A - Charge to the Administrative Commission]

The members of the AC are Sharon Wright (chair), Samuel Chung, Catherine MacDonald (clerk), Mary Lou Smith and Alexander Wei. Stated Clerk Theodore DeMarco provided presbytery support.

Beginning November 30, 2016, the AC met nearly 30 times by conference call or on an electronic platform, and at various times in person or by conference call with Robert Skinner and Kathryn Harris of the law firm Ropes & Gray.

Background to the Work of the Administrative Commission

As of 2014 the Newton Presbyterian Church session had been reporting membership losses for nearly a decade, along with a significant decline in worship attendance. Giving was down, although support of mission causes continued; critical maintenance of the 130-year-old church building was deferred. There had been no installed pastor since 2013; the associate pastor’s designated pastor relationship would end in 2015.

The church was served by two interim pastors (4/2014 - 4/2015 and 5/2015 - 8/2016), and then by a presbytery-appointed moderator (9/2016 - 12/2016). Weekly preaching was provided primarily by Garrett Smith, a former Baptist minister who had joined the church and its program staff during the most recent pastorate; his leadership as a pastor at NPC had not been approved by Presbytery.

In February 2015 the Presbytery’s Committee on Ministry conditionally approved the NPC’s Mission Study, a requirement for beginning its pastoral search. A pastor nominating committee was elected by the congregation in Fall 2015.

In September 2015 the NPC Session also requested a Response Team from the presbytery under Standing Rule E.14 [Appendix B - Standing Rule E.14]. The Response Team was formed in September 2015 and worked to assist the members of the Newton Presbyterian Church in efforts to discern what steps they could take concerning the church’s future. As part of its June 2016 final report to the Presbytery the Response Team described in detail the persisting lack of consensus at the church.

That summer the pastor nominating committee reported to the session that after a year's efforts to obtain a candidate it was still unable to bring a nomination to the struggling congregation. In September 2016 the committee agreed to the session's suggestion that it temporarily suspend its efforts.

By Fall 2016 the NPC was strongly divided on the question of whether to continue as a member church in the Presbyterian Church (U.S.A.) or to request to be dismissed by the Presbytery to another Reformed denomination. Publicly the session said "The main concern is that PC(USA) is drifting further away from the core values of NPC" (from "NPC Denominational Discernment Frequently Asked Questions (FAQ)," July 2016). Session and congregation records indicate that for those church members seeking dismissal major underlying reasons included unhappiness specifically with the PC(USA)'s theological and polity inclusiveness of all its members, and the desire of some church leaders that the NPC become the sole legal owner of the Vernon Street property.

In addition to the option of remaining within the PC(USA), the NPC had looked at the possibilities of seeking dismissal to the Evangelical Covenant Order of Presbyterians (ECO), the Evangelical Presbyterian Church (EPC) and the Reformed Church of America.

One faction of the church, led by a voted majority of the session, was in favor of being dismissed to the Evangelical Covenant Church (ECC). The session had been repeatedly advised by the Response Team and by Stated Clerk DeMarco that because the ECC was not among those denominations recognized as Reformed by the Presbyterian Church (U.S.A.), under the PC(USA) Constitution the Presbytery could not dismiss the Newton Presbyterian Church to the ECC. (This restriction only applied to dismissal or transfer of the congregation as a whole, while individual NPC members always were free to seek membership in any church of their choosing.) The Presbytery's Response Team had suggested that a possible constitutional resolution of the session's concerns for the NPC might be found in entering into a Joint Congregational Witness plan with the Highrock Church, a young congregation in the ECC, an option which would have brought the NPC into worship and defined fellowship with ECC members but would not remove the NPC from the PC(USA).

Overall, while the NPC congregation was not in consensus on a preferred denominational membership, the session majority was adamant about the church leaving the PC(USA) for the ECC, taking the church's property with it.

From Discernment to "Disaffiliation"

The Administrative Commission began its work with the Newton church by meeting with the session in December 2016, in order to understand better how the session was responding to the congregation's conflicted halt in its discernment process and to begin to assist in restarting those efforts so that the NPC might be unified in moving forward.

The AC requested and received from the clerk of session certified church rolls, several years' approved minutes of the session and congregational meetings, the church corporation's bylaws, annual reports, congregation surveys and other documentation understood to be related to the discernment issues; the NPC ecclesiastical bylaws were also requested but not supplied by the session. Additional documents, including past and current church directories, were provided by other NPC members.

At the session's meeting held December 13, 2016, the AC again advised that while there could not be dismissal to the ECC, the AC was committed to assisting in the NPC's discernment of options that could be supported under the PC(USA) Constitution.

On January 1, 2017, the AC received a copy of “NPC Declaration of New Affiliation,” which members of the NPC session majority had privately produced for their own signatures as trustees of the NPC corporation. This document reflected the session majority’s opinion that, contrary to the PC(USA) Constitution, under Massachusetts law the congregation’s corporation could take the Newton Presbyterian Church out of the PC(USA): “We, as duly elected trustees and officers of Newton Presbyterian Church, charged with our responsibility as stated in the By-Laws of the corporation, after engaging in extensive research, open community meetings, and much prayer, and having received input from over 175 of our active members and attendees, believe it is imperative for the future growth and integrity of our mission, and for the peace, unity, and continued existence of this congregation, that we change our denominational affiliation to the Evangelical Covenant Church (ECC). This requires our withdrawal from the PC(USA), effective at this time.”

Congregational Split

In early January 2017 those elders/trustees posted in the church building and electronically to the congregation notice of a special meeting of the NPC Corporation to be held January 15. The purpose of the meeting was to “vote whether to withdraw from the Presbyterian Church (USA) denomination, whether to affiliate with the Evangelical Covenant Church (‘ECC’) denomination and whether to amend the Bylaws of the corporation to remove denominational references, and any new business brought before the corporation.”

The AC reminded the session again that under the PC(USA) Constitution governing all PC(USA) churches only the Presbytery of Boston could dismiss the NPC to another denomination, and that as a church of the PC(USA) and governed by the PC(USA) constitution neither the NPC corporation nor its trustees had the power to remove the congregation from the PC(USA) as proposed by the session majority.

On January 10, 2017, the AC wrote to each NPC member listed in the most recent NPC membership directory expressing concern “that members of the congregation are being asked to resign their individual memberships in the PCUSA without fully understanding the consequences of this action...” The letter reviewed the relevant PC(USA) constitutional points. [Appendix C - AC letter to NPC congregation, 1/10/17]

Notice of the called corporation meeting was not withdrawn by the trustees. On January 13, 2017, the AC informed the session that in keeping with the constitutional powers delegated to it by the Presbytery the AC had voted on January 12 (1) to declare that the NPC was in schism, and (2) that the AC was assuming original jurisdiction of the session so that the constitutionally assigned responsibilities and powers of the session would now be exercised by the AC. Acting as the NPC session, the AC notified the trustees of the NPC corporation that their irregularly called meeting was cancelled.

Nevertheless those elders/trustees proceeded to hold an irregular meeting of the NPC corporation in the sanctuary following the service of worship on January 15, 2017. The AC, and Robert Skinner and Kathryn Harris from the law firm Ropes & Gray, were present as observers.

As printed on the distributed ballots the single motion read: “That Newton Presbyterian Church withdraw from the PC(USA) effective immediately, commence the process to be accepted into the Evangelical Covenant Church, authorize the trustees to take the necessary steps to do so, and use our property for our ongoing ministry.”

Discussion of the motion included strongly differing opinions concerning denominational membership as well as the wish of many speakers that the NPC would stay together and in the Vernon Street building whatever the outcome of the vote.

A majority of those certified members of the NPC who were present and voting supported the trustees' motion (107:26) for "disaffiliation" by the NPC. This vote reflected the trustees' rationale that the NPC was an independent church with a congregationalist autonomy rather than being a member of the connec-tional and constitutionally governed PC(USA). In their view the separatists had a legal right under Mass-achusetts property law to secure, control and potentially dispose of all NPC property and that in this mat-ter the state's property laws trumped the Presbyterian Church's established constitutional procedures for resolving property disputes.

Representing the Presbytery of Boston and the NPC, on January 17 Ropes & Gray sent a letter to the Su-perintendent of the East Coast Conference of the Evangelical Covenant Church advising the ECC of the violation of PC(USA) constitutional polity by the breakaway faction at Newton. The ECC was told that the Presbytery would not hesitate to pursue all available legal remedies, including money damages and injunctive relief, should the ECC support the circumvention and ultimate breach of the NPC's legal oblig-ations as a member of the PC(USA). There was no response to this letter.

The Newton Presbyterian Church Continues

The AC wrote to all those listed as NPC members prior to the January 15 vote and received verification from those who wished to remain in the NPC rather than renounce their Presbyterian Church membership.

On January 25, 2017, those 47 NPC members were declared by the AC to be the "true" or continuing Newton Presbyterian Church, still a member congregation of the Presbytery of Boston in the PC(USA) and as such entitled to continue to use and to hold in trust for the PC(USA) all Newton Presbyterian Church property.

The continuing NPC members found themselves in effect forced out of their property. The former mem-bers, that is, those who had left the Presbyterian Church on January 15 and did not inform the AC in writ-ing that they wished to remain in the NPC, were unwilling to acknowledge that the ongoing Newton Presbyterian Church congregation still rightfully owned all NPC property. In particular they denied that the NPC was entitled to and responsible for the sanctuary's use.

Now functioning as the NPC Session, the AC made arrangements for the use of chapel space for Pres-byterian worship services on Sunday afternoons in the nearby Eliot Congregational Church. The AC pro-duced the weekly worship bulletins, attended the NPC's Sunday services and provided pastoral care as the NPC took up temporary residence there. The Rev. Dr. Ward Holder soon came to serve as temporary pas-tor, and with basic financial services provided by the Presbytery treasurer and supported by the Presbytery trustees, the NPC membership was able to give its attention to reorganizing itself for its intended ministry and mission. As a member congregation of the Presbytery of Boston, the NPC has continued its long-standing participation in the wider church, sending elder commissioners to presbytery meetings, support-ing the presbytery's budget and receiving such offerings as One Great Hour of Sharing.

A Newton Covenant Church

At first the former NPC members, those who had chosen to leave the PC(USA) on January 15, held themselves out publicly and to the AC as the “real” Newton Presbyterian Church. They demanded that the ongoing Presbyterian congregation which had been certified as the true Newton Presbyterian Church by the AC on behalf of the PC(USA) cease to represent itself as the NPC.

Insisting that only it legitimately owned and controlled use of the building at 75 Vernon Street and of all other assets of the NPC including Village Bank funds and Fidelity Investment accounts, the breakaway faction soon named itself the Newton Covenant Church (“NCC”). It filed with the Massachusetts Secretary of State to amend the NPC corporate bylaws and to change the church’s name to “Newton Covenant Church.” It altered building signage and the NPC website, publicizing that the congregation was becoming a member church of the ECC. It used NPC-banked funds, and its tax exempt number. Until the AC and Presbytery intervened, NCC staff continued to participate in and benefit from programs of the Board of Pensions as though they were still PC(USA) employees.

Ecclesiastical Complaint to the Synod of the Northeast

On February 1, 2017, former NPC interim pastor Jean Risley filed a complaint with the Synod of the Northeast, requesting that the Synod’s Permanent Judicial Commission (SNE PJC) order the Presbytery of Boston to dismiss the AC, return jurisdiction to the former session and consider dismissal of the NPC to the ECC. The AC provided the Presbytery’s committee of counsel with documentation of its work. The Presbytery filed a motion to dismiss the complaint.

Following its determination on preliminary questions, on March 26, 2017, the executive committee of the SNE PJC dismissed the complaint: “In summary, the findings regarding these Specifications of Error and Requests for Relief are found not to have stated a claim upon which relief can be granted because we find there are no violations of the Constitution of the PC(USA).”

At her request, the Presbytery dismissed Ms. Risley to the ECO denomination effective June 1, 2017.

Massachusetts Lawsuit Filed on Behalf of the Presbyterians

Because of the unwillingness of the NCC to recognize the NPC’s ownership of Presbyterian property, beginning in January 2017, the Ropes & Gray legal team prepared a lawsuit to have the NCC return to the NPC all of the Vernon Street property and other assets. The AC participated in this preparation, and it notes that the contributions of NPC members were substantial and essential.

The complaint filed with the Massachusetts Superior Court on March 17, 2017, included three counts:

It sought a declaratory judgment recognizing and enforcing the Presbytery’s ecclesiastical determination regarding the true NPC [recognition of the legal right of the Presbyterian Church (U.S.A.) as a hierarchical church of graded governing bodies to follow its Constitution]; with respect to issues of trespass, it sought a judgment that the NPC was entitled to regain exclusive control of the property, with damages for any alterations or misuse; and with respect to the NCC’s conversion of NPC assets, it sought return to the NPC dominion and control over NPC’s personal property, including its finances and website.

New NPC Session and Board of Deacons

Throughout the spring and summer of 2017 the NPC worked to restore its ministry and mission. In September the NPC congregation nominated and elected to office new elders and deacons. Upon the officers' ordination and installation on September 24, 2017, the AC returned a large portion of session jurisdiction, including responsibilities for worship; stewardship of current NPC financial resources (budgeting; pledging); responsibilities for review and revision of mission causes; the congregation's programming; maintenance of session and congregational records; Christian education; receiving and dismissing members. The AC retained jurisdiction over Session responsibilities for working with Ropes & Gray; responding to legal developments; being NPC's liaison with the Presbytery's treasurer and trustees; initiating property assessment procedures; any other areas of Session jurisdiction still to be returned.

Legal Activity

After the Presbyterian complaint was filed in March 2017 there were various legal filings and document exchanges, with the Presbytery of Boston and the NPC represented by Ropes & Gray and the NCC represented by Forrest Norman working in connection with two different Massachusetts firms.

The Massachusetts Superior Court heard arguments in September, and on November 16, 2017, it granted the partial summary judgment on Count I sought by the Presbyterians. This decision provided Massachusetts recognition of the PC(USA) as a denomination having a corporate hierarchical rather than a congregationalist polity, an important distinction for church-state concerns under the First Amendment.

The court deferred to [declined to interfere with] the PC(USA) in the regular constitutional steps taken by the Presbytery of Boston to resolve the Newton conflict over property because the dispute was an ecclesiastical matter. The court's decision in favor of the Presbytery of Boston and the Newton Presbyterian Church thereby upheld the PC(USA)'s trust clause:

“All property held by or for a congregation, a presbytery, a synod, the General Assembly, or the Presbyterian Church (U.S.A.), whether legal title is lodged in a corporation, a trustee or trustees, or an unincorporated association, and whether the property is used in programs of a congregation or of a higher council or retained for the production of income, is held in trust nevertheless for the use and benefit of the Presbyterian Church (U.S.A).” (Form of Government G-4.0203)

The NCC filed an appeal.

The Presbyterians filed in January 2018 for a preliminary injunction and order requiring the NCC to vacate the NPC property on Vernon Street, to return all church property and to refrain from any use of the NPC property in a manner inconsistent with the determination of the Presbytery. That injunction was granted on February 12, 2018.

The NCC filed a request to vacate this judgment, and requested a stay pending their appeal of the decision on Count I that had been handed down in November 2017. The court denied those motions.

On February 15, 2018, the keys and control of 75 Vernon Street were turned over to members of the NPC Session.

Newton Presbyterian Church Returns Home

In February 2018 worship and programming conducted under the authority of the NPC Session resumed at Vernon Street, with Dr. Holder continuing as moderator and temporary stated supply pastor.

Church records and the website were returned to the NPC; building signage was restored. Control of the NPC account with Fidelity Investments which had been frozen pending the outcome of the legal case was returned to the NPC in April 2018, but locally banked NPC funds were found to have been withdrawn and so could not be recovered.

The AC fully agreed with the session as it immediately began NPC efforts toward personal reconciliation with those former Presbyterians still gathered as the NCC and who were holding Sunday services at the nearby Bigelow Middle School.

Settlement and Resolution

In May 2018 the AC agreed to a settlement proposal which would accomplish several things including: End all NCC appeals of the November 2017 and February 2018 court decisions in favor of the NPC; end all NCC efforts to take over the Presbyterian property; avoid a trial on Counts 2 and 3 of the original Presbyterian complaint and so end pursuit of damages to be paid by the named defendants. It is important to note that the agreement concerning Counts 2 and 3 does not weaken the Massachusetts precedent established by the Superior Court's November 2017 judgment on Count 1 of the original complaint.

The AC emphasizes that this agreement enables the NPC and NCC to focus their separate energies and resources on their respective callings as Christian churches, with recognition of their ecclesiastical distinctives at the same time that they reach out in personal reconciliation.

The signed settlement agreement was filed in Superior Court on June 8, 2018, and went into effect when the case was formally dismissed on June 14, 2018.

NPC Session Jurisdiction Returned

Following the settlement of the lawsuit, and after consultation with the NPC Session, the AC on August 15, 2018, formally returned all remaining areas of constitutional jurisdiction over the Newton Presbyterian Church to its session.

Conclusion

From the start of its work, the AC saw that the issue of ownership of the church's property figured strongly in the NPC's discernment process as interpreted by the session. Within that issue were at least two separate areas for presbytery concern:

- (1) The NPC session had for some time been misadvised, encouraged to disregard the Constitution of the PC(USA) with respect to the options for the congregation's possible dismissal and particularly to the fact that in the PC(USA) all church property is held in trust for the wider church.

Ecclesiastical resources of the Presbytery of Boston were activated in response, including its constitutional powers delegated to and exercised by the AC, the fellowship and support of other congregations indi-

vidually and through the presbytery, and the trusted leadership of new officers and temporary stated supply pastor. Valuing its Reformed heritage, the NPC has since continued as a faithfully inclusive Presbyterian church, smaller in membership but committed to the embracing love of God in Jesus Christ within its congregation and community and in its missional witness to the world.

- (2) Asserting that Massachusetts property law was authoritative for the NPC in this matter, the session majority acting as the church's trustees looked to the Commonwealth to insert itself into religious jurisdiction and to override the PC(USA) Constitution on the applicability of its trust clause.

The AC emphasizes that the stewardship and ownership of NPC property were protected for the congregation and presbytery by the efforts of the attorneys from the law firm Ropes & Gray, which represented the Presbyterians in these court proceedings on a *pro bono* basis. It was their work that brought about the Massachusetts Superior Court recognition of the connectionalism of the PC(USA), a polity expression of our theology of God's sovereignty, which is at the heart of the denomination's understanding of its calling as a Christian church.

Recommendations

The AC includes in its final report to the Presbytery of Boston these recommendations for presbytery action at its September 2018 stated meeting:

1. That the Presbytery of Boston send a letter of heartfelt appreciation to the Pro Bono Committee of the Ropes & Gray law firm, thanking it for the many hours of skilled legal work done by Robert Skinner and Kathryn Harris in support of the constitutional rights of the Presbyterian Church (U.S.A.).
2. That the Presbytery of Boston send its grateful thanks to the Eliot Church of Newton (UCC) for its extended hospitality in opening its chapel to the Newton Presbyterian congregation for Sunday worship services in 2017-2018 and for in other ways being an active ecumenical partner with the NPC during that difficult time.
3. That the Presbytery Council give input to Committee on Ministry consideration and implementation of specific ways in which two-way communication between the Presbytery and its minister members can provide for discernment of the breadth of our Reformed tradition in the PC(USA) and of possible points at which churches may be being mistakenly led to depart from our polity principles.
4. That within a year [before December 1, 2019] the Presbytery's Board of Trustees provide for all sessions and church trustees clarification of the fiduciary role and financial functions of the ministry to which church trustees have been elected, enlisting as necessary the assistance of past trustees, church treasurers and others.
5. That requests for information about the Newton Presbyterian Church property case received by the Presbytery be referred to the Stated Clerk, who shall provide documentation as appropriate.
6. That the Presbytery of Boston now dismiss the Administrative Commission for the Newton Presbyterian Church.

APPENDIX A

Charge to the Administrative Commission

...[T]hat the Presbytery form an Administrative Commission (Book of Order G-3.0109b) with the following responsibilities:

1. The Administrative Commission has the power to enter a time of discernment with the session and congregation and recommend next steps to the Presbytery.
2. The Administrative Commission has the power to determine if there is a remnant and recommend how the two groups, the remnant and the schismatic group, might move forward.
3. The Administrative Commission has the authority to assume original jurisdiction over Newton Presbyterian Church (G-3.0303e).
4. The Administrative Commission has the power to declare schism as well as declare which of the two groups is the true Newton Presbyterian Church (See Book of Order G-4.0207. See also, Advisory Opinion on Schism from 2013).
5. The Administrative Commission may recommend that the Presbytery dissolve the congregation, but does not have the power to actually dissolve it. That power is reserved for the Presbytery (Book of Order G-3.0109b).
6. It has the power to participate in session meetings, including when the session goes into executive session.
7. It has the power to meet with representatives of the Evangelical Covenant Church on behalf of the Presbytery.
8. It has the power to interview any persons involved in Newton Presbyterian Church from the past and from the present time.
9. It has the power to work with legal representation if necessary retained by the Presbytery Council.

(Minutes of Presbytery of Boston, November 14, 2016)

APPENDIX B

Standing Rules E.14 - 15

14. a. The session of a congregation that contemplates seeking presbytery's approval of an action under G-3.0303b (moving, dividing, being dismissed or being dissolved) or under G-5.05 (entering into joint witness with another denomination) may invite presbytery to create a response team. Creation of a response team should occur expeditiously, without further inquiry, and ideally within one month.
- b. The function of the response team shall be to accompany the session and congregation as they discern the way in which God is calling them to live out their future ministry as part of the church of Jesus Christ, taking care to seek to hear the breadth of opinions represented.
- c. The response team shall consist of three ruling or teaching elders, none being members or staff in the congregation involved. The three members are named, one each, by the session, the chair of the committee on ministry, and the moderator of presbytery. It shall be the responsibility of the moderator to name the last member, with attention to ensuring a balanced team. The intent of the selection process is to choose a response team that will enjoy the trust of the session, congregation and presbytery. The moderator and stated clerk shall maintain a list of ruling and teaching elders who are open to such service, although selection is not limited to those so listed.
- d. When the discernment process determines that the congregation's continued ministry within the Presbytery of Boston will most clearly fulfill its call to further the work of the church of Jesus Christ, the response team will report this conclusion to the presbytery with thanksgiving.
- e. When the discernment process identifies actions on the part of presbytery, the implementation of which might allow the congregation to continue in good conscience to witness to the Gospel within the Presbytery of Boston, the Team is empowered to recommend to the presbytery, through its Council, any such actions.
- f. If the response team and session, in their discernment process, conclude that an action contemplated in paragraph (a) of this rule is warranted, the response team is to work with the session and congregation to propose a plan of action that will (1) treat fairly the interests of both the congregation and the presbytery, including financial and legal interests; and (2) provide for actions to be taken in such a way that all involved will be able to affirm continued unity in the Church of Jesus Christ, regardless of the forms that their ongoing ministries may take. Once a plan of action is formulated, the session and response team will communicate the plan to the Presbytery Council, along with a request for creation of an administrative commission (G-3.0109b) to implement the plan. No member of the response team will be eligible for election to any administrative commission so created.
- g. In the case of any of the outcomes identified in paragraphs d, e, or f, the response team and session are encouraged to plan an appropriate liturgical occasion to allow members of the congregation and

presbytery to celebrate their history of ministry together, to offer each other blessings for the new forms of ministry toward which they are moving, and to join in recommitting themselves to the Gospel of Jesus Christ.

h. Should the discernment process fail to reach a consensus, the response team shall report this conclusion to the Presbytery which shall dismiss the team with its appreciation.

15. When the Presbytery Council learns from the session of a congregation, through direct communication to Council or through indirect communication with an officer, staff member or committee of the presbytery, that the congregation or the session contemplates an action listed in paragraph (a) of Standing Rule E.14, the Presbytery Council will advise the session of the opportunity to seek creation of a response team under that rule. If a response team is not sought, or if a response team is appointed and then dismissed under paragraph (h) of Standing Rule E.14, Council will consider the need for the appointment of an administrative commission to support the congregation through its discernment process and, if an administrative commission is warranted will propose appointment of such a commission at the next stated meeting of the presbytery or at a special meeting called for that purpose.

(Standing Rules, Presbytery of Boston, May 2012)

APPENDIX C
AC Letter to NPC Congregation, 1/10/17

January 10, 2017

Members of the Congregation of the Newton Presbyterian Church 75 Vernon St.
Newton, MA 02458

Dear Brothers and Sisters in Christ,

On behalf of the Administrative Commission of the Presbytery of Boston for the Newton Presbyterian Church, I am writing to each of the members of the Newton congregation listed in your church's 2016 Directory.

As many of you know, this Administrative Commission was formed by unanimous vote of the Presbytery of Boston in November 2016, due to the concern of elders and ministers across the Presbytery that divisive issues had developed in the discernment of how your church may be called into new life and service in the name of Jesus Christ. We understand that the church with a presbytery Response Team as your partner has done significant preliminary work. However, the two-part presbytery process requested by NPC halted at the point at which the session was to request that a presbytery commission be empowered to assist in refining your church's goals so that the Presbytery could take the constitutional and legal steps necessary to accomplish them with you. Therefore the Presbytery— your presbytery — appointed this Administrative Commission to work with the NPC session and congregation to resolve certain issues, under delegated presbytery powers specified by the Constitution of the Presbyterian Church (U.S.A.).

This week the Administrative Commission received notice that a special meeting of the Corporation of the Newton Presbyterian Church has been publicly called for next Sunday, January 15, 2017, for the purposes of voting as members of the church's Corporation on (1) withdrawing from the Presbyterian Church (U.S.A.), (2) affiliating with the Evangelical Covenant Church denominational network, and (3) amending the Corporation's bylaws to remove existing denominational references.

We are disappointed that the Session has chosen to call this meeting without involving the Commission that serves as a resource on constitutional matters and orderly process. We are concerned that members of the congregation are being asked to resign their individual memberships in the PCUSA without fully understanding the consequences of this action and we believe that this gathering does not facilitate the work towards unity and reconciliation that we are committed to do.

Through this letter the Administrative Commission does not seek to tell you what to do or how to vote as a member of the Newton Presbyterian Church. **Our intention is to assist the session and congregation in its discernment of the church's future by providing you with information about the motions that you are being asked to consider as a member of the Newton church corporation.**

Please note:

(1) Under the Constitution of the Presbyterian Church (U.S.A.) of which the Newton Presbyterian Church is a long-time member through the Presbytery of Boston, a church cannot withdraw itself from the

denomination: ***"The relationship to the Presbyterian Church (U.S.A.) of a congregation can be severed only by constitutional action on the part of the presbytery (G-3.0303b)."*** (Form of Government, G-4.0207). The Administrative Commission advises that a vote of NPC's Corporation cannot accomplish a change of denominations (nor can a vote of the church's Congregation). The discernment process originally requested by the session and now partly completed can, however, lead to a request that the presbytery dismiss the church to another Reformed denomination with which the PC(USA) is in full communion (G-5.05c).

(2) In a January 5, 2017, letter the Administrative Commission reminded the Session that "under our Constitution's Form of Government, a congregation may only be transferred to a denomination with which the Presbyterian Church (U.S.A.) is in full communion as voted by the General Assembly (G-5.05c). The Office of the General Assembly has confirmed that the Presbyterian Church (U.S.A.) is not in full communion with the Evangelical Covenant Church. Accordingly, it is simply not within the authority of the Administrative Commission or any other body to recommend dismissal to the Evangelical Covenant Church." **The Presbytery of Boston may not dismiss a church to the ECC and a church's corporation cannot and may not take the church into the ECC.**

(3) The powers of a Presbyterian church's corporation are *"all subject to the authority of the session and under the provisions of the Constitution of the Presbyterian Church (U.S.A.)"* (Form of Government, G- 4.0101). **A vote to edit the corporation's bylaws would not remove a church from the Presbyterian Church (U.S.A.).**

Finally, we remind our brothers and sisters in the Newton congregation that the Presbyterian Church (U.S.A.) is structured by our Constitution to be a steward of the covenanted unity of our part of the Body of Christ. When there is an irreconcilable division within a congregation, such as in a case where one group is determined to leave

the Presbyterian Church (U.S.A.) and other members wish to continue in the congregation, we have a tested, responsive constitutional process created by the wider church:

“If there is a schism within the membership of a congregation and the presbytery is unable to effect a reconciliation or a division into separate congregations within the Presbyterian Church (U.S.A.), the presbytery shall determine if one of the factions is entitled to the property because it is identified by the presbytery as the true church within the Presbyterian Church (U.S.A.). This determination does not depend upon which faction received the majority vote within the congregation.” (Form of Government, G-4.0207)

This Administrative Commission is committed to working alongside the Session and with the congregation of the Newton Presbyterian Church as you continue the discernment process for your church’s future, and we hope that schism can be avoided so that we will be able to recommend next steps to the Presbytery concerning dismissal under the Constitution. We continue to support you in efforts toward the reconciliation of church members with one another. We look forward to an opportunity to meet with members at the church, and we encourage you to contact us with your questions and concerns.

Yours in Christ,

The Administrative Commission of the
Presbytery of Boston for the Newton Presbyterian Church

_____ Ruling Elder Sharon Wright, Chair

By-Laws for the Presbytery of Boston, Presbyterian Church (U.S.A.)

Revised November 14, 2016

Amendments



1. PREAMBLE	4
1.1 ORIGIN	4
1.2 BOUNDS	4
2. MEMBERSHIP	5
2.1 CHURCHES	5
2.2 TEACHING ELDERS	5
2.3 ADJUSTMENT OF RULING ELDER / TEACHING ELDER IMBALANCE	5
2.4 CORRESPONDING MEMBERS	6
2.5 ADDITIONAL MEMBERS	6
2 MEETINGS	6
3.1 STATED MEETINGS	6
3.1.1 <i>Frequency</i>	6
3.1.2 <i>Lord's Supper</i>	6
3.2 ADJOURNED MEETINGS	6
3.3 SPECIAL MEETINGS	6
3.4 QUORUM	7
3.5 RULES OF ORDER	7
3.6 RECORDING CLERK	7
3.6.1 <i>Election and term of office</i>	7
3.6.2 <i>Role and duties of the recording clerk</i>	7
4. OFFICERS	7
4.1 MODERATOR	8
4.1.1 <i>Election and term of office</i>	8
4.1.2 <i>Incomplete term</i>	8
4.1.3 <i>Role and duties of the moderator</i>	8
4.2 VICE-MODERATOR	8
4.2.1 <i>Election and term of office</i>	8
4.2.2 <i>Incomplete term</i>	8
4.2.3 <i>Role and duties of the vice-moderator</i>	8
4.3 STATED CLERK	9
4.3.1 <i>Election and term of office</i>	9
4.3.2 <i>Incomplete term</i>	9
4.3.3 <i>Role and duties of the stated clerk</i>	9
4.4 TREASURER	9
4.4.1 <i>Election and term of office</i>	9
4.4.2 <i>Incomplete term</i>	9
4.4.3 <i>Role and duties of the treasurer</i>	9
4.5 TRUSTEES	10
4.5.1 <i>Election and term of office</i>	10
4.5.2 <i>Incomplete term</i>	10
4.5.3 <i>Role and duties of the Trustees</i>	10
5. STAFF	11
5.1 GENERAL PRINCIPLE	11
5.2 RESOURCE PRESBYTER	11
5.2.1 <i>Duties</i>	11
5.2.2 <i>Accountability</i>	11
5.2.3 <i>Annual Review</i>	11
5.2.4 <i>Termination</i>	12
5.3 OTHER ADMINISTRATIVE STAFF	12
6. STRUCTURE	12

6.1 PERMANENT JUDICIAL COMMISSION	12
6.1.1 Establishment	12
6.1.2 Membership	12
6.1.3 Investigating Committee	12
6.1.4 Committees of Council	12
6.2 CONTINUING COMMITTEES	12
6.2.1 COMMITTEE ON REPRESENTATION	13
6.2.2 Nominating Committee	13
6.2.3 Committee on Preparation for Ministry	13
6.3 PROGRAM COMMITTEES	15
6.3.1 Committee on Mission and Congregations	15
6.3.1 Committee on Congregation Support and Development	15
6.3.2 Committee on Education for Mission	16
6.4 PRESBYTERY COUNCIL	17
6.4.1 Voting Members	17
6.4.2 Continuing Members	17
6.4.3 Quorum	17
6.4.4 Responsibilities	18
6.4.4.1 Appoint task forces and working groups to further the mission and ministry of the Presbytery	18
6.4.5 Meetings	18
6.5 PRESBYTERY COUNCIL COMMITTEES	18
6.5.1 Personnel Committee	18
6.5.2 Committee on Stewardship and Budget	19
7. COMMISSIONERS AND ADVISORY DELEGATES TO GENERAL ASSEMBLY AND SYNOD	20
7.1 TIME OF ELECTION	20
7.2 ELIGIBILITY	20
7.2.1 Teaching and ruling elder commissioners	20
7.2.2 Young adult advisory delegate	20
7.2.3 Theological student advisory delegate	20
7.3 NOMINATION	21
7.3.1 Selection process by the Nominating Committee	21
7.3.2 Report of the Nominating Committee	21
7.3.3 Nominations from the floor	21
7.4 ELECTION	21
7.5 RESPONSIBILITIES	21
7.5.1 Presbytery attendance	21
7.5.2 Preparation, participation and report	21
7.6 TERMS	21
8. AMENDMENTS AND SUSPENSION OF THE BY-LAWS	21
8.1 SUSPENSION	22
8.2 AMENDMENT	22
9. REVISION HISTORY	22

1. PREAMBLE

1.1 Origin

The Presbytery of Boston was constituted a presbytery in the Synod of New England by the General Assembly of the United Presbyterian Church in the United States of America on January 1, 1959, through the merger of the Presbytery of Boston of the United Presbyterian Church of North America, organized July 11, 1854, and the Presbytery of Boston of The Presbyterian Church, U.S.A., organized October 11, 1870. The Presbytery of Boston has continued through the reunion of the United Presbyterian Church in the United States of America with the Presbyterian Church in the United States on June 10, 1983, and as a presbytery of the resultant Presbyterian Church (U.S.A.). As a presbytery of the PC(USA) the Presbytery of Boston is governed by the Constitution of the PC(USA).

1.2 Bounds

The territory for which the presbytery is responsible is that area of the Commonwealth of Massachusetts east of the western boundary of the County of Worcester; south of 42° 35' of latitude; and north of the Connecticut and Rhode Island state lines and 42° of latitude but including none of Cape Cod; and including the following churches organized in the years indicated:

Boston, Church of the Covenant (1852)

Boston, Fourth Presbyterian Church (1870)

Boston, Hyde Park Presbyterian Church (1896)

Boston, Primera Iglesia Presbiteriana Hispana (EUA) (1991)

Boston, Roxbury Presbyterian Church (1885)

Brookline, First Presbyterian Church (1894)

Brookline, Korean Church of Boston (USA) (1985)

Burlington, The Presbyterian Church in Burlington (1962)

Cambridge, First United Presbyterian Church (1892)

Clinton, First United Presbyterian Church in Clinton (1893)

Easton, Good Shepherd Presbyterian Church (1996)

Natick, Hartford Street Presbyterian Church (1886)
Needham, Presbyterian Church in Needham (1887)
Newton, Newton Presbyterian Church (1846)
Newton, Taiwan Presbyterian Church of Greater Boston (1998)
Quincy, First Presbyterian Church (1884)
Quincy, Quincy Young Sang Presbyterian Church (1989)
Somerville, Clarendon Hill Presbyterian Church (1882)
Sudbury, Presbyterian Church in Sudbury (1961)
~~Waltham, First Presbyterian Church (1893)–~~
Whitinsville, United Presbyterian Church at Whitinsville (1874)
Worcester, First Presbyterian Church (1886)
Together with any other churches which may be added to this roll.

2. MEMBERSHIP

2.1 Churches

All churches listed in Bylaw 1.2 are members of the Presbytery of Boston and are represented at its meetings by ruling elders commissioned by their sessions. The number of elder commissioners from each church is determined in accordance with G-3.0301 in the Book of Order.

2.2 Teaching Elders

All teaching elders who are continued on its active and at-large rolls are members of the Presbytery of Boston.

2.3 Adjustment of Ruling Elder / Teaching Elder Imbalance

The stated clerk at the first presbytery meeting of each calendar year shall report any imbalance between teaching elder and ruling elder members. The presbytery shall redress this imbalance in accordance with G-3.0301 in the Book of Order.

2.4 Corresponding Members

Presbyters (Ministers of the Word and Sacrament or ruling elders) in good standing in other councils of this denomination or in any other Christian Church, who are present at any meeting of presbytery, may be invited to sit as corresponding members, with voice but without vote.

2.5 Additional Members

Each ruling elder officer of the presbytery, chairperson of a continuing committee and member of the Presbytery Council shall be enrolled as a member for the term of office whether or not commissioned by his/her session, along with any ruling elder serving as exempt administrative staff.

2 MEETINGS

3.1 Stated Meetings

3.1.1 Frequency

The presbytery shall hold ~~five~~ *at least three* stated meetings each year, ~~to be held in January, March, May, September and November~~, with the dates to be recommended by the Presbytery Council and approved by the presbytery at the ~~November~~ *last* meeting of the previous year.

3.1.2 Lord's Supper

At least one stated meeting each year shall include the celebration of the Lord's Supper during worship.

3.2 Adjourned Meetings

An adjourned meeting may be designated by Presbytery action to adjourn from a stated or another adjourned meeting to a fixed time or place.

3.3 Special Meetings

The moderator shall call a special meeting at the request, or with the concurrence, of two teaching elders and two ruling elders, the ruling elders being of different churches. Should the moderator be unable to act, the stated clerk shall, under the same conditions, issue the call. If both moderator and stated clerk are unable to act, any three teaching

elders and three ruling elders, the ruling elders being of different churches, may call a special meeting. The synod may direct the presbytery to convene a special meeting for the transaction of designated business. Notice of a special meeting shall be sent not less than ten days in advance to each minister and to the session of every church. The notice shall set out the purpose of the meeting, and no other business than that listed in the notice shall be transacted.

3.4 Quorum

A quorum of the presbytery shall be any four teaching elder members and the ruling elder members present, provided that at least three congregations are represented by ruling elders.

3.5 Rules of Order

Meetings of the presbytery, its Council, commissions and committees, shall be conducted in accordance with the most recent edition of Robert's Rules of Order, except in those cases where the Book of Order provides otherwise. Committees and task forces of the presbytery and its Council shall ordinarily meet in face- to-face sessions but may meet by teleconference or videoconference as needed, provided that full opportunity for simultaneous communication is available to all members and that minutes are duly kept and approved.

3.6 Recording Clerk

3.6.1 Election and term of office

A recording clerk shall be elected at the appropriate ~~January~~ *last meeting of the year* meeting for a term of three years, and shall be eligible for re-election. The recording clerk may be a teaching elder or an active member of any church of the presbytery and is not an officer of the presbytery.

3.6.2 Role and duties of the recording clerk

The recording clerk shall keep and provide to the stated clerk a full and accurate record of all proceedings of the presbytery's meetings.

4. OFFICERS

The officers of this presbytery shall be a moderator, vice-moderator, stated clerk, treasurer and the trustees of the Corporation.

4.1 Moderator

4.1.1 Election and term of office

The moderator shall be elected ~~at a stated meeting, no earlier than the September meeting,~~ for one term of one year. The moderator shall assume office ~~at the January stated meeting,~~ *during the last meeting of the calendar year.*

4.1.2 Incomplete term

If the moderator is unable to complete the term of office, the vice-moderator is to fill the unexpired term.

4.1.3 Role and duties of the moderator

The moderator moderates presbytery meetings and serves as moderator of Presbytery Council. From time to time, the moderator may ask the vice-moderator to preside at a presbytery or Council meeting due to conflict of interest or other exigency. The moderator also presides at ordinations and installations, and is the first official representative of the Presbytery of Boston at other ecclesiastical occasions and at civic functions and gatherings, unless otherwise provided by the Synod of the Northeast. When unable to fulfill these responsibilities, the moderator may request that the vice-moderator or another presbyter respond. The role and duties shall be as defined in the Book of Order and specified in Robert's Rules of Order, and as assigned by these bylaws, the standing rules and actions of the presbytery and its Council. The moderator is a member ex officio of all committees without vote.

4.2 Vice-Moderator

4.2.1 Election and term of office

The vice-moderator shall be elected ~~at a stated meeting, no earlier than the September meeting,~~ for one term of one year. The vice-moderator shall assume office ~~at the January stated meeting,~~ *during the last meeting of the calendar year.*

4.2.2 Incomplete term

If the vice-moderator is unable to complete the term of office, the vacancy shall be filled as soon as possible by presbytery election.

4.2.3 Role and duties of the vice-moderator

The role and duties of the vice-moderator shall be as assigned by these bylaws, the standing rules and actions of the presbytery and its Council, and shall include standing designation as first substitute for the moderator should that officer be unable to fulfill one or more official responsibilities.

4.3 Stated Clerk

4.3.1 Election and term of office

The stated clerk shall be elected ~~at the appropriate January meeting~~ for a term of three years, and shall be eligible for re-election. The stated clerk shall assume office immediately upon election.

4.3.2 Incomplete term

If the stated clerk is unable to complete the term of office, the vacancy shall be filled as soon as possible by Presbytery election.

4.3.3 Role and duties of the stated clerk

The role and duties of the stated clerk shall be as defined in the Book of Order and specified in Robert's Rules of Order, and as assigned by these bylaws, the standing rules and actions of the presbytery and its Council.

4.4 Treasurer

4.4.1 Election and term of office

The treasurer shall be elected ~~at the appropriate January meeting~~ for a term of three years, and shall be eligible for re-election. The treasurer shall assume office immediately upon election.

4.4.2 Incomplete term

If the treasurer is unable to complete the term of office, the vacancy shall be filled as soon as possible by Presbytery election.

4.4.3 Role and duties of the treasurer

The treasurer is a member of the Board of Trustees. The role and duties of the treasurer, who shall be bonded at the expense of the presbytery, shall be those assigned by these bylaws, the standing rules and actions of the presbytery and Presbytery Council, to include:

4.4.3.1 having custody of all funds and securities of the presbytery;

4.4.3.2 receiving and disbursing all presbytery funds as approved by Presbytery;

4.4.3.3 paying the annual apportionment to the synod and General Assembly;

4.4.3.4 presenting a status report at each meeting of the Council;

4.4.3.5 presenting a full and accurate account of all funds and securities at the ~~March second stated meeting of the presbytery in the calendar year first stated meeting in the calendar year after February.~~

4.4.3.6 submitting annually all records for full financial review in accordance with the requirements of G-3.0113 in the Book of Order. 4.4.4 Assistant treasurer

The presbytery shall elect an assistant treasurer to serve for a term of three years. The assistant treasurer, who shall be bonded at the expense of the presbytery, shall assist the treasurer as requested and may serve in place of the treasurer, as directed by the trustees, when the treasurer is unable to fulfill his or her duties.

4.5 Trustees

4.5.1 Election and term of office

Three ruling elders and three teaching elders shall be elected trustees at an appropriate stated meeting, in three classes of equal numbers, for terms of three years. The treasurer of the presbytery shall be one of the six members of the Trustees and shall serve as the treasurer of the Corporation. The term of office of the treasurer of the Corporation shall coincide with his/her term of office as treasurer of the presbytery. The president of the Trustees shall be elected by the presbytery. The Trustees shall assume office immediately upon election, and shall continue in office until successors are elected.

4.5.2 Incomplete term

If a trustee is unable to complete the term of office, the vacancy shall be filled as soon as possible by Presbytery election.

4.5.3 Role and duties of the Trustees

The duties of the Trustees shall be those assigned to the presbytery's Board of Trustees by these bylaws and as provided for in the Book of Order and by the General Laws and Statutes of the Commonwealth of Massachusetts, to include:

4.5.3.1 maintaining the Corporation according to the General Laws and Statutes of the Commonwealth of Massachusetts, making property decisions based on the historic principles of our Church's government (F- 3.0101-3.010);

4.5.3.2 overseeing all presbytery assets;

4.5.3.3 overseeing the financial aspects of church property purchases and sales, mortgage grants and loans in consultation with the Presbytery Council and recommending appropriate action to the presbytery;

4.5.3.4 reviewing all plans, specifications and funding sources for building projects requiring presbytery approval, in consultation with the Presbytery Council, and recommending appropriate action to the presbytery;

4.5.3.5 offering assistance, upon request, to congregations on financial facilities and property matters;

4.3.5.6 obtaining an annual full financial review of the records of the presbytery

4.3.5.7 Overseeing the Investment committee

There shall be five voting members of the committee, including three members elected by presbytery, the treasurer and one representative from the Trustees. The members elected by the presbytery do not need to be presbyters but shall be members in good standing of the Presbyterian Church (U.S.A.). The members elected by the presbytery shall serve 3-year terms, in three classes of one member each; no member shall serve more than two consecutive terms.

This committee shall be a committee of the Trustees and shall report and be accountable to the Trustees. The chair, vice-chair and clerk shall be elected by the committee from among the three members elected by the presbytery, subject to confirmation by the Trustees.

5. STAFF

5.1 General Principle

The presbytery may employ administrative staff in accordance with the provisions of the Form of Government (G-3.0110).

5.2 Resource Presbyter

5.2.1 Duties

[5.2.1.1](#) The responsibilities of the resource presbyter will be those contained in the latest approved position description.

[5.2.1.2](#) The resource presbyter shall fulfill such responsibilities as agreed upon.

5.2.2 Accountability

The resource presbyter shall be accountable to the council.

5.2.3 Annual Review

Regular review of the resource presbyter shall be conducted in accordance with the latest approved job description.

5.2.4 Termination

Termination of the resource presbyter shall be subject to approval of the council and be otherwise in accordance with the applicable procedures of the Presbyterian Church (U.S.A.)

5.3 Other Administrative Staff

The presbytery may establish one or more full-time or part-time positions, which will be filled by the presbytery on recommendation of the council.

6. STRUCTURE

6.1 Permanent Judicial Commission

6.1.1 Establishment

The commission shall be established and shall function in accordance with relevant provisions in the Book of Order.

6.1.2 Membership

The commission shall be composed of not fewer than seven members, the majority of which may be either teaching or ruling elders, with not more than one elder from any one church.

6.1.3 Investigating Committee

As needed in instances of preliminary procedure for discipline, the moderator of the presbytery in consultation with the stated clerk shall appoint an investigating committee of three to five persons to fulfill the responsibilities listed in D-10.0201-2 in the Rules of Discipline, reporting to the presbytery at its next stated meeting the names of those appointed.

Presbytery of Boston By-Laws Revised 14 November 2016

6.1.4 Committees of Council

As needed when the presbytery becomes a respondent in a remedial complaint, the moderator of the presbytery shall appoint a committee of counsel of no more than three persons to fulfill the responsibilities listed in D-6.0302 of the Rules of Discipline, reporting to the presbytery at its next stated meeting the names of those appointed.

6.2 Continuing Committees

The continuing committees shall consist of church members and teaching elders as provided in the Book of Order, with at least half the membership being church members, and shall have responsibility for the ongoing concerns and functions of the presbytery as provided in these bylaws. Committee members are elected to a three-year term and are eligible for re-election; after six years of consecutive service one year must elapse before the member is eligible for re-election to that committee. The chairperson and vice-chairperson of each committee shall be elected by the presbytery. The presbytery

moderator, resource presbyter and the stated clerk shall serve as ex officio members of all continuing committees, without vote.

6.2.1 Committee on Representation

6.2.1.1 Membership: The Committee on Representation shall have ~~six~~ *three* members, and shall meet the membership requirements of G-3.0103 ~~and G-3.0109~~ in the Book of Order.

6.2.1.2 Function: The function of the Committee on Representation is to advise the presbytery concerning its implementation of the principles of participation and inclusiveness to ensure fair and effective representation in the decision making of the presbytery, consulting with the Nominating Committee of the presbytery and serving as an advocate in accordance with G-3.0103.

6.2.2 Nominating Committee

6.2.2.1 Membership: The Nominating Committee shall have six members, and shall meet the membership requirements of ~~G-3.0111~~ G-3.0109 in the Book of Order.

6.2.2.2 Function: The function of the Nominating Committee is to nominate persons to fill all presbytery offices and commissioner and delegate vacancies, and all vacancies on continuing committees (except itself), the Presbytery Council and its task forces, the permanent judicial commission and other entities of the presbytery, in accordance with G-3.0111.

6.2.3 Committee on Preparation for Ministry

6.2.3.1 Membership: The Committee on Preparation for Ministry shall have a voting membership of ~~nine~~ *six*, ~~the majority of which may be either ruling or teaching elders, and shall meet the membership requirements of G-3.0109 in the Book of Order.~~

6.2.3.2 Function: The Committee on Preparation for Ministry is to function according to the process and provisions of G-2.0601 – G-2.0610 and G-3.0307 in the Book of Order and of the Standing Rules of the Presbytery of Boston, to enable the presbytery to fully and pastorally participate in its covenanted responsibilities with inquirers and candidates who are preparing for ordination to the ministry of Word and Sacrament.

6.2.4 Committee On Ministry

6.2.4.1 Membership: The Committee on Ministry shall have a voting membership of seven teaching elders and seven ruling elders, in accordance with G-3.0109.

6.2.4.2 Functions: The Committee on Ministry shall serve as pastor and counselor to all members of the presbytery, in accordance with G-3.0307. It shall be responsible for these constitutional responsibilities given to the presbytery in the Form of Government as well as for any other duties assigned to the committee by the presbytery:

1. oversee according to presbytery procedures the calling of pastors, in accordance with presbytery procedures for seeking, nominating, electing, ordaining and installing candidates and teaching elders (G-2.08);
2. recommend minimum compensation standards for pastoral calls and Certified Christian Educators and Certified Associate Christian Educators within the presbytery (G-3.0303c);
3. recommend and oversee according to presbytery procedures the dissolving of pastoral relationships, appointing a moderator where there is no pastor (G-2.09);
4. recommend validation of ministries in accordance with G-3.03036 and G-2.0503a, and annually review and recommend approval of the ministry and membership of teaching elders in validated ministries (G-2.0503a) and of members on the at-large roll (G-2.0503b);
5. recommend any changes in the enrollment of teaching elders (G-2.0508);
6. recommend presbytery designation of teaching elders as honorably retired on the roll (G-2.0503c);
7. recommend and oversee according to presbytery procedures the release of teaching elders from the exercise of active ministry (G-2.0507) and the reactivation of those previously released from the exercise of active ministry (G-2.0507);
8. recommend, facilitate and oversee the transfer and reception of ministers of other denominations (G-2.0505);
9. review, make recommendations for and participate in the presbytery's commissioning of ruling elders to particular pastoral service (G-2.10);
10. review, make recommendations for and participate in the presbytery's certification of Christian Educators and others to be certified in accordance with G-2.11;
11. counsel with a session concerning reported difficulties within a congregation, including advising the session as to appropriate actions to be taken to resolve the reported difficulties, offering to help as a mediator, and acting to correct the difficulties if requested to do so by the session or if the session is unable to do so informing the Presbytery Council of church conditions that would be best responded to by an administrative commission (G-3.0303d).

6.3 Program Committees

The presbytery moderator, resource presbyter and stated clerk shall serve as ex-officio members of all program committees, without vote.

6.3.1 Committee on Mission and Congregations

6.3.1.1 Membership: There shall be three voting members of the committee and shall meet the membership requirements of G-3.0103 G-3.0109 in the Book of Order. The members shall serve three year terms, in three classes of one member each. No member shall serve more than six years consecutively, after which one year must elapse before the member shall be eligible for re-election to the committee.

6.3.1.2 Function: This committee is charged with the task of appointing and coordinating working groups and task forces involved in the Presbytery's mission.

~~6.3.1 Committee on Congregation Support and Development~~

~~6.3.1.1 Membership There shall be nine voting members of the committee. At least three of the members shall be teaching elders, and at least three shall be church members. The members shall serve three-year terms, in three classes of three members each; no member shall serve more than six years consecutively, after which one year must elapse before the member shall be eligible for re-election to the committee. The committee shall appoint at least three of its members to serve as the Subcommittee on New Church Development.~~

~~6.3.1.2 Responsibilities~~

- ~~1.—Conduct a regular survey of the congregations of the presbytery, asking them to identify their strengths and needs.~~
- ~~2.—Based on the reported strengths and needs of the congregations, identify resources and provide training to support the work of local congregations, including the areas of worship, Christian education, mission, evangelism and outreach, nurture, administration, strategic planning, stewardship and leadership development.—~~
- ~~3.—Encourage congregations who report similar strengths or needs to work in partnership with each other in their ministry and mission to build on their strengths or meet their needs.—~~
- ~~4.—Assist and encourage congregations undertaking redevelopment, and encourage all congregations to use the resources of the Church-wide Redevelopment Network.—~~

- 5.—In consultation with the Committee on Ministry, support and guide congregations considering merger or closing.

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~~6.3.1.3 Responsibilities of the Subcommittee on New Church Development~~

- 1.—Review and recommend necessary changes to the presbytery's New Church Development Guidelines.—
- 2.—As described in the presbytery's New Church Development Guidelines, recommend to Presbytery specific goals for presbytery-initiated new church development and provide leadership to establish presbytery-initiated new church developments.—
- 3.—Encourage, support, and establish a liaison with independent groups wishing to establish Presbyterian congregations. The liaison would have primary responsibility to guide the group through the process of becoming a congregation of the presbytery. The liaison is accountable to the committee but not necessarily a member of the committee.—

- 4.—Other tasks as described in the New Church Development Guidelines.—

~~6.3.2 Committee on Education for Mission~~

~~6.3.2.1 Membership:~~ There shall be ten voting members of the committee, including nine members elected by the presbytery and one representative from Presbyterian Women. Of the members elected by the presbytery, at least three shall be teaching elders, and at least three shall be church members. The members shall serve three-year terms, in three classes of three members each; no member shall serve more than six years consecutively, after which one year must elapse before the member shall be eligible for re-election to the committee. The resource presbyter, stated clerk and moderator shall be continuing members, with voice but without vote.

~~6.3.2.2 Responsibilities~~

- 1.—Invite proposals for mission grants and submit these proposals with the committee's and Presbytery Council's recommendations to Presbytery for action.
- 2.—Make recommendations for additional ways to allocate the mission funds of the presbytery.—
- 3.—Take a leading role in establishing and organizing presbytery-wide Mission Fairs.
- 4.—Share mission-related communications from the General Assembly, synod and other denominations and bodies with the presbytery.—

~~5.—Provide leadership and support for ministries in education, peace and justice, and youth programs:~~

- ~~a.—A presbytery-wide Christian Education program (including an annual Christian Education event)—~~
- ~~b.— Christian Educators and Christian Education resources for churches—~~
- ~~c.— A liaison with campus ministries and related organizations in the presbytery—~~
- ~~d.—A presbytery-wide peace program—~~
- ~~e.— Presbytery witness on social justice issues—~~
- ~~f.—Regional ministry, outreach and mission projects—~~
- ~~g.—Presbytery participation in national PC(USA)-related youth events—~~
- ~~h. A presbytery youth program~~

6.4 Presbytery Council

The Presbytery Council is to provide servant leadership by guiding and challenging the presbytery with respect to the presbytery's vision and mission, to strengthen congregations, and to foster partnerships to accomplish the presbytery's mission goals. The Presbytery Council is elected by and accountable to the presbytery.

6.4.1 Voting Members

The members of the Presbytery Council with vote shall be the moderator, the vice-moderator, the immediate past moderator of the presbytery, ~~the President of the Board of the designee of the Board of Trustees, the chairs or their~~ the designees of the Committee on Ministry, Committee on Preparation for Ministry, ~~Committee on Congregation Support and Development, Committee on Education for Mission, Personnel Committee, Nominating Committee, the Committee on Mission and Congregations Committee on Stewardship and Budget and the Moderator or her designee of Presbyterian Women. and three at large members to be elected by the Presbytery with attention given to diversity and inclusion and shall meet the membership requirements of G-3.0103 G-3.0109 in the Book of Order.~~

6.4.2 Continuing Members

Continuing members with voice but no vote are the presbytery's resource presbyter, stated clerk, treasurer and one current commissioner to the Synod of the Northeast as designated by the serving commissioners.

6.4.3 Quorum

The quorum of the Presbytery Council shall be a majority of the voting members.

6.4.4 Responsibilities

- 6.4.4.1 Develop and maintain a long-range plan for the Presbytery.
- 6.4.4.2 Coordinate and evaluate the work of all presbytery committees and task forces.
- 6.4.4.3 Coordinate the planning of the presbytery's work by proposing annual goals for the presbytery. The proposed goals shall include what will be done, what committee or task force will do it, and what resources are required.
- 6.4.4.4 Maintain relationships with the Synod and General Assembly to interpret mission and policy.
- 6.4.4.5 Propose to Presbytery an annual budget for Presbytery action.
- 6.4.4.6 Oversee the presbytery's personnel functions.
- 6.4.4.7 Nominate members of the Nominating Committee for presbytery election.
- 6.4.4.8 Receive and approve mission grant requests.
- 6.4.4.9 Prepare and recommend an annual budget for the Presbytery.
- 6.4.4.10 Develop a plan for stewardship within the Presbytery
- ~~6.4.4.11 Appoint task forces and working groups to further the mission and ministry of the Presbytery.~~

6.4.5 Meetings

The Presbytery Council shall meet at least six times per year. The moderator of the presbytery shall serve as the moderator of the Presbytery Council, and the immediate past moderator of the presbytery shall serve as the clerk of the Presbytery Council, taking minutes of Presbytery Council for distribution to the presbytery before its next stated meeting.

~~6.5 Presbytery Council Committees~~

~~The Presbytery moderator, resource presbyter and stated clerk shall serve as ex-officio members of all council committees, without vote.~~

~~6.5.1 Personnel Committee~~

~~6.5.1.1 Membership The Personnel Committee shall have a membership of five, each of whom shall serve one five-year term, in five classes of one member each. A committee member may fill an uncompleted term, and may be elected for a full, five-year term in her/his own right, provided (s)he will serve no more than seven consecutive years. A member is eligible for re-election after one year.~~

~~6.5.1.2 Function:~~ This committee shall be a committee of the Presbytery Council, and shall report and be accountable to the Presbytery Council. It shall function according to the presbytery's Personnel Policies and Procedures, in keeping with other actions taken by the presbytery, participating in the search, employment, and termination process for staff. Ordinarily, the chair of the committee shall rotate using a process as follows: members will function respectively in their second, third, and fourth years on the committee as clerk, vice chair, and chair, and in the fifth year as past chair, assisting the chair as needed. The clerk of the committee shall record and distribute minutes of its meetings to the members of the committee.

~~6.5.1.3 Responsibilities~~

- ~~1.—It shall provide an annual performance review of all administrative staff, and of the stated clerk and treasurer, based upon predetermined, mutually agreed upon goals. It shall provide an annual compensation review of all staff and other compensated presbytery personnel. The annual performance review and the annual compensation review shall be conducted separately.—~~
- ~~2.— It shall meet at least quarterly with the Resource Presbyter.—~~
- ~~3.—It shall work with the Committee on Stewardship and Budget to recommend to Presbytery adequate compensation of staff, and to secure necessary resources for the successful completion of staff responsibilities.~~
- ~~4.—It shall review the personnel operating procedures annually and recommend any necessary changes to the Presbytery Council for action.~~

~~6.5.2 Committee on Stewardship and Budget~~

~~6.5.2.1 Membership:~~ There shall be six voting members of the committee, at least two teaching elders and two church members. The members shall serve three-year terms, in three classes of two members each; no member shall serve more than six years consecutively, after which one year must elapse before the member shall be eligible for re-election to the committee. The resource presbyter, stated clerk, treasurer, president of the Board of Trustees, and moderator shall be continuing members, with voice but without vote.

~~6.5.2.2 Responsibilities~~

- ~~1.— Develop long-range financial planning for the presbytery~~
- ~~2.— Receive and recommend for presbytery action funding proposals to be sent to the Synod or General Assembly.—~~

- ~~3.—In consultation with the committees and congregations of the presbytery, recommend an annual budget to the Presbytery Council for Presbytery action based on the presbytery's mission goals, mission proposals, and administrative needs.—~~
- ~~4.—Develop a plan for stewardship within the presbytery.—~~
- ~~5.—Take a leading role in establishing and organizing presbytery-wide mission fairs.—~~
- ~~6.—Serve as a resource for congregations on stewardship programs.—~~
- ~~7.—Provide information for Presbytery and its churches about mission funding sources available in Presbytery, Synod and General Assembly and how to apply.—~~

7. COMMISSIONERS AND ADVISORY DELEGATES TO GENERAL ASSEMBLY AND SYNOD

7.1 Time of election

Nomination and election of commissioners and advisory delegates to Synod and General Assembly shall be *at least four months prior to the opening of their respective assemblies. Commissioners and advisory delegates to the Synod and General Assembly will take office upon election.*

7.2 Eligibility

7.2.1 Teaching and ruling elder commissioners

Any teaching elder who is on the active or at-large roll of the presbytery and any ruling elder who is on the active roll of a church within this presbytery is eligible for election as a commissioner.

7.2.2 Young adult advisory delegate

Any member on the active roll of a church of the presbytery who will be between the ages of 17 and 23 on the day the General Assembly convenes, is eligible for election as a young adult advisory delegate (YAAD)

7.2.3 Theological student advisory delegate

Any inquirer or candidate under care of this presbytery who has been nominated by a theological institution to represent it as a theological student advisory delegate (TSAD) or alternate will be presented for election by the Nominating Committee.

7.3 Nomination

7.3.1 Selection process by the Nominating Committee

The presbytery shall devise and include in its standing rules a process for the orderly election of nominees for commissioners, advisory delegates and alternates.

7.3.2 Report of the Nominating Committee

The report of the Nominating Committee shall include the names of churches represented by the elder and young adult nominees, and a sufficient number of alternates listed in order of priority.

7.3.3 Nominations from the floor

Nominations from the floor may be made of any person meeting the eligibility requirements of Bylaw 7.2, prior acceptance of the nominee having been secured.

7.4 Election

Whenever nominations from the floor are made or its it moved to change the order of alternates, the vote shall be by ballot.

7.5 Responsibilities

7.5.1 Presbytery attendance

Commissioners and advisory delegates to General Assembly and synod will be expected to attend presbytery meetings from their election until one presbytery meeting after their terms of service end.

7.5.2 Preparation, participation and report

If any person elected as commissioner or advisory delegate is unable to serve, she/he shall immediately notify the stated clerk of the presbytery. Commissioners and delegates shall prepare themselves, be diligent in attendance and actively participate in the assembly. General Assembly commissioners and delegates shall report to the presbytery at its next stated meeting. Commissioners and delegates to synod shall report after each meeting of the synod assembly, at the next stated meeting of the presbytery.

7.6 Terms

The term for commissioners and advisory delegates to General Assembly shall conform to the General Assembly schedule. The term for commissioners and advisory delegates to synod shall conform to the synod's bylaws.

8. AMENDMENTS AND SUSPENSION OF THE BY-LAWS

8.1 Suspension

These bylaws, excepting Bylaw 8.2, may be suspended at any stated meeting of the presbytery by a three-fourths majority of the members present and voting.

8.2 Amendment

Proposed amendment(s) of these bylaws, except this Bylaw 8.2, shall be referred to the Presbytery Council for its recommendation. A copy of the proposed amendment and any recommended revision of it from the Council shall be sent to all minister members and sessions at least ten days prior to the next stated meeting of the presbytery. Proposed amendments require for approval a two-thirds majority of those present and voting at the meeting designated for consideration of the bylaws change(s).

9. REVISION HISTORY

These Bylaws of the Presbytery of Boston were approved January 27, 2003, to become effective March 1, 2003.

These Bylaws were amended March 25, 2014.

These Bylaws were amended November 14, 2016.

Presbytery of Boston By-Laws Revised 14 November 2016

Motion to the Presbytery of Boston, September 24, 2018

The 223rd General Assembly (2018) adopted a resolution which says in part:

“Standing in the conviction that all people are created in the image of God and that the Gospel of Jesus Christ is good news for all people, the 223rd General Assembly affirms its commitment to the full welcome, acceptance, and inclusion of transgender people, people who identify as gender non-binary, and people of all gender identities within the full life of the church and the world. The Assembly affirms the full dignity and the full humanity of transgender people, their full inclusion in all human rights, and their giftedness for service. The Assembly affirms the church’s obligation to stand for the right of people of all gender identities to live free from discrimination, violence, and every form of injustice.”

In concurrence with the action of our Presbyterian family in the wider church, **we move:**

- **that the Presbytery of Boston concur with the resolution “Affirming And Celebrating The Full Dignity And Humanity Of People Of All Gender Identities” adopted by the 223rd General Assembly in response to Overture 11-12, to affirm that Jesus Christ calls us to welcome those who are transgender, gender non-binary, and of all gender identities, into full participation in the life of the church, and also to stand firm against injustice toward them wherever we find it in the world;**
- **and that the Presbytery of Boston take a public stand in favor of Question 3 on the Massachusetts ballot in November of 2018, and that this decision be communicated by the stated clerk to member churches of the Presbytery and to the news media. [A “yes” vote on this referendum is a vote to affirm and keep the current law that prohibits discrimination on the basis of gender identity in places of public accommodation.]**

The Rev. Christiane Dutton
The Rev. Donald Dutton
The Rev. Barton Kelso
The Rev. Dr. Nancy Hayes Kilgore
The Rev. Catherine MacDonald
The Rev. Roderick MacDonald
The Rev. Rick Otty
The Rev. Andrew Parmelee
The Rev. Jean Southard
The Rev. Dr. Thomas Sullivan
The Rev. John Wuestneck

Attached are:

- General Assembly Overture 11-12, approved as a resolution by unanimous consent, which includes definitions of terms used in the motion.
- Massachusetts Ballot Question 3.

*Overture 11-12, From New Castle
Presbytery: Affirming And Celebrating The
Full Dignity And Humanity Of People Of All
Gender Identities*

*Concurrence: Mission Presbytery, Presbytery de Cristo, and
Synod of the Covenant*

**That the 223rd General Assembly adopt the following
resolution:**

Standing in the conviction that all people are created in the image of God and that the Gospel of Jesus Christ is good news for all people, the 223rd General Assembly affirms its commitment to the full welcome, acceptance, and inclusion of transgender people, people who identify as gender non-binary, and people of all gender identities within the full life of the church and the world. The Assembly affirms the full dignity and the full humanity of transgender people, their full inclusion in all human rights, and their giftedness for service. The Assembly affirms the church's obligation to stand for the right of people of all gender identities to live free from discrimination, violence, and every form of injustice.

Making these affirmations, the Assembly acknowledges that the church has fallen short of these commitments and obligations. In the world and in the Church, transgender people too often experience and suffer discrimination and violence. The church has failed to understand fully and to celebrate adequately the full spectrum of gender embodied in God's creation. As a result, we have participated in systemic and targeted discrimination against transgender people, and we have been complicit in violence against them. The Assembly affirms the scriptural obligation to work for justice for all God's children, and particularly here to work for justice for people of all gender identities. We have fallen short of

this obligation, and – by the grace of God – commit ourselves to do better.

These affirmations and this commitment are rooted and grounded in the Gospel of Jesus Christ, in the breadth of Scripture, and in the Reformed Tradition. Scripture affirms that all people are created in the image of God. In God's creation, we see and experience God's image expressed across a broad and life-giving expression of gender. Honoring the breadth and variety of our gender identities and expressions is one of the ways we can come to an even deeper understanding of who we are created to be in relationship to God and each other. The Hebrew Scriptures, the Gospel, and the Reformed Tradition affirm the dignity and worth of all people and call on individuals and communities to work for the well-being and protection of all people. Because we recognize that people of all gender identities are created equally in the image of God, we also recognize that we share a mutual obligation to stand for the right of all people and all gender identities and gender expressions to live free from discrimination and from violence. The image of God expansively and specifically includes people of all gender identities including transgender, cis-gender, gender non-binary people, and people of all gender expressions.

Accordingly, the General Assembly empowers, authorizes, and directs the Stated Clerk and the Office of Public Witness to advocate for the rights of transgender people and for legal protections to ensure and protect the full humanity and dignity of people of all gender identities. Specifically,

the Stated Clerk and the Office of Public Witness are authorized to support the right of transgender individuals to:

- to serve in the military, and every type of government and public service,
- to full access to public accommodations, including gender

- inclusive restrooms,
- to full legal protection against discrimination, particularly with regard to employment, housing, education, and health care,
 - to title IX protections for transgender students against violence and bullying,
 - to other legal protections that guarantee and safeguard the full rights of transgender individuals. The General Assembly also encourages congregations of the Presbyterian Church (USA) to welcome transgender and gender non-binary people into the life of the church and to continue to grow in compassion and knowledge about the full expression of our individual and respective gender identities. To that end, the GA directs the Presbyterian Mission Agency to consult with existing LGBTQIA focused advocacy organizations to develop and/or adopt educational resources to support congregational and denominational learning, and encourages Synods, Presbyteries, Seminaries, and congregations to do the same. Transgender inclusion is lived out in our congregations and Presbyterian institutions in the following ways:
- Welcoming statements that specifically name transgender and gender non-binary people as included within the life of the church
 - Policies that are inclusive of transgender and gender non-binary people
 - Available facilities such as bathrooms that are either designated as gender neutral, or allow for transgender and non-binary people to use the facility that matches their gender identity

- Worship, liturgy, and hymns employ language inclusive of all gender identities
- Transgender and gender non-binary people's pronouns are respected and used appropriately. *Rationale* Our call as Christians is to welcome the diversity of all God's creation
- “For by God all things were created, in heaven and on earth, visible and invisible, whether thrones or dominions or rulers or authorities—all things were created through God and for God. And God is before all things, and in God all things hold together” (Col. 1:16–17).
- “There is neither Jew nor Greek, there is neither slave nor free, there is no male and female, for you are all one in Christ Jesus” (Gal. 3: 28). The terms to describe and define sexual orientation, gender identity and expression evolve as individuals name the nuances of who they are created to be. While language is inadequate to keep up with the depth of human experience, the Directory for Worship also reminds us, “the church is committed to using language in such a way that all members of the community of faith, may recognize themselves to be included, addressed, and equally cherished before

God” (W-1.2006b). For the purpose of this overture, we use the following description of the terms to describe transgender and gender non-binary experiences:

- Transgender: an intentionally broad term that can be used to describe people whose gender identity is different from the gender they were assigned at when they were born.
- Gender Non-Binary: a term that is often used to describe people

whose gender identity is not exclusively male or female, including those who identify with no gender, with a gender other than male or female, or as more than one gender. In the world and in the Church, transgender people, and those who are gender non-binary, too often experience and suffer discrimination and violence. The findings of the [2015 U.S. Transgender Survey](#), the largest survey examining the experiences of transgender and gender non-binary people from all fifty states, the District of Columbia, American Samoa, Guam, Puerto Rico, and U.S. military bases overseas “reveal disturbing patterns of mistreatment and discrimination and startling disparities between transgender people in the survey and the U.S. population when it comes to the most basic elements of life, such as finding a job, having a place to live, accessing medical care, and enjoying the support of family and community.”

- Of 28,000 respondents, just in the year prior to the survey (2014), 30% who had a job were fired, 46% of respondents were verbally harassed and 9% were physically attacked because of being transgender. Nearly one-third (29%) of respondents were living in poverty, compared to 14% in the U.S. population. The majority of respondents who were out, or perceived as transgender while in school (K-12), experienced some form of mistreatment, including being verbally harassed (54%), physically attacked (24%), and sexually assaulted (13%) because they were transgender. Transgender people of color have some of the highest rates of discrimination, unemployment, and poverty compared to white transgender people, and to people who share the same race. While respondents in the USTS sample overall were more than twice as likely as the U.S. population to be living in poverty, people of color, including Latino/a (43%), American Indian (41%), multiracial (40%), and Black (38%) respondents, were up to three times as likely as the U.S. population (14%) to be living in poverty.

The unemployment rate among transgender people of color (20%) was four times higher than the U.S. unemployment rate (5%). The survey also notes that growing visibility of transgender issues has lifted up not only the voices of transgender men and women, but also people who are non-binary, “with non-binary people making up over one-third of the sample, the need for advocacy that is inclusive of all identities in the transgender community is clearer than ever.”

In confession, we recognize and name the places we fall short in our relationship with God and with one another. For the church, the Confession of 1967 acknowledges, “In each time and place there are particular problems and crises through which God calls the church to act. The church, guided by the Spirit, humbled by its own complicity and instructed by all attainable knowledge, seeks to discern the will of God and learn how to obey in these concrete situations” (Confession of 1967, 9.43). In this particular time, the testimony of the harm and violence transgender and gender non-binary people face daily in this country calls upon the church to act. We confess that the violence impacting transgender people is not new, and that the church has not yet been outspoken to claim transgender and gender non-binary people as created in the image of God. In our own denomination, transgender and gender non-binary people have longed to use their gifts within our sanctuaries and within ordained ministry. Our silence as a church has meant that those

who are transgender or gender non-binary seeking to serve the church have not received calls to ordained service, or have felt unwelcome to bring their full gifts into the life of the church.

The Presbyterian Church (USA) has previously affirmed the need for the church to stand for the dignity and worth of “homosexual persons” (*the term used at the time of passage*). Given the disproportionate rates of discrimination and harassment faced by

transgender and non-binary persons, the church is called to expand its affirmation of the dignity and worth to include transgender and non-binary people.

- The 117th and 118th General Assemblies asserted “the need for the church to stand for just treatment of homosexual persons [sic] in our society in regard to their civil liberties, equal rights and protection under the law from social and economic discrimination which is due all its citizens.”
- On Affirming Civil Rights and Nondiscrimination for All Persons, Regardless of Sexual Orientation. That the 214th General Assembly (2002) direct the Stated Clerk to communicate the following action to all clergy, congregations, and seminaries: The General Assembly reaffirms these resolutions adopted by the 190th General Assembly (1978) of the UPCUSA- 1. Calls upon Presbyterians to work for the passage of laws that prohibit discrimination in the areas of employment, housing, and public accommodations based on the sexual orientation of a person. In the Foundations of Presbyterian polity in our *Book of Order*, the church is to be identified as “a community of people known by its convictions as well as by its actions” (F-2.01). To that end, this overture embraces two specific actions: advocacy and learning, for the denominational leadership and agencies, mid-councils, congregations, and seminaries. It authorizes the office to engage in the issues of our day to advocate for the rights of transgender and non-binary people and for legal protections to ensure and protect the full humanity and dignity of people of all gender identities. At the same time it encourages learning in order to grow in compassion for transgender and gender non-binary people. Resources to support this learning can be drawn from a number of sources including:

- More Light Presbyterians' transgender inclusion resource page: <https://mlp.org/trans-inclusion/> and teach-in video series on **Gender Justice and Trans Inclusion**.
- The National Center for Trans Equality has compiled a number of resources for education on transgender and non-binary persons: <https://transequality.org/about-transgender>
- Transgender Law Center developed an action center focused on supporting laws to prohibit discrimination for transgender individuals: <https://transgenderlawcenter.org/resources>
- Teaching Transgender Toolkit offers a range of curricula to help individuals teach workshops on transgender education
<http://www.teachingtransgender.org>

Question #3

Do you approve of a law summarized below, which was approved by the House of Representatives and the Senate on July 7, 2016?

SUMMARY

This law adds gender identity to the list of prohibited grounds for discrimination in places of public accommodation, resort, or amusement. Such grounds also include race, color, religious creed, national origin, sex, disability, and ancestry. A "place of public accommodation, resort or amusement" is defined in existing law as any place that is open to and accepts or solicits the patronage of the general public, such as hotels, stores, restaurants, theaters, sports facilities, and hospitals. "Gender identity" is defined as a person's sincerely held gender-related identity, appearance, or behavior, whether or not it is different from that traditionally associated with the person's physiology or assigned sex at birth.

This law prohibits discrimination based on gender identity in a person's admission to or treatment in any place of public accommodation. The law requires any such place that has separate areas for males and females (such as restrooms) to allow access to and full use of those areas consistent with a person's gender identity. The law also prohibits the owner or manager of a place of public accommodation from using advertising or signage that discriminates on the basis of gender identity.

This law directs the state Commission Against Discrimination to adopt rules or policies and make recommendations to carry out this law. The law also directs the state Attorney General to issue regulations or guidance on referring for legal action any person who asserts gender identity for an improper purpose.

The provisions of this law governing access to places of public accommodation are effective as of October 1, 2016. The remaining provisions are effective as of July 8, 2016.

A YES VOTE would keep in place the current law, which prohibits discrimination on the basis of gender identity in places of public accommodation.

A NO VOTE would repeal this provision of the public accommodation law.

Presbytery of Boston Communications Coordinator Proposed Position Description

TITLE:

Communications Coordinator

PURPOSE:

The purpose of this position is to assist in implementing the Presbytery's vision and programs by overseeing the administration and developing and maintaining media and communications to grow and enhance relationships within the Presbytery.

RELATIONSHIPS:

The Communication Coordinator will relate to:

- The Resource Presbyter as project/vision collaborator, colleague, support and supervisor.
- The Stated Clerk as project collaborator, colleague, support, and supervisor in the absence of the Resource Presbyter.
- Other elected staff, officers, committee chairs and volunteers as resource.
- Pastors and teaching elders as a resource and aide in communications/media matters.
- The Council with whom s/he works on issues of accountability and job performance.

RESPONSIBILITIES:

RELATIONAL:

Strengthen ties between the Presbytery, its pastors and churches through appropriate forms of communication, including the use of social media.

- Evaluate the Presbytery's current modes of communication for efficacy and connectional impact.
- Investigate the possibility of using new modes of communication for the Presbytery, including social media outlets and the development of an app.
- Be available to pastors, members, and Presbytery Committee/Commission chairs as needed.
- Be available to attend special events within the Presbytery if requested to by the Resource Presbyter and/or Stated Clerk.

CONNECTING:

Ensure that lines of communication are open and functioning within the Presbytery in order to share resources and information effectively.

- Work collaboratively with the Resource Presbyter and Stated Clerk as a contact point for queries within the Presbytery.
- Forward queries/information/ideas, particularly from the Presbytery email account, to appropriate people/committees/commissions.
- Help to communicate details of training events and other special events within the Presbytery.
- Help to plan and advertise Presbytery Day and other appropriate Presbytery events/functions.

ADMINISTRATIVE:

In close conjunction with the Resource Presbyter and Stated Clerk, maintain the basic administrative and webmaster duties of the Presbytery.

- Function as Webmaster by:
 - updating webpages with appropriate resources, dates, photos, and attachments.
 - creating new webpages as needed.
 - responding to requests for new user logins or lost login information.
 - keeping Presbytery directory up-to-date.
 - providing technical support to Committee chairs.
- Prepare and distribute stated meeting packets via the website.
- Maintain Presbytery of Boston primary email account.
- Collect and distribute physical mail sent to the Presbytery office.
- Prepare and send weekly Presbytery of Boston e-connection newsletter.
- Arrange and distribute monthly Presbytery bulletin insert.
- Attend and assist with Presbytery meetings.

ACCOUNTABILITY AND EVALUATION: Council

The Communication Coordinator will be supervised by the Resource Presbyter and accountable to the Council. S/he will receive additional support from Presbytery staff and council. The Communications Coordinator will work for a probationary period of four months; during the third month of this period, there will be a formal job review.

This Position Description will be revisited and revised twelve months following the hire of the Communications Coordinator in order to assess the whether the position is meeting the needs of the Presbytery.

Hours: 20 hours/week

Salary: \$30,000 year

Benefits: \$4,000

Reimbursable Account: \$2,000

Vacation: 4 weeks

Committee on Preparation for Ministry – September 2018

The Committee moves that the status of Yan Wang, a member of First United Presbyterian Church of Cambridge, and an Inquirer under care of the Presbytery of Boston, be changed to “Candidate”.

Faith Journey

Yan Wang

In 1973 I was born in a small village in northern China. In the communist China, I didn't have any knowledge of, let alone any experience with, Christianity before my college. About religion in general, what I read during my high school was a Marxist dictum—"religion is the opium of the people."

In 1992, I attended Lanzhou Commercial College as an economics major. My four years of college was a time of spiritual exploration. I read extensively on western philosophical and religious traditions. Once I borrowed an English Bible and tried to read it by myself. After my graduation, I found a job working as a home appliances sales manager. But the job was not satisfactory and my heart was yearning for spiritual fulfillment. In 2001, I quit my job and began my graduate studies in Judaism in Shandong University. Later, I did my PhD in the same field in the university. Since 2009, I was a professor of Judaism in its Department of Religious Studies.

In 2006, I was married to Rong Li, a Calvin Seminary graduate. She was then a missionary in sent by Christian Reformed Church (CRC) to China. After we got married, she had been encouraging me to explore more deeply into the love of Christ. Her patient nourishment of my spirit bore fruit in 2014. That year I came to the US to be a visiting scholar at Boston University. On December 14, 2014, I was Baptized into Christ at my wife's home church in Grand Rapids, Michigan.

In July 2015, our daughter Emily was born in Boston. In seeking for her baptism, we came to the First United Presbyterian Church of Cambridge. Since then First United has been our home church. In this extended Christian family, my faith is nurtured in the community life and going deeper.

In the end of 2015, after my appointment at Boston University expired, I decided to stay in the US. Later I was enrolled to Boston University School of Theology for theological training. But I still wavered between two vocational options: after my graduation, did I continue to pursue an academic career? Or, did I want to pursue a congregational ministry?

Rev. Kevin Manuel, then pastor of the First United Presbyterian Church, helped me through my discernment process. Under his guidance, I really saw how God had prepared me and led me to come to Boston to serve the growing Chinese community. My former business experience in China and educational background in Judaism were not wasted, but all worked together for a purpose God had long designed for me.

In 2016 fall, I changed my program at Boston University to MDiv pastoral track. Since then, I have been feeling on the right track, feeling the track is leading me to a place where my talents and the needs of God's people will meet. From September 2017 to May 2018, I did my field education at Hartford Street Presbyterian Church in Natick. Under the guidance of Rev. Eric Markman, I learned how the church leaders in the Presbyterian tradition worked together to proclaim God's word, minister the sacraments and participate in social justice. In 2018 summer, I did my Clinical Pastoral Education (CPE) at Beverly Hospital. Through this experience, I greatly improved my pastoral care skills. Especially, I learned how to be a healing presence before those who suffer by listening with attention and compassion.

My faith journey continues. In my humble confidence, I surrender my will and entrust my journey into God's hands, following his lead to participate in his redemptive work.

Report from the Committee on Ministry to Presbytery, September 24, 2018

Eric Markman, Moderator Committee on Ministry

I. For Information

COM voted to designate as Honorably Retired TE Rick Spaulding.

COM voted to Dismiss TE Stan Johnson to Whitewater Presbytery (Indianapolis).

COM voted to concur with the action of a duly called special meeting of the Congregation of the First Presbyterian Church of Worcester held on Sunday, July 29, 2018 to dissolve the pastoral relationship of Rev. TJ DeMarco and the First Presbyterian Church of Worcester effective August 31, 2018.

COM voted to appoint TE Diane Cusumano moderator of the session the First Presbyterian Church of Worcester.

COM voted the contract for TE Rodney Peterson as Part-Time Temporary Supply Pastor to the Church of Good Shepherd from Sunday June 24, 2018 through Sunday, July 29, 2018.

COM voted the extend the contract for TE Wayne Parish as Part-Time Temporary Supply Pastor to the Church of Good Shepherd from Sunday, September 9, 2018 through Sunday, January 13, 2019.

COM voted to approve the new MIF for the Presbyterian Church in Sudbury.

COM voted the extend the contract for TE Kelsey Woodruff as Part-Time Temporary Supply Pastor to the Presbyterian Church in Sudbury through August 31, 2018.

COM voted to appoint TE Kevin Manuel as moderator of the session of the Presbyterian Church in Sudbury.

COM voted the extend the contract for TE Susan DeHoff as Part-Time Temporary Supply Pastor to the Whitinsville Presbyterian Church from August 1, 2018 through July 31, 2019.

Boundary Awareness Training will be held the morning of October 11, 2018. The location is the Hartford Street Presbyterian Church in Natick. Details for registration will be forthcoming.

II. For Action

COM recommends that TE TJ DeMarco be allowed labor within the bounds of the Presbytery of Boston once he becomes a member of Southern New England Presbytery with his new call to the Presbyterian Church, Warwick, RI.

COM recommends that TE Katherine Pater be examined for membership into the Presbytery of Boston, a member is good standing from Des Moines Presbytery.

COM recommends that Presbytery approve as valid ministry TE Katherine Pater in her work as Minister of Christian Education at First Congregational Church of Milton, UCC.

August 27, 2018

United Presbyterian Church at Whitinsville

7 Spring Street

Whitinsville, MA 01588

Dear Reverend DeHoff,

On behalf of the Session at the United Presbyterian Church at Whitinsville and the members, I would like to present you with this offer to extend your employment at the church effective August 1, 2018 continuing for one year through July 31, 2019. The terms of the agreement are presented here along with the narrative of the job that was developed by the Board of Session. We are pleased that you have agreed to continue serving in our church as our part time pastor and we are looking forward to seeing what God has in store for our ministry in the days to come. When we agree please sign this letter, Chuck Phoebe will sign on behalf of the church and then it will be forwarded to the Committee on Ministry of the Presbytery of Boston for approval. Based on previous conversations we anticipate a smooth approval process. Payments will align with the pay periods in the previous term. Payments will be adjusted for the increase in hours retroactive to August 1, 2018. Your terms are as follows:

Pastoral Salary	\$41,976.75
Educational & Professional Experience uplift	\$1580.25
Ordained Experience uplift (3%)	\$1259.25
Eff. Feb. 1, 1% ordained exp. Uplift	\$210.00
Effective Salary 52 Week Term	\$45,026.25
Social Security offset of 7.65 %	\$3444.51
Pension Dues of 11.0 %	\$4952.89
Death and Disability at 1%	\$450.26
Continuing Education Benefit	\$1125.00

AW Redford Personnel (9-2-2018)

You asked that your Effective Salary be split equally and paid 55 percent as a housing allowance and 45 percent as salary. Payments will continue in alignment with the pay periods currently used by the treasurer and our payroll service for service of 29-31 hours per week.

Compensation Notes

You will have four weeks of paid vacation (4 Sundays) understood to be taken in weekly increments as discussed unless otherwise agreed to by Session. (Currently scheduled August vacation is taken from 4 weeks from 2018/2019 year.) It is preferred that vacation is taken in weekly segments. It can be used at any time but accrues for payment monthly.

Compensation Notes – continued.

You will have two weeks of Education or Study leave with prior approval of the program and time frame by session. Should you be unable to take all approved weeks we will either pay you for the weeks at the end of your term or roll over the accrued time of study leave into the next term of employment.

Your week of study leave for August 2018 is a rollover from first term. Study leave can be used at any approved time but accrues for payment monthly.

Sick leave is understood to be up to one week of unpaid time off. (NTE 1 Sunday)

Mileage for church business paid at the IRS Rate of \$.545 per mile. Budgeted amount is \$600/year

Professional Expenses will be reimbursed using receipts with voucher. Budgeted amount is \$300/year

Primary Duties:

- Work cooperatively with the ruling elders to nurture and prosper the church.
- Plan and lead worship on Sundays and holidays, conferring with the Worship Committee, Music Director, and the session, as described in the Directory of Worship (W-1.4000) with an emphasis on the ministry of Word and Sacrament including regular monthly communion.
- Lead and provide support to the session and congregation for the successful and timely hiring of a new minister at the UPC at Whitinsville.
- Provide pastoral care and visitation to members, including homebound and hospitalized, supporting, and in consultation with, the deacons and the session as appropriate to maintain pastoral confidentiality.
- Moderate stated and special meetings of the session and the congregation with the authority to preserve order and efficiently conduct the business of the body. (G-3.0104)
- Provide some staff and administrative oversight and pastoral guidance to the programs of the congregation and its various committees
- Serve as the church's Teaching Elder representative to Presbytery of Boston meetings
- Perform weddings and funerals, including counseling and pastoral care, as needed
- Regular attendance at the Peace of Bread Meals on Wednesdays
- Support for Wednesday Evening Worship at Peace of Music by attending at least once per month.

Continued on next page

If you have any questions we are more than happy to help you anyway we can. Going forward your primary contacts should be either Gaye Shannon or me (Austin Reichert) as the personnel team at UPC. We are very excited to have you continue alongside of us and serve the Lord Jesus Christ.

Sincerely,

Austin W. Reichert
Ruling Elder, United Presbyterian Church at Whitinsville.

Cc: Gaye Shannon Ruling Elder, United Presbyterian Church at Whitinsville

Charles Phoebe, Clerk of Session, United Presbyterian Church at Whitinsville

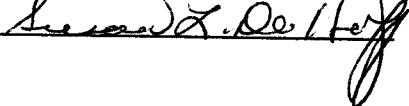
Accepted by Reverend Susan DeHoff

Accepted by Charles Phoebe

Clerk of Session for UPC at Whitinsville

Date Sept. 2, 2018

Date September 2, 2018

Signed 

Signed 

Chair of the Committee on Ministry, Presbytery of Boston

Signed _____

Date _____

Faith Statement – Katherine Pater

God created. (Gen. 1)

God is the great Storyteller. The Story began when God created everything in the universe, including human beings, in love. Human beings were more like God than the other things God created. Sadly, this is what made it possible for them to break God's rules, which is what they did. As a result of this violation, for this un-writing of God's Story, which we call "sin," human beings Fell away from God and one another.

God came down. (John 1, Luke 2, Matthew 1)

God did not want this separation, because God loved the human beings that God had created. God wanted to heal the connections that had been broken. So God became flesh and tented among us. God did so in the form of a delicate human infant, showing human beings how we should be in life and in love with one another: open, courageously vulnerable, present. In Jesus' birth, God shows us that ultimate weakness is really Almighty strength. In coming down, Christ enfolded the human story, the human body, the ordinary substance of human lives, in God's Story.

In his teachings, Christ turned the world upside down. The poor would inherit, not the rich. The peacemakers, and not the Caesars, would be the Children of God. The tax collector would be holier than the Pharisee. The Roman soldier would have more faith than the supposedly devout.

In his death, Christ turned the world upside down. Death is the path to salvation. Stripes are a source of healing. The only way to win is to lose. In remaining dead for three days, Christ turned the world upside down. Dark days of uncertainty and unknowing, of waiting, have been touched by grace. They are part of the Story now, too. In being raised to life, Christ turned the world upside down. Death became life. Sadness became hope. Bad news became good news. Wounds became a source of faith for others.

God comes down. (Acts 2)

God is present with us now in the Spirit, moving us to connect with one another in new and deeper ways, calling us to be Christ to one another and to our broken world.

God will come again. (Revelation 21)

The Story is not over. God will rejoin us. Until then, we are called to connect with and reach for one another across great abysses of human misunderstanding, dysfunction, pain, indifference, and systematic injustice, just and God reached for us across reality. We are called to retell God's Story through the Sacraments Christ instituted and the teachings of Scripture. We are called as a Church to be vulnerable to one another as Christ was vulnerable to us. We are called to bear light in the Dark places. We are called to turn the world upside down.

Faith Journey – Katherine Pater

I am the child of two loving agnostic parents who, despite their well-informed doubts about religion, made sure I was baptized as an infant by a radical priest--and choose two wonderful Presbyterians to be my godparents.

I was generally interested in learning about different religions as a child, but I always found the God that I found in Jesus to be particularly beautiful and fascinating. Aware from a young age that my parents were suspicious of the hierarchy, patriarchy, and traditionalism of the Christian religious tradition, I satisfied my curiosity about Jesus and Christianity by reading the Bible on my own and convincing my friends to let me attend church with them.

I was 12 years old when one night, in the middle of a time of prayer, I asked God what I should do with my life. The answer was an overwhelming, intense, and alarming feeling that I should be in Christian ministry. So I began research, some experiential, much of it from books, to try to figure out where I belonged within this tradition that was, with the force and obviousness of gravity, drawing me in.

When I was a teenager, I began sneaking off to attend worship at the church across the street from my childhood home. However, I was worried that my interest in organized religion would displease my family, so I decided to wait until college to start seeking a faith community more seriously. After a year or so of spiritual wandering between many of the churches near my college campus, I stumbled into a Presbyterian campus church, took Communion for the first time, and immediately felt like I belonged there. I kept going back, and it was at a small group I attended there that I finally had the courage to confess my desire to be a pastor to a clergy person I trusted--and ask her if I was crazy to feel called to ministry. She assured me that I was only as crazy as she was. After that conversation, I never seriously considered any other path in life.

I attended Harvard Divinity School from 2009-2012. It was both there and through my work as an intern at Fourth Presbyterian Church that I finally found communities that I felt embraced me for all of who I was--and taught me how to love, to preach, to teach, and to listen like a pastor. After I graduated, I was called to serve a small ecumenical mission in rural El Salvador. There, I worked alongside grassroots organizers to empower rural Salvadorans--most of them subsistence agriculturalists--to improve their own circumstances. After spending four beautiful years with them, I felt the need to better understand the global food system so that I could better live in solidarity with their struggle, so I enrolled in the Learn to Farm Program at the Farm School in Athol, MA. God led me there as surely as God has led me everywhere else.

I now serve as the Minister of Christian Education at First Congregational Church of Milton, UCC. I found this community through a job search at Idealist.com, proving that God's mercy and direction can work even through the Internet. It is there that I continue to follow my call to seek justice, love kindness, and walk humbly with God in my work with children and youth.

Report of Council to the Presbytery of Boston
September 24, 2018

For Action:

Recommend that Presbytery approve \$1,835 from the East Boston Leadership Development Fund to support Eric Markman's trip with the PC(USA) to South Korea.

Description of Eric Markman's Trip

Many US Americans are familiar with the Korean War breaking out in 1950, but what do we know about the years that led up to the war when the US occupied the southern zone from 1945 and what happened in those five years? In what ways might US missionaries have played a role, and what is their legacy in relation to the conflict? Our trip will seek to fill in some of these holes in our collective knowledge through visits to sites like the 4.3 Peace Park that tells a story of an incident on Jeju Island that occurred in 1948. A better understanding of the context of the conflict should leave us better equipped to participate in a resolution. We will meet peacemakers all over the country including one who has set up a Border Peace School right on the DMZ border with the DPRK in the North, a site that will soon become a volunteer site of the PC(USA) Young Adult Volunteer Program. What might our role be in reconciliation of the conflict as US Christians and US citizens? We will also learn more about the culture of Korea, its beauty, and its nature hiking up the side of volcanic craters and strolling through folk village museums that recreate pre-World War II Korea. This seminar will create a community learning experience giving space for participants to connect personally to the issues and tie them back to our lives in the US. South Korea: November 5-17, 2018

Actions Taken

1. Grant permission to "Freedom of Means, Freedom for Everyone" to set up a table at the Presbytery meeting in September.
2. Designate Presbytery offering funds to help defray costs of Presbytery triennium.
3. Designated a search team for the new communications coordinator position. This team will make hiring recommendations to the council.
4. Formed a sub-group to review the budget to bring for a first reading at the September Presbytery meeting.

Memorandum of Understanding

The council worked to develop a memorandum of understanding with Cindy Kohlmann to be in effect during her time as co-moderator of the General Assembly. This document will likely evolve over her time, as we have never done this work before, but we feel that this is a good starting point. Please see attached on the next page.

**Memorandum of Understanding
Between The Reverend Cindy Kohlmann
and the Council of the Presbytery of Boston**

Rationale: At the 223rd General Assembly of the Presbyterian Church (USA), The Reverend Cindy Kohlmann was elected as Co-Moderator of the denomination.

While the Council is excited about The Reverend Kohlmann's election, we want to make sure that there is an understanding regarding her ongoing duties over the next two years of her Co-Moderator term as the Resource Presbyter of the Presbytery of Boston

The following is a working (DRAFT) document

1. Emails and Phone Calls -As she travels Cindy will continue to be available by phone and email. She has become adept at forwarding voicemails to people who need to be asked to do something else. Cindy will triage her calls and e-mails in such a way that the essentials will still be covered.
2. The Stated Clerk will supervise the communications coordinator.
3. Resource to Committee on Ministry and Council- Physical attendance at each and every meeting might not be possible, but if any particular issues arise within the Committee on Ministry and the Council, Cindy will be called upon to provide some help.
4. Presbytery Meetings - These are a high priority for Cindy and she is planning to attend all (or most) of them. There might be opportunities for her to do some international travel, but we will have plenty of warning if there are any conflicts.
5. Church Connections – Cindy will be unable to visit as many churches as she normally does. Instead, the Presbytery will be facilitating connections through COM, the moderators and Presbytery deacons.
6. This document will be continually revised between council and Cindy as required.

Relevant Contacts:

Cindy Kohlmann

P/ 978-766-9330

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T. J. DeMarco, Stated Clerk

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Email/statedclerk@presbyteryofboston.org

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Jane Wilson, Committee on Ministry co-chair

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