



Synod of the Pacific—The Ninety-sixth Stated Meeting  
 The Grove Hotel  
 245 South Capitol Blvd.  
 Boise, ID 83702  
 October 9-11, 2008

Moderator, Elder Judy Austin, called the Ninety-sixth Stated Assembly to order at 2:00 p.m. A quorum of ten clergy commissioners and ten elder commissioners representing at least six presbyteries was present. Elder Randy Marshall, Moderator of the Presbytery of Boise, welcomed commissioners and opened the assembly with prayer. Judy read from Luke, chapter 7 and gave farewell remarks.

Clergy	Presbytery	Elders
	Boise	
John Murphy		Beth Scherfee
Joanna Dunn		William (Bill) Gigray
	Cascades	
Jack Chan		Merle Bottge
Robert Gillespie		Donald Pope
Ann Richards (absent)		Evangelina Clarke
	Eastern Oregon	
Kate Bottorff		Jack Schut
Roger Fisk		Vacant
	Kendall	
Robert Henley		Joan Klein
Vacant		Janne Goldbeck
	Nevada	
Alban Fry		Arthur Ritter
Dana Boes		JoAnn Poncho
	Redwoods	
Amanda Ayars Nevin		David Burbank
John Scott		Delores Dewhurst (Absent)
	Sacramento	
Dina Gardner (Absent)		Gerry Watson
Henry Degraaff		Leon (Al) Worley
Brad Van Sant		Janice Stone
	San Francisco	
Daniel Beteta (Absent)		Rachel Morse
Vincent Mok		Alice Okazaki
Walt Johnson (Absent)		Anore Shaw
	San Joaquin	
James Rogers		Betty Braddy
Ara Guekguezian		Jacque Randolph
	San Jose	
John Kelso		Jolly Bilstad
Richard (Dick) Spencer		Ted Swift (Absent)
Vacant		Vacant
	Stockton	
Edward Eissabake		Kenneth (Ken) Robbins (Absent)
David Kerr		Sandra Richardson

OTHERS PRESENT

Synod Executive: Elder Robert D. Brink

Stated Clerk: Elder Joey Mills

Recording Clerk: Elder Kathryn Baker

Treasurer: Elder: Ani Lele'a

Moderator Presbyterian Women in the Synod of the Pacific: Elder Sheena Brooke (Alternate); Elder Lea Lawrence (Excused)

Synod Staff: Ann Butterfield; Patrice Alshuth; Rev. Joeseeph (Joey) Lee (San Jose); Rev. Robert Conover (Redwoods), Rev. David Carlson (Snake River Mission Area); Rev. David Gooble (Boise), Elder James Kennedy (Kendall); Rev. Linda Toth (Eastern Oregon); Rev. Richard Irish (San Joaquin); Rev. Craig Palmer (San Francisco)

Presbytery Staff: Rev. John Mahon (Cascades)

Presbyteries/Mission Area Personnel Chairs: Elder John Brinegar (Cascades); Elder Linda Kelly (Sierra Mission Partnership), Elder Barbara Corwin (Kendall), Elder Carol Brudevold (Eastern Oregon); Rev. Susan Isaacs (Redwoods)

Others: Outgoing Synod Moderator, Elder Judy Austin; Outgoing Synod Vice Moderator, Elder Joan Fong; Chair of Stated Clerk search, Elder Donna Evans; Moderator of the Presbytery of Boise, Elder Randy Marshall; Rev. Wendy Warner (Stockton) Stated Clerk nominee, Theological Education Fund, Rev. John Pickrell; Covenant Presbyterian Insurance Program, Carmen Siegel

Orientation of Commissioners

Joey Mills, Rob Brink, Don Pope and Judy Austin led an orientation of synod commissioners on topics including synod structure, the role of a commissioner, and synod committees.

Roll Call

Joey Mills called the roll of synod commissioners, staff and guests.

Approval of the Agenda

Synod voted to approve the proposed agenda.

Approval of the Minutes

The minutes of the May 8-10, 2008 meeting of the synod were approved as presented.

Report of the Stated Clerk—Elder Joey Mills

The PJC acted on the following items: San Francisco vs. Davis, For all of the reasons discussed above, the Permanent Judicial Commission of the Synod of the Pacific hereby ORDERS:

Charge #1. The decision of the Presbytery Permanent Judicial Commission is overturned and Davis is guilty of violating the Seventh Commandment according to 7.249 of *The Book of Confessions*.

Charge #2. The finding of guilt with respect to Charge #2 is affirmed. Davis violated his ordination vow in that he failed to be instructed, led and guided by the confessions of our church as defined by paragraphs G-14.0405b (3) and (4) of the *Book of Order*.

Charge #3. The finding of guilt with respect to Charge #3 is affirmed. Davis violated his ordination vow and failed to further the peace, unity, and purity as defined by G-14.0405b(7) of the *Book of Order*.

CENSURE

We adopt and affirm the censure of the Presbytery Permanent Judicial Commission with the following changes to paragraphs 2 and 3:

2. We require the Reverend Dr. Davis to engage in voluntary restitution by reimbursing Broadmoor Presbyterian Church for the cost of the new hard drive the church purchased to replace the one in the pastor's computer within 60 days from date of this order.

3. We require the Reverend Dr. Davis to communicate an expression of remorse to the session of Broadmoor Presbyterian Church that is sent through the Presbytery of the San Francisco Committee on Ministry within 60 days from the date of this order.

Dissent from Commissioners Goldthwaite, Khachigian and Andersen. We would affirm the censure of the Presbytery Permanent Judicial Commission.

In the matter of Rev. David Thompson v Sacramento Presbytery the following was decided:

Dr. David Thompson, et. al., (Complainants) filed a remedial Complaint against the Presbytery of Sacramento (Respondent) alleging certain irregularities in Respondent's adoption of a Resolution on December 4, 2007, concerning the dismissal with property of two churches in the Respondent Presbytery, and other related matters. This Complaint was amended by filing of May 13, 2008. Twice, upon Motion of Complainants, the above actions of the Presbytery were Stayed by Order of this Permanent Judicial Commission.

As result of these Stays, two Agreements Re Dismissal and Mutual Release of Claims with respect to both churches named in the Resolution (Exhibits A and B to Respondent's Motion to Dismiss), were rendered null and void by their terms.(See Paragraphs 1.5 and 2 of both Agreements). Because of this fact, because the Synod of the Pacific has intervened in a related action in civil courts concerning the church properties in question, and because of other facts set out in its Motion to Dismiss and Amended Motion to Dismiss, Respondent files the Motion to Dismiss.

Complainants have responded to the Motion to Dismiss, which appears to agree with the facts contained in Respondent's Motion to Dismiss, but alleges that the scope of their Complaint is broader than only a concern about the December 4, 2007, Resolution. Their concern is with Respondent's "repeating pattern of disavowing the trust clause and failing to carry out its obligations to the larger church" (See Complainants' Opposition to Respondent's Motion, page 1, emphasis original).

#### DISCUSSION

At its conference call of August 29, 2008, the Permanent Judicial Commission, by a five (5) to two (2) vote, with one abstention, determined to grant the Motion to Dismiss.

This Permanent Judicial Commission has been involved in actions, or statements of intentions to act, in certain situations involving property issues within the Sacramento Presbytery [See Session of *Davis Community Church v. Sacramento Presbytery*, Case No. 06-03 (SPJC, 2007)]. *Davis* overturned certain resolutions of Sacramento Presbytery, including one relating to a blanket decision on how to act with respect to real property in certain instances where a church in the Sacramento Presbytery wished to leave the Presbytery. Furthermore, *Davis* admonished the Presbytery against arriving at generalized resolutions and advised it to make a case-by-case determination of property issues such as the issues surrounding the two churches in question here, including consideration of the report of the Peace Unity and Purity Commission.

In the present case, it appears as if Respondent attempted to deal with these issues on a case-by-case basis, including the appointment of a negotiating team which arrived at the Agreements above discussed. Whether the Agreements were all that either side to them could have wished for is not an issue for this Permanent Judicial Commission to decide. Future agreements concerning these matters, if any, may well be proper issues to raise before the Permanent Judicial Commission in a separate action based on any new action of the Presbytery of Sacramento.

There are certainly broader issues at stake in decisions such as these. However, these broader issues are not appropriately before this Permanent Judicial Commission. Instead, what is before this Commission is the complaint alleging specific irregularities in the December 4, 2007, Resolution of the Presbytery concerning the dismissal of the two churches.

Because of the Stays, because the Synod has intervened in the civil action, and because of the terms of the Agreements Re Dismissal, the actions complained of have no effect and are null and void. Any irregularities complained of are rendered moot because the Agreements and the Resolution of December 4, 2007, are null and void. Therefore, there is no remedy which can be effected by this Permanent Judicial Commission in this case as it now stands.

#### ORDER

For all of the above reasons, it is HEREBY ORDERED that the Respondent's Motion to Dismiss, as amended, is GRANTED.

At General Assembly, Joey served as parliamentarian/recorder for the Social Justice Committee and as a floor parliamentarian. Joey sent stated clerk nominee, Wendy Warner, to the Fall Polity Conference rather than attending herself. Minutes review for presbyteries will take place October 29 and 30 in Oakland. Joey expressed appreciation to the synod for her joy of service.

Vice Moderator Joan Fong assumed the chair.

Report of the Coordinating Council—Elder Judy Austin

In early June, the coordinating council of the synod voted to ask Sacramento Presbytery's council to meet with a delegation from the synod council. Al Fry, Don Pope, Nancy Martin Vincent, and Judy Austin met with the council on July 7 in Sacramento. Members of both councils had a long, constructive conversation. Synod council members came away heartened by the good things happening in Sacramento and by the wisdom of presbytery council members regarding the rough spots.

The coordinating council met prior to synod assembly, taking the following actions. Council approved a request from Eastern Oregon Presbytery for relief from the requirements for diversity among its synod commissioners for the current term. The presbytery has not yet been able to find a woman elder to serve as commissioner to synod. Additionally, council discussed creating a reserve fund to support legal fees that presbyteries may incur in dealing with the trust clause of the PC(USA) constitution.

Council presented the following names to synod for people to serve as members of the Nominating Committee: Dana Boes (Nevada) 2010; Dolores Dewhurst (Redwoods) 2011; Ara Guekguezian (San Joaquin) 2009; David Kerr (Stockton) 2011; Alice Okazaki (San Francisco) 2009; and Don Pope (Cascades) 2010, chair. **There being no nominations from the floor, synod voted to approve.**

At its meeting on September 20, Sacramento Presbytery voted to ask synod to take over responsibility for those civil cases of quiet title to real property filed by churches within the presbytery that are leaving the PC(USA). The suits currently in the courts are now appealed to the California Supreme Court. Council moved the adoption of the following resolution:

The synod hereby elects an administrative commission consisting of all those persons who from time to time, are current members of the synod's coordinating council.

The administrative commission shall assume all of the powers of the presbytery in connection with the Suits and Appeal and shall exercise such authority in a manner that it deems appropriate, including the filing of such additional Appeals as it may determine.

The administrative commission shall provide regular reports to the synod and the presbytery.

At such time as there shall have been a dismissal or a final, unappealable decision in connection with all the Suits, the administrative commission shall be dissolved.

The synod's complaint in intervention in connection with the Original Suits is hereby ratified and authorized, and the synod is authorized to intervene in any additional Suits to the extent that its coordinating council deems necessary in order to defend the Trust Clause.

**After lengthy discussion, synod voted to refer the resolution back to the coordinating council for further clarification and refinement.**

Moderator Judy Austin resumed the chair.

Report of the Nominating Committee—Elder Don Pope

Don Pope recognized Donna Evans, chair of the synod stated clerk search committee. Donna thanked the search committee for their work and described the search process, which ultimately led to a unanimous vote for candidate the Rev. Wendy Warner (Stockton). Don Pope then placed the name of Wendy Warner in nomination to fill the position of Stated Clerk beginning on January 1, 2009, for a term

of six years, one-third time. There were no nominations from the floor. **Synod voted to postpone the election until Saturday morning when the Personnel Committee will bring the complete Terms of Call to the assembly.**

Don Pope placed the following names into nomination: Rev. Al Fry (Nevada), 2009 Moderator of synod and Rev. Joanna Dunn (Boise), 2009 Vice Moderator of synod. **There were no further nominations from the floor, and synod cast a unanimous ballot for the nominees.**

After words of installation, prayer and presentation of the symbols of office, Moderator Al Fry assumed the chair.

Don Pope then introduced members of the coordinating council and committee chairs. He also noted that there is a need for people to consider serving on the Zephyr Point Board. The current need is for two male elders and two female elders from Nevada, Sacramento, Stockton, Redwoods, San Francisco or San Jose presbyteries. Don has nomination forms. There are two one-day meetings and one three-day meeting each year. Currently there is consideration to open Zephyr Point Board member up to all presbyteries in the synod.

#### Report of the Director of Business Services—Ann Butterfield

##### Current Highlights

- Synod Investment and Loan rates are currently as follows:

<u>Investments</u>		<u>Loans</u> *	
Custodial Demand	3.50%	Line of Credit	6.375 – 7.125%
6 month MDC	4.00%	Mortgage	6.125 – 6.875%
1 year MDC	4.25%	JM Muzzy	5.250 – 6.00%
2 year MDC	4.45%		
3 year MDC	4.65%		

\*Loan rate discounts granted on Mission Giving

- Cash of \$3.2MM. The excess deposits are currently invested in Union Bank commercial paper earning 2.5% and the Synod reserves of \$1MM is invested in the New Covenant Funds balanced growth fund.
- Shifting of some office staff responsibilities. We are all here ready to serve our churches and organizations!

##### Challenges

- Decrease in market earnings, with significant impact (loss) on Synod's reserves investment.
- Synod services are still competitive, and internal spread is 2.5%. We continue to watch the market and prime interest rates, preparing for possible further rate reductions of Synod services' rates.
- Benefits service still running a deficit. Open Enrollment is this month, and we have adjusted rates and carrier plans to balance the revenue from this service in 2009.

##### Financial Picture – 8/31-08

Ann reviewed the Statement of Financial Position, revenue and expense statements and the Budgeted Financial Statement (Mission Support & Operating Budgets).

##### Notes to 8/31/08 Preliminary Budgeted Financial Statement

##### Mission Support Budget (Dept. 001)

These budget categories represent revenue and expenses supporting the full Mission Partnership.

- Mission Support Revenue primarily includes Congregational Giving (Basic Mission Support) and finished this August, year-to-date, at \$1,067,662, which is only 86% of budget, slightly lower than last year at this same time. The other revenue consists of the GA Mission Partnership Allocation to synod, which we pass on to presbyteries and mission units.
- Mission Support expenses consist of the block grants and compensation (for those participating in the synod personnel system) as well as mission partnership administrative and consultation meeting expenses. Total mission expenses are currently (\$171,634) under budget, primarily due to a couple of staff vacancies in the presbyteries/mission units and a decrease in mission administrative costs.
- Combining the revenue and expense situations, the total Mission Support deficit to date is (\$553,395), which is very close to projections; this deficit is taken care of from the Synod Operating Budget surplus.

##### Operating Budget (Dept. 002)

These budget categories represent revenue and expenses relating to the services and operations of the synod.

- Per Capita Revenue is on track from seven of our eleven presbyteries.
- Service Revenue and Investment Revenue combined is under budget by (\$81,177). This is comprised of total Revenue from Services, and Investment Revenue (excess cash invested in commercial paper and New Covenant Funds). Synod Savings & Loan service revenue is very close to budget, but the Benefits service has a deficit of (\$44,430) and the reserves investment with NCF had a loss of (\$104,000) during the two quarters.  
Explanation of these categories—for the first half of this year, we had a cash imbalance (more depositors) and we invested the cash in commercial institutions. The interest we earn, we then ‘pay back’ to fund 200 & 250 (Savings & Loan Services) & 401 (Benefits), which shows on the income statement as ‘Interfund Interest.’ Therefore, in order to get a true picture of our Service revenue, we must combine the two categories of Transfer Revenue and Investment Revenue.
- Total Operating Expenses are running \$42,940 under budget.
- The result is an operating surplus of \$438,988. When this is contributed to Mission Support deficit of (\$553,395), the overall net deficit currently for the Synod is (\$114,407). Synod approved a deficit in 2008, using up to \$56,278 from reserves; it is likely we will end the year with a small deficit, but less than originally budgeted.

#### Meeting of the Corporation—Rev. John Kelso

Synod voted to recess and reconvene as a corporation. John Kelso placed the name of Ani Lele’a in nomination as treasurer of the corporation. **There being no other nominations from the floor, synod unanimously elected her to the position.** Synod voted to close the meeting of the corporation.

Al Fry, Moderator, declared the meeting of the synod back in session.

#### Report of Presbyterian Women—Elder Sheena Brooke

Many Presbyterian Women were commissioners, exhibitors and COLA volunteers during General Assembly. A record-setting 240 women and some men attended the annual PW Horizon’s Bible study day at San Francisco Theological Seminary on September 13. The PW synod coordinating team will meet November 14-16 at Mercy Center in conjunction with the synod-wide Racial Ethnic Dialogue group.

#### Report of the Covenant Presbyterian Insurance Program—Carmen Siegel

There continue to be changes to improve and retain the best of the program for its members. Programs are specifically designed for individual ministries of each church. There are now territorial rates available to ensure that cost of new construction is based on actual costs in any particular area of the country. Membership is growing in rural areas. Almost 90% of churches in the synod are members of CPIP.

#### Report of the Presbyterian Foundation—Rev. Eric Chavez

The foundation is solvent despite a downturn in the stock market. \$84.3 million was distributed last year—45% to congregations; 38% to GA/and middle governing bodies; 8% to education; 5% to family services; and 4% to other validated ministries.

#### Report of the Theological Education Fund—Rev. John Pickrell

A poster highlighting the ten seminaries supported by TEF can be obtained through the TEF network people in each presbytery. Congregations are encouraged to give to TEF; funds are given, undesignated, to the seminaries.

#### Report of the Synod Executive—Elder Rob Brink

Rob attended the 218<sup>th</sup> General Assembly in June. He shared concerns he has for the PC(USA) and asked for prayers for people in presbyteries and churches. He stressed that it is imperative that Presbyterians find ways to be in dialogue with one another, especially those holding different viewpoints, quoting, “The very best we can give each other is our love, not our advice, and certainly not our judgment.” Rob thanked the synod for his sabbatical. He will take another month in March 2009.

Worship

The synod recessed for dinner. Following dinner the synod community joined in worship. Scripture was read, the Word preached and the Eucharist shared. Those leading worship were Rev. Al Fry, Rev. Joanna Dunn, Rev. Edward Dunn, Elder Joey Mills and Elder Judy Austin. The following Snake River Mission Area staff were gratefully recognized: John Matthews, Judy McKay Matthews, David Carlson, James Kennedy, David Goebel, Linda Toth, Debby Sandborg, and Rosemary Porter. Stated Clerk, Joey Mills, was recognized and thanked for her service to the synod.

Friday, October 10, 2008 – The synod committees met until their work was completed.

Saturday, October 11, 2008

The meeting venue had moved to First Presbyterian Church, 950 West State Street, Boise, ID 83702. Moderator Al Fry called the meeting to order at 9:00 a.m. Al read from Romans 12 and offered prayer.

Vice Moderator Joanna Dunn assumed the chair.

Report of the Coordinating Council—Rev. Al Fry

*Items for Action:*

1. Council recommends to synod that the following Resolution be passed in response to a request from the Presbytery of Sacramento that:
  - a. Publish the resolution complete with all “Whereas” clauses.

RESOLUTION RELATING TO  
FIRST PRESBYTERIAN CHURCH OF ROSEVILLE V. PRESBYTERY OF SACRAMENTO  
AND

FAIR OAKS PRESBYTERIAN CHURCH V. PRESBYTERY OF SACRAMENTO

WHEREAS, the Fair Oaks Presbyterian Church and First Presbyterian Church of Roseville (collectively, the “Plaintiffs”) have heretofore initiated the above-captioned suits (collectively, the “Original Suits”) against the Presbytery of Sacramento (the “Presbytery”) to quiet title in certain real property; and

WHEREAS, the Original Suits have been consolidated in the Superior Court of the State of California for the County of Placer as Case Number SCV 20758; and

WHEREAS, on September 11, 2008, a judgment was entered in the Original Suits in favor of the Plaintiffs; and

WHEREAS, if an appeal (the “Appeal”) is to be taken, notice of appeal must be filed no later than 60 days after the entry of judgment, which will be November 10, 2008; and,

WHEREAS, certain other churches have threatened suit or may in the future initiate suits to quiet title in certain other real property (the “Additional Suits”); and

WHEREAS, the Presbytery has incurred substantial expenditures in connection with the defense of the Suits and is financially incapable of funding the Appeal and/or the defense of the Additional Suits; and

WHEREAS, the issues in the Original Suits and the Additional Suits (collectively, the “Suits”) involve or may involve the validity and enforceability in the State of California of the trust clause of the Constitution of the Presbyterian Church (U.S.A.) (G-8.0200) and, upon appeal, it is likely that the law of the State of California will be interpreted in a way that will establish precedent applicable to Presbyterian churches throughout the State of California; and,

WHEREAS, the Synod of the Pacific is a regional governing body of the Presbyterian Church (U.S.A.) that has jurisdiction over six presbyteries within the State of California and is “responsible for the mission of the church throughout its region,” (G-12.0102), having the responsibility and power “b. to initiate mission through a variety of forms in light of the larger strategy of the General Assembly,...e. to develop and provide resources as needed to facilitate the mission of its presbyteries...j. to provide services and programs for presbyteries...within its area that can be performed more effectively from a broad regional base;” and

WHEREAS, for the reasons set forth above, it is more appropriate that the Synod, as a higher governing body, having access to greater resources and having a larger territory of jurisdiction within the State of California, be responsible for the defense of the Trust Clause by means of the Appeal;

b. Publish the following “Be it resolved” clauses:

BE IT RESOLVED THAT:

The Synod hereby assumes all of the powers of Sacramento Presbytery in connection with the Suits against Sacramento Presbytery and Appeal and delegates this power (G-9.0403) to the Synod’s Coordinating Council which shall exercise all such authority in a manner that it deems appropriate, including the filing of such additional appeals as it may determine until such time as there shall have been a dismissal or a final, unappealable decision in connection with all the Suits. As it exercises these powers, the Coordinating Council shall provide regular reports to the Synod and the Presbytery.

The Synod’s complaint in intervention in connection with the Original Suits against Sacramento Presbytery is hereby ratified and authorized and the Synod is authorized to intervene in any Additional Suits against Sacramento Presbytery to the extent that Synod’s Coordinating Council deems necessary in order to defend the Trust and Property provisions of the Constitution of the Presbyterian Church (U.S.A.).

c. Present the resolution to Synod Plenary with sensitivity to the divided opinion in the presbytery and in the Synod in regard to the property issues involved when churches leave the denomination, with emphasis on the fact that the resolution is brought in response to the recorded majority will of Sacramento Presbytery and is a necessary act if the denomination is to maintain a voice in the current and possibly precedent-setting litigation.

This recommendation passed 6 yes, 1 no.

**After questions and discussion, synod voted to call the question. Synod voted to pass the resolution—26 yes; 8 no.**

2. Recommend to synod that the acronym for the Synod Administrative Manual be changed from SPAM (Synod of the Pacific Administrative Manual) to SAM (Synod Administrative Manual). **Synod voted to approve.**
3. Recommend to synod that on a trial basis, in the interest of good financial stewardship, the Synod of the Pacific move from three meetings per year to two meetings per year, and that the meeting to be dropped would be the February 2010 meeting. **Synod voted to approve.**

Items for Information

1. That the Council be reminded that should a financial shortfall occur, that would be off-set by reducing the Synod block grants.
2. That some sort of dialogue be pursued with churches struggling with the recent actions of the General Assembly.

Moderator Al Fry resumed the chair, and recognized Nominating Committee Chair, Al Fry, who placed the name of Wendy Warner into nomination as Synod Stated Clerk beginning January 1, 2009, for a six year term. The terms of call were read (see Personnel Report). **There being no nominations from the floor, synod voted to elect Wendy Warner. Synod voted to recognize the Stated Clerk Search Committee and dismiss them with thanks.** The committee recommended that Commissioner Roger Fisk (EO) be moved from Mission Finance Committee to the Mission Personnel Committee. **Synod voted to approve.**

Report of the Mission Finance Committee—Rev. John Kelso

Items for Action

1. At its conference-call meeting of August 13, 2008, MSC amend the Synod Administrative Manual, Title 8, Chapter 9, Section 3.1, as follows:  
Automobile mileage at ~~a rate to be determined annually by the Mission Personnel Committee, based on~~ the IRS allowable rate; parking and highway/bridge tolls as necessary. Mission Finance Committee can amend the mileage reimbursement rate at any time that they feel the IRS allowable rate is not appropriate. This resolution shall be in full force and effect after its passage and approval. **Synod voted to approve.**
  - 1) Recommend new Mileage Reimbursement policy for Synod staff. **MSC approve as presented and will go before Synod in October 2008.**
  - 2) Funding of SRMA Severance. **MSC approve funding half of the severance package for David Carlson.**



- 3) Change action taken on using Primark for 403(b) plan in 2009. **MSC approve rescinding the action taken in May, 2008, and not contracting with Primark Benefits as the Synod's 403(b) administrator and to contract with Fidelity, at the Board of Pensions, instead.**

- 4) **It was MSC to approve the following loans.**

<b>E1</b>	Pleasanton, Centerpointe PC	\$5,550,000	CONV to AMOR
Purpose: Convert to Amortized Loan – Original use of funds: land purchase & building construction			
Term: 5 Years		Amortization: 20 Years	
Monthly Payments: \$41,788.75 P&I		Initiation Fee: ½ %	
Interest Rate: 6.625% after Mission Giving Discount of .25%. - Rate is subject to change			Security: First Deed of Trust & Title Insurance (already on hand)
Subject to: 1) Original application with church & presbytery approval signatures			
Waivers: None			

<b>E2</b>	San Francisco, Seventh Ave PC	\$165,000	CONV to AMOR
Purpose: Convert to Amortized Loan – Original use of funds: building repairs			
Term: 5 Years		Amortization: 20 Years	
Monthly Payments: \$1,266.89 P&I		Initiation Fee: ½ %	
Interest Rate: 6.875% - Rate is subject to change			Security: First Deed of Trust & Title Insurance
Subject to: 1) Original application with church & presbytery approval signatures			
Waivers: None			

<b>E3</b>	Petaluma, CPIP	\$2,000,000	RNW SLOC
Purpose: Renew Line of Credit Loan – Original use of funds: Pay annual insurance premiums for its master policies			
Term: 2 Years		Amortization: None	
Monthly Payments: Interest Only		Initiation Fee: ½ %	
Interest Rate: 6.625% after Affiliated Organization Discount of .50%. Rate is subject to change			Security: All CPIP assets, including A/R, recorded with UCC filing (already on hand)
Subject to: 1) None			
Waivers: None			

<b>E4</b>	Calvin Crest Conferences	\$200,000	RNW SLOC
Purpose: Renew Secured Line of Credit Loan – Use of funds: Cash flow & operations			
Term: 2 Years		Amortization: None	
Monthly Payments: Interest Only		Initiation Fee: ½ %	
Interest Rate: 6.625% after Affiliated Organization Discount of .50%.			Security: First Deed of Trust

Rate is subject to change.	& Title Insurance (already on hand)
Subject to: None	
Waivers: None	

**REQUESTS FOR NEW FINANCING:**

- 5) **It was MSC to approve the following loans; Nancy Martin Vincent abstained from F2.**

<b>F1</b>	Oregon City, FPC	\$300,000	SLOC
Purpose: Parking lot resurfacing and new roof on Sunday School/Fellowship Hall			
Term: 2 Years		Amortization: None	
Monthly Payments: Interest Only		Initiation Fee: ½ %	
Interest Rate: 7.125%. Rate is subject to change.			Security: First Deed of Trust & Title Insurance
Subject to: 1) Receipt of signed construction contract for all 3 projects 2) Staffs review of construction contracts			
Waivers: None			

<b>F2</b>	San Rafael, St Luke PC	\$400,000	SLOC
Purpose: Purchase Manse			
Term: 2 Years		Amortization: None	
Monthly Payments: Interest only		Initiation Fee: ½ %	
Interest Rate: 6.875% after Mission Giving Discount of .25%. Rate is subject to change.			Security: First Deed of Trust & Title Insurance
Subject to: None			
Waivers: None			

Items for Information

- Don Pope was elected vice chair of the committee and John Murphy was elected recorder.
- The following were elected members of subcommittees:
- Budget and Audit Subcommittee: David Burbank, Bob Henley, Don Pope, Al Worley; John Kelso, ex officio
- Between-meetings Subcommittee: Henry DeGraff, John Murphy, Don Pope, Sandy Richardson; John Kelso, ex officio
- Snake River Mission Area Reserves: David Carlson presented the various assets of the Snake River Mission Area and discussed with the committee distribution of those assets as of December 31, 2008.
- Potential Synod Website Design costs and Central Office software upgrade: Ann reported on what the synod is looking for both in terms of website development and in terms of new financial software.
- Requests for Revision of Terms on Existing Loans
  - Covenant Presbyterian Insurance Corporation has requested that its Line of Credit of \$2,000,000 approved in August be reduced to \$1,200,000. No action need be taken to do this.
  - The committee discussed the request of the Napa church to convert its mortgage to a secured line of credit and voted to instruct the staff to inform the Napa church that we would consider an

interest-only loan until the capital campaign comes to fruition. It also voted to ask staff to inquire about all possible financial issues, including collateral and costs to the church, and to note that the committee has concerns about granting such a request.

8. Bob Conover reported to the committee on the history and financial circumstances of Westminster Woods. A small group from the committee, consisting of Rachel Morse, Brad Van Sant, John Kelso, and Rob Brink as staff, will talk with a small group from the board about possible assistance.
9. Requests for renewal of conversion of existing financing: It was MSC to approve the following loans:

<b>E1</b>	Nevada Presbytery	\$71,852	RENEW AMOR
Purpose: Renew Amortized Loan – Original use of funds: payoff balance owed on Synod loan for Christ PC, Minden, Nevada			
Term: 5 Years		Amortization: 20 Years	
Monthly Payments: \$469.24 P&I		Initiation Fee: none	
Interest Rate: 4.875% after Discount of 2.0%. - Rate is subject to change			Security: None
Subject to: 1) Original application with presbytery approval signature			
Waivers: None			

<b>E2</b>	Jacksonville, FPC	\$800,000	RENEW SLOC
Purpose: Renew Secured Line of Credit – Original use of funds: complete new building			
Term: 2 Years		Amortization: None	
Monthly Payments: Interest Only		Initiation Fee: ½ %	
Interest Rate: 7.125% - Rate is subject to change			Security: First Deed of Trust & Title Insurance (Already on hand)
Subject to: Congregational approval			
Waivers: None			

10. Requests for new financing: It was MSC to approve the following loans:

<b>F1</b>	Daly City, Golden Gate PC	\$750,000	SLOC
Purpose: Construction of parking lot and education building			
Term: 2 Years		Amortization: None	
Monthly Payments: Interest Only		Initiation Fee: ½ %	
Interest Rate: 7.125%. Rate is subject to change			Security: First Deed of Trust & Title Insurance
Subject to: 1) Original application with approval signature from presbytery 2) Receipt of signed contract 3) Purchase of performance bond			
Waivers: None			

<b>J1</b>	Portland, St. Mark PC	\$48,285	MUZZY
Purpose: Replace siding, windows, skylights, repair dry rot			
Term: 5 Years		Amortization: 15 Years	
Monthly Payments: \$388.15		Initiation Fee: none	
Interest Rate: 5.25% after Mission Giving Discount of .75%. Rate is			Security: First Deed of Trust

subject to change.	& Title Insurance
Subject to: Original application with congregation and presbytery approval signatures	
Waivers: None	

<b>J2</b>	Clayton, Clayton Valley PC	\$8,000	MUZZY
Purpose: Replace air conditioner			
Term: 5 Years		Amortization: 15 Years	
Monthly Payments: \$65.37		Initiation Fee: none	
Interest Rate: 5.50% after Mission Giving Discount of .50%. Rate is subject to change.			Security: None
Subject to: Original application with presbytery approval signature			
Waivers: None			

<b>J2</b>	Clayton, Clayton Valley PC	\$10,275	INSURANCE
Purpose: Replace roof on Assembly Building & Children's Center, replace furnace			
Term: 5 Years		Amortization: 5 Years	
Monthly Payments: \$180.10		Initiation Fee: none	
Interest Rate: 5.50% after Mission Giving Discount of .50%. Rate is subject to change.			Security: None
Subject to: Original application with presbytery approval signature			
Waivers: None			

<b>J3</b>	San Joaquin Presbytery	\$125,000	MUZZY
Purpose: Purchase first building for Nuevo Amanecer NCD			
Term: 5 Years		Amortization: 15 Years	
Monthly Payments: \$1,021.35		Initiation Fee: none	
Interest Rate: 5.50% after Affiliated Organization Discount of .50%. Rate is subject to change.			Security: First Deed of Trust on church & Title Insurance
Subject to: Original application			
Waivers: None			

Report of the Mission Partnership Committee—Elder Merle Bottge

Items for Action

1. That synod approve signing on as a contracting agency with MissionInsite. **Synod voted to approve.**

Items for Information

1. Kendra Fraser and Bob Parkinson reported on the Pacific Mission Exchange (PMX). The task force is working to develop this website to educate people about mission opportunities. It is hoped that the website will be up and running by November 2008. The task force is seeking presbytery coordinators who will be responsible for administering their presbytery's input.

2. Bob Conover and William Gigray presented a request for funding from the Emerging Needs Fund in addressing discipleship and mutual ecclesiastical respect. They provided a presentation about the Healthy Congregations Program. Bob Conover offered to facilitate the initiating of this program. The MPaC unanimously approved the funding of \$3,000 from the Emerging Needs Fund 2009 to help with expenses for pastor workshops in this program.
3. MSC that Mission Partnership offer to pay the \$300 setup fee per presbytery up to \$3300 from Emerging Needs Fund as an inducement to sign on with MissionInsite. The deadline for taking advantage of this offer is April 30, 2009.
4. Bob Conover reported that Presbyterian Disaster Assistance training will take place on February 20-22, 2009, within the bounds of San Francisco Presbytery. John Richards from PDA will be speaking at this event. MPaC unanimously approved to support the PDA training.
5. Bill Gigray gave an update on developing purposes and guidelines for the Opportunity Fund for 2009. Merle reminded other task forces that they too should be reviewing and /or developing guidelines, forms, and policies for SAM.

Report of the Mission Personnel Committee—Rev. David Kerr

Items for Action

1. To approve Elder Jacque Randolph as Mission Personnel Committee representative to the Sierra Mission Partnership Interim Executive search committee. **Synod voted to approve.**
2. To approve a recommendation to the synod of a new permanent volunteer mileage reimbursement rate @ 50% of the IRS business rate effective January 1, 2009. **Synod voted to suspend the rules since this means a bylaw change. Synod voted to approve the recommendation.**
3. To renew the contract with Robert Conover as Acting Executive Presbyter/Stated Clerk of Redwoods Presbytery for one year beginning January 1, 2009, pending approval of the Synod of the Pacific. Either party with 30 days notice may terminate this contract. **Synod voted to approve.**
4. To approve Vincent Mok as Mission Personnel Committee representative to the Redwoods Presbytery Executive Presbyter/ Stated Clerk search committee. **Synod voted to approve.**
5. To elect Elder Jack Schut as Mission Personnel Committee representative to the Boise Presbytery Interim Presbyter search committee. **Synod voted to approve.**
6. To approve proposed revisions of Sections 8.2.1, 8.10.3 and 8.10.4 of the Synod Administrative Manual. **Synod voted to approve.**
7. To recommend the provision of \$5,000 from synod unrestricted reserves (amount to be revisited upon receipt of provider's proposal) for ministry support and a consultant for the synod executive. **Synod voted to approve.**
8. To approve the Mission Personnel Budget in the amount of \$604,485 as presented in May 2008. **Synod voted to approve.**
9. To approve Rev. Rich Irish as Executive Presbyter/Stated Clerk with San Joaquin Presbytery from September 2008 to September 2009. **Synod voted to approve.**

Items for Information

1. The chair reported that the "Personnel Administrative Committee" 8.12.5.1 of the Synod Administrative Manual will consist of Rev. David Kerr, Elder Jacque Randolph, and Rev. Richard Spencer.
2. The chair appointed Elder Delores Dewhurst, Elder Anore Shaw, and Elder Janice Stone to serve as Mission Personnel Committee liaisons to Central Office Appointed Staff.
3. Synod Executive Rob Brink presented the proposed synod central staff 2009 compensation budget.
4. Update on HR Assessment report made by Rob Brink (written document distributed as follows):  
New Items Completed as of 10-1-08:
  - Put all personnel files in proper format, organized with dividers and a cover-checklist; confidential documents have been moved to individual 'confidential' files. *There is still a bit of file-merging to do this fall.*
  - Sample personnel file created to share with the presbytery offices
  - Presbytery personnel committee visits are in-process. We met with San Jose earlier in 2008 and are meeting with Boise, Eastern Oregon and Kendall this month.
  - Provided each participating presbytery office with a sample Illness and Injury Prevention Plan."

5. Chair appointed Elder Gerry Watson, Elder Art Ritter, and Rev. Joanna Dunn to serve on the task force to work with Rob, Ann and the presbytery personnel committees to develop a new performance evaluation form for called/elected staff.
6. Chair appointed Rev. Vincent Mok, Elder Jack Schut, and Elder Jacque Randolph to serve on a task force to develop a Separation Ethics Policy.
7. Sierra Mission Partnership Personnel Chair Linda Kelly reported that a candidate for Interim Executive Presbyter (part-time) will be interviewed October 31. SMP is seeking representatives from this committee to assist in the search. Linda also reported on performance evaluations in SMP, an office employee who used a synod credit card inappropriately and is compensating the SMP for those charges, and the discovery that an interim associate presbyter has been working without a valid contract. These issues are being resolved. The interim associate executive is working under a two-year agreement that will expire in June of 2009. He intends to complete the agreement and then leave the position.
8. Staff mileage reimbursement rate established by the IRS has increased from .505 to .585 cents per mile effective July 1, 2008. The current IRS rate for volunteers is .14 per mile. Our current synod policy is to reimburse volunteers at the rate of .22 per mile.
9. Synod Commissioners approved by email vote accepting Sally Hinchman's resignation as Executive Presbyter for Sacramento Presbytery and Associate Synod Executive.
10. Presbytery/Mission Unit Personnel Committee Chair Reports
  - a. Redwoods Presbytery Personnel Chair Susan Isaac made the report.
  - b. San Joaquin Presbytery representative Jacque Randolph presented the Interim Evangelist Presbyter/Stated Clerk Covenant/Contract for the committee's review. MSC to approve the continuation of the contract with Rev. Dr. Richard Irish for a period of twelve months from September 26, 2008, to Sept. 25, 2009, unless otherwise terminated on 30 days notice from the presbytery or 30 days written notice from the Interim Evangelist Presbyter/Stated Clerk.
  - c. Boise Presbytery Elder Joey Mills reported on the search for the Boise Presbytery EP.
  - d. Kendall Presbytery Personnel representative Barbara Corwin reported on the search process for EP and from the dissolution of the Snake River Mission Area staff.
11. San Jose Presbytery EP Joey Lee reported that the contract extension for Elder Jane Odell as Interim Associate Executive was approved by email. He also reported the hiring of Natasha Jackson as program support person.
12. Chair David Kerr reported the proposed terms of call for Stated Clerk nominee Rev. Wendy Warner:
 

6 year term @ 33% of full time position	
Stated Clerk Salary/Housing	\$26,697
Stated Clerk Benefits	<u>\$11,023*</u>
	\$37,720
*(Medical 0 / Pension \$8,410 / FICA \$2,042 / Worker Comp. \$571)	
Stated Clerk Travel Expense	\$4,500
Stated Clerk Meeting Expense	\$5,000
Alternative Dispute Resolution and Prevention	\$3,000
13. Executive Session - Report on 2007 Annual Performance Review of the Synod Executive--the Chair appointed Elder Art Ritter and Rev. Richard Spencer to assist in the evaluation/revision of the Synod Executive's position description.
14. Exit Interview with Synod Stated Clerk Joey Mills. In light of her interview, the Synod Mission Personnel Committee recommends:
  - a. That synod develop a process to take roll at synod meetings
  - b. That synod provide an electronic directory of synod members and staff
  - c. That synod make available to Synod PJC a Video Projection Unit and a small printer
15. Exit Interview with Synod Recording Clerk Kathryn Baker. She recommends that synod pay compensation more promptly and that synod might need to provide the position with a personal computer since she has been using her own.

Don Pope then placed the name of the Rev. Wendy Warner into nomination for the office of Stated Clerk, **Synod voted unanimously in favor.**

Rob Brink and the synod recognized and thanked Stated Clerk Joey Mills for her years of service. He also recognized Snake River Mission Area Executive, David Carlson, who is retiring December 31, 2008, after fourteen years of service.

Announcements by the Stated Clerk—Elder Joey Mills

Joey thanked the synod commissioners and staff for their support during her tenure as Stated Clerk.

The meeting was adjourned with prayer at 10:30 a.m. Synod then stayed to participate in worship and celebration of the Snake River Mission Area.

Respectfully submitted,

*Joey Mills*

Elder Joey Mills, Stated Clerk

Elder Kathryn Baker, Recording Clerk