

**147th Stated Meeting
The Presbytery of Southern New England
Greenwood Presbyterian Church
Warwick, RI
November 12, 2011**

The 147th Stated Meeting of the Presbytery of Southern New England was called to order at 9:31 am in the Sanctuary of the Greenwood Community Church by the Moderator Rev. Martha Highsmith, who announced that the Presbytery would be opened with music, song, prayer, worship and Holy Communion.

Worship was led by Moderator Highsmith and other members of Presbytery. The Bell Choir of the GCC played a beautiful arrangement of "How Firm a Foundation". After a reading from Mark 6: 34-44 (Jesus feeding the 5000), three Elder Commissioners shared reflections on "abundance" at their particular congregations: Jenny Surgenor from Providence Presbyterian, Hal Hall from Calvary: Enfield and Lisa Baker from the MLK Church in Springfield, MA.

The Presbytery shared Communion, prayer and song led by Kathy Hart, organist and the Chancel and Handbell choirs.

FORMING OF THE ROLL:

Stated Clerk Bill Thomas reported that the roll was being formed through the registration for the meeting and that a quorum was present.

MINISTERS PRESENT: 46

Annunciacao, Gerson	Hager, Barbara	MacColl, Stewart
Appel, Beth	Highsmith, Martha	Ray, Justin
Clark, Stephen	Jung, Johanna Johns	Ribeiro, Paulo de Tarso
Conboy, Thomas	Kimatu, Joseph	Roh, Dae Joon
Crawford, Adele	LaSala, Maria	Sausville, gretchen
Dannenfelser, Richard	Lindsley, Dana F.	Schreiner, Sam
Davis, Kathleen	Little-Andrade, Heather	Shippee, Arthur
Davis, Terrence	Maxwell, William	Speers, Thomas
Doll, Greg	McNaughton, Marilyn	Sweet, John W.
Evertsberg, William	Meyerhoffer, Anne Marie	Terry, Paul
Ferguson, John	Notley, Patrick	Thayer, Steve
Foster, Christine	Poole, Frank	Thies, Mary Marple
Fuhrmeister, Anne	Prewitt, Michael	Trucksess, Susan Power
Fuller, Julia	Ramos, Jovelino	Watermulder, David G.
Glenn, James	Ramsey, Glenn	Webster, John
Goettler, William		Wood, Jeffrey

ELDER COMMISSIONERS FROM CHURCHES: 42

Ashaway: Babcock

Jennifer Adams

Barrington

Dotsie Shaw

Brookfield

Ann Thomas

Ernest Jung

Cranston: Faith

Not represented

Cumberland

Betty Conlon

Bob Wallace

Lillie Koney

Darien: Noroton

Tom Taylor

Russell F. Peppet

Greg Brown

Bruce Baggeley

Jim Rusiackas

Brian Smalley

Enfield: Calvary

Dick Sterling

Fairfield: First

Claire Schimpf

Fall River: Calvary

Not represented

Fall River: Christ

Rondinely de Souza

Fall River: United

Not represented

Granby: Pioneer Valley

Not represented

Greenwich: First

Annette Goard

Charlene Roberson

Kae Jacobs

Lou Hipp III

Groton: St. Andrew

Not represented

Hamden: NH Korean

Keun Sam Chung

Hartford: First

Jason Lambright

Alice Evans

Milford: United

Sara E. Ice

New Canaan: First

Not represented

New Haven: CT Korean

Not represented

New Haven: First

Jane Hindenlang

Mary Webber

Newport: First

Mark Sean

Old Greenwich: PCOG

Shirley Prey

Walter Baker

Providence

Kwame Gyampo

Springfield: Christ

Not represented

Springfield: MLK

Not represented

Stamford: First

Diane Dischino

Jane L. Love

Stamford: TOR

Not represented

Warwick: Greenwood

Barry Baxter

Wilma Swanson

Glenn Fairbairn

Warwick: Woodbury

Douglas Ray

Waterford: Crossroads

John Luno

W. Hartford: Korean

Not represented

W. Hartford: Westminster

Glenn P. Olson

Janet Wade-Utay

Westerly: Dunn's Corners

Sandy Haney

Wilton:

Cathy Thomas

Bob Bourguignon

MEMBERS OF THE PRESBYTERY COUNCIL: 5

Elder Lisa Baker
Elder Hal Hall
Elder William Schimpf
Elder William Thomas
Elder Penny Webster

CERTIFIED ADMINISTRATIVE STAFF: 1

Pam Garner

CORRESPONDING MEMBERS: 5

Rev. Byeta Hoover-Mulvany, Blackhawk Presbytery
Rev. Erin Keys, New York City Presbytery

VISITORS: 17

TOTAL PRESENT TO VOTE: 108

TOTAL REGISTERED ATTENDANCE: 126

MINSTERS EXCUSED: 13

Arner, Susan	Laird, Kathryn Kibbie	Robertson, Jill
Caton, Christine	Mahan, Jim	Robertson, Frank
Duffy, Edward	Mena, Dan	Smith, Stuart
Epperson, Eileen	Merz, John	Stanford, Katherine
Gilmore, Paul	Pfeil, Susan	Tate, Chris
Goudreau, Diane	Priest, Joan Withers	Therese, Barbara
Johnson, Tracy		

MINISTERS ABSENT: 97

Ahn, Shin	Hare, David L.	Pomeroy, George
Asher, Susan	Hedlund, Lori	Porizky, Mark
Baez, Samuel	Holleck, Tiffany Nicely	Porter, Frederick
Beams, Ann	Holt, Carl T.	Pomeroy, George
Blackadar, Murray	Hwang, John H.	Prasse, Barbara
Brooks, Edwin	Johnson, Gordon	Prasse, Edgar
Brooks, Virginia	Jun, Matthew	Robbins, Cynthia
Carvalhaes, Claudio	Jungkeit, Steven	Robinson, Graham
Castner, Edward	Kelsey, David	Rockness, David
Chang, Wilson	Kim, Keun Soo	Rodkey, John
Charles, Tony	Kim, Sun Gil	Ruppert, Randall
Chase, David (R.K.)	Lindner, John	Sandel, John S.
Couch, Ed	Line, M. Allen	Smanik, Virginia
Dacunha, Alonso	Lockhart, James	Snell, Georgia Ann
Davis, Jennifer	Loder, Cory	Soares, Denise
Davis, Stephen	Lover, William	Soares, Edward J.
Delmar, Christine	Ludeman, Ross	Sugg, Robert A.
DeWolfe, Norman	Lundgren, Donald	Sullivan, Thomas P.
Dietrich, Wendell S.	McLaren, Nancy	Sundquist, Ralph R.
Drake, Brandi	Mehr-Muska, Tracy	Troeger, Thomas
Evans, Robert	Mellon, David	Unsell, Frances
Feroe, Russell, H.	Miller, Joseph	Unsworth, Richard
Field, Jane	Minor, Ron	Van Deusen, Richard
Fisher, Thomas	Newberry, Charles (Terry)	VanDerbeck, Holmes
Fletcher, Stuart	North, Carol	Veon, Robert
Forman, Charles	Olsen, Susan	Vought, Richard
Fuhrmeister, John	Opsahl, Laura	West, Frank
Garren, Royal	Orr, Mark	Wills, David
Gestal, William	Parker, Donald	Willson, Barbara
Gibson, Robert B.	Peel, Craig L.	Winter, Jeffrey
Graybill, David	Perry, Robert M	Witter, Thomas
Greer, Bob	Phillips, Jim	Wright, Heather P.
	Pietsch, William	

ADOPTION OF THE DOCKET

Presbytery **VOTED** to adopt the docket as revised (Appendix I) as follows: the Church Development Committee report will be the Leadership Training presentation; the Stated Clerks' report will be presented right after the Trustee's report; and the luncheon time will be 45 minutes, from 12-12:45.

COMMITTEE ON ARRANGEMENTS

Rev. Stephen Clark welcomed the Presbytery to the Greenwood Presbyterian Church and shared information about the building and the process for lunch. He specifically thanked the Church Presbyterian Women who have worked to host Presbytery.

ENROLLMENT AND INTRODUCTIONS

The Moderator asked for the introduction and enrollment of Corresponding Members and other guest ministers. First-time Commissioners were introduced and welcomed. Observers were introduced.

INFORMATION DOCKET

Presbytery **VOTED** to approve the Information Docket.

CONSENT MOTION

The Stated Clerk presented the Consent Motion. The Stated Clerk **MOVED**:

- That the Presbytery grant excuses from attendance at the 147th Stated Meeting to those needing the same, but that the Presbytery suspend the reading of their names.
- That the Presbytery grant excuses for early departures from the 147th Stated Meeting for those requesting the same by signing their names on a list maintained at the Clerks' desk, but that the Presbytery suspend the reading of their names.
- That the Presbytery seat as corresponding members those ministers for whom a request is made at the beginning of the meeting.
- That the Presbytery approve the minutes of the sessions as noted in Appendix II.
- That the Presbytery receive the resignation, with regret, of:
 - Rev. Ned Castner, as Commissioner to Synod
- That the Presbytery approve the minutes of the 146th Stated Meeting held on September 10, 2011, as printed in the "Minutes" section of the PSNE website.

The Presbytery **VOTED** to approve the Consent Motion.

Vice-Moderator Poole assumed the chair of the meeting.

LEADER DEVELOPMENT AND PLANTING NEW CHURCHES

Rev. Dana Lindsley discussed the summer Council Retreat, in which the purpose and values of the Presbytery were discussed. One conclusion was that Presbytery exists for the support of congregations as they develop. Currently, there are four community developments and one formal church development. This area of the country is the 'mission field' as we follow the great commission of Jesus Christ.

He introduced the Rev. Michael Prewitt, who currently is Interim Pastor at Calvin Presbyterian Church, Cumberland, RI. He also serves as the Northeast Regional Director of "Sower's Field", a group which focuses on developing new church leaders and helping

to plant new faith communities. He has been hired as consultant to the Church Development committee.

Rev. Prewitt asked Presbytery to consider what might be some of the 'mission fields' in our area. He offered a perspective on mission, and shared some stories about how some reformed churches are developing communities in the United States and how we might discuss with one another where there might be partnership opportunities in the "Mission Field" that is our neighborhood. He showed a video of two men who are developing a faith community in Pittsburgh called "Hot Metal Bridge". The concept is the development of a community built around faith. In Philadelphia, there is a community called "liberti", which developed Home communities and leaders with "Gospel intentionality". The Reformed Church in the area developed a "City Classis" (similar to a Presbytery). There is a difference in how we can do mission and church development in our areas.

Presbytery divided into groups to discuss ways we might reconsider aspects of developing faith communities and what are some of the 'mission fields' might be.

Rev. Prewitt asked for feedback on the discussion groups about what is exciting to us in the areas of partnership. Several commissioners shared mission work being done locally.

The "next steps" in a "Gospel Intentionality" is to continue the conversation as to how we can think in new ways about developing leadership and ideas for community group clusters.

REPORT OF THE STEWARDSHIP AND MISSION COMMITTEE

Rev. Joseph Kimatu presented the report of the Stewardship and Mission Committee.

At the Oct. 18, 2011 meeting of the Committee, Shared Mission Grants were approved for: Immigrant Ministry of the Rev. Gerson Annunciacao; Homework@First-First Presbyterian Church, New Haven, CT; Creative Learning Center-First Presbyterian Church, Stamford, CT; Abraham's Tent (Interfaith Homeless Program)-First Presbyterian Church, New Haven, CT; Mary Magdalene House, Bridgeport, CT –United Presbyterian Church, Milford, CT, and Valley Presbyterian Church, Brookfield, CT; Stop the Hunger Now Program-Wilton Presbyterian Church, Wilton, CT; Kenyan Relief-Tumaini Kenyan Fellowship, Springfield, MA; and Haitian Health Foundation "Adopt a Village" Haiti-Westerly: Dunn's Corners Community Presbyterian, Westerly, RI and Crossroads Presbyterian Church, Waterford, CT.

Campus Ministries approved for continued support were: InterVarsity-Brown University (Kathy Cooper); WestConn Christian Ministry (Western Connecticut State University, Danbury, CT, (Rev. Dr. Mark Horton); Undergrads at Yale (through First: New Haven-Jennifer Davis); WNEU (Western New England University (Rev. Tracy Johnson); Presbyterian Connections –UMASS/Amherst (Rev. Thomas Fisher); and InterVarsity Graduate Ministry-Regional Gathering (Kathy Cooper).

Rev. Kimatu discussed the availability of Mission Yearbooks. He encouraged congregations to submit their mission pledges by Dec. 6th to be considered as a part of this year's budget. He discussed that the Committee needs more people to serve. Please contact Tracy Mehr-Muska if interested .

Rev. Chris Foster introduced Nancy Collins, a member of Providence PC who is now stationed in Africa as a "Partnership in Mission" worker. She is regional liaison for east central Africa covering Zambia, Rwanda, Malawi, Kenya and the surrounding area. She is regional liaison for east central Africa: in Zambia, Rwanda, Malawi, Kenya and the area surrounding. She spoke about her experiences and the problems she has encountered among the people. She challenged us to come and see missions in other parts of the world, and to connect with mission workers to learn of the work of the Church in other countries.

Vice-Moderator Poole announced interactive reports available in the Hospitality Room of the Church from the following organizations: Church World Service; the Dept of VA; and "Equal Justice USA" with information about death penalty issues in Connecticut.

Announcements are available as PowerPoint presentations.

Vice-Moderator Poole encouraged presbyters to pray together around their tables using the table prayers at each table.

The Presbytery recessed for lunch at 12:05, to reconvene at 12:50.

Rev. Frank Poole reconvened the meeting with prayer at 1:00 pm in the church Sanctuary.

REPORT OF THE PRESBYTER TO THE SPIRITUAL COMMUNITY

Rev. Dana Lindsley discussed the issues facing the Presbytery. Church life as we know it is not going to remain status quo. The church that used to be no longer seems to be effective.

He discussed the potential impact of a recent PJC action. It reflects the questions around the way we work and relate with one another. If these pains are 'birth pains,' what is coming and will things stay the same? He discussed the image hanging in his office called "Holy Trinity", three figures in relationship with one another, sitting around three sides of a table, and where we are to sit is on the fourth side. The heads are tilted towards one another in deference.

He described God in terms of relationships. We are distinct congregations but indistinguishable in being subject to God; one in name but with each congregation having different gifts; each has its own intimate life, but in relationship with others. Relationships between congregations are a central concept in our theology and in being Presbyterian. So, in diversity and difference, how do we stay in relationship to be effective in mission for Jesus Christ?

We can be strengthening Holy relationships by deconstructing old relationships. There is now a more flexible *Book of Order*; an amendment coming to GA to do away with Synods; and changes being discussed about new visions for presbyteries. Congregations are seeking to affiliate differently within our Presbytery.

The Presbytery encouraged the Commissioners to strengthen Holy relationships by doing mission together, instead of doing decision making in meetings, such as disaster relief in Springfield, supporting Presbyterian Immigrant Ministry; in personal outreach to the poor in our communities; in supporting Nancy Collins and other International Mission Workers and through the development of New Faith Communities.

He encouraged us to strengthen Holy Relationships by redefining our values as a Presbytery in terms of: a minimal structure and organization; fellowship that is relationally driven more than organizationally driven; focusing on strengthening missional congregations; multiplication of new faith communities; meetings for worship, celebration, support and education.

He also said that the Church strengthens Holy relationships through new connections, not solely by geography. Some possibilities are new affiliations or memberships; an overlay presbytery; non-geographic presbyteries; covenant communities within presbyteries; dismissal to another denomination; or a federation with a 'new reformed body'.

What do we look for in the future? Will Presbytery offer more choices and responsibilities for the sessions; new options for how we might relate to one another as a Presbytery, and ways to allow congregations to make their choices to remain in the Presbytery or not? What will be the Holy relationships in our congregations that will help our congregation to be faithful in the future?

REPORT OF THE COUNCIL

Rev. Marilyn McNaughton brought the report of the Council and she thanked commissioners to Synod and announced that Judy Babcock was elected Moderator of Synod, the Ghanaian Choir from Providence Presbyterian Church offered music, and Rev. Adele Crawford served as the music leader for the recent synod meeting. Marilyn informed us that Tom Taylor and John Webster serve on the middle governing body commission.

As a part of the Council meeting on Sept. 29, 2011, Dana Lindsley, Presbyter to the Spiritual Community, led a discussion of "New Ways to be Together as a Presbytery." The Council endorsed further discussion of the options both as a Council and throughout the Presbytery including the February 11, 2012 stated meeting. To assist with this process the Council formed a Collaborative Exploration Team (Dana Lindsley,

Beth Appel, Lisa Baker, Hal Hall, Marilyn McNaughton, Arthur Shippee, Steve Thayer, and David Van Dyke).

Rev. McNaughton invited Trustee Elder Bill Schimpf, forward to present the revised proposed 2012 Budget. The proposed budget “version F” is a difficult budget to present. No salary increases for staff, and a minor increase in pensions. There will be a 20% reduction in committee expenditures; which is still \$32,000 short of a balanced budget. Presbytery **VOTED** to approve the revised 2012 Budget as printed in Appendix III.

Presbytery **VOTED** to renew Presbyterian Promise as an advocacy group for three years within the current PSNE By-laws.

Presbytery **VOTED** to approve the grant application to Presbyterian Disaster Assistance for Long Term Recovery which would help fund the ongoing tornado recovery efforts in Springfield.

The Council **MOVED** that the Presbytery of Southern New England, in recognition of the Presbytery of Northern New England as the trustee of certain real property located in Wilmot, Merrimack County, New Hampshire, known as Camp Wilmot, hereby authorizes the Presbytery of Northern New England to sell all or any part of said property free and clear of all conditions, covenants and restrictions and with the proceeds of such sale to be divided equally between the presbyteries of Northern New England, Southern New England and Boston. Without limiting the generality of the foregoing, the Presbytery of Northern New England, is hereby authorized to sell to Margaret LeGros Doody an approximately 2.35 acre portion of the Camp Wilmot property adjacent to other land of Doody (which portion shall be shown on plan to be approved by the Wilmot Planning Board and recorded in the Merrimack County Registry of Deeds) for a purchase price of \$12,400 and free and clear of any restriction on the use and occupancy of said property set forth in the deed to the Presbytery of Northern New England dated August 4, 1981 and recorded in the Merrimack County Registry of Deeds at Book 1415, Page 976. Presbytery **VOTED** to approve the motion.

The Council **MOVED** that the PSNE proceeds from the sale of the 2.35 acres of Camp Wilmot be donated back to the camp for maintenance and development. Presbytery **VOTED** to approve the motion.

Rev. Tom Speers presented a Report from the “Discerning the Way” task force.

There are three Churches in the ‘discerning the way’ process. At Faith Church in Cranston, a Listening Team has been appointed to work with that congregation. At Christ Church: Springfield, the Listening Team is preparing a report. The Implementation Team at Old Greenwich continues to meet. Johanna Johns-Jung brought a report on the progress of the Listening Team. She invites comments from the presbyters on the process or progress.

REPORT OF THE TREASURER

Elder Tom Taylor presented the Report of the Treasurer. The fiscal picture of the Presbytery is grim: income is only 67% of budget. Mission contributions are sharply down. There is a significant per capita shortfall to Presbytery, Synod and GA. We are invading savings. In a short time, there will be a balloon payment on the MLK loan from the GA. The Treasurer hopes to receive more financial support from Churches. Presbytery received the Treasurer's Report. (Appendices IV, V, VI, VII, VIII)

REPORT OF THE TRUSTEES

Elder William Schimpf presented the Trustee's Report and he pointed out a potential confusion between the New Haven Korean Church, Hamden CT and the Connecticut Korean Presbyterian Church in New Haven. The motion concerns the New Haven Korean Church in Hamden, CT.

Presbytery **VOTED** to grant approval for the purchase of a 10,600 square foot building and 1.45 acres located adjacent to the church property by the New Haven Korean Church: Hamden, CT.

REPORT OF THE STATED CLERK

The Stated Clerk referred Presbytery to the proposed changes in the Form of Government that were discussed during the Fall Polity Conference.

- Committee to Review Biennial Assemblies is recommending that:
 - Biennial General Assemblies retained
 - A concurrence by 10% of the presbyteries be required before an overture is considered as a business item
 - Assembly committees be empowering by considering a $\frac{3}{4}$ vote of the committee to be the final action, not requiring plenary action
 - The terms of commissioners service be increased to two consecutive General Assemblies
 - Commissioners to the General Assembly be seated by committee assignment
- Mid-Council Commission is recommending that:
 - Synods be discontinued as councils and their ecclesiastical functions be vested in 5 regional administrative commissions of the General Assembly
 - The authority and intent of the Mid Councils Commission be vested in these regional administrative commissions
 - The General Assembly be authorized to create 5 regional judicial commissions to serve as courts of appeal of decisions of presbytery PJs in disciplinary and remedial cases

The Stated Clerk presented the decision of the Permanent Judicial Commission of the Presbytery of Southern New England in regards to case 11-01. This refers to the

conclusion of an action brought to the PJC. An Investigative Committee met with the person charged and with the accuser, and a mediated solution has occurred. This is not technically a “case” in that there is no formal action of the PJC.

Rev. Barbara Hager, moderator of the PJC, spoke to the Presbytery about the action. There was a complaint brought against a minister member that he violated the constitution. The PJC was tasked with taking the report of the Investigative Committee, and with the agreement of both parties, came to an Alternative Form of Resolution (AFR). The task of the PJC was to approve or disapprove the AFR. They approved the AFR: to rebuke the minister member for violating the *Book of Order*. Both the accused and the accuser have agreed with the AFR. If the PJC did not agree, there would have been a trial. The PJC supports the resolution as the best way to respect the desires of both parties.

The PJC consists of Rev. Barbara Hager, Rev. Eileen Epperson, Elder Sam Hamilton and Elder Jim Whitney. The resolution and rebuke will be read. But as an official part of the report, they also wanted to communicate that the PJC approved the resolution because it was negotiated in good faith and agreed to by all parties. The PJC approved the resolution because it trusted the Investigative Committee to be thorough and fair to all parties. The PJC did not address the merits of the case, but trusted the process of the Investigative Committee.

This is a disposition that has been agreed to by all parties.

Before the comments and resolutions from the Investigative Committee were read, the preface from the “Rules for Discipline” was read by the Stated Clerk. (D-1.0101)

“Church discipline is the church’s exercise of authority given by Christ, both in the direction of guidance, control, and nurture of its members and in the direction of constructive criticism of offenders. The church’s disciplinary process exists not as a substitute for the secular judicial system, but to do what the secular judicial system cannot do. The purpose of discipline is to honor God by making clear the significance of membership in the body of Christ; to preserve the purity of the church by nourishing the individual within the life of the believing community; to achieve justice and compassion for all participants involved; to correct or restrain wrongdoing in order to bring members to repentance and restoration; to uphold the dignity of those who have been harmed by disciplinary offenses; to restore the unity of the church by removing the causes of discord and division; and to secure the just, speedy, and economical determination of proceedings. In all respects, all participants are to be accorded procedural safeguards and due process, and it is the intention of these rules so to provide.”

The Stated Clerk then read the decision from the Investigative Committee and Permanent Judicial Commission:

“The Permanent Judicial Commission ("PJC") of the Presbytery of Southern New England ("PSNE"), met by conference call on November 3, 2011, discussed Disciplinary Case 11-01 filed against the Rev. Graham Robinson, and made the following two decisions:

A. The PJC approved the Alternative Resolution, which reads as follows:

The Investigating Committee ("IC") finds that on January 8, 2009 in a singular act of pastoral care, The Reverend Graham Scott Robinson technically violated the constitution of the Presbyterian Church, USA by misinterpreting paragraph W-4.9001 of the Book of Order and officiating at a religious ceremony witnessed and acknowledged by the community of faith.

The Investigating Committee therefore recommends to the Permanent Judicial Commission that The Reverend Graham Scott Robinson be censured by rebuke (D-12.0102) which rebuke shall be completed when pronounced (D-11.0403e); and

B. The PJC thanks the IC for its work on this matter.

Additionally, the PJC wishes it be known that it approved the Alternative Resolution because it was negotiated in good faith and agreed to by the accused, the accuser and the IC. The PJC has not made an independent investigation of the facts and circumstances, or of the applicable provisions of the Book of Order. The PJC approved the Alternative Resolution because it trusts that the IC followed all proper procedures. Those procedures include a) making a thorough review of the matter; b) properly documenting that review; and c) ensuring that rights of the accused and accuser were protected, including notice of their right to counsel.

Yours in Christ,

Permanent Judicial Commission of PSNE

Rev. Eileen Epperson

Rev. Barbara Hager (Moderator)

Elder Samuel Hamilton

Elder Jim Whitney (Clerk)”

The Stated Clerk then read from the Rules of Discipline, D-12.0102, about rebuke:

“Rebuke is the lowest degree of censure for an offense and is completed when pronounced ... It consists of setting forth publicly the character of the offense, together with reproof, which shall be pronounced in the following or like form:”

The Stated Clerk then pronounced the rebuke:

Whereas, you, Reverend Graham Scott Robinson, have been found guilty of the offense of officiating at a same-sex religious marriage ceremony as an ordained minister within the Presbyterian Church (U.S.A.). By this action you implied to the world that the PCUSA permitted and approved of same-sex marriages, when

the PCUSA and its Constitution clearly define marriage as only between a man and a woman. (W-4.9001) Therefore, the Presbytery of Southern New England, in the name and authority of the Presbyterian Church (U.S.A.), expresses its condemnation of this offense, and rebukes you. We urge you to use diligently the means of grace to the end that you may be more obedient to our Lord Jesus Christ.

The Vice Moderator Frank Poole offered a prayer.

Moderator Martha Highsmith resumed the Chair of the meeting.

REPORT OF THE COMMITTEE ON NOMINATIONS

Elder Tom Taylor presented the report of the Committee on Nominations. The Committee nominated the following people to serve on these respective committees, for the specified term:

For Stewardship and Mission

Elder Nancy Rupp (New Haven: First), class of 2013

For Synod

Rev. Johanna Johns Jung, class of 2013

For Permanent Judicial Commission

Elder Mark Carta (Wilton: Wilton), Class of 2015

Elder Larry Cox (Stamford: First), Class of 2017

There were no nominations from the floor. Presbytery **VOTED** to elect all the above nominees.

Tom Taylor **MOVED**, and it was seconded, to Nominate:

Johanna Johns Jung, Presbytery representative to **Synod Council**: Class of 2015.

There were no nominations from the floor. Presbytery **VOTED** to elect the nominee.

REPORT OF THE COMMITTEE ON PREPARATION FOR MINISTRY

There was no report from the committee, but the Moderator offered a prayer for those in process of preparation for ministry.

REPORT OF THE COMMITTEE ON MINISTRY

Rev. Tom Speers presented the report of the Committee on Ministry.

Presbytery **VOTED** to receive the **Rev. Byeta Hoover-Mulvany** as a member at large from the Blackhawk Presbytery (Illinois), if the way be clear. Byeta has been serving as temporary supply at various Churches, as a small church pastor.

Presbytery **VOTED** to receive the **Rev. Erin Keys** as a member from the Presbytery of New York City, if the way be clear. Erin has been called to Greenwich: First as Associate Pastor. Erin's terms of call as Appendix IX.

Presbytery **EXAMINED Candidate Bradley Long** for ordination to the Ordered Ministry of Teaching Elder and membership within this Presbytery upon his ordination. Bradley has a call to a chaplain residency at St. Raphael Hospital IN New Haven, CT.

It was Moved and Seconded to end the examination. Presbytery **VOTED** to end the examination and proceed to the Vote.

Presbytery **VOTED** to approve Bradley Long to the Ordered Ministry of Teaching Elder.

Byeta Hoover-Mulvany, Rev. Erin Keys and Bradley Long were asked the Constitutional Questions by the Moderator. After answering in the affirmative, these candidates were welcomed to the Presbytery, and Rev. William Evertsberg offered a prayer for the candidates and their ministries.

Presbytery **VOTED** to approve the dissolution of the pastoral relationship between **Rev. Graham Robinson** and the Westminster Presbyterian Church of West Hartford, CT effective November 9, 2011 and that his ecclesiastical designation will be changed to member-at-large.

Presbytery **VOTED** to approve the terms of call for **Rev. Christine Delmar** as Associate Pastor of Pastoral Care and Nurture at the First Congregational Church UCC, New Canaan, CT. Chris' terms of call are in Appendix X.

Presbytery **VOTED** to approve the **Standards for Ministerial Compensation** as shown in Appendix XI. The amount of the minimum salary remains the same. The total effective salary is now calculated differently, according to the guidelines of the Board of Pensions.

Committee On Ministry approved the terms of call for **Rev. Susan Pfeil** as Stated Supply Pastor at the First United Church of Christ, Bridgeport, CT. Susan's terms of call are Appendix XIII.

PRESBYTERIAN IMMIGRANT MINISTRY

Rev. Gerson Annunciacao and Rev. John Webster presented a report from the Presbyterian Immigrant Ministry.

They discussed the Bible Fellowships led by Rev. Annunciacao and the generous support which they have received. Independent Church in Brazil has agreed to be partners in the prison ministry, and will be sending Bibles for the prison Bible Studies.

With Rev. Paulo Ribeiro translating Wilson da Silva spoke about his experience in jail. He believed that God led him there to be taught and to be changed.

Rev. John Webster discussed the financial contributions that have been received in support of his immigrant ministry. They have received a grant from the NE partnership in support of two months of support for 2012. He encouraged individuals and congregations to consider making special donations to this important ministry.

REPORT OF THE STATED CLERK

Elder Bill Thomas reported that action items were considered and voted during the consent motion, and he has updated *Survival Guides for Clerks of Sessions* available at the Clerk's desk.

OLD BUSINESS

There was no old business to come before the Presbytery.

NEW BUSINESS

The Moderator announced that the next regular meeting of the Presbytery of Southern New England will be called to order at 9:30 am Saturday February 11, 2012 at Yale Divinity School. Presbytery **VOTED** to adjourn with a sung benediction.

The Vice-Moderator Martha Highsmith led the Presbytery in prayer to adjourn the meeting at 3:09 pm.

Attested:

William G. Thomas, Stated Clerk

Appendix I

**147th Stated Meeting of the
Presbytery of Southern New England
Greenwood Community Church, Presbyterian
Warwick, RI
Saturday, November 12, 2011
PROPOSED DOCKET**

- 9:00 Registration**
- 9:30 We Gather in God's Name**
- 9:30 Worship with Communion**
- 10:30 We Continue Gathering in God's Name**
- Forming of the Roll
 - Adoption of the Docket Rev. Martha Highsmith
 - Report of the Committee on Arrangements Rev. Stephen Clark
 - Enrollment and Introductions Rev. Martha Highsmith
 - Consent Motion Elder Bill Thomas
- 10:45 Leader Development & Planting New Churches** Rev. Michael Prewitt
- Rev. Prewitt also serves as the Northeast Regional Director of Sower's Field that focuses on developing new church leaders and helping plant new churches
- 11:45 Stewardship and Mission Committee (Ref. M)** Rev. Joseph Kimatu
Elder Nancy Collins
- 12:00 Luncheon**
- Joys & Concerns, Table Discussion
 - Interactive Reports (available during and after the luncheon)
 - Announcements (available on the PowerPoint screens)
- 12:45 Mission and Ministry of the Presbytery**
- Presbyter to the Spiritual Community Rev. Dana Lindsley
 - Council Report (Ref. A) Rev. Marilyn McNaughton
 - Discerning the Way Report Rev. Tom Speers
 - Treasurer's Report (Ref. C) Elder Tom Taylor
 - Trustees Report (Ref. P) Elder William Schimpf
 - Stated Clerk's Report (Ref. B) Elder Bill Thomas
- 2:00 Nominations** Elder Pat Wales
- Committee on Preparation for Ministry (Ref. J) Rev. David Van Dyke
 - Committee on Ministry (Ref. H) Rev. Tom Speers
 - Immigration Working Group (Ref. I) Rev. Gerson Annunciacao
- Stated Clerk's Report (Ref. B) Rev. John Webster
Elder Bill Thomas
- Old Business
 - New Business
- 3:00 Adjournment**

Report of the Ecclesiastical Relations Committee

CHURCH	REVIEWER	RECOMMENDATION	EXCEPTIONS
Fall River: Calvary	Arthur Shippee	No report received	
Cranston: Faith	Barbara Hager	No report received	
Warwick: Woodbury	Stephanie Brackett	Approved	0
Barrington	Georgia Ann Snell	Approve	0
Milford: United	Gloria Walsh	Approve	0
New Canaan	Barbara Hager	No report received	
Cumberland: Calvin	Stephanie Brackett	Approved	0
New Canaan	Barbara Hager	Approved	0

Due for signing in September, but not presented:

Old Greenwich

Session Records due for September, but not received:

Springfield: Christ

Hartford: First

Session Records reviewed but books not presented for signing at May 2011 meeting:

Hamden: NH Korean

Springfield: MLK

Westerly: Dunn's Corners

Darien: Noroton

Appendix III

2012 PROPOSED BUDGET - VERSION F
with .5 % BOP increase; 20% reduction in Committee budgets;
removing PY Moderator expense and .14 increase per member in Per Capita

Presbytery of Southern New England		2012 Proposed Budget with committee requested increases.		2012	2011	2011	%
	Mission/Ministry	Administration	Total	BUDGET	as of 5/31/2011	42	
Income							
General Mission	125,000		125,000	A	140,000	26,123.85	19%
General Mission - prior year						30,500.00	
Interest on Operating Cash		1,200	1,200		1,200	514.53	43%
Presbytery Per Capita		255,082	255,082	B	257,042	96,844.92	38%
Donations			0		0	3,045.00	
Merrill Lynch dividends minus fees			0		0	6.21	
Merrill Lynch market changes			0		0	205.08	
New Covenant Fund dividends			0		0	684.76	
New Covenant Fund market changes			0		0	3,903.14	
Total Income	125,000	256,282	381,282		398,242	161,827.49	41%
Expenses							
PY Moderator Expenses		0	0		1000	0	
Committees							
Church Development	53,925	1,195	55,120	C	68,900	31,557.87	46%
Committee on Ministry	2,400	4,200	6,600	C	9,000	2,010.31	22%
Committee on Preparation	4,904	3,480	8,384	C	10,480	2,856.12	27%
Ecclesiastical Relations	5,466	134	5,600	C	7,000	2,165.39	31%
Nominations	220	0	220		275	68.00	25%
Personnel		1,000	1,000		1,000	-	0%
Presbytery Council		5,000	5,000	D	5,000	1,321.19	26%
Social Justice	576		576		720	62.00	9%
Stewardship & Mission	11,884	116	12,000		15,000	2,024.51	13%
Trustees	500	7,500	8,000		10,000	3,998.30	40%
Youth Ministries	800	0	800		1,000	-	0%
MLK Loan Repayments (GA & Synod)	17,824		17,824	E	17,824	7,848.80	44%
Office Operation		39,940	39,940	F	37,840	15,011.19	40%
EP Salary & Professional Expenses	18,452	77,296	95,748	G	95,280	36,867.17	39%
Stated Clerk Salary & Professional Expenses		26,826	26,826	H	26,826	10,260.26	38%
Office Manager Salary & Benefits		83,599	83,599	I	83,301	34,779.32	42%
Financial Secretary Salary		25,484	25,484	J	25,484	10,765.26	42%
Part Time Office Assistant Salary		4,423	4,423	J	4,423	1,871.43	42%
Contract Staff Office Support		3,200	3,200		4,000	-	
Bldg. Main./Equip. Replacement Reserve		5,000	5,000	K	5,000	-	
GA Travel		1,500	1,500	L	1,500	-	
Honorarium		3,420	3,420		3,420	855.00	25%
Miscellaneous		4,000	4,000	M	5,000	-	
Total Expense	116,951	297,313	414,264		439,273	164,322.14	37%
Transfers							
Accumulated budget savings & earnings	(8,049)	41,031	32,982		41,031	-	
Net Income/Loss	0	0	0		0	(2,494.65)	
Notes							
A 2011 Projected Presbytery Mission Pledges (based on actual pledge money received for 2010)							
B Per Capita reflects a decrease from 8233 membership to 8134 @ \$31.36 an increase of .14 from 2011.							
C 20% reduction in Committee budgets.							
D Initial increase requested by Council removed.							
E MLK Loan payment expense reinstated.							
F PSNE Condo fees and assessment increase.							
G Reflects 3/4 time for EP with BOP increase of .5%; \$1,000 Continuing Ed. and \$7,400 auto/professional expense.							
H Reflects Stated Clerk salary & p/r taxes no increase and \$1,500 mileage and \$3,000 professional expense.							
I Reflects BOP increase of .5%.							
J Reflects no increases.							
K Building Maintenance and Equipment Replacement on recommendation of Trustees.							
L Reflects annual amount for biennial GA Assembly.							
M Auditor recommends an establishment of a Contingency fund; balance left in Miscellaneous line at year-end transfers to Contingency Fund.							

Appendix IV

Presbytery of Southern New England - Statement of Financial Position			
	Balance as of 12/31/2010	Balance as of 9/30/2011	Difference
Assets:			
<i>Cash</i>			
Petty Cash	100.00	100.00	-
Debit Card Account	1,199.49	1,060.17	(139.32)
Checking Account for Operating Cash	79,800.77	64,667.89	A (15,132.88)
ING Direct Savings Account	102,803.43	83,405.69	A (19,397.74)
Ministerial Relief Cash	22,040.72	18,877.30	(3,163.42)
Simsbury NCD - ING Savings Account	99,981.17	100,630.60	B 649.43
<i>Investments</i>			
New Covenant Mutual Funds	151,542.66	141,083.26	(10,459.40)
Merrill Lynch	24,298.45	24,104.17	(194.28)
<i>Accounts Receivable</i>			
Accounts Receivable	-	-	-
<i>Loans Receivable</i>			
Loans Receivable	451,349.60	449,621.60	(1,728.00)
<i>Fixed Assets</i>			
Fixed Assets	43,560.44	47,425.44	3,865.00
Accumulated Depreciation	(74,862.45)	(83,644.45)	(8,782.00)
Office Condo	202,853.54	202,853.54	C -
Total Assets	1,104,667.82	1,050,185.21	(54,482.61)
Liabilities:			
Allowance for Bad Debt	429,903.93	434,352.93	4,449.00
Loan Payable to GA (MLK)	223,401.68	218,815.55	(4,586.13)
Loan Payable to Synod (MLK)	24,914.00	21,113.30	(3,800.70)
Total Liabilities	678,219.61	674,281.78	(3,937.83)
Net Assets	426,448.21	375,903.43	D (50,544.78)
Total Liabilities & Net Assets	1,104,667.82	1,050,185.21	(54,482.61)
<p>A) Of this combined balance of the Checking Account and ING Savings Account the amount shown in the Dedicated Accounts Report for "Total Operating Cash Dedicated Accts." is restricted.</p> <p>B) Simsbury dismissal agreement settlement of \$105,000 minus \$7,204.69 payment of 2008 Per Capita, designated for New Church Development, see Dedicated Accounts Report.</p> <p>C) Represents purchase price not market value.</p> <p>D) Does not include the value of Church properties or charges against them.</p>			

Appendix V

Presbytery of Southern New England - Statement of Activities				
OPERATIONS	Mission/Ministry	Admin.	Annual Budget	Year to Date Actual
Income				
General Mission	140,000.00		140,000.00	51,789.01
General Mission - prior year			0.00	30,500.00
Interest on Operating Cash		1,200.00	1,200.00	777.75
Presbytery Per Capita		257,042.00	257,042.00	179,243.24
Donations			0.00	3,575.00
Merrill Lynch dividends minus fees			0.00	(72.10)
New Covenant Funds dividends			0.00	1,427.07
Total Income	140,000.00	258,242.00	398,242.00	267,239.97
Expense				
PY Moderator Expenses	0.00	1,000.00	1,000.00	0.00
Committees:				
Church Development	67,705.00	1,195.00	68,900.00	46,845.68
Committee on Ministry	2,500.00	6,500.00	9,000.00	4,035.97
Committee on Preparation	7,000.00	3,480.00	10,480.00	3,759.72
Ecclesiastical	6,866.00	134.00	7,000.00	2,165.39
Nominations	275.00		275.00	290.00
Personnel		1,000.00	1,000.00	207.06
Presbytery Council		5,000.00	5,000.00	1,543.55
Social Justice	720.00		720.00	83.00
Stewardship & Mission	14,884.00	116.00	15,000.00	2,548.28
Trustees	2,500.00	7,500.00	10,000.00	8,500.76
Youth Ministries	1,000.00		1,000.00	0.00
MLK Loan Repayment	17,824.00		17,824.00	13,367.70
Office Operations		37,840.00	37,840.00	25,542.37
Salaries & Benefits	18,726.00	208,688.00	227,414.00	170,696.22
Travel		13,100.00	13,100.00	4,527.85
Bldg. Maint/Equip. Replacement		5,000.00	5,000.00	0.00
GA Travel		1,500.00	1,500.00	0.00
Honorariums		3,420.00	3,420.00	1,142.50
Miscellaneous		5,000.00	5,000.00	0.00
Total Expense	140,000.00	299,473.00	440,473.00	285,256.05
Net Income/Expense				(18,016.08)
PER CAPITA PASS-THRU				
Designated Income:				
GA Per Capita				36,532.56
Synod Per Capita				22,330.01
Total Designated Income				58,862.57
Designated Expense:				
GA Per Capita				36,532.56
Synod Per Capita				22,330.01
Total Designated Expense				58,862.57
Net Per Capita Pass-Thru				0.00
MISSION PASS-THRU				
GA General Mission	34,703.70		Total Revenues for the year	
Synod General Mission	10,347.93			
GA Special Mission	42,920.26		Total Expenditures for the year	

OPERATING CASH DEDICATED ACCOUNTS:		Balance 12/31/2010	Year to Date Receipts	Year to Date Expenses	Balance 9/30/2011
Reserve Fund Accounts:					
Contingency Fund	6,552.42	-	-	-	6,552.42
Equipment Reserve Fund	1,335.00	-	-	-	1,335.00
Maintenance Reserve Fund	4,963.16	-	-	-	4,963.16
	4,402.41	-	-	2,558.74	1,843.67
Total Reserve Fund Accounts	17,252.99	-	-	2,558.74	14,694.25
Church Development:					
Church Development Reserve	3,000.00	-	-	-	3,000.00
PY Ministry - Immigrant	500.00	15,450.00	-	-	15,950.00
Total Church Development	3,500.00	15,450.00	-	-	18,950.00
Committee on Ministry					
Leadership Training	750.00	-	-	-	750.00
Total Committee on Ministry	750.00	-	-	-	750.00
Grants					
PC(USA) Flood recovery Grants	10,000.00	-	-	-	10,000.00
PDA - Ashaway Babcock	-	10,106.51	-	-	5,193.64
PDA - Springfield Tornado	-	10,000.00	-	-	10,000.00
PDA Flood grant -community	10,000.00	-	-	-	10,000.00
Total Grants	20,000.00	20,106.51	-	-	35,193.64
Living into the New Church (name change to Coseching)					
	7,568.68	-	-	671.04	6,897.64
Stewardship & Mission					
Designated Donations	-	-	-	-	-
UHME Grant	54.55	822.01	-	-	876.56
Next Year Mission Pledges	2,045.00	570.00	-	2,615.00	-
Total Stewardship & Mission	2,099.55	1,392.01	-	2,615.00	876.56
Social Justice:					
Peace-making Donations	5,188.78	589.22	-	-	5,778.00
Immigrant Working Group Grant	(819.65)	2,045.00	-	-	1,225.35
Synod Grant for NEPH	5,000.00	-	-	-	5,000.00
Total Social Justice	9,369.13	2,634.22	-	-	12,003.35
Pass-thru Accounts:					
Dedicated Donations	-	553.47	-	302.69	250.78
End of Year Carry Over	200.00	-	-	75.00	125.00
GA Per Capita	-	36,532.56	-	36,532.56	-
Synod Per Capita	-	22,330.01	-	22,330.01	-
GA General Mission	-	34,703.70	-	34,703.70	-
Synod General Mission	-	10,347.93	-	10,347.93	-
GA Special Mission	-	42,039.36	-	42,039.36	-
Synod Special Mission	-	353.54	-	353.54	-
Total Pass-thru Accounts	200.00	146,860.57	-	145,684.79	375.78
EP Events:					
Genesis Center	(72.20)	422.60	-	350.40	0.00
Cape Cod	-	6,125.00	-	6,125.00	-
Total EP Event	6,447.60	6,447.60	-	6,447.60	0.00
Total Operating Cash Dedicated Accts.					
	59,990.35	192,990.91	-	213,148.61	40,510.45
Discerning The Way					
	(662.93)	95.00	-	518.44	(1,086.37)
IMJ Savings Account					
Simsbury /MCD Reserve	99,981.17	649.43	-	-	100,630.60
TOTAL DEDICATED ACCOUNTS	159,971.52	193,640.34	-	213,667.05	140,054.68

CHURCH GIVING AS OF 9/30/2011									
PIN#	CHURCH	PRESBYTERY GENERAL MISSION		PRESBYTERY GENERAL MISSION		PRESBYTERY PER CAPITA DUE		PRESBYTERY PER CAPITA	
		YEARLY PLEDGE	RECEIVED TO DATE	RECEIVED TO DATE	MONTHLY	PER CAPITA DUE	PER CAPITA	DUE TO DATE	RECEIVED TO DATE
4620	Ashaway: Babcock	\$ 936.11	\$ 482.05	\$	\$ 164.07	\$	\$ 1,476.63	\$	\$ 1,476.63
1274	Barrington	-	\$ 3,937.50	\$	\$ 255.23	\$	\$ 2,297.07	\$	\$ 2,297.09
10562	Brookfield: Valley	\$ 2,450.00	\$ 1,225.00	\$	\$ 362.01	\$	\$ 3,258.09	\$	\$ 3,258.09
10822	Cranston: Faith	-	\$ 300.00	\$	\$ 85.94	\$	\$ 773.46	\$	\$ 282.05
10027	Cumberland: Calvin	-	\$ 2,000.00	\$	\$ 591.20	\$	\$ 5,320.80	\$	\$ 2,364.78
4581	Darien: Noroton	-	-	\$	\$ 3,903.96	\$	\$ 35,135.64	\$	\$ 35,135.64
10157	Enfield: Calvary	-	-	\$	\$ 570.36	\$	\$ 5,133.24	\$	\$ 5,133.24
4574	Fairfield: First	\$ 1,750.00	\$ 4,120.00	\$	\$ 898.51	\$	\$ 8,086.59	\$	\$ 8,086.57
1779	Fall River: Calvary	-	-	\$	\$ 59.90	\$	\$ 539.12	\$	\$ 539.12
12117	Fall River: Christ is Life	\$ 350.00	\$ 350.00	\$	\$ 132.47	\$	\$ 1,192.23	\$	\$ 1,059.78
10824	Fall River: United designated	-	-	\$	\$ 114.59	\$	\$ 1,031.31	\$	\$ 1,031.33
4578	Granby: First	-	\$ 1,175.00	\$	\$ 182.31	\$	\$ 1,640.79	\$	\$ 986.78
4576	Greenwich: First	-	-	\$	\$ 1,950.68	\$	\$ 17,556.12	\$	\$ 17,556.08
3716	Groton: St. Andrews	\$ 6,300.00	\$ 5,040.00	\$	\$ 544.31	\$	\$ 4,898.79	\$	\$ 4,898.81
10645	Hamden: Korean	\$ 14,000.00	-	\$	\$ 721.41	\$	\$ 6,492.69	\$	\$ 6,492.69
4577	Hartford: First	-	\$ 1,200.00	\$	\$ 369.83	\$	\$ 3,328.47	\$	\$ 3,328.43
10636	Manchester: Korean	-	-	\$	\$ 39.07	\$	\$ 351.63	\$	\$ 351.61
4579	Milford: First	\$ 700.00	\$ 500.00	\$	\$ 265.85	\$	\$ 2,390.85	\$	\$ 2,390.85
3719	New Canaan: First	-	-	\$	\$ 1,635.55	\$	\$ 14,719.95	\$	\$ 14,764.93
10985	New Haven: Korean	-	-	\$	\$ 281.27	\$	\$ 2,531.43	\$	\$ 2,531.45
4580	New Haven: First	\$ 6,075.00	\$ 4,556.25	\$	\$ 559.94	\$	\$ 5,039.46	\$	\$ 5,039.48
4613	Newport: First designated	-	-	\$	\$ 856.84	\$	\$ 7,711.56	\$	\$ 7,711.54
3765	Old Greenwich	-	-	\$	\$ 362.01	\$	\$ 3,258.09	\$	\$ 3,258.09
10939	Providence	\$ 6,300.00	\$ 2,800.00	\$	\$ 304.71	\$	\$ 2,742.39	\$	\$ 2,742.39
3786	Springfield: Christ	-	-	\$	\$ 265.65	\$	\$ 2,390.85	\$	\$ 2,390.85
10530	Springfield: MLK	-	\$ 200.00	\$	\$ 132.83	\$	\$ 1,195.47	\$	\$ 1,194.97
4583	Stamford: First	\$ 25,200.00	\$ 17,010.00	\$	\$ 1,104.26	\$	\$ 9,938.34	\$	\$ 9,938.30
4586	Stamford: TOR	-	\$ 413.70	\$	\$ 119.81	\$	\$ 1,078.29	\$	\$ 1,078.25
4609	Warwick: Greenwood	-	-	\$	\$ 955.81	\$	\$ 8,602.29	\$	\$ -
4607	Warwick: Woodbury	\$ 2,310.00	\$ 1,837.50	\$	\$ 440.14	\$	\$ 3,961.26	\$	\$ 3,961.24
9427	Waterford: Crisids	\$ 7,807.80	\$ 5,205.20	\$	\$ 315.13	\$	\$ 2,836.17	\$	\$ 2,836.15
4585	West Hfd: West	-	-	\$	\$ 1,002.68	\$	\$ 9,024.12	\$	\$ 8,062.16
4618	Westerly: Dunns	\$ 1,050.00	-	\$	\$ 1,000.08	\$	\$ 9,000.72	\$	\$ 9,000.72
960	Wilton	-	-	\$	\$ 895.91	\$	\$ 8,063.19	\$	\$ 8,063.15
TOTAL		\$ 75,228.91	\$ 52,352.20	\$	\$ 21,444.12	\$	\$ 192,997.08	\$	\$ 179,243.24

Erin Keys – Terms of Call

<i>Item</i>	Column 1 Amount	
Cash Salary	40,000.00	
Housing Allowance(Cash)	40,000.00	
Maint Allowance(Cash-Non-Accountable)	0.00	
Auto Allowance(Cash-Non-Accountable)	0.00	
Housing Fair Market Value	0.00	
Medical Deductible 2% of Effective Sal(A/P)	1,632.65	
SECA - SS	5,370.87	
SECA - MED	1,256.09	
Effective Salary		80,000.00
Income subject to FIT		
Income subject to SECA		
Sub-Total	88,259.61	
<i>Accountable Plan Reimbursements</i>		
Auto/Travel Expenses-Accountable Plan	1,500.00	
Continuing Education Expenses(A/P)	2,000.00	
	0.00	
Other Allowances(Accountable Plan)	2,000.00	
	0.00	
	0.00	
Sub-Total	5,500.00	
<i>Medical Disability and Pension Premiums</i>		
Medical ('11 -19.5% 106,800 max)	15,918.37	
Disability ('11 -1% 245,000 max)	816.33	
Pension ('11 -11% 245,000 max)	8,979.59	
Sub-Total	25,714.29	
Total Compensation Cost	119,473.90	
Less: Fair Market Value Housing	0.00	
Total Cash Cost	119,473.90	

THE CONGREGATIONAL CHURCH

UNITED CHURCH OF CHRIST
23 PARK STREET
NEW CANAAN, CONNECTICUT 06840
Telephone (203) 966-2651
Facsimile (203) 966-6790

September 25, 2011

Reverend Christine M. Delmar

Dear Chris,

The Congregational Church of New Canaan, having heard the unanimous recommendation of the Minister for Pastoral Care and Nurture Search Committee, which was unanimously supported by the Board of Deacons, has voted today to call you as its Associate Minister of Pastoral Care and Nurture.

Believing that you will provide the pastoral care, spiritual leadership and guidance that are so crucial to this ministry, we enter into this agreement with you. The terms of this agreement are stated below and its effective date is October 1, 2011.

1. Position: The Associate Minister of Pastoral Care and Nurture for the Congregational Church of New Canaan (the "CHURCH") is a permanent position, reporting to the Senior Minister. The work schedule is 30 hours per week. The Position Description is attached.
2. Salary: The annual Salary is \$47,250 (equivalent to \$63,000 on a full time basis). This Salary will be reviewed in conjunction with the annual performance appraisal, beginning next year. The Salary is paid twice a month, less withholding for applicable withholdings for federal and state taxes, which you hereby authorize, and other deductions as appropriate. Salary includes an allocation to Housing Allowance, as specified in Exhibit 1.
3. Church Savings Plan: You may participate in the CHURCH savings plan. This is a contributory matching plan whereby the CHURCH will match an amount contributed by you to the plan up to (and including) 6% of your Salary, as defined above and as may be adjusted in the future. In addition, you may contribute up to an additional 4% of Salary. Such additional amount will not, however, be matched. Alternatively, if you elect to participate in the Retirement Savings Plan offered by the Presbyterian Pension Plan Board, the CHURCH will match your contributions up to 6% of your Salary.

4. UCC Retirement Plan: You may participate in the UCC Retirement Plan, in which case the CHURCH will pay into the Plan each year an amount based upon the formula designated by the Plan. Such formula as applied by the CHURCH is currently 14% of Salary. Alternatively, you may elect to participate in the Pension Plan of the Presbyterian Church (U.S.A.) and the CHURCH will contribute an amount to such plan in accordance with the provisions of paragraph 6 below.
5. Insurance Plans: You may participate in the UCC Health and Dental Insurance Plan, Single Protection Plan and Long Term Disability Income Plan, which the CHURCH offers without expense to you. In addition, you may purchase coverage at cost for your husband and dependent family members. Alternatively, you may elect to participate in the Medical and Death & Disability Plans of the Presbyterian Church (U.S.A.) and the CHURCH will contribute an amount to such plan in accordance with the provisions of paragraph 6 below.
6. Presbyterian Plans: In the event that you elect to participate in the Presbyterian Pension Plan, Medical Plan and Death & Disability Plan rather than the UCC Plans, the CHURCH will fund payments to such Presbyterian Plans to the extent that the combined amount of such payments does not exceed the combined amount that would be paid into the UCC Plans. In the event that the amounts paid into the Presbyterian Plans exceed the amount that would be paid in accordance with the UCC Plans (an "Excess Contribution"), you will reimburse such Excess Contribution to the CHURCH. The determination as to whether there is an Excess Contribution will be made annually without consideration to payments by either you or the CHURCH in prior periods.
7. Social Security Offset: The CHURCH agrees to pay an annual Social Security Offset equal to the current Social Security Tax Rate times the annual Salary paid.
8. Professional Development Time: The CHURCH will provide for 2 weeks each year for Professional Development. Such time and programs are to be approved by the Senior Minister.
9. Professional Development Expenses: The CHURCH will reimburse you for annual professional development expenses of \$2,000. Please note that receipts are required for reimbursement.
10. Automobile Expenses: The CHURCH will reimburse automotive expenses incurred in the performance of pastoral duties. Reimbursement will be based on submission of mileage reports monthly and will be at the current rate as provided for in IRS guidelines.
11. Vacation: The CHURCH will provide you with 3 weeks of paid vacation. Vacation must be taken in the year designated and approved by the Senior Minister.

- 12. Sabbatical Leave: The CHURCH will provide for sabbatical leave in accordance with the Personnel Policy Manual, as amended to take into consideration the stated work schedule and as needed to support your ministry and well-being.
- 13. Outside Employment: While this position is not full time, it requires a substantial time commitment, including time outside of standard office hours. Accordingly, we request that you discuss any additional employment opportunities that you might wish to pursue with the Senior Minister and Board of Deacons and seek their approval before committing to any such obligations.
- 14. Term: This agreement may be terminated by either party upon 60 days written notice.
- 15. Personnel Policy Manual: This position is governed by the Personnel Policy Manual (the "Manual"), as may be revised from time to time, and agreement to such shall be evidenced by signing the Employee Acknowledgement included as Appendix A to the Manual.

We are delighted that you have accepted this call to minister to the Congregational Church of New Canaan as our Associate Minister of Pastoral Care and Nurture. We pray for you and the continued success of this wonderful ministry.

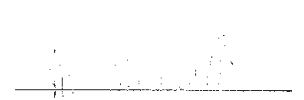
In Christ's Service.



 Chair, Board of Deacons



 Chair, Board of Trustees



 Chair, Personnel Committee

Please sign below indicating your acceptance of this offer.



 Rev. Christine Delmar

Date: 9/22/11

Approved by:

_____ Date: _____

For Presbytery Committee on Ministry for the Presbytery of Southern New England

Attachment: Position Description - Associate Minister of Pastoral Care and Nurture
 Cc: H. Masback, Senior Minister
 Cc: R. Mills, CAO

THE PRESBYTERY OF SOUTHERN NEW ENGLAND
Standards for Ministerial Compensation for 2012

INTRODUCTION

The Committee on Ministry of the Presbytery of Southern New England (COM) is charged with the responsibility of reviewing the terms of call and changes in terms of call for the pastors of the churches in the presbytery. Certified Christian Educators and Certified Associate Christian Educators also have access to COM in matters of compensation and benefits. Providing guidance in the exercise of that responsibility, the Presbytery has approved the following minimum compensation standards for use by COM in these reviews [G-2.0804, G-2.1103b, G-3.0303c].

The purpose of these minimum compensation standards is to specify the terms required for:

- An installed pastoral relationship such as Pastor, Associate Pastor, or Co-Pastor [G-2.0504a]. In approving the terms of such a call, the congregation promises the following: *“so that you may be free to devote yourself full time (part time) to the ministry of Word and Sacrament among us, we promise and obligate ourselves to pay the following: annual salary, manse/housing allowance, utilities allowance, automobile, continuing education, and books, personal business, and other expenses, moving costs, and vacation and continuing education time...”* [1988 The Book of Order 14.0506]
- A temporary pastoral relationship, approved by the presbytery and obtained by the session [G-2.0504 b]. In approving such compensation, the session is acting in lieu of but in the spirit of the congregation and is, therefore, subject to the same promises and obligations.
- Certified Christian Educators and Certified Associate Christian Educators called to service [G-2.1103 b].
- It is expected that the terms for Presbyterian pastors serving in churches of other denominations will meet these standards.

The guiding principles of these minimum compensation standards are:

- Grounded in Scripture: for “the laborer deserves to be paid.” (Luke 10:7); and “in the same way, the Lord commanded that those who proclaim the Gospel should get their living by the gospel.” (I Corinthians 9:14)
- Informed by our Constitution: for the integrity of each pastor’s call [G-2.0504]; the accountability of each Minister to Presbytery [G-2.0501]; and the diversity of responsibilities that reside in the pastoral office and may be designated in a variety of ways according to the needs of the congregation/presbytery [G-2.0501].

The elements of these minimum compensation standards represent the best judgment of the Presbytery. The compensation package of each pastor must be:

- A fair living wage that is linked to a statistical compilation of wages and economic conditions for the locale of the congregation.
- Equitable among pastors (teaching elders), enabling each to work with mutual respect for each other and for other employees in a multiple-staff church.
- A clear witness to social justice regarding the pastor’s compensation, without regard to gender, ethnic background or family/individual situations.
- Adequate and fair, including the option for one to live in the locale of the calling congregation and in consideration of the circumstances of the particular church identified in the elements listed below.
- Reviewed annually for the adequacy of his/her compensation in light of current economic conditions.

The elements of actual pastoral calls will be appropriately shaped by the particular realities of local churches, such as

- The responsibilities of the particular pastoral office
- Financial resources of the congregation
- Standards of living in the locale of the congregation
- Skills, education and experience of the Pastor

NOTE: Compensation for pastors (teaching elders) serving part-time in a permanent pastoral office are to conform to the spirit and intent of these standards.

GENERAL PROVISIONS

- A. All calls shall be in writing and shall include all agreements between the pastors and the congregations. They shall be approved by the congregations and then recommended for approval by the Presbytery through the Committee on Ministry.
- B. Annual meetings with the pastor(s) and the Session or their personnel committee(s) shall review the adequacy of each element of the calls and modify these as may be advisable, following proper procedures for such changes as indicated in A above.
- C. Congregations are to comply with Equal Employment Opportunity provisions and are to adhere to fair employment practices without regard to race, ethnic origin, gender, age, disability, marital status or sexual orientation.
- D. Local churches may for good and valid reasons petition the Presbytery through the Committee on Ministry to approve calls that do not conform to these minimum Standards. When doing so they shall either submit a plan that brings them into compliance within three years or request an exception to the policy by documenting the particular circumstances that prevent compliance. Such exceptions must be included in the written call, and the Presbytery may specify conditions for continuing to grant the exceptions.
- E. Compensation for clergy involves unusual income tax considerations. Sessions or their personnel committees should not attempt to give advice pertaining to income tax matters but should suggest that the pastors seek qualified tax advisors.
- F. These standards supersede those previously approved by Presbytery. They may be revised in accordance with Section 8.03A of the By-laws of the Presbytery of Southern New England.
- G. **Effective January 1, 2012**, the compensation for new or continuing pastors are to comply with these minimum standards.

**PRESBYTERY OF SOUTHERN NEW ENGLAND
MINIMUM COMPENSATION CALCULATION
AND REPORTING**

The compensations are to consist of the following:

Note that the numbers of these items correspond to the numbered lines on the report form and to the lines in the form ENR-111 used by the Board of Pensions for reporting changes.

1. *Annual Cash Salary*: Include all annual cash salary. Also include employee contributions to 403(b)(9) plans, tax-sheltered annuity plans, salary reduction contributions to flexible health spending accounts, and cafeteria plans.
2. *Housing Allowance*: Include all housing, utility, and furnishing allowances. If a manse is not provided, the congregation must submit to the Committee on Ministry at the time of call two written estimates of the value of either the annual rental equivalent of a 2-bedroom apartment or the annual payment of a 30-year mortgage equivalent of a 2-bedroom house in the locale of the church. The minimum housing compensation will be the justified average between the two submitted estimates, plus utilities. (Utilities are defined as oil/electric/gas, water, and basic telephone service.) This value is to be established by two qualified persons active in local real estate work at the time a new pastor is called and evaluated at least every five years thereafter.
3. *Optional Deferred Compensation*: Employing organization contributions to 403(b)(9) plans, tax-sheltered annuity plans and equity allowances (Effective 1/1/08, matching contributions to the Board's Retirement Savings Plan should not be included.)
4. *Bonus*: Indicate year this optional amount will be paid. Include bonuses, unvouchered professional expense allowances, gifts from employing organizations, and manse equity allowances (unless contributed to a qualified deferred compensation program). Also include year-end or other bonuses, unvouchered allowances (such as expenses that are not paid through an accountable reimbursement plan), down payment grants for the purchase of a home, savings from interest-free or interest-reduced loans (not loan principal), and gifts paid by the employing organization. (Gifts received directly from private donors or honoraria are NOT included.)
5. *SECA*: Contributions to SECA over 50% of the employee's SECA obligation.
6. *Other allowances*: Include all other forms of compensation not otherwise covered in the fields above, including medical deductible and medical expense reimbursement allowances not paid through a group benefit plan, insurance premiums for additional insurance coverage provided for individual employees (premiums for group plan coverage are not included), and others.
7. *Manse amount*: (must be at least 30% of Lines 1-6 for members residing in a manse). If a manse is provided by the church instead of a housing allowance, it shall be a church-owned manse suitable for the requirements of the pastor's family and maintained in good condition by the congregation. The monetary value for compensation purposes is the fair market rental value but not less than 30% of Lines 1-6. This value is to be established by two qualified persons active in local real estate work at the time a new pastor is called and at least every five years thereafter. The call shall include all commitments by the church regarding repairs and maintenance of the manse and grounds.
8. *Total Effective Salary (as defined by the Board of Pensions, PC USA)* **The minimum total effective salary for the year 2012 is \$48,000.** The figure will be reviewed each year to reflect changes in the cost of living in our area. Determination of the housing component(s) must conform to Internal Revenue Service requirements for reportability and prior agreement.
9. *Benefits Plan Dues*: The call shall include payment of the Board of Pensions' dues for medical, death and disability insurance, and pension benefits. The dues are specified by the Board of Pensions each year as percentages of Effective Salary. The Board of Pensions website provides a dues calculator. Minimum and maximum dues are also specified annually. On www.pensions.org see Treasurers & Administrators > Calculators > Total Effective Salary, or follow this link:
<http://www.pensions.org/portal/server.pt?open=514&objID=450&mode=2#>

10. *Accountable Reimbursement Plan*

- a. Continuing Education allowance – A reimbursement budget of at least \$1,000 against paid receipts for expenses for books, continuing education, and study leave. This allowance may be accumulated for up to three years.
 - b. Automobile and Professional expenses – Reimbursements for professional expenses including car and travel. Expenses for the use of the pastor's personal car preferably should be reimbursed at the mileage rate allowed by the IRS for business travel.
 - c. Moving costs where applicable are to be reimbursed against paid invoices or billed directly to the church. Provision for moving costs are to be included in the Call of the pastor.
11. *Self-employment Contribution Act (SECA) Tax Allowance*: A Social Security offset payment of one half of the Pastor's Self-Employment Tax. The half currently is 7.65% of the sum of Lines 1, 2, & 7 up to that threshold established by the IRS and 1.45% of the amount over that. These amounts are to be changed if and when the tax is changed by the Federal Government.
12. *Group plan for medical deductible, coinsurance, and dental premiums*: These plans are optional. Payments for individual coverage should be reported on line six.

OTHER:

Number of Paid Holidays: Paid holidays as customary in the area in which the church is located.

Weeks of Annual Vacation: Four full weeks of vacation annually, and five weeks after ten years of continuous service in a congregation. The church is to provide coverage for all pastoral functions in the pastor's absence, including but not limited to the conduct of worship services.

Weeks of Annual Study Leave: Two weeks annually of paid study leave. Unused portions may accumulate to not more than six weeks. The study leave shall be approved by the Session as far in advance as possible and normally should not immediately precede, follow, or be mixed with vacation time. As with vacation, the church is to provide coverage for all pastoral functions in the pastor's absence.

Working Time Units/Weeks: One Unit is a Morning, an Afternoon or an Evening. Thirteen (13) units is considered full-time. It is expected that the minister will have one full day off each week without any responsibility associated with church work.

Early Ministry Institute: Ministers in their first parish ministry in the Presbytery of Southern New England are required to participate in the Early Ministry Institute of the Synod of the Northeast. The church promises to provide appropriate time off for participation in this program.

Approved by the Presbytery of Southern New England on November 12, 2011 to become effective January 1, 2012.

2012 Annual Salary Report — Presbytery of Southern New England

Church/organization name: _____

Pastor/CE name: _____

Town: _____

Weeks of Annual Vacation: _____

Effective date of change reported on this form _____

Weeks of Annual Study Leave: _____

Working units/hours scheduled per week _____

Number of Paid holidays: _____

Please enter annual amounts or zero if not applicable.

Part A – aligns with Board of Pensions form enr-111

1.	Cash salary <small>Include all annual cash salary. Also include employee contributions to 403(b)(9) plans, tax-sheltered annuity plans, salary reduction contributions to flexible health spending accounts, and cafeteria plans.</small>		
	• Salary _____		
	• <u>Employee</u> retirement contributions _____		1 \$ _____
2.	Housing allowance, utilities, and furnishings allowances _____		2 \$ _____
3.	Employing organization contributions to 403(b)(9) plans, tax-sheltered annuity plans and equity allowances <small>(Effective 1/1/08, matching contributions to the Board's Retirement Savings Plan should not be included.)</small>		3 \$ _____
4.	Bonus (see reporting instructions above)		
	• All unvouchered allowances _____		
	• Gifts from employing organizations _____		
	• Manse equity allowances and grants _____		
	• Bonus (report year paid _____)		4 \$ _____
5.	SECA – Self Employment Contributions Act <small>(For reimbursement in excess of 50% of the minister's SECA tax obligation)</small>		5 \$ _____
6.	Other allowances <small>(including co-payment and medical expense reimbursement allowances) Do not include expenses reimbursed through vouchers or Benefits Plan dues.</small>		6 \$ _____
7.	Manse amount <small>(must be at least 30% of Lines 1-6 for members residing in a manse)</small>		7 \$ _____
8.	Total Annual Effective Salary (total of Lines 1-7)		8 \$ _____

Part B – additional information for Presbytery

9.	Benefits Plan Dues		9 \$ _____
10.	Accountable Reimbursements (vouchered)		
	• Continuing Education Reimbursements (\$1,000 minimum) _____		
	• Automobile Expenses _____		
	• Professional Expenses _____		
	• Other vouchered _____		10 \$ _____
11.	SECA Allowance (up to 50% of estimated obligation)		11 \$ _____
12.	Optional group plan for medical deductibles, coinsurance and dental		12 \$ _____

Name of person submitting form: _____

Title: _____

Phone: _____ E-mail: _____

Date submitted: _____

A COVENANT AGREEMENT
Between
First United Church of Christ, Bridgeport, Connecticut and
The Reverend Susan M. Pfeil

For the purpose of providing pastoral leadership it is agreed that the Rev. Susan M. Pfeil has been called as 'Stated Supply Pastor' of First United Church of Christ, Bridgeport, CT on October 18, 2011. It is understood that this Covenant will be reviewed every year. The Minister and congregation will together and with the help of God seek to provide worship experiences and the practice of ministry with the congregation and community.

OUR SHARED EXPECTATIONS

The pastoral and professional leadership provided by The Rev. Susan M. Pfeil as 'Stated Supply Pastor' will be twenty-three (23) hours per week and present in Bridgeport at least two (2) days a week including Sunday.

Pastoral services will include:

1. Leadership of Sunday worship and other special worship services, administration of the Sacraments.
2. Counseling and/or referral in crisis situations.
3. Visitation of hospitalized and homebound members, as well as other pastoral calls.
4. Providing pastoral services for weddings and funerals.
5. Attending meetings of the Consistory and other committees
6. Attending meetings and events sponsored by the Fairfield East Association, the Connecticut Conference and the Council of Churches of Greater Bridgeport.

The Pastor will be responsible to the congregation at large, and specifically to the Consistory.

The congregation will support and cooperate with the Minister in every way and will assume responsibility for:

1. Attendance at worship and meetings;
2. Continued financial support for the church and its mission and ministries;
3. Support the Pastor in the ministry of First United Church of Christ to the community;
4. Administrative support services;
5. Financial support and time for the Pastor to engage in continuing education opportunities – half time (one week).
6. Mileage reimbursement at IRS rate.

It is agreed that this Contract shall be in effect for twelve months. It may be renewed for another twelve months and additional years beyond that, as needed. Thirty days notice shall be given in writing by either party of intention to decline an extension.

Should the congregation wish to terminate the services of the Pastor, ninety days written notice shall be given. If the Pastor wishes to terminate this contract, ninety days written notice shall be given.

For pastoral services rendered as outlined above, it is agreed that The Rev. Susan M. Pfeil shall receive the following by way of compensation:

COMPENSATION

Salary	\$20,000.00
Housing Allowance	10,000.00
Social Security	2,295.00
Pension	4,200.00
Medicare Supplement	2,388.00
Medicare Part B	<u>1,856.00</u>
Total	\$40,739.00

For pastoral services rendered as outlined above, it is agreed that The Rev. Susan M. Pfeil shall receive the following by way of compensation

VACATION with pay four (4) weeks.

In accepting this agreement, effective October 18, 2011, we hereby attach our signatures, making this Covenant binding upon us in accordance with the above outlined terms.

Pastor _____ Date _____

For the Church _____ Date _____

Office Held _____