



January 21, 2020  
Stated Meeting of the Presbytery of Philadelphia

Letter from the Moderator - Page 3  
2020 Moderator and Vice-Moderator Bios - Page 4  
Introducing New Members - Page 5  
Introducing Speaker Elder Vilmarie Cintrón-Olivieri - Page 6  
Pre-Presbytery conversations - Page 7  
Vital Congregations Update - Page 8  
Upcoming Events - Page 9  
Directions / Parking / Meal - Page 11  
Redress of Imbalance - Page 13  
Docket - Page 15  
Consent Agenda - Page 17  
Commission on Ministry - Page 18  
Commission on Financial Management - Page 19  
Leadership Collegium - Page 29  
Commission on Preparation for Ministry & Membership - Page 65  
Commission on Resources and Communications - Page 69





*Dear Friends,*

I hope you all had a wonderful Holiday Season. My tenure as Moderator is coming to an end. It is hard to believe that two years have gone by since I first embarked upon this journey, first as Vice-Moderator and then as Moderator. But I guess it is true what they say, time flies when you are having fun.

I look forward to seeing everyone at our upcoming January Presbytery meeting. As usual, we have some wonderful Pre-Presbytery conversations lined up. We will continue our Encounter with the Border conservation. It will be an opportunity to expand on the conversation started at our November Presbytery meeting. The Presbyterian Historical Society will also be with us to talk about preserving our past. There will also be a conversation around our new Child and Youth Protection Policy which will also be considered for approval during our meeting. I hope you will plan to attend one of these important Pre-Presbytery conversations.

During our actual meeting we will hear reports from both our Leadership Collegium and our Executive Presbyter. We will also hear an announcement concerning the Vital Congregations pilot program that our presbytery was recently selected to participate in. Several churches have signed up to be a part of the journey and we all look forward to hearing how that is progressing. And last, but certainly not least, we will vote on the Grand Prize winner from our Dream Tank for Ministry Possibilities recipients.

We look forward to having with us Elder Vilmarie Cintrón-Olivieri, Co-Moderator, Presbyterian Church, USA, who will bring our message for the day. She will be preaching from Matthew 3:13-17, "Called in Baptism."

That leads me to the highlight of our time together, which will be our time for worship. During that time, we will install our new Moderator, Elder Vijay Aggarwal and our new Vice-Moderator, Reverend Ashley Rossi. I would like to thank Vijay for being a wonderful Vice-Moderator and for all his support over the last year. I would also like to take this opportunity to thank our Presbytery leadership, our Executive Presbyter and staff, and all of you, for a great year. It has truly been an honor and privilege to serve as Moderator of this great Presbytery.

*Blessings and Peace!*

A handwritten signature in black ink, appearing to read "Randy Barge", with a stylized flourish at the end.

Rev. Randy Barge, Moderator of the Presbytery of Philadelphia

**Elder Vijay Aggarwal, Nominee:  
Moderator of the Presbytery of Philadelphia**



**Vijay Aggarwal** is an Elder from Wayne Presbyterian Church, where he and his wife, Susan have worshiped for twenty years.

Vijay is currently the Treasurer of the Wayne Church and a Regional Moderator on the Commission on Ministry. Susan and Vijay were co-chairs of the celebration marking the 300th anniversary of the Presbytery of Philadelphia.

Vijay is an executive in the healthcare industry and serves on the boards of several healthcare companies and local non-profit organizations. He also is affiliated with several healthcare investment banks.

**Rev. Ashley Rossi, Nominee:  
Vice-Moderator of the Presbytery of Philadelphia**



**The Rev. Ashley Rossi** is an ordained minister of Word and Sacrament who currently serves as the installed Associate Pastor at Carmel Presbyterian Church in Glenside responsible for education, youth ministry, and mission. Rev. Rossi has served on various Administrative Commissions and as a leader in our delegation to the Presbyterian Youth Triennium and presently serves on our Commission on Resources and Creative Ministries. Recently journeyed from the Evangelical Lutheran Church in America to the PC(USA), in her past life, Ashley was a CPA and still appreciates a detailed pie chart or a complex Excel formula. Ashley currently lives in Glenside with her husband, three human children, and pit bull.



## **NEW MINISTER MEMBERS OF THE PRESBYTERY OF PHILADELPHIA**

*January 21, 2020*



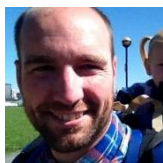
Rev. Leigh DeVries was ordained on November 17, 2019 and is serving the Bryn Mawr Presbyterian Church congregation as Associate Pastor for Youth & Their Families.



Rev. Dr. Kang-Yup Na transferred from the Shenango Presbytery to the Presbytery of Philadelphia and is serving at the Westminster College.



Rev. Matthew Arlyck transferred from the Mid-Kentucky Presbytery and is serving as a Chaplain at the Einstein Medical Center.



Rev. Aaron Twitchell transferred from the New Brunswick Presbytery and will be serving as the Associate Pastor at the Abington Presbyterian Church.

**Guest Preacher: Vilmarie Cintrón-Olivieri**  
**Sermon Title: Called in Baptism**



Vilmarie Cintrón-Olivieri is a teacher and a Presbyterian Ruling Elder. A life-long Presbyterian, she considers serving as a Youth Advisory Delegate (YAD) to the 205th General Assembly (1993) a pivotal experience in understanding for the first time the scope of being a connectional church. Soon after serving as a YAD, Vilmarie was ordained as a ruling elder at the Iglesia Presbiteriana en Caparra Terrace, San Juan, Puerto Rico.

At some point in her life, she has served at the session, as a member and chair of several presbytery committees — including the Committee on Preparation for Ministry and Nominating Committee—, vice moderator of Synod Boriquén and council member, a commissioner to the 212th General Assembly and as a member of the General Assembly Committee on Theological Education.

Vilmarie has found great joy in working as an interpreter (Spanish/English) at the biennial General Assembly meetings since 2006 and at the past two Presbyterian Women Churchwide Gatherings. At a professional level, Vilmarie holds a B.A. in Education (English as a Second Language) from the University of Puerto Rico and a Master's in Education (Curriculum and Teaching) from Turabo University. Dedicating most of her adult life to education, teaching high schoolers and adults, she began her teaching experience as a Sunday School teacher.

In 2011, Vilmarie and her husband, Rev. José Manuel Capella-Pratts, moved from San Juan, Puerto Rico to Miami, Florida, where he is the pastor of First Spanish Presbyterian Church. Since moving to Miami, Vilmarie has taught ESL to adult students from all over the world in a language school in Miami. A member of First Spanish and PW (*Presbyterian Women*), she has served as the Moderator of the Presbytery of Tropical Florida (2017), is currently a member of the Leadership Council, serves as clerk of the Presbyterian Hispanic Latino Caucus, Synod of the South Atlantic chapter, and is a faculty member of a CREDO team.

An organizer at heart, she loves arts and crafts, decorating and...Christmas! Vilmarie also enjoys spending time with friends and family relaxing over a good cup of Puerto Rican coffee.



**Pre-Presbytery Meetings**  
***January 21, 2020, at 11:00 a.m.***  
**Wayne Presbyterian Church**



**Encounter with the Border:**  
*The Conversation Continues and Expands*



**Presbyterian Historical Society (PHS):**  
*Preserving Your Past, Storying Your Witness  
Alongside PHS*



**Child and Youth Protection Policy:**  
*Keeping Faith with the Youngest Among Us*





## VITAL CONGREGATIONS INITIATIVE

PRESBYTERY of PHILADELPHIA

CHRIST'S WORK ♦ OUR WITNESS



*As part of our larger Ministry and Leadership Incubator, we have accepted the invitation to participate in a denominational initiative focused on strengthening the local congregation.* This is part of a continuing pilot coordinated by the Presbyterian Mission Agency to encourage churches with 300 members and under to embark intentionally on a two-year venture rooted in vibrant relationships, honest assessment, community-based discernment, and theological and biblical reflection that will empower churches to reclaim their call to Spirit-inspired worship that unleashes their Christ-centered work in the world.

*Our hope and belief is that at the initiative's conclusion there will be:*

1. increased relationships across the presbytery of mutual support and accountability;
2. renewed understandings of what it means to be a healthy and connectional church in Greater Philadelphia and beyond;
3. reclaimed ownership of a congregation's past and present story as they lean into the new thing God is creating in and through them;
4. discerned awareness of available assets, opportunities, and concerns of their neighborhoods;
5. elevated theological and biblical reflection that fosters individual and collective discipleship while provoking fresh incarnations of the gospel. In the end, our presbytery's participation in this initiative will speak life and resurrection hope into the beautiful and complex realities of local churches.



### Participating Churches (as of 1/10/20)

First Presbyterian Church of Levittown  
 Glading Memorial Presbyterian Church  
 Holy Trinity-Bethlehem Presbyterian Church  
 Summit Presbyterian Church  
 Bensalem Presbyterian Church

Elkins Park Presbyterian Church  
 First Presbyterian Church in Warminster  
 Mt. Airy Presbyterian Church  
 Olivet Covenant Presbyterian Church



### Vital Congregations Facilitators:

Rev. Carla Jones-Brown (Arch Street Presbyterian Church), Rev. Ryan Balsan (First Presbyterian Church of Ambler)

### Vital Congregations Task Force

Rev. Ruth Faith Santana-Grace (Executive Presbyter)  
 Rev. Greg Klimovitz (Associate Presbyter)  
 Rev. Chris Holland (New Spirit Presbyterian Church)  
 Rev. Su Fall (Forest Grove Presbyterian Church)

Elder Courtenay Willcox (Bryn Mawr Presbyterian Church)  
 Rev. Anna Grant (Mt. Airy Presbyterian Church)  
 Elder Frank Orzechoski (First Presbyterian Church in Warminster)  
 Rev. Kris Schondelmeyer (Presbyterian Church of Deep Run)

We invite our Presbytery to lift these congregations and leadership in prayer as they begin this collective venture. If your congregation is still interested in participating, please contact Rev. Greg Klimovitz, Associate Presbyter, [gklimovitz@presbyphl.org](mailto:gklimovitz@presbyphl.org). Our final roster of churches will be submitted on January 29, 2020.

**More details on our participation in Vital Congregations:**  
<https://presbyphl.org/ministry-incubator/vital-congregations/>



# CELEBRATION OF AFRICAN AMERICAN PRESBYTERIAN HERITAGE



*The Presbytery of Philadelphia and the  
Philadelphia Chapter of the  
National Black Presbyterian Caucus  
invite you to attend their Annual African American  
Presbyterian Heritage Celebration.*



## Injustice for One is Injustice for All

Micah 6:6-8, Matthew 25:34-40

**Sunday, February 9, 2020  
3:00 pm to 5:00 pm**



**Featured Preacher:  
Rev. Jimmie Hawkins  
Director of the  
Office of Public Witness of the PC (USA)**

Oxford Presbyterian Church, 8501 Stenton Avenue, Philadelphia, PA 19150

*Refreshments following Worship*

Contact Oxford Presbyterian Church at 215.247.9487 for more information.

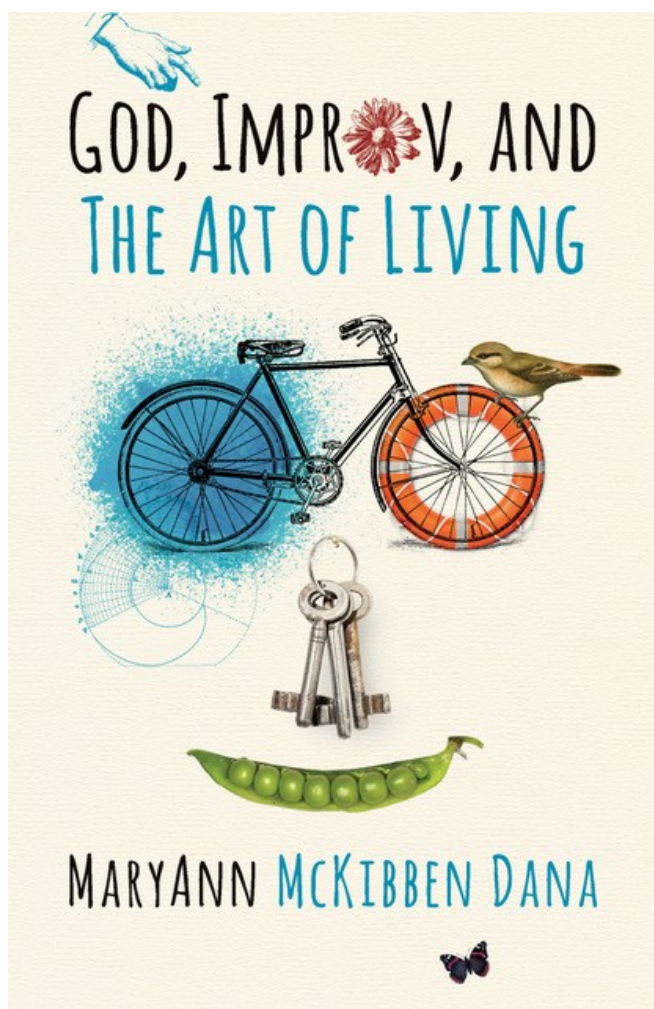
<https://presbyphl.org/events/celebrating-black-history-month-on-february-9-2020/>



# ANNUAL ECUMENICAL EQUIPPING EVENT

## TUESDAY, FEBRUARY 25, 2020

United Lutheran Seminary  
7301 Germantown Ave, Philadelphia, PA 19119



Join us as we welcome  
Rev. MaryAnn McKibben Dana for  
a day of thoughtful and playful  
intersections with improv, personal  
formation, and the building of  
capacity for adaptive ministry in  
the 21st century. This event is  
open to all ministry leaders!  
Bring your ministry team!

**\$15.00**

Registration includes full event,  
refreshments, and lunch.



McKibben Dana is a sought-after speaker, preacher, conference leader and writer around issues of leadership, faith formation, and congregational transformation. Connect with her at: [www.maryannmckibbendana.net](http://www.maryannmckibbendana.net)

**Registration Available Online:**

<https://www.unitedlutheranseminary.edu/calendar/annual-ecumenical-equipping-event>

“At every moment, the question is, now what? What’s our next move?  
An improvising God calls us to see what we can see- the situation right in front of us, no matter how surprising, annoying, or downright deplorable- and find the best Yes-And possible.”

*God, Improv, and the Art of Living*



## Getting There & Getting Fed

**Public Transportation:** By far, the easiest way is SEPTA regional rail. The Wayne station, wheelchair accessible, of the Paoli-Thorndale line is adjacent the church parking lot.

<http://septa.org/schedules/rail/>

**By car:** Take the Blue Route (I 476) to Exit 13, St. David's-Villanova. Go west on Route 30 - Lancaster Avenue, 1½ miles to the church. Turn right at the light on N. Wayne Avenue, then turn right into the parking lot. (GPS 111 N Wayne Ave, Wayne) Parking is free but limited. Get a placard from the host to place on your dashboard. (Placards will be distributed to those who need them on the day of the meeting)

**Parking Option 2:** If you are unable to find a spot in the lot, go back to N. Wayne Avenue and turn right going north. Go under the railroad tracks and through the light at Poplar Avenue. Continue north to the next light, Eagle Road, and turn right. At the next light, turn left on Radnor Street Road then continue on Radnor Street Road almost 3/10 of a mile before turning left into the Valley Forge Military Academy general parking lot. (GPS 818 Radnor Road, Wayne) **Drive through their lot to the back lot of the Church of the Savior.** Someone will meet you there and bring you back to the church. Call the host at 610.772.1972 if you wait more than 5 minutes.

Landmarks along Radnor Street Road: the chapel of the academy on your right, the entrance to the St. David's Golf Club on your right, and a row of distinctive white cement fenceposts on the left. If you pass the football field on the left, you have gone too far.

**Lunch** will be served from noon to 12:45 p.m. Lunch tickets will be made available at registration for \$8.00 per person.

Wayne Presbyterian Church • 125 East Lancaster Avenue • Wayne, PA 19087 • 610.688.8700



## REDRESS OF IMBALANCE

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

An examination of the total number of members of the congregations of the Presbytery and the total number of minister members reveals a ratio of 86 congregants for every minister member. Using each congregation’s reported 2018 membership and assigning 1 ruling elder commissioner for every 86 members would lead to the following number of ruling elder commissioners for each Presbytery meeting. (*Please note: This allocation caps the maximum number of ruling elder commissioners for all congregations of 1,500 or more at 15.*)

**Total Minister Members: 299 ♦ Total Congregation Membership: 25,716**

*\*The newly formed West Philadelphia Presbyterian Partnership represents the 2019 collaboration of three churches: First African, Calvin, and Good Shepherd. Because the redress of imbalance membership is determined by the 2018 year-end statistical report, each church is granted one elder commissioner per congregation.*

This assigning begins in December 1, 2019 and continues through November 30, 2020.

Abington	10
Ambler, First	7
Anchor	1
Arch Street	1
Ardmore, First	4
Aston	1
Beacon	1
Bensalem	1
Berean	2
Bethel	1
Bethesda	1
Beverly Hills	1
Bryn Mawr	15
Calvary - Wyncote	2
Carmel	5
Cedar Park	1
Central Norristown	1
Chambers Memorial	1
Chestnut Hill	7
Christ's	1
Christ's Community Church- Drexel Hill	1
Church on the Mall	1
Collenbrook United	1
Concord Liberty	2

Crossroads-Limerick	2
Darby, First	1
Deep Run	2
Disston Memorial	1
Doylestown	15
Eddington	2
Elkins Park	1
Falls of Schuylkill	1
Forest Grove	2
Fox Chase Memorial	1
Frankford	1
Germantown Community	1
Germantown First	2
Glading Memorial	1
Gladwyne, Lower Merion	1
Glenolden, First	1
Grace Jenkintown	5
Gwynedd Square	3
Holmes	1
Holy Trinity Bethlehem	1
Ivyland	1
Japanese Christian	1
Jeffersonville	1
Kensington First	1

Lansdowne, First	2
Lawndale Holy Grace	1
Lenape Valley	4
Leverington	2
Levittown, First	3
Llanerch	2
Lombard Central	1
Lower Providence	9
MaCalester Torresdale	1
Marple	2
Mayfair	1
Media	6
Memorial	1
Middletown	4
Morrisville	5
Mount Airy	1
Neshaminy Warwick	6
New Spirit Community	1
Newtown	9
Newtown Square	3
Norristown, First	1
Norriton	1
Northampton	2
Northminster	1
Oak Lane	1
Old Pine, Third Scots & Mariners	2
Olivet Covenant	1
Olney First	1
Overbrook	4
Oxford	2
Parkland	1
PC of Pakistan	1
Penn Wynne	1
Philadelphia, First	3
Podowon	1
Port Kennedy, First	1
Pottstown, First	7
Rhawnhurst	2
Ridley Park	6
Roxborough	1
Southwestern	1
Springfield -Flourtown	2
Springfield, First	2
Suh Kwang	1
Summit	1
Supplee Memorial	4
Swarthmore	8

Tabernacle United	1
Temple	1
Thompson Memorial	4
Thomas M Thomas Memorial	1
Tree of Life	1
Trinity - Clifton Heights	1
Trinity, Philadelphia	1
Tully Memorial	1
United Ghanaian Community	3
Valley Forge	1
Wallingford	5
Warminster	4
Wayne	15
Westminster Mayfair	1
Wissahickon	1
Wissinoming	1
Woodland	1
Woodside	9
Wynnefield	1
*West Philadelphia Presbyterian Partnership	3
Yeadon	1



**PRESBYTERY OF PHILADELPHIA  
STATED MEETING  
21 JANUARY 2020  
WAYNE PRESBYTERIAN CHURCH, WAYNE, PA**

**11:00 AM Pre-Presbytery Conversations  
1:00 PM Business Begins**



*“But let justice roll down like waters  
and righteousness like an ever-flowing  
stream.” (Amos 5:24)*



**DOCKET**

**ABIDING**

10:30 AM Registration Begins

11:00 AM Pre-Presbytery Conversations

- Encounter with the Border: The Conversation Continues and Expands
- Presbyterian Historical Society (PHS): Preserving Your Past: Storying Your Witness Alongside PHS
- Child and Youth Protection Policy – Keeping Faith with the Youngest Among Us

12:00 PM Lunch and Fellowship

1:00 PM Call to Meeting and Opening Prayer

Moderator, Rev. Randy Barge

Welcome and Local Arrangements

Rev. Casey Thompson

Stated Clerk Report

Rev. Kevin Porter

Approval of the Docket

Approval of Consent Agenda

Seating of Corresponding Members

Introduction of New Elder Commissioners and Minister Members

Rev. Randy Barge

## BUILDING

1:45 PM Leadership Collegium Report

- Committee on Representation Report  
Elder Megan Acedo
- Presbytery Child & Youth Protection Policy

Rev. Kris Schondelmeyer

2:20 PM Commission on Preparation and Ministry (CPMM)

Rev. Ken Ross, CPMM Moderator

Rev. Samantha Hudson, COM Moderator

## DWELLING

2:40 PM Worship

Installation of Moderator and Vice-Moderator

Celebration of the Saints (Necrology Report)

The Lord's Supper

Message – Elder Vilmarie Cintrón-Olivieri

Co-Moderator, Presbyterian Church, USA

Matthew 3:13-17 - “Called in Baptism”

Offering – Earthquake Relief Efforts – Puerto Rico

4:00 PM Executive Presbyter Report

Thanksgiving for Ministry Among Us

Vital Congregations Announcement

4:20 PM Dream Tank for Ministry Possibilities

5:00 PM New Business?

5:05 PM Adjournment



The next stated meeting of  
the Presbytery of Philadelphia  
will be on Saturday, April 18, 2020 @ 10:30am

2020 STATED PRESBYTERY MEETINGS

Saturday, July 18, 2020 (morning through afternoon)

Tuesday, November 17, 2020 (afternoon through dinner)

*\*Any new business is to be in the hands of the Stated Clerk by 2:00 pm*

## CONSENT AGENDA

## A-1

### *Action Items*

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

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

#### Ministers of Word and Sacrament

- Rev. James A. Glasscock, Honorably Retired, on February 17, 2019
- Rev. Dr. Steven Harberts, Honorably Retired, on April 1, 2019
- Rev. David V. Yeaworth, Honorably Retired, on November 15, 2019
- Rev. Richard Goodman, Honorably Retired, on January 4, 2020

#### Elders

- Alice M. Stahl (Warminster, First) on March 15, 2019
- Robert L. Miller (Abington) on May 2, 2019
- Carol Jensen (Warminster, First), May 15, 2019
- Shirley Ann Cowper (Warminster, First), May 24, 2019
- Charles Adams (Good Shepherd, WPPP) on May 21, 2019
- Lucy Bugbee Burns (Morrisville), June 1, 2019
- Richard Rook, Sr. (Levittown), June 6, 2019
- C. Rush Barr (Gwynedd Square), June 20, 2019
- Nora Schumacher (Valley Forge) July 23, 2019
- Andrew J. Nehlig III (Abington) on August 13, 2019
- Hector Osorio- Noble (Calvary Wyncote) on August 26, 2019
- William Alcon (Calvary Wyncote) on August 26, 2019
- Donna Jean Coe (Abington) on September 9, 2019
- Nancy Barclay (Deep Run) on September 23, 2019
- June L. Waltzer (Abington) on September 27, 2019
- Donna Newell (Valley Forge), October 12, 2019
- Frank Baldwin (former Stated Clerk) on October 29, 2019
- James Eustace (Tree of Life Church – Princeton) on November 16, 2019
- Doris Bretch (Elkins Park) on December 1, 2019
- Roberta Wolff Nehlig (Abington) on December 26, 2019

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

### *Informational Items*

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

The Ordination and Installation service of the Rev. Leigh DeVries took place Sunday, November 17, 2019 at the Bryn Mawr Presbyterian Church with the Rev. Erika Spaet (Evangelical Lutheran Church in America), preaching. All questions were answered in the affirmative.

The Formation on January 2, 2020 of Investigating Committee (IC) formed in response to a written allegation against Minister T. The IC consists of the following members: Ministers of Word and Sacrament Dr. James Thornton (Carmel) Moderator, Kari Olson (Falls of Schuylkill, First), Lori Kosinski (Norriton) and Elders Linda Rutkosky (Doylestown) and Lloyd Higgins (Oxford).

## COMMISSION ON MINISTRY

**C-1***Informational Items*

**The following actions have been taken by the Commission on Ministry at their December 6, 2019 meeting.**

**Transitional Contracts**

1. Approved the renewal of the Transitional Ministry Contract between the **Rev. David Poland and Oak Lane Presbyterian Church**. This is 12 month contract beginning 1/1/20, with the following terms: Pulpit Supply \$150 weekly; Pastoral Care (up to 3 hrs at \$50/hour) \$150 weekly. Moderating Session \$75/meeting. SECA as required, Mileage as required, \$600 expenses. 4 weeks paid vacation (including 4 Sundays). 2 weeks unpaid vacation (including 2 Sundays) [No study leave] (12/6/19)

**Position Descriptions & Ministry Information Forms**

1. Approved the mission study for **Levittown Presbyterian Church**. (12/6/19)

**Honorable Retirement**

1. Honorably retired **Rev. Tae Moon Park**. (12/6/19)

**Miscellaneous**

2. Approve an extra term (beyond 2 3yr terms) for Bernice Mims as a Deacon at **Oak Lane Presbyterian Church**. (12/6/19)

**Commission on Financial Management  
Minutes  
November 7, 2019**

**F-1**

The Commission on Financial Management (CFM) met on November 7, 2019 at 2:00 p.m. in the Presbytery office, and opened with prayer led by Mike Henry.

Present were: M. Henry (Moderator), R. Barge, A. Cobb, S. Colwill, R. Cronise, J. Dixon, S. Harvey, D. Pizer, J.L. Stratton, W. Bradbury (counsel), and staff, R.F. Santana-Grace and S. King. The following members were unable to attend: B. Baturka, C. Edwards, C. Jarvis, K. Ofusu-Donkoh, F. Orzechoski and C. Thompson.

The Commission covered the following items of business:

**Minutes** – The minutes of the September 5, 2019 meeting were unanimously **APPROVED** as presented.

**Financial Reports**

S. King presented the Presbytery and Kirkwood financial reports for the period ending August 31, 2019.

The Commission unanimously **APPROVED**:

**MOTION:** That the financial statements for the period ending August 31, 2019 be approved as presented.

**Audit Committee**

Don Pizer presented the final draft of audited financial statements for 2018. He noted a formatting change in the footnotes and that the management representation letter still needed to be signed.

The Commission unanimously **APPROVED**:

**MOTION:** To accept the Audit Committee's recommendation to approve the audited 2018 financial statements.

**Insurance Committee**

Sharon Harvey discussed the premium dividend to be paid to participating churches for the 2017 policy year under the Presbytery's Master Insurance Program, as well as the renewal of the D&O / EPL and workers compensation policies for the upcoming policy periods, at a slight reduction in premiums from the current policy year.

The Commission unanimously **APPROVED**:

**MOTION:** (1) That dividends under the Master Insurance Program for the 2017 policy year be paid pro rata to participating churches, with a request that Church Mutual (insurance carrier) or Sovereign Insurance (agent) administratively make dividend

## F-2

payments directly to churches, and (2) to renew the D&O / EPL and workers compensation policies for the 2019-20 and 2020 policy years, respectively.

### Investment Committee

Ron Cronise reviewed the conclusion of the Investment Committee's review of our investment advisor, which resulted in the retention of Glenmede as the advisor with a slight reduction in their annual advisory fee. In the new year, the Committee will also continue to review with Glenmede lower cost options for the investment portfolio going forward. In the interim, the Committee is also recommending a commitment to Glenmede's Global Growth Fund, a private equity (PE) fund of funds that Glenmede is in the process of forming, with proceeds to be generated from the liquidation of an existing investment in the EuroPacific mutual fund as capital is called for the new PE fund. The limit on the allocation to PE investments in the Presbytery's portfolio will be raised from 5% to 10% to accommodate the additional PE commitment with a corresponding reduction in the limit for hedge funds, resulting in no change in the 25% overall limit on alternative investments.

The Commission unanimously **APPROVED**:

**MOTION:** That the Presbytery make a commitment to the Glenmede Global Growth Fund, and that the limit on private equity investments be increased to 10%.

### Moderator's Report

Mike Henry covered two principal topics, which were:

- **Olivet Prospect Park** – The church held its final worship service on October 27 and the dissolution of its congregation is on the docket for the Presbytery's November 19 stated meeting. A portion of Olivet's lower level continues to be leased to a local robotics group, and another party has expressed interest in acquiring the property. Accordingly, the Commission unanimously **APPROVED**:

**MOTION:** (1) To enter into a six-month lease, effective November 1, 2019, with the Eastern Pennsylvania Robotics Alliance, and (2) to engage the firm of Roedig Vesco as listing agent for the sale of the property, if the way be clear.

- **West Kensington Ministry (WKM)** – WKM is located in the former Norris Square Church, which the Presbytery owns and maintains, and pays \$1,100 in monthly rent as part of its reimbursement of WKM payroll funded by the Presbytery. To alleviate its near-term funding obligations, the Commission unanimously **APPROVED**:

**MOTION:** To waive up to six months of rent (i.e., November 2019 through April 2020) for West Kensington Ministry.

### Executive Presbyter Report

Steve King mentioned several upcoming events and initiatives, including: the 2<sup>nd</sup> annual Fall Fest scheduled for November 9 at Carmel; the November 19 Presbytery meeting at Overbrook, which will feature a surprise celebration of 25 years of ordained ministry for both Ruth Santana-Grace and Kevin Porter; and the Vital Congregations initiative. Fall Fest will comprise workshops facilitated by approximately 20 Presbytery leaders, and the Vital Congregations initiative, for

CFM Minutes 11/7/2019

Page 2



**F-3**

which churches with fewer than 300 members are eligible, is targeting a group of 15-20 churches to participate in strategic thinking and renewal over the next 5+ years.

**Report of Counsel**

W. Bradbury presented the following leases, which were unanimously **APPROVED**:

- A. Landlord: Gwynedd Square Presbyterian Church  
 Tenant: Michael and Pamela Spain  
 Premises: 849 Sumneytown Pike, Lansdale, PA (former manse)  
 Term: 1 year and 15 days 10/15/19 to 10/30/20  
 Rent: \$2,400.00 a month; security deposit \$2,400.00; pet security deposit \$1,200.00  
 Comment: Lease exceeds one year so requires approval of Presbytery.
  
- B. Landlord: Holmes Presbyterian Church  
 Tenant: The Art of Growing Nursery School  
 Premises: 3 classrooms and non-exclusive use of social hall, kitchen and bathrooms 8:30 A.M. to 3:30 P.M. Monday through Friday  
 Term: 9 months 09/01/19 to 05/31/20  
 Rent: \$1,300.00 a month  
 Comment: Renewal of lease begun in 1986.

**Kirkwood** – Bill reviewed the recent Monroe County property tax reassessment, which could have significantly increased the assessed values of (11 parcels of) real estate used by the camp. The Presbytery retained local counsel to represent it along with Tommy Campbell, the camp director, at an administrative hearing of the Monroe County Board of Assessment Revision held in September, with the result that the reassessments were reduced from \$1,176,000 to \$302,500 (a reduction of over 74%).

**Marple** – The misidentification of the tax map parcels parcel numbers joining a portion of the Marple Church property with the adjoining Broomall Presbyterian Home has been corrected upon the recording of the deed in connection with the sale of the Home earlier this year.

**Bridesburg** – Under the terms of the 9<sup>th</sup> Addendum to the Agreement of Sale, closing was to be held on or before October 1, 2019. As no action had been taken by the Orphans' Court, the parties agreed to extend the settlement date to December 20, 2019. Accordingly, the Commission unanimously **APPROVED** the following motion:

**RESOLVED**, that the 10<sup>th</sup> Addendum and Amendment to the Agreement of Sale dated October 1, 2019 for the sale of 2790 Pratt Street (the former Bridesburg Church) extending the settlement date to December 20, 2019 is approved.

On October 8, 2019 the Orphans' Court entered a Final Decree which essentially provided clear title to the property at 2790 Pratt Street, Philadelphia in the name of the Trustees of the Presbytery of Philadelphia. In anticipation of closing the sale of the property, the Trustees unanimously **APPROVED** the following motion to ratify and reauthorize the resolution of May 3, 2018 providing the Trustees' officers the authority to consummate the sale:

**F-4**

**RESOLVED**, that the property of the Trustees of the Presbytery of Philadelphia (the “Corporation”) located at 2790 Pratt Street, Philadelphia, PA (once the site of the First Presbyterian Church of Bridesburg) (the “Property”) be sold to Samuel Heidorn and Shana Heidorn or their assignee or nominee (the “Buyer”) for a purchase price of \$340,000.00 [reduced to \$300,000.00 by resolution dated June 28, 2018] in accordance with the terms of an agreement of sale delivered by Buyer to the Corporation.

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

**RESOLVED**, that any one of the officers of the Corporation is authorized and empowered to execute and deliver all agreements, instruments and documents, including, but not limited to, the Agreement of Sale, a deed, a seller’s affidavit, and settlement statement, as are necessary and desirable to consummate the sale and conveyance of the Property to the Buyer. The said officer is further authorized, directed and empowered to proceed with the sale and to take all such actions as are necessary and desirable for the purposes of effectuating the sale.

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

**Litigation** – Discovery in the Molina case, which concerns a fall which occurred adjacent to the Old Pine church property (to which the Presbytery holds bare title), is to be completed at the end of February 2020, with a settlement conference scheduled by March 2020 and trial June 2020. Our insurer Church Mutual is defending the Presbytery, and the claim appears to be within the policy limits. Steve King was deposed by the plaintiff’s attorney on October 2.

**Business Administrator Report**

With the completion of exterior stucco repairs, Beacon Church (whose property is owned by the Presbytery) is in need of interior plaster work. The Commission unanimously **APPROVED** the following action:

**MOTION:** To undertake interior plaster repairs at a cost of \$3,775, with funding to be provided by the Capital Fund.

S. King also addressed the following additional topics:

- **Accounting system conversion** – The Presbytery began transacting on the cloud-based Sage Intacct accounting platform as of November 1. The Presbytery has engaged an additional consultant to import data from the previous system (MIP).

**F-5**

- **Payroll for community ministries** – The Presbytery continues to provide payroll services for four other ministries, which are: Central Norristown, Chester Eastside, United Ghanaian Community Church and West Kensington Ministry. As of the end of September, two of the four were current on their reimbursement obligations to the Presbytery, and the other two had approximately two months of payroll outstanding.
- **Presbytery office HVAC** – The Presbytery expects to complete repairs to the HVAC system over the Christmas break, at a total cost estimated by the contractor (Madsen) of \$52,000. Funding will come from the Capital Fund.
- **ILP grant mortgages** – The Presbytery sent payment in settlement of grant mortgages on eight closed churches in an amount totaling approximately \$82,000, discounted from a combined face amount of principal plus accrued interest of almost \$345,000. Payment was made from residual funds received from Roslyn, one of the closed churches.
- **Capital Fund update** – A small amount left over from Roslyn as well as expected Bridesburg proceeds should result in about \$38,000 being transferred (above the \$2.25MM Capital Fund cap) to the Reserve for New Initiatives, putting the latter over \$800,000 on a pro forma basis. Bridesburg proceeds are currently estimated at about \$215,000 (versus a gross sale price of \$300,000) after fees and expenses, including almost \$45,000 in legal fees and expenses and related advertising costs.
- **West Kensington Ministry doors** – WKM needs to replace exterior doors leading to its sanctuary as a result of tree damage. Estimates for their replacement are expected prior to the December CFM meeting.

The meeting closed with prayer led by Kobina Ofusu-Donkoh at approximately 3:45 p.m.

**Next CFM Meeting – Thursday, December 7, 2019 at 12:30 p.m.** (Christmas lunch / meeting)

**Other Upcoming Meetings**

- November 9, 2019 (Saturday)—Fall Fest at Carmel
- November 19, 2019—Presbytery meeting at Overbrook (afternoon through dinner)

Presbytery of Philadelphia  
Balance Sheet  
As of 10/31/2019

**F-6**

	Unrestricted	Temporarily Restricted	Permanently Restricted	Total
<b>ASSETS:</b>				
<b>Cash:</b>				
PNC Bank-Presbytery	165,294.42	(13,351.43)	0.00	151,942.99
PNC Bank-Kirkwood	0.00	0.00	0.00	0.00
Payroll Checking	4,092.49	0.00	0.00	4,092.49
BlackRock (Temp Fund)	304,278.99	0.00	0.00	304,278.99
PNC Business Card	1,000.00	0.00	0.00	1,000.00
Petty Cash	<u>150.00</u>	<u>0.00</u>	<u>0.00</u>	<u>150.00</u>
Total Cash:	474,815.90	(13,351.43)	0.00	461,464.47
<b>Commingled Investments:</b>				
Glenmede	7,189,507.29	790,809.22	2,420,857.52	10,401,174.03
Europacific Fund	<u>600,377.92</u>	<u>0.00</u>	<u>0.00</u>	<u>600,377.92</u>
Total Commingled Investments:	7,789,885.21	790,809.22	2,420,857.52	11,001,551.95
<b>Other Investments:</b>				
Community Investments	180,289.55	0.00	0.00	180,289.55
Covenant Fund	1,807,950.41	0.00	0.00	1,807,950.41
Good Shepherd Fund	3,473,535.56	0.00	0.00	3,473,535.56
G.S/WPPP Ministry Endowment	<u>1,969,305.55</u>	<u>0.00</u>	<u>0.00</u>	<u>1,969,305.55</u>
Total Other Investments:	7,431,081.07	0.00	0.00	7,431,081.07
<b>Accounts Receivable:</b>				
Cash Flow Advances	77,495.28	0.00	0.00	77,495.28
Loans Receivable	298,021.87	0.00	0.00	298,021.87
Grant Mortgages	737,781.76	0.00	0.00	737,781.76
Advances	31,876.49	0.00	0.00	31,876.49
Due from other Funds	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
Total Accounts Receivable:	1,145,175.40	0.00	0.00	1,145,175.40
<b>Land Lease:</b>				
Land Lease	<u>201,105.45</u>	<u>0.00</u>	<u>0.00</u>	<u>201,105.45</u>
Total Land Lease:	201,105.45	0.00	0.00	201,105.45
<b>Real Estate and Equipment:</b>				
Office Equipment	84,993.24	0.00	0.00	84,993.24
Buildings and Land	<u>7,251,914.43</u>	<u>0.00</u>	<u>0.00</u>	<u>7,251,914.43</u>
Total Real Estate and Equipment:	7,336,907.67	0.00	0.00	7,336,907.67
<b>Accumulated Depreciation:</b>				
Accumulated Depreciation	<u>(1,625,903.67)</u>	<u>0.00</u>	<u>0.00</u>	<u>(1,625,903.67)</u>
Total Accumulated Depreciation:	<u>(1,625,903.67)</u>	<u>0.00</u>	<u>0.00</u>	<u>(1,625,903.67)</u>
Total ASSETS:	<u>22,753,067.03</u>	<u>777,457.79</u>	<u>2,420,857.52</u>	<u>25,951,382.34</u>
<b>LIABILITIES &amp; FUND BALANCES:</b>				
<b>Accounts Payable:</b>				
Payroll Liabilities	2,130.77	0.00	0.00	2,130.77
Funds Held for Others	112,700.66	0.00	0.00	112,700.66
Deferred Revenue	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
Total Accounts Payable:	114,831.43	0.00	0.00	114,831.43
<b>Funds Balances:</b>				
Operating Equity-Budget	455,066.34	0.00	0.00	455,066.34
Oper. Equity-Restricted Accts.	669,796.27	87,363.96	172,102.23	929,262.46
Loans Equity	1,300,000.00	0.00	0.00	1,300,000.00
Fixed Assets Equity	5,912,109.45	0.00	0.00	5,912,109.45
General Endowment Equity	2,985,925.49	0.00	724,584.26	3,710,509.75
Endow.Purpose Restr.Eqty	535,230.61	0.00	1,524,171.03	2,059,401.64
Endow.Purpose Restr.Inc.	85,525.63	375,865.94	0.00	461,391.57
Restricted Expendables	4,466,853.67	314,227.89	0.00	4,781,081.56
Trust Funds	5,843,402.75	0.00	0.00	5,843,402.75
Trust Fund Income	<u>384,325.39</u>	<u>0.00</u>	<u>0.00</u>	<u>384,325.39</u>
Total Funds Balances:	<u>22,638,235.60</u>	<u>777,457.79</u>	<u>2,420,857.52</u>	<u>25,836,550.91</u>
Total LIABILITIES & FUND BALANCES:	<u>22,753,067.03</u>	<u>777,457.79</u>	<u>2,420,857.52</u>	<u>25,951,382.34</u>

Presbytery of Philadelphia  
Comparative Mission Budget Report  
From 1/1/2019 Through 10/31/2019

## F-7

Account Code	Account Title	YTD Actual	Prior Year Actual	Current Year Change
<u>REVENUE</u>				
9001	Per Capita	323,774.29	352,036.96	(28,262.67)
9010	Congregational Giving	279,109.88	327,349.14	(48,239.26)
9062	Individuals/Org.: Unified	272.74	103.32	169.42
9070	Investment Income	346,844.59	338,243.06	8,601.53
Report		<u>950,001.50</u>	<u>1,017,732.48</u>	<u>(67,730.98)</u>
1300	Regional Commissions	58.98	5.05	53.93
1400	Resources & Communication	5,503.64	3,082.16	2,421.48
1600	Commission on Ministry	1,005.15	646.92	358.23
4000	Financial Administration	122,115.78	112,540.78	9,575.00
4010	Kirkwood Camp	30,000.00	30,000.00	0.00
4500	Community Ministries	87,576.46	105,310.30	(17,733.84)
5090	Leadership Collegium	3,556.60	3,570.70	(14.10)
5100	Personnel	720,987.10	724,359.47	(3,372.37)
5310	Ecclesiastical Administration	<u>14,517.99</u>	<u>16,519.57</u>	<u>(2,001.58)</u>
Report		<u>985,321.70</u>	<u>996,034.95</u>	<u>(10,713.25)</u>
	Total Revenue Over (Under)			
	Expenditures	(35,320.20)	21,697.53	(57,017.73)

Presbytery of Philadelphia  
Mission Summary Budget Report  
From 10/1/2019 Through 10/31/2019

## F-8

Account Code	Account Title	Current Prd Budget	Current Prd Actual	YTD Budget	YTD Actual	YTD Budget Variance - Revised	Total Budget
<u>REVENUE</u>							
9001	Per Capita	35,000.00	19,493.47	350,000.00	323,774.29	(26,225.71)	420,000.00
9010	Congregational Giving	33,333.33	60,705.93	333,333.30	279,109.88	(54,223.42)	400,000.00
9062	Individuals/Org.: Unified	0.00	15.18	0.00	272.74	272.74	0.00
9070	Investment Income	32,500.00	20,460.03	325,000.00	346,844.59	21,844.59	390,000.00
9096	Non-recurring:Restricted	473.33	0.00	4,733.30	0.00	(4,733.30)	5,680.00
Report Total		<u>101,306.66</u>	<u>100,674.61</u>	<u>1,013,066.60</u>	<u>950,001.50</u>	<u>(63,065.10)</u>	<u>1,215,680.00</u>
<u>EXPENDITURES</u>							
1300	Regional Commissions	83.32	0.00	833.20	58.98	774.22	1,000.00
1400	Resources & Communication	541.66	3,000.00	5,416.60	5,503.64	(87.04)	6,500.00
1600	Commission on Ministry	333.34	503.15	3,333.40	1,005.15	2,328.25	4,000.00
4000	Financial Administration	11,833.33	9,908.34	118,333.30	122,115.78	(3,782.48)	142,000.00
4010	Kirkwood Camp	3,333.33	0.00	33,333.30	30,000.00	3,333.30	40,000.00
4500	Community Ministries	9,583.33	6,820.50	95,833.30	87,576.46	8,256.84	115,000.00
5090	Leadership Collegium	583.33	0.00	5,833.30	3,556.60	2,276.70	7,000.00
5100	Personnel	73,462.00	71,145.35	734,620.00	720,987.10	13,632.90	881,544.00
5310	Ecclesiastical Administration	<u>1,553.00</u>	<u>1,075.44</u>	<u>15,530.00</u>	<u>14,517.99</u>	<u>1,012.01</u>	<u>18,636.00</u>
Report Total		<u>101,306.64</u>	<u>92,452.78</u>	<u>1,013,066.40</u>	<u>985,321.70</u>	<u>27,744.70</u>	<u>1,215,680.00</u>
Total Revenue Over (Under) Expenditures			8,221.83		(35,320.20)		



**F-9**

	Current Year Actual	Prior Year Actual	Current Year Change
<b>REVENUE:</b>			
Congregational Giving	35,366.90	36,364.27	(997.37)
Presbytery Support	33,000.00	30,000.00	3,000.00
Lehigh Presbytery Support	8,000.00	0.00	8,000.00
Individuals/Organiz.: Unified	8,206.96	6,415.24	1,791.72
Program Related	4,000.00	36,430.00	(32,430.00)
Partner Camp Programs	26,475.00	0.00	26,475.00
Registrations	68,072.00	100,756.00	(32,684.00)
Rentals	38,590.00	38,943.60	(353.60)
Sales	<u>267.00</u>	<u>0.00</u>	<u>267.00</u>
Total REVENUE:	<u>221,977.86</u>	<u>248,909.11</u>	<u>(26,931.25)</u>
<b>EXPENDITURES:</b>			
Building Equipment	7,416.12	4,830.07	2,586.05
Building Maintenance	25,703.33	25,748.89	(45.56)
Dues/Memberships	1,234.85	665.00	569.85
Grounds Maintenance	12,259.41	14,583.72	(2,324.31)
Insurance	10,346.52	17,541.53	(7,195.01)
Miscellaneous	60.00	8.00	52.00
Office Equipment	484.37	137.79	346.58
Salaries and Benefits	141,002.42	114,987.64	26,014.78
Postage	132.23	144.24	(12.01)
Professional Fees	2,087.15	6,732.41	(4,645.26)
Program Related	45,482.72	40,549.67	4,933.05
Publicity/Promotion	12,524.72	11,314.65	1,210.07
Development	1,436.30	1,936.07	(499.77)
Supplies	16,140.27	9,694.25	6,446.02
Telephone	2,066.84	2,005.60	61.24
Travel	534.38	1,197.24	(662.86)
Utilities	20,852.08	18,070.99	2,781.09
Vehicles	<u>9,421.04</u>	<u>7,571.88</u>	<u>1,849.16</u>
Total EXPENDITURES:	<u>309,184.75</u>	<u>277,719.64</u>	<u>31,465.11</u>
Total Revenue Over (Under) Expenditures	<u>(87,206.89)</u>	<u>(28,810.53)</u>	<u>(58,396.36)</u>





**L-1**

## **THE PRESBYTERY OF PHILADELPHIA CHILD AND YOUTH PROTECTION POLICY**



**915 East Gowen Avenue  
Philadelphia, PA 19150**

**TABLE OF CONTENTS****L-2**

- **FOREWORD.....Page 3**
- **INTRODUCTION.....Page 4**
- **DEFINITIONS.....Page 5**
- **POLICY OVERVIEW.....Page 8**
- **SCREENING.....Page 14**
- **TRAINING REQUIREMENTS.....Page 17**
- **SUPERVISION REQUIREMENTS.....Page 20**
- **REPORTING ABUSE OR SUSPECTED ABUSE.....Page 23**
- **RESPONDING TO ALLEGATIONS OF ABUSE  
OR SUSPECTED ABUSE.....Page 24**
- **ENDANGERED ADULTS.....Page 25**
- **HEALING THE CONGREGATION.....Page 26**
- **POLICY REVIEW AND REVISION.....Page 27**
- **APPENDIX.....Page 28**

- **FOREWORD**

**L-3**

Leadership in the church demands the highest standards of moral integrity and personal responsibility. It is a gift of the Spirit that can only be effectively exercised in an environment of trust. As the Gospel witness makes abundantly clear, “From everyone to whom much has been given, much will be required; and from the one to whom much has been entrusted, even more will be demanded” (Luke 12:48).

Since trust is so fundamental to the well-being of the Christian community, Christian people have the right to expect that those they choose as leaders (both lay and ordained) understand and are committed to standards of behavior that are trustworthy. In receiving the Sacrament of Baptism, we enter into a sacred covenant with God and are adopted into the covenant family of the church (Book of Order, W-2.300; Genesis 17:7; 2 Corinthians 1:21-22). Trust is a key component that exists in this covenant. As the church and the body of Christ we are united with all the people of God in every place and every time (Book of Order, W-2.3005; 1 Corinthians 12:12-13; Ephesians 4:4-6). We are bound to serve and to respect the dignity of every human being (Micah 6:8). When, therefore, this solemn trust is broken through some form of misconduct, particularly sexual, not only is someone’s dignity diminished and her or his wellbeing seriously harmed, but also harm is done to the community of faith. Where there is no trust, there can be no community.

The Presbytery of Philadelphia is committed to maintaining a safe environment in which children and youth are nurtured and instructed in the faith and are protected from all types of abuse and neglect. Our goals are to protect children and youth in church programs, to educate workers and care givers concerning abuse issues and to protect staff and volunteers, as well as the church as a whole, from potential wrongful accusations of abuse or neglect. Accordingly, we will not tolerate any form of abuse to children or youth in any of our interactions with them.

We recognize that children and youth are entrusted to the care of adults in many church programs, services and activities, both on and off the campus, as well as in programs operated by others on church property. The Presbytery of Philadelphia has established this Child and Youth Protection Policy (Policy) to ensure, to the extent reasonably possible, that our children and youth will be free to participate in these programs, services and activities without intimidation, coercion, or abuse of any type. The Policy applies to all those who work with children and youth through the Presbytery of Philadelphia programs both on and off Presbytery-owned property, including full-time and part-time employees as well as volunteers, whether they be church members, visitors or guests.

The Presbytery of Philadelphia designates the Commission on Ministry (COM) to be responsible for oversight and implementation of this Policy.

- **INTRODUCTION**

**L-4**

The Pennsylvania Child Protective Services Law (CPSL) was enacted by the Pennsylvania legislature to protect children from abuse. This policy also includes references to PA Act 153 of 2014 and PA Act 15 of 2015 and the need for Volunteer Background Clearances. To achieve this purpose, the CPSL imposes specific responsibilities on those who have direct contact with children to report suspected or actual child abuse and mandates that certain individuals receive regular training regarding child abuse. Employees and volunteers who fail to report actual or suspected child abuse may be subject to individual, criminal liability. Because the CPSL is designed to encourage reporting of suspected or actual child abuse, it also contains important protections for those who make such reports in good faith.

As a volunteer or employee who has direct contact with children participating in Presbytery of Philadelphia programs, services and activities, it is important for you to understand what your responsibilities are as it concerns reporting of actual or suspected child abuse and the need to attend child abuse identification and prevention training.

This Policy incorporates these legal requirements and explains in detail your responsibilities in this regard. As such, you should carefully review the Policy and keep it as a reference. This Policy is intended to apply broadly; when in doubt, you should err on the side of reporting suspected child abuse. Should you have any questions about your responsibilities or this Policy, please do not hesitate to contact the Executive Presbyter and/or Stated Clerk.



- **DEFINITIONS**

**L-5**

For purposes of this Policy, the following terms have the listed definitions:

**Abuse**—A non-accidental injury or pattern of injuries to a child or youth. Abuse may include any of the following:

**Neglect**—Occurs when an adult responsible for the well-being of a child fails to provide for the child or youth. Neglect may include not giving food, clothing, shelter; failure to keep children or youth clean; lack of supervision and withholding medical care.

**Physical abuse**—A non-accidental injury that happens to a child or youth. Such an injury could include a beating, burn, bruise, bite, welt, strangulation, broken bones or death.

**Sexual abuse**—The employment, use, persuasion, inducement, enticement, or coercion of a child or youth to engage in or assist another individual to engage in sexually explicit conduct. The behavior may or may not involve touching. Sexual abuse may include the following: engaging in sexually explicit conversation; verbal sexual suggestions, innuendoes, or jokes; leering or ogling; intrusive touching; the use of pornography; looking at the intimate parts of a child for the purpose of sexual gratification or arousal; sexual assault or attempted sexual assault. Sexual abuse may consist of numerous acts over a long period of time or a single incident. Children or youth can be victimized from infancy through adolescence. Typically, the perpetrator keeps the child or youth from disclosing the abuse through intimidation, threats and rewards.

**Emotional abuse**—One or more acts by an adult or other authority figure that endanger the mental health or emotional development of a child or youth including rejection, ignoring, terrorizing, corrupting, constant criticism, mean remarks, insults and giving little or no love, guidance, and support.

**Spiritual abuse**—Using religious references to shame or by guilt to motivate a child and youth into a particular action or behavior.

**Failure to act**—Any failure to act that causes bodily or mental injury to a child and youth or that causes or permits any of the above described types of abuse to occur may also constitute abuse.

This list is not intended to be exhaustive. Any act or failure to act causing bodily injury or serious mental injury to a child and youth may constitute child abuse under Pennsylvania law.

## L-6

**Certified adult**—A Presbytery of Philadelphia employee or volunteer, at least 18 years of age, who has successfully passed the required background checks and completed the required training (or retraining) to qualify under this Policy to work with children and youth.

**Certified youth volunteer**—A person at least 13 years old but under the age of 18 who has successfully passed the required background checks and completed the required training (or retraining) to qualify under this Policy to work with children and youth, and who gives time and participates in a Presbytery of Philadelphia-sponsored activity.

**Child Protective Services Law or CPSL**—the Pennsylvania Child Protective Services Law, 23 Pa. C.S. Chapter 63.

**Child / Youth**—Under Pennsylvania law, a child is a person under 18 years of age. This term includes both a “child” and a “youth” as these terms are used in this Policy regarding Presbytery of Philadelphia programs, services, and activities. When such terms are used elsewhere in this Policy regarding Presbytery of Philadelphia programs, services and activities, “child” means a person 12 years old or younger and “youth” means a person at least 13 years old but under age 18.

**Church-sponsored activity**—Includes all gatherings that arise from Presbytery of Philadelphia-generated worship, educational, fellowship, administrative, pastoral, mission, or recreational events. These events include on-campus and off-campus gatherings.

**Employee**—A person working for a salary/wages at the Presbytery of Philadelphia.

**Endangered adult**—An individual at least 18 years old who (by reason of mental illness, mental retardation, dementia or other physical or mental incapacity) is incapable of managing or directing the management of the individual’s property or providing or directing the provision of self-care.

**Independent contractor**—A person not employed by the Presbytery of Philadelphia who provides services to the Presbytery of Philadelphia pursuant to an express or implied contract.

**Lead volunteer**—A certified adult who has been designated by the responsible staff person to coordinate/supervise other volunteers involved in a program, activity or event.

## L-7

**Mandated reporter**—A person legally required to make a report of suspected child abuse where such person has reasonable cause to suspect that a child or youth is a victim of child abuse.

Mandated reporters include:

Pastors

Certain professionals licensed by the state of Pennsylvania

Presbytery of Philadelphia employees who have direct contact with children and/or youth in the course of their employment

Volunteers who, as part of a Presbytery of Philadelphia-sponsored activity, event, or program, accept responsibility for a child or youth

Independent contractors of the Presbytery of Philadelphia

**Reporting checklist**—Attachment A, Reporting Checklist, sets forth how and to whom reports of suspected child abuse or neglect shall be made in accordance with this Policy.

**Volunteer**—A person not employed by the Presbytery of Philadelphia who donates time providing services in connection with a church-sponsored activity, event, or program.

## REFERENCES

Approved Presbyterian Church (U.S.A.) Child/Youth/Vulnerable Adult Protection Policy and Procedures—From the Committee on the Office of the General Assembly, retrieved from: <https://www.pc-biz.org/#/search/3000164>.

- **POLICY OVERVIEW**

**L-8****Purpose**

This Policy is intended to:

- Be faithful to our baptismal vows as we seek to welcome and nurture children and youth.
- Provide a safe and secure environment for children and youth in the Presbytery of Philadelphia.
- Protect children and youth from sexual, physical, spiritual and emotional abuse while participating in Presbytery of Philadelphia activities.
- Educate the staff, volunteers, and the congregation about the subject of sexual abuse and exploitation of children and youth, the need for policies and procedures to prevent such abuse and exploitation and the legal responsibilities imposed on volunteers and staff who have direct contact with children and youth participating in Presbytery of Philadelphia programs, services and activities.
- Guide the Presbytery of Philadelphia as an institution in the conduct of its employees and volunteers.
- Prevent allegations and incidents of abuse to children and youth.
- Provide a mechanism to deal with reported concerns and subsequent actions.
- Protect the ministry of the Presbytery of Philadelphia as carried out through its volunteers, pastors and staff from the possibility of false accusations and litigation.

This Policy addresses four principal components of child and youth protection:

- Screening of applicants for employment and volunteer service to identify those who are unsuitable for such employment or service due to a history of behavior potentially detrimental to children and youth.
- Training of employees and volunteers regarding appropriate supervision and chaperoning of children and youth.
- Reporting of allegations and/or concerns regarding child and youth protection issues.
- Responding to allegations and/or concerns regarding child/youth protection.

**Scope and Applicability**

All persons, including Presbytery of Philadelphia employees and volunteers, interested in participating in children's and youth ministries and other programs,

## L-9

services and activities of the Presbytery of Philadelphia must adhere to this Policy. In addition, the abuse reporting procedures set forth in this Policy apply to all mandated reporters, including all employees and volunteers who interact or work with children or youth in Presbytery of Philadelphia programs, services and activities presently existing, as well as others that may be developed in the future, including, but not limited to, the following:

- Sunday School
- Children's and Youth fellowship programs
- Children's and Youth choirs
- Camps, mission trips, lock-ins, retreats, etc.
- Triennium (and other conferences)
- Confirmation Class
- Vacation Bible School
- Child Care
- Nursery School
- Other Children's and Youth Events

### General Requirements

All persons working with children and/or youth in the Presbytery of Philadelphia shall abide by the following rules:

They shall not verbally, emotionally, physically, spiritually or sexually abuse children and youth.

They shall not discipline children and youth by use of physical punishment or by failing to provide the necessities of care.

They shall provide proper supervision and exercise sound judgment in providing a safe environment at all times.

They shall avoid situations where they would be alone with a child and youth and cannot be observed or monitored by others.

#### Restroom supervision:

They shall, as provided in Section IV of this Policy, always appropriately supervise when children are using bathrooms to ensure their safety.

**L-10**

They shall use caution and common sense when touching children and youth; accordingly, such persons must:

Respect a child or youth's boundaries and never make a child and youth feel uncomfortable or act in ways that impede the child and youth's right to say no.

Maintain appropriate hand placement.

Avoid physical contact that is inappropriate, including body-to-body embrace, a touch of private areas (those areas covered by a bathing suit) or any type of kiss.

They shall discourage children from touching others in an inappropriate manner.

They shall be alert to the physical and emotional state of children and youth entering an activity or program and any signs of injury or possible child abuse must be reported promptly in the manner specified in this Policy to the authorities and to the Executive Presbyter or, if the Executive Presbyter is unavailable or is the alleged abuser, to the Stated Clerk. Follow steps to report abuse or neglect as outlined in Attachment A, Reporting Checklist.

They shall only release children and youth to a parent, a guardian or another individual authorized in writing by a parent or guardian.

They shall not use, possess, or be under the influence of alcohol or illegal drugs or be impaired by legally prescribed drugs in the presence of children and youth during church working hours or during church-sponsored activities and trips.

They shall not use tobacco products around children and youth.

They shall not possess firearms or other weapons around children and youth.

They shall not engage in profanity, inappropriate language or jokes or any kind of harassment in the presence of children and youth.

They shall not share inappropriate details of their personal lives or ask children and youth to share inappropriate details through any form of communication: written, verbal or electronic.



**L-11**

They shall not give gifts to an individual child and youth. Because gift giving can be a form of “buying” silence or loyalty, gift giving must be done on a group basis and then only for specific occasions.

They shall immediately report to the Executive Presbyter and/or Stated Clerk any circumstance that adversely affects their ability to work with children and youth in full compliance with this Policy.

In addition, those to whom this Policy applies shall comply with all other Policy and/or legal requirements described below and/or required by law, including, without limitation, maintaining updated clearances, attending training sessions offered/approved by the Presbytery of Philadelphia on child and youth protection, and signing agreements to comply in all respects with this Policy.

An individual may be terminated from employment and/or volunteer service for failure to observe and abide by this Policy. These actions may be taken regardless of the outcome of any investigation if the Executive Presbyter and/or Stated Clerk shall determine that the Policy has not been followed.

#### Electronic and Social Media Communications

The Presbytery of Philadelphia has a robust website that helps it disseminate its message to members and the general public. Day-to-day communications often involve use of personal communication tools such as emails, text messages, social media (e.g., Facebook, Twitter, YouTube, etc.), among others. These communications include public, private, personal, and professional messages. The following requirements apply to all such communications among the Presbytery of Philadelphia pastors, staff, volunteers, children and youth when those communications relate to Presbytery of Philadelphia programs, services and activities:

No person shall post or permit to be posted any confidential information about the Presbytery of Philadelphia, its programs, services and activities, members or those who participate in its programs, services or activities.

All communications related to Presbytery of Philadelphia activities/events must maintain a professional and appropriate style and adhere to these the Presbytery of Philadelphia Communications Procedures.

No person shall engage in electronic communications that violate any the Presbytery of Philadelphia policies or any local, state or federal law.

In all communications related to Presbytery of Philadelphia programs, services and activities, or made during Presbytery of Philadelphia activities/events, employees and volunteers should avoid the use of statements that reasonably could be viewed as:

**L-12**

- Derogatory
- Sexual, lewd, pornographic or obscene
- Offensive due to the use of profanity
- Threatening, harassing or bullying
- Discriminatory
- Facilitating illegal activities
- Having the purpose to assist personal, commercial or for-profit ends
- Unauthorized or illegal distribution, reproduction or use of copyrighted materials
- Fraternization or otherwise crossing the line between professional and personal boundaries
- Suggestive in nature.

Use/posting by the Presbytery of Philadelphia of photographic images of children and youth and of their Presbytery of Philadelphia-sponsored activities will conform with the following guidelines:

The Presbytery of Philadelphia will honor the request of any parent or legal guardian who asks that her/his child and/or youth not appear in any church publications or website.

The Presbytery of Philadelphia will obtain written permission from parents and/or guardians before a photo of a child and/or youth is used electronically or in print. See Attachment F for Photo Release Form.

The Presbytery of Philadelphia will never identify a child and youth by name or address with any photo.

The Presbytery of Philadelphia will not “tag” children and youth in images used on social media.

No adult volunteer or Presbytery of Philadelphia employee may initiate a connection with a child and youth on a social media site except a child and/or youth of which he/she is a parent or guardian. If the child and/or youth initiates a social media connection, it may be accepted, but the rules and guidelines in this policy must be adhered.

Text messages between the Presbytery of Philadelphia employees/volunteers and children and youth will be appropriate and

**L-13**

strictly related to Presbytery of Philadelphia programs, services, and activities. Such text messages must maintain an appropriate and professional style and otherwise be in compliance with the requirements of this Policy.

No individual shall identify or represent her/himself as speaking on behalf of the Presbytery of Philadelphia without prior approval from the Executive Presbyter and/or the Stated Clerk.

### Policy Oversight and Implementation

The Presbytery of Philadelphia COM role in the oversight and implementation of this Policy includes (a) ensuring appropriate screening, training, authorization, and reauthorization of all the Presbytery of Philadelphia employees, volunteers and others covered by this Policy and (b) ensuring that all who are covered by this Policy receive a copy of the Policy, and acknowledge in writing their receipt and understanding of, and agreement to comply.

The COM will, among other things, establish and evaluate procedures, review concerns, provide appropriate feedback, monitor compliance, oversee implementation of the Policy, and provide interpretation and training for the Presbytery of Philadelphia, which includes existing online mandatory reporter training or Boundary Training that includes a child protection component.

The COM may form a Sexual Misconduct and Abuse Response Team (SMART) to assist with oversight and implementation of this policy, including responding to allegations of sexual misconduct or abuse if they occur.

- **SCREENING**

**Screening Process****L-14**

**Employees:** All employees working directly with children and/or youth must consent to and pass the background/clearance checks, including criminal, child abuse and reference checks. Background checks made through the employee's congregation may be utilized.

**Volunteers:** All persons (adults and youth) who wish to volunteer to work with children and/or youth in Presbytery of Philadelphia programs, services and activities must consent to and pass background/clearance checks, including criminal, child abuse and reference checks. Background checks made through the volunteer's congregation may be utilized.

See Attachment E, Employee/Volunteer Acknowledgment and Agreement for PA required employee/volunteer clearances.

All volunteers must be a member of a congregation in the Presbytery of Philadelphia and affiliated with that congregation or the Presbytery of Philadelphia for a period of at least six months to be eligible to volunteer with children and/or youth.

**Screening Review**

The executive staff of the Presbytery of Philadelphia will be responsible for receipt, review and verification of reference checks, and child abuse and criminal background checks for volunteers, or accept copies of clearances provided by the volunteer. Volunteers who successfully complete references, and/or child abuse and criminal background checks will be deemed eligible for ministry with children and youth upon completion of the initial training/certification (or, in subsequent years, retraining/recertification) process as provided for in Section III below.

**Information of Concern**

If information of a cautionary nature is revealed through a reference, and/or child abuse or criminal background check, the person conducting the check shall note this information in writing for the volunteers file and communicate it to the Executive Presbyter and/or Stated Clerk or their designee. The Executive Presbyter and/or Stated Clerk or their designee shall consider this information and decide on a course of action. The decision, which will be promptly communicated to the volunteer, must be documented in writing, dated, and placed in the volunteer's file. In such case, the person's volunteer service may be handled in one of the following ways:

- Accepted unconditionally
- Accepted with clearly defined restrictions
- Denied

**L-15**

### Prohibition on Hiring

Notwithstanding the above, the Presbytery of Philadelphia will not hire, employ or permit to volunteer in any capacity that involves direct contact with children and/or youth any individual:

Who has been verified by the Department of Human Services as named in the statewide database as a perpetrator with respect to a founded report of child abuse

Who has been convicted of any of the disqualifying crimes specified in the CPSL (a list of which is set forth in Attachment B, Disqualifying Crimes).

### Materials Subject to Review

The Presbytery of Philadelphia reserves the right to review all volunteer materials (including, without limitation, notes on reference checks and interviews and the results of background and clearance checks performed) at any time. Renewed child abuse and criminal history clearances will be required every five years. Additional background, child abuse clearance or reference checks may be requested either randomly or because of some new concern.

### Applicability to Occasional and/or Sporadic Volunteers

The policy set forth herein applies to non-employees who volunteer to work with children and/or youth at Presbytery of Philadelphia-sponsored programs or events even on an occasional and/or sporadic basis.

By way of example only, non-employee volunteers who volunteer to chaperone youth/choir practice a few times a year should be required to undergo the clearance process; however, a non-employee who commits to chaperone and participate in children's and/or youth choir practice on a regular, routine basis, will be asked to undergo the clearance process.

The occasional and/or sporadic volunteer must be accompanied by a second certified adult. Whenever a question arises about whether a non-employee volunteer's interaction with the Presbytery of

**L-16**

Philadelphia-sponsored child and/or youth programs is occasional and sporadic, or regular, routine and consistent, the Executive Presbyter and/or Stated Clerk shall make the determination.

Anyone providing childcare, or overnight supervision, for Presbytery-sponsored events, even on a limited basis, must have clearances and comply with the Policy.

**Confidentiality**

All employee and volunteer materials (including without limitation notes on reference checks and interviews and the results of background and clearance checks performed) will be kept by the Executive Presbyter and/or Stated Clerk or her/his designee in a secure confidential location. Disclosure of the results of reference and background/clearance checks will be limited to those with a “need to know” and otherwise kept strictly confidential.



- **TRAINING REQUIREMENTS**

**L-17**

As set forth below, all employees and volunteers who successfully complete the screening process as required above must then be authorized by the Presbytery of Philadelphia COM or a body approved by COM before they may begin working with children or youth.

Employees and volunteers shall be required to undergo both initial and periodic reauthorization as set forth below:

Please note that the Presbytery of Philadelphia's volunteer and employee authorization process is distinct from, and in addition to, any required authorization, licensure or registration that may be mandated by the state of Pennsylvania as a condition of employment in any profession (i.e., teacher, social worker, or therapist). In addition, certain employees, including those licensed by the state of Pennsylvania, are required under the CPSL to receive periodic state-approved child abuse training. Although the Presbytery of Philadelphia will endeavor to advise employees subject to state-mandated training requirements about upcoming training opportunities, registration for and attendance at such state-mandated training sessions shall be the responsibility of the individual.

#### Initial Presbytery of Philadelphia Authorization

All Presbytery of Philadelphia employees and volunteers who have direct contact with children or youth, including, but not limited to, those employees and volunteers who are mandated reporters, must be authorized by the Presbytery of Philadelphia before they may begin working with children or youth. This process shall include the following:

- Required attendance at and completion of a Presbytery of Philadelphia-approved training session regarding child and youth protection.
- Receipt and review of a copy of this Policy.
- The signing of relevant documents including an Employee / Volunteer Acknowledgment and Agreement (form included in the Appendix to this Policy), confirming that they have received, read and understood this Policy and agree to comply with it.

#### Periodic Reauthorization

In accordance with Pennsylvania law, at least every five years after the initial authorization, the Presbytery of Philadelphia employees and volunteers who have been authorized in accordance with this Policy must successfully complete a reauthorization process to continue their work

**L-18**

with children and/or youth. The reauthorization process shall include the following:

- Updated child abuse and criminal background checks.
- Required attendance and completion of a Presbytery of Philadelphia-approved boundary training which must include child and youth protection.
- Signing an Employee/Volunteer Recommitment Form, reconfirming the employee/volunteer has read and understood this Policy and agrees to comply with it (See Attachment E, Employee/Volunteer Acknowledge and Agreement).

#### Authorization/Reauthorization Training

The Presbytery of Philadelphia will offer regular training opportunities so that Presbytery of Philadelphia-required initial authorizations and re-authorizations can be accomplished in timely fashion. This may be satisfied through online mandatory reporter training or through Boundary Training that includes a child protection component.

As noted above, certain employees are required periodically to attend state-approved child abuse training sessions in addition to those mandated by the Presbytery of Philadelphia under this Policy. For such employees, the following additional requirements shall apply:

Individual employees who are subject to additional training by virtue of state certification, licensure or registration shall, as a condition of continued employment, furnish the Presbytery of Philadelphia with:

- 1) proof of attendance at a state-mandated child abuse training session within thirty days of completion of such training;
- 2) a copy of any state-issued renewal certification, license or registration within thirty days of receipt.

Individual employees who are subject to additional training by virtue of employment at the Presbytery of Philadelphia and who are not state-certified, licensed or registered shall furnish the Presbytery of Philadelphia with proof of attendance at state-mandated child abuse training sessions within thirty days of completion of such training as a condition of continued employment with the Presbytery of Philadelphia.

The Presbytery of Philadelphia will provide employee/volunteer training pertaining to this policy and the Mandated Reporting laws for Pennsylvania at regular intervals.

**L-19**

Additionally, employees or volunteers may be asked to complete the online training, “Recognizing and Reporting Child Abuse: Mandated and Permissive Reporting in Pennsylvania” provided by Pennsylvania’s Child Welfare Resource center.

Training can be found at the following links:

<http://www.pacwrc.pitt.edu/>

<http://www.pacwrc.pitt.edu/Resources/CPSL%20Resources/Reporting%20Flyer.pdf>

Upon completion, the employee or volunteer will provide a copy of their certification of completion to the Committee.

Any employee or volunteer having questions about the applicability of these additional training requirements should contact his or her supervisor or the Executive Presbyter and/or Stated Clerk for clarification. As noted above, compliance with these additional, state-mandated training requirements shall be the sole responsibility of the individual.

- **SUPERVISION REQUIREMENTS**

**L-20**

Those to whom this Policy applies shall comply with the following requirements when supervising children and youth:

**Two-Adult/Age Policy**

At least two certified non-related adults (one of whom will be no less than 25 years old) will supervise all Presbytery of Philadelphia programs, services and activities involving children and youth, whether on or off campus. Adults must remain in sight of one another at all times except in a temporary or emergency situation. For purposes of the two-adult requirement, spouses count as one certified adult as do a parent and his/her children and/or youth.

The two-adult requirement can be eased in a situation involving vehicular transportation as it is permissible for one certified adult driver to transport several children and/or youth in a single vehicle in a convoy of vehicles traveling to and from an event. The Presbytery of Philadelphia will, if possible, avoid situations where a volunteer is alone in a vehicle with a child and/or youth.

**Adult-to-Child/Youth Ratios (the two-adult requirement applies to the following)**

For any ministry program with children or youth that is within a contained classroom there shall be at least one certified, appropriately aged adult for every ten children and/or youth; gender balance is recommended.

For any ministry program with children or youth that is held in a gym, or is outside or off campus, there shall be at least one certified, appropriately aged adult for every eight children and/or youth; gender balance is recommended.

For overnight trips there shall be at least one certified, appropriately aged adult for every six children and/or youth; gender balance is required. If there are male and female children and/or youth, there must also be male and female adults.

**One-on-One Situations**

In those limited situations where it is necessary for an adult to be alone with a child or youth, the adult should notify another non-related adult before and after the period which he/she is alone with the child or youth. Additionally, any such one-on-one contact should be carried out in a public setting or otherwise in plain view of others.

## Open Door Policy

## **L-21**

Doors to rooms in which children and/or youth involved in church activities are present are to remain open. If noise or fire code restrictions apply, doors may be shut as long as there is clear glass in at least one door into each room and nothing impedes vision through the glass, even when no one is occupying the room.

## Nurseries

A sign-in/out system will be used for all nursery children. This system will enable the caregivers in the nursery to correctly identify a parent or guardian when a child is picked up. Only assigned caregivers and staff are allowed to stay in the nursery. Parents/guardians may enter the room to sign-in/out their child, but must exit the room promptly. All others must remain outside the room.

## Use of Church Manses and of Pastors' and Volunteers' Homes

Children and youth are not allowed into any church manse without at least two certified, appropriately aged adults being present. Similarly, children and youth are not allowed into the homes of a pastor or of a volunteer without at least two certified, appropriately aged adults being present. The adult/child and adult/youth ratios set forth above shall apply.

## Use of Private Vehicles

The following policies, which shall apply when private vehicles are used to transport children and/or youth in connection with church-related activities, are intended to ensure and protect the safety of our children and youth.

All vehicle drivers must abide by the following protocols:

- Be at least 25 years of age and certified according to this Policy
- Have a valid driver's license and current automobile insurance and provide photocopies of the license and proof of such insurance to Presbytery staff in advance of transporting any children or youth in connection with church-related activities.
- Have a clear driving record, i.e., shall have had no major moving violations within 12 months prior to the proposed transport of children and/or youth (determination of what constitutes "major" shall be made by COM), and no convictions or deferred adjudications for driving under the influence of a controlled substance within ten years prior to the transport of children/youth.
- Authorize the Presbytery of Philadelphia to check driving records.

**L-22**

- No tobacco products shall be used in the vehicles.
- No alcoholic beverages shall be allowed in the vehicles.
- No firearms or other weapons shall be allowed in the vehicles.
- All persons, including the driver, shall wear seat and shoulder belts or be seated in such other age/weight appropriate safety seats (car seats, booster seats, etc.) as required by law.
- The maximum number of people in the vehicle shall be the same as the number of adult seats in the vehicle with seat belts.
- The driver shall have complete authority and full responsibility for the safety of the passengers at all times.

No one driver shall drive a total of more than eight hours in any one day. On trips of eight hours or more, the driver shall have available an alternate approved driver to relieve the primary driver if necessary.

- For at least 12 hours prior to driving the vehicle, no driver shall have consumed any alcoholic beverages.
- Drivers shall operate vehicles in compliance with speed limits and traffic laws and consistent with safe driving given the prevailing road conditions.
- In the event of an accident, with or without injury, the driver (or another person if the driver is unable to do so) shall report the incident to the proper police authority, to the individual's insurance company, and to the Executive Presbyter and/or Stated Clerk within 24 hours of its occurrence. If anyone requires medical treatment or hospitalization, the Executive Presbyter and/or Stated Clerk and if a child/youth is injured, the parents/guardians, shall be notified by telephone as soon as possible.
- In the event of an accident, a Private Vehicle Accident Report Form (see Attachment D, Incident Form) must be promptly completed and submitted to the Executive Presbyter and/or Stated Clerk or her/his designee.

- **REPORTING ABUSE OR SUSPECTED ABUSE**

**L-23**

This Policy and the law make the responsibility for reporting abuse of a child or youth or suspected abuse of a child or youth clear.

All Presbytery of Philadelphia employees and volunteers who, during employment or volunteer work, come to learn of any occurrence of abuse or a situation that presents reasonable cause to suspect that abuse may have occurred are required to make a report as set forth in this Policy. Such report shall be made promptly after the occurrence in question becomes known, as required by law, first to the authorities and immediately thereafter to the Executive Presbyter and/or Stated Clerk. (see Appendix A, Reporting Checklist). All such reports, including the identities of all persons making such reports, shall be kept confidential to the extent permitted by law.

Similarly, any report of child/youth abuse made by an individual about his or her care by a parent, guardian, youth, adult, or Presbytery of Philadelphia staff employee or volunteer, must be reported promptly, as required by law, first to the authorities and immediately thereafter to the Executive Presbyter and/or Stated Clerk. All such reports shall be kept confidential to the extent permitted by law.

In the event that the Executive Presbyter and/or Stated Clerk is unavailable or is the alleged abuser, the reporting guidelines referred to above by a Presbytery of Philadelphia employee or volunteer of alleged or suspected abuse shall be made to the Stated Clerk.

The CPSL provides that individuals who make a good faith report of actual or suspected child abuse are immune from any civil or criminal liability that might otherwise result from making the report. In addition, the CPSL imposes criminal liability for willful failure to report actual or suspected child abuse.

For any injury to a child under age 18 requiring medical assistance, an incident report should be completed with one copy given to the parent and one copy to either the Executive Presbyter and/or Stated Clerk or her/his designee. If the designee nor the Executive Presbyter and/or Stated Clerk is present, the accident report should be scanned and e-mailed as soon as possible. (See Attachment D for Accident/Injury/Incident Report Form for Children/Youth.)



**L-24****• RESPONDING TO ALLEGATIONS OF ABUSE OR SUSPECTED ABUSE**

In the event of an allegation of abuse to a child or youth or suspected abuse to a child or youth and after completion of the above-mandated reporting, the procedures set forth below must be followed at the Presbytery of Philadelphia:

Every allegation shall be taken seriously. Adequate care, respect and confidentiality shall be offered to alleged victims and perpetrators until the allegation is substantiated or cleared. The identity of any individual who makes a report of alleged or suspected abuse and/or cooperates in a subsequent investigation of such a report in accordance with this Policy shall be kept confidential to the extent permitted by law.

The Executive Presbyter and/or Stated Clerk will immediately notify the parent(s) or legal guardian of the alleged victim.

The Executive Presbyter and/or Stated Clerk will then contact The Presbytery of Philadelphia legal counsel and, where appropriate, the Presbytery of Philadelphia's liability insurance carrier.

The Presbytery of Philadelphia will follow the requirements set forth in section D-10.0000 of the Rules of Discipline in the Book of Order. In the event the accused is, at any point in the investigation, deemed not under the jurisdiction of the PC(USA), the Presbytery will be asked to approve an Administrative Commission pursuant to G-3.0109b(6).

The Presbytery of Philadelphia employees and volunteers are required to cooperate fully with the investigative authorities, such as the Department of Human Services, Bucks County Office of Children & Youth, and law enforcement officials. Refusing to fully cooperate with a criminal investigation will be seen as a violation of this policy.

With respect to inquiries other than those from investigative authorities (for example, from uninvolved church members or members of the media), the Presbytery of Philadelphia employees and volunteers will refer any inquiries regarding the situation to the Executive Presbyter and/or Stated Clerk, except that in the event the Executive Presbyter and/or Stated Clerk is unavailable or is the alleged abuser. The Executive Presbyter and/or Stated Clerk, shall be the only person(s) authorized to release any information on behalf of the Presbytery of Philadelphia regarding an abuse allegation, except where the law requires others to provide information.

Subject to applicable confidentiality laws, the Stated Clerk will provide the Presbytery with a report of the incident and of all steps taken afterwards.

**L-25**

When appropriate, the Executive Presbyter and/or Stated Clerk will be responsible for arranging a meeting with parents/guardians of other children and youth to explain the situation and answer questions. The Executive Presbyter and/or Stated Clerk shall act in accordance with all applicable confidentiality laws at all times, including in any discussion that occurs at such a meeting.

When appropriate, a brief statement may be prepared and sent to the congregations explaining the situation. That statement should not assign blame, interfere with the victim's privacy, violate confidentiality concerns, or violate the procedures laid out in the Rules of Discipline in the Book of Order.

The Executive Presbyter and/or Stated Clerk, will maintain a log of all actions taken regarding the allegation including telephone calls, personal interactions, and any correspondence. This log and all documentation relating to the matter shall be kept in a secure confidential file.

The following additional steps may be taken when deemed appropriate:

The Executive Presbyter shall immediately place an accused employee on leave. Such leave may be with or without pay. The Executive Presbyter shall immediately remove an accused volunteer from service.

Additionally, to protect the child or youth from further possible abuse or harassment, the Presbytery of Philadelphia will prohibit the accused individual access to the alleged victim and other children and youth in the Presbytery of Philadelphia programs, services and activities.

If an employee or volunteer is determined to be a perpetrator with respect to a founded report of child abuse, such individual's employment or volunteer relationship with the Presbytery of Philadelphia will be immediately terminated.

In all cases, except those where an allegation of abuse is ultimately determined to be founded (as that term is defined by the CPSL), the Executive Presbyter and/or Stated Clerk, in consultation with the COM, will make a determination as to whether the formerly accused individual will be allowed to resume working with/supervising children and youth as an employee or volunteer at the Presbytery of Philadelphia.

- **ENDANGERED ADULTS**

Endangered adults will be accorded the same protections as children and youth under this policy.

- **HEALING THE CONGREGATION**

**L-26**

As God's chosen ones, holy and beloved, clothe yourselves with compassion, kindness, humility, meekness, and patience. Bear with one another and if anyone has a complaint against another, forgive each other; just as the Lord has forgiven you, so you also must forgive. Above all, clothe yourselves with love, which binds everything together in perfect harmony. And let the peace of Christ rule in your hearts, to which in deed you were called in the one body. And be thankful. Let the word of Christ dwell in you richly; teach and admonish one another in all wisdom; and with gratitude in your hearts sing songs to God. And whatever you do, in word and deed, do everything in the name of the Lord Jesus, giving thanks to God the Father through him. (Col. 3:12-17)

At the Presbytery of Philadelphia, we take every precaution we possibly can to protect our children and youth; however, we have to recognize that incidents may occur. These situations can have a tremendous impact on the individuals, as well as the entire Presbytery. To help the community of faith deal with this betrayal of trust, these are five main components necessary for the healing process:

**Truth telling:** We have to acknowledge what has happened. Ignoring the issue could only make things worse.

**Sharing and validation of feelings:** Many emotions surround the betrayal of trust: i.e. shock, anger, disbelief, and fear. In order to help the community of faith acknowledge and validate these feelings, as well as find some resolution, we encourage group mediation with a trained pastoral counselor.

**Education:** Commitment to the safety and well-being of children and youth is our number one priority. We have to communicate that commitment to the congregation in order for trust to be reestablished. We also must reeducate members on how we can collectively protect our children.

**Spiritual reflection:** In a community of faith we turn to God for guidance and direction, especially during difficult times. We turn to scripture, like the words Paul gave the Colossians (Col. 3:12-17), or the comforting words of Psalm 23, and we pray that the "peace of Christ will rule in our hearts." We turn to God in prayer emphasizing the grace of Christ that will lift us up and love us forever.

**Where do we go from here?** Answering the question, "What else do we have to do in order to be able to heal?" As a Presbytery and as the body of Christ, where do we go from here? What do we need to do to mend ourselves so that we can go about the mission of the church – which is to glorify and serve God?

- **POLICY REVIEW AND REVISION**

**L-27**

The COM will review this Policy at least annually and recommend revisions to Presbytery as appropriate.

Revision History:

Date	Changes
1-21-2020	Initial version

- **APPENDIX**

**L-28**

The following attachments will be used in connection with the Policy:

ATTACHMENT A  
Reporting Checklist

ATTACHMENT B  
Disqualifying Crimes

ATTACHMENT C  
Information on PA Volunteer Background Clearances

ATTACHMENT D  
Accident/Injury/Incident Report Form for Children/Youth

ATTACHMENT E  
Employee/Volunteer Acknowledgement and Agreement Form

ATTACHMENT F  
Photo Release Form

**ATTACHMENT A****L-29****The Presbytery of Philadelphia  
Reporting Checklist**

How to report suspected child abuse as mandated by Pennsylvania law as of December 2014 (source: 23 Pa. C.S. § 6301, et seq. and [keepkidssafe.pa.gov](http://keepkidssafe.pa.gov)).

Following the procedures explained in The Presbytery of Philadelphia's Child and Youth Protection Policy, any suspected or actual case of child abuse or neglect must immediately be reported first to the authorities, in the manner set forth below, and then to the Executive Presbyter and/or Stated Clerk.

**Reporting Child Abuse or Neglect to the Authorities**

An initial report of suspected or actual child abuse or neglect must be made via the Toll- free PA Child Abuse Hotline (Childline) at 800-932-0313.

A written report must be made within 48 hours of the initial report to Child Protective Services.

**When to Also Call 9-1-1**

If you are in immediate danger of injury.

If you suspect a child is in immediate danger of injury or if the abuse or injury is happening right now.

If there is a need to collect evidence or maintain a chain of custody of evidence.

Please note that calling 9-1-1 does not eliminate the requirement to report the matter to the Child Protective Services and to the Executive Presbyter and/or Stated Clerk.

**Reporting Child Abuse to the Presbytery of Philadelphia**

Immediately after an initial report of suspected or actual child abuse or neglect is submitted to the authorities, the person making the report must make a report to the Executive Presbyter and/or Stated Clerk.

**ATTACHMENT B****Disqualifying Crimes****L-30**

Any potential employee or volunteer who has been convicted of one or more of the following crimes under Pennsylvania law or an equivalent crime under Federal law or the law of another state shall be disqualified from employment and/or volunteer service that involves direct contact with children:

Title 18, Chapter 25 (relating to criminal homicide).

Title 18, Section 2702 (relating to aggravated assault).

Title 18, Section 2709.1 (relating to stalking).

Title 18, Section 2901 (relating to kidnapping).

Title 18, Section 2902 (relating to unlawful restraint).

Title 18, Section 3121 (relating to rape).

Title 18, Section 3122.1 (relating to statutory sexual assault).

Title 18, Section 3123 (relating to involuntary deviate sexual intercourse).

Title 18, Section 3124.1 (relating to sexual assault).

Title 18, Section 3125 (relating to aggravated indecent assault).

Title 18, Section 3126 (relating to indecent assault).

Title 18, Section 3127 (relating to indecent exposure).

Title 18, Section 4302 (relating to incest).

Title 18, Section 4303 (relating to concealing death of child).

Title 18, Section 4304 (relating to endangering welfare of children).

Title 18, Section 4305 (relating to dealing in infant children).

A felony offense under Title 18, Section 5902(b) (relating to prostitution and related offenses).

Title 18, Section 5903(c) or (d) (relating to obscene and other sexual materials and performances).

Title 18, Section 6301 (relating to corruption of minors).

Title 18, Section 6312 (relating to sexual abuse of children).

The attempt, solicitation or conspiracy to commit any of the above listed offenses.

A felony offense under the Controlled Substance, Drug, Device and Cosmetic Act of April 14, 1972 (Public Law 233, No. 64) committed within the previous five-year period.



**ATTACHMENT C****L-31****Information on PA Volunteer Background Clearances**

Two laws impacting how volunteers obtain clearances were implemented. PA Act 153, signed by Governor Tom Corbett in 2014, was in force on December 31, 2014. The second law, PA Act 15 of 2015, signed by Governor Tom Wolf, was in force on August 25, 2015 (superseding portions of PA Act 153).

As with any youth organization in Pennsylvania, the law has a direct impact on employees and volunteers as it requires them to obtain background clearances to work with our youth. Depending on the individual, employees/volunteers may be required to obtain between two and three clearances. The three clearances are as follows:

- Pennsylvania State Police Criminal Background Check
  - All employees/volunteers needing clearances under the law shall be required to obtain a criminal background check run by the Pennsylvania State Police by using the following URL and instructions: <https://epatch.state.pa.us/>. This background check is free to all volunteers as of July 25, 2015.
- Pennsylvania Department of Human Services Child Abuse Clearance
  - All employees/volunteers needing clearances under the law shall be required to obtain a child abuse clearance from the Pennsylvania Department of Human Services by using the following URL and instructions: <https://www.compass.state.pa.us/cwis/public/home>. This background check is free to all volunteers as of July 25, 2015. You will need to register for an account on the site.
- Federal Bureau of Investigation Fingerprint-Based Background Check
  - Volunteers needing clearances under the law that have lived in the state of Pennsylvania for less than ten consecutive years (including the current year) must obtain a fingerprint-based FBI Background Check by using the following URL and instructions: [https://www.pa.cogentid.com/index\\_dpw.htm](https://www.pa.cogentid.com/index_dpw.htm). This background check carries a fee, but is generally only obtained once provided you continue to live in the state of Pennsylvania. At any time, even after service has begun, the Presbytery of Philadelphia reserves the right to require this check either randomly or because of some concern.
  - Employees/volunteers that have lived in the state of Pennsylvania for the last ten consecutive years may be exempt from this check, but must complete an affidavit affirming such. A copy of this affidavit can be printed and then filled out at the following location: <http://pcdeeprun.org/wp-content/uploads/2017/05/Waiver-Fingerprints.pdf>

**ATTACHMENT D****L-32**

The Presbytery of Philadelphia  
Accident / Injury / Incident Report Form for Children / Youth

You are being asked to fill out this form because we are committed to the safety and well-being of our children/youth and the adults who work with them. Please give all known information.

Date and time of accident / injury / incident: \_\_\_\_\_

Name of child / youth: \_\_\_\_\_

Age of child / youth: \_\_\_\_\_

Address/phone of child / youth: \_\_\_\_\_

\_\_\_\_\_

Location of accident / injury / incident: \_\_\_\_\_

Parent / Guardian: \_\_\_\_\_

Parent / Guardian notified ~ date, time, by whom: \_\_\_\_\_

\_\_\_\_\_

Names of persons who witnessed accident / injury / incident:

Name: \_\_\_\_\_ Phone: \_\_\_\_\_

Name: \_\_\_\_\_ Phone: \_\_\_\_\_

Name: \_\_\_\_\_ Phone: \_\_\_\_\_

Describe accident / injury / incident:

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**ATTACHMENT D – CONTINUED****L-33**

If medical care was received, briefly describe what and by whom administered:

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Signature of Person Making Report: \_\_\_\_\_

Date: \_\_\_\_\_

Signature of Parent/Guardian: \_\_\_\_\_

Date: \_\_\_\_\_

(Please give this report to the Executive Presbyter and/or Stated Clerk)

**ATTACHMENT E**

**The Presbytery of Philadelphia  
Child and Youth Protection Policy  
Employee/Volunteer Acknowledgment and Agreement**

**L-34**

To be certified to work with children and youth at the Presbytery of Philadelphia I hereby acknowledge that I have received a copy of the Presbytery of Philadelphia Child and Youth Protection Policy (Policy), and that I have had an opportunity to read the Policy, that I understand my obligations under the Policy, and that I have completed training regarding child and youth protection. I understand that any violation of the Policy or misrepresentation of information that I have provided in connection with my appointment to work with children/youth at the Presbytery of Philadelphia may result in termination of my employment or volunteer service with children/youth, and may prompt Disciplinary Charges under the Rules of Discipline in the Book of Order.

Intending to be legally bound, I hereby agree to comply in all respects with the Policy.

Employees/Volunteers Signature: \_\_\_\_\_

Print Name: \_\_\_\_\_

Date Signed: \_\_\_\_\_

Date Child and Youth Protection Policy Was Reviewed: \_\_\_\_\_

Date Child and Youth Abuse Prevention Training was Completed: \_\_\_\_\_

**ATTACHMENT F****L-35****The Presbytery of Philadelphia  
Child and Youth Protection Policy****- PHOTO & VIDEO RELEASE FORM -**

Please fill out and sign to give this permission to use pictures and videos of your minor child for promos, events, online, etc. Please note that these photos and videos may be used now and in the future.

Child's Name: \_\_\_\_\_

Date of Child's Birth: \_\_\_\_\_

I, \_\_\_\_\_ (Parent's/Guardian's Name) GRANT permission to the Presbytery of Philadelphia to publish pictures and videos of my child in promotional videos, press releases, or any other form of public publicity. I further state that I have the right to give this permission on behalf of the minor named above as I am the minor's parent or legal guardian. I understand that if I give notice to the Presbytery of Philadelphia that I object to any particular picture or video being used publicly, that it will be removed as soon as possible.

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Signature of Parent/Guardian

Date



**P-1****COMMISSION ON PREPARATION FOR MINISTRY AND MEMBERSHIP*****Action Item***

The Commission on Preparation for Ministry and Membership recommends candidate **Greg Terry (Oxford)** be examined for ordination and, if the way be clear, his plans for ordination be approved.

***Information Items***

**The following actions were taken by the Commission on Preparation for Ministry and Membership subsequent to its report to the November 19, 2019 meeting of Presbytery at its November 14, 2019 and December 12, 2019 meetings.**

**Enrolled as Inquirer**

1. Enrolled Dr. Eric Jerome Hearst (Oxford) as an Inquirer. (12/12/19)

**Certified Ready**

1. Certified Andrew Hostetter (Wayne) ready to be examined for ordination pending a call. (11/14/19)

**Enrolled as Member**

1. Enrolled Rev. Dr. Kang-Yup Na as a member of the Presbytery of Philadelphia. (11/14/19)
2. Enrolled Rev. Matthew Arlyck as a member of the Presbytery of Philadelphia. (12/12/19)
3. Enrolled Rev. Aaron Twitchell as a member of the Presbytery of Philadelphia. (12/12/19)



**P-2****Under the Care of the Presbytery of Philadelphia****Commission on Preparation for Ministry and Membership****Inquirers**

Dean, Mary Kathryn (Philadelphia, First)  
Dwayen, Gabriel (Tully)  
Hearst, Eric J. (Oxford)  
Jones, Claire (Christ's Community)  
Martin, Emma-Claire (Tree of Life)  
Mucklow, Wayne (Old Pine)  
Rigsby, Suzin (Abington)  
Schondelmeyer, Abby (Deep Run)

**Candidates**

Baah, Isaac (United Ghanaian)  
Briggs, William (Doylestown)  
Chaffee, John (Media)  
Heintz, Cassandra (Carmel)  
Hensel, Russel (Supplee)  
Heyer-Rivera, Christian (Chestnut Hill)  
Hostetter, Sarah (Wayne)  
Poteet, Margaret (Chestnut Hill)  
Willcox, Courtenay (Bryn Mawr)

**Certified Ready**

Bass, Aaron  
Biermann, Heidi  
Blore, Christen  
Cornish, Theodore  
Hodges, Glenda  
Hostetter, Andrew  
Lindtner, Jamie  
Nambiar, Virginia  
Rich, Patricia  
Rascoe, Allen  
Terry, Gregory

**Greg Terry Statement of Faith****P-3**

I believe in the Triune God: God the Father, God the Son, and God the Holy Spirit. Three distinct personas yet one God. I believe God created the world and humankind with humankind as God's greatest creation. I believe that humankind was made in the image of God. As such, humankind has the capacity and propensity to do good, respect justice, and walk humbly with God. Unfortunately, humankind moved away from God and began to seek other gods, idols, and riches. As a result, creation is out of order, dysfunctional, and oppressed. Sin is the outward manifestation of this rebellion and move away from God. Sin goes against God and leads to disunity and disharmony. God, with God's infinite love, put forth a plan to redeem and save humankind from the dehumanizing grip of sin.

Jesus came into the world in order to save the world and not condemn it. I believe that Jesus came to set the captives free from the chains of oppression and sin, to give sight to the blind – those that have lost hope, and to proclaim the year of the Lord which is renewal, reconciliation, and restoration. I believe that salvation begins at the cross. Jesus died on the cross and three days later was raised by God from the dead. This act of love and sacrifice brings forgiveness for sins to humankind and motions transformational change and sets in place renewal and reconciliation for those who believe.

Salvation is a free gift from God and cannot be bought or earned. Salvation is attainable through God's act of love, mercy, grace, and our response of faith. Scripture says that "if I believe with my heart and profess with my mouth that God raised Jesus from the dead, I am saved." Salvation is for eternity: it is eternal life with the everlasting Triune God.

I believe in the Holy Spirit, who is the presence of God within us and among us. I believe the Holy Spirit endows us and the church with gifts and talents in order to spread the Word and proclaim the Kingdom of God. I believe the Holy Spirit enables and empowers us for mission and gives us the ability to live life fully in accordance to what God says.

I believe the church is not solely a building; it is the body of Christ. The Church is the prophetic voice in this day and age. It is the role of the Church to speak to this lost and dying world about hope and change. The Church is a microcosm representation of the Kingdom of God where the sovereignty of God is forever present, and life is centered in the divine power of God that brings peaceful living and continual hope. The Holy Spirit empowers the Church to cry out for repentance and countercultural change that welcomes and embraces the disenfranchised, stands against oppression and injustice, provides for the poor, and offers hope to the brokenhearted.

I believe in Holy Scripture both Old and New that reveals God to the world. I believe in the Sacraments: Baptism and the Lord's Supper. Baptism is God's redeeming grace offered to all. I see Baptism as the washing away of the old and as rebirth into the community of God through Christ Jesus. The Lord's Supper is a continual and ongoing celebratory gathering of God's people at God's table of love and reconciliation. It is remembrance of Christ's salvific act on the cross. It is the eating and drinking in communion with the crucified and risen Lord. I believe Jesus will come again and God's Kingdom will have no end.

Greg Terry  
Autobiographical Statement

**P-4**

Greg was born and raised in Philadelphia, PA. He is a graduate of Temple University where he obtained a Bachelor of Business Administration degree and Palmer Theological Seminary obtaining a Master of Divinity degree.

Greg has served in ministry for over 20 years. He served as Assistant Outreach Director responsible for community outreach and evangelism. He served in the Prison Ministry at Mount Airy Church of God in Christ visiting several prisons throughout the Philadelphia area. He served as a Pastoral Intern at Oxford Presbyterian Church and also as Deacon. For the past two years, Greg has been serving as a pulpit supply preacher at Germanton Community Presbyterian Church.

After completing 3 residencies as a Pastoral Care Resident, Greg now works as a Chaplain and Transporter at Lehigh Valley Health Network in Allentown, Pennsylvania. Greg also works as a Program Associate at Allentown Rescue Mission, a Christian based homeless shelter for men.

When not serving in ministry or working, Greg enjoys listening to 80's music and playing guitar.

**R-1**

The Commission on Resources and Creative Ministries continues to serve as a primary partner alongside our congregations, worshipping communities, and affiliated ministries as they launch new and build upon existing initiatives. Since November 2019, the CRC has approved the following Great Ends Grants totaling \$13,664.22 dollars:

- Residency Program (Beacon Church)
- Friday Night Fellowship (Forest Grove)
- Silk Screen/Entrepreneurship (West Kensington Ministry)
- Certificate Program (Ashley Rossi-Carmel)
- Mosaic of Peace Trip to Israel/Palestine (Schaunel Steinnagel-Ardmore)
- Annual Thanksgiving Turkey Bowl (Crossroads)

We were honored this past year to be able to continue to utilize the Gerald and Margaret R. Andrews Scholarship Fund and look forward to celebrating this year with one of our recipients, his graduation from Temple University. If you are interested in learning more about the Andrews Scholarship Fund, please see the link here: [<https://presbyphl.org/grants/andrews-scholarship/>]

We are excited that in addition to a blog wherein we feature stories of our grant recipients, under the leadership of our Associate Executive Presbyter, we are now also sharing stories through the new podcast, PresbySpeak. Check out the most recent episode featuring an interview with MaryAnn McKibben Dana, speaker for our upcoming Ecumenical Equipping Event. Subscribe to the podcast here: [<https://podcasts.apple.com/us/podcast/presbyspeak/id1480874903>]. Read our blog here: [<https://presbyphl.org/crc-blog/>]

As we come into a new year, and a new decade, not sure if you've noticed it but we have acquired both a new name and new members. First the name, we are now the Committee on Resources and Creative Ministries. This name allows us to live more fully into our already ongoing work of helping to lift up, inspire, and equip congregations for creative life in ministry.

**R-2**

Two of the significant ways we do this in the spring is through our upcoming grant writing workshops, and through the gift of the Covenant Fund that uses dollars from restricted funds each year to spark new initiatives and collaborative ministries that benefit the communities surrounding our churches. Keep your eye out for dates to come soon both for our spring workshops and for the Covenant Fund 2020 Application to be released. Secondly, our new members. We are honored to welcome three new CRC members in 2020: Rev. Rebecca Blake (Beacon), Elder Isaac Baah (United Ghanaian), and Elder Pete Scattergood (Church on the Mall). Each bring significant experience in creative ministry and have already proved to be a gift to our work.

Finally, in partnership with our Ministry and Leadership Incubator, we are thrilled that we will hear from our three Dream Tank for Ministry finalists: CRC has been invited to serve as judges and facilitator at our January Stated Meeting, where we will welcome the Swarthmore Presbyterian Church, West Kensington Ministries, and Church on the Mall. We were blown away by the quality and creativity shown by entrants into this competition. All who applied received \$500 towards their initiative, and all three finalists will receive a total of \$1000 for their efforts. Upon your award, the winner will walk away with \$3000 to put towards their initiative and we will feature their story in upcoming blog and podcast posts. Thank you to all who entered and to all of you in the Presbytery of Philadelphia for your ongoing vision, openness, and joy to the generative work of the Spirit in ministry among us.

Respectfully submitted,

*Rev. Sarah Cooper Searight*