



# PRESBYTERY *of* PHILADELPHIA

CHRIST'S WORK ♦ OUR WITNESS

November 17, 2020  
Stated Meeting

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*Greetings in the name of our risen Lord, Jesus Christ!*

What a joy it is to worship a God who is the same today, yesterday, and tomorrow. As we come together united in our common beliefs we also gather amidst uncertainty. I write these words to you in the immediate aftermath of our election, which once again reminds us of our calling to be unifying forces in the communities around us. When there is so much that divides us, I am reminded of the familiar words, “On Christ the solid rock I stand, all other ground is sinking sand.” From this solid foundation, we are called to action as well as contemplation. Our Lord Jesus Christ is no passive observer of events in the world, but a leader who motivates his disciples to action. Therefore, in this uncertain time, we must also be motivated to action.

Ministry can be challenging in the best of times. At this particular time in our history I believe there are three additional significant challenges facing us;

- *Responding to the increased awareness of racial, social, and economic divisions in our country and in our own community.* As we struggle against implicit bias, we continue our Matthew 25 commitment to resist all forms of racism that separate us from God and one another.
- *Embracing changes in the tools for ministry as a result of the pandemic and its long-term consequences in our communities.* This meeting will highlight the efforts being made to learn from each other as we find a way out of the anxiety caused by our current situation and how this lays the foundation of our ministry going forward.
- *Understanding and adapting to the shifting attendance and demographics of our worshiping communities.* Perhaps part of the solution to this challenge lies in the above challenge. The pandemic has accelerated our adaptation to different forms of ministry and we need to be attentive to the ways God is calling us to use these tools to respond to the changes in discipleship and outreach.

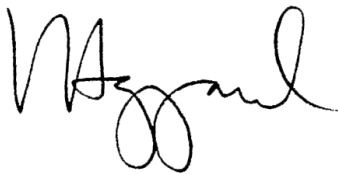
Let us use this meeting as a moment of encouragement and an affirmation of incredible resilience as we enter a season of Thanksgiving and Advent.

In our worship together – our preacher is the Rev. Larissa Kwong Abazia, Vice Moderator of the 221<sup>st</sup> General Assembly of the Presbyterian Church USA (2014) and current coordinator of our Lilly Planning Grant pilot – Cultivating Enough in the Care of Clergy.

We will celebrate revitalization in our midst as we commission worshipping communities that are participating in the Vital Congregations initiative, offer gratitude for the faithfulness of the Disston Memorial Presbyterian Church for more than a century, hear how our Trustees are utilizing the assets from our history and from your on-going support to boldly fund our future as you are presented with the 2021 proposed budget, examine a candidate for ordained ministry, celebrate a new chapter in the worshipping life of New Spirit Community Presbyterian Church, and act on the nominations of those that have been called to leadership in our Presbytery, Committees, and Commissions.

It is my hope that this Presbytery meeting will be a time of coming together and comfort to each of us as we face the future. May we avoid the shifting sands at the extremes, stand firmly on the rock that is the body of the church, and work together to build bridges that unite us all in Christ.

Grace and peace,

A handwritten signature in black ink, appearing to read 'V. Aggarwal', with a stylized, cursive script.

Vijay Aggarwal, Moderator of the Presbytery of Philadelphia



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

*November 17, 2020*



Rev. Katy Shevel transferred from the Presbytery of Newton and is serving as Associate Pastor at Wayne Presbyterian Church.



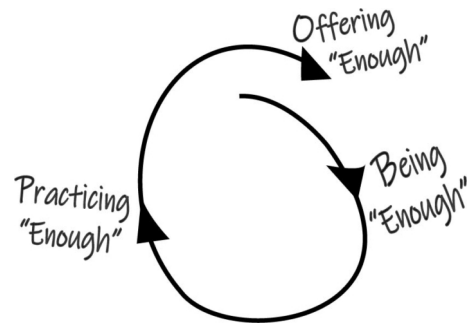
Rev. Jeannine Frenzel Sulyok transferred from the Presbytery of Long Island.



# Cultivating Enough in the Care of Clergy

## An Initiative Funded by the Lilly Endowment, Inc.

Fourteen of our pastors have been engaged in a new program made possible by a Lilly Endowment, Thriving in Ministry 2020 Planning Grant. *Cultivating Enough in the Care of Clergy* seeks to enhance the well-being of pastors and their ministry. The initiative's intent is to explore what it means to have and be "enough" as pastors working in small churches, congregations in communities of color, or church (re)plants. Our participating pastors: Randy Barge, Rebecca Blake, Laura Colee, Wonjae Choi, Janel Dixon, Tim Dooner, Gadiel Gomez, Carroll Jenkins, Carla Jones-Brown, Jieun Lee, Eustacia Moffett-Marshall, Kari Olson, Schaunel Steinnagel, and Brenton Thompson have met individually with the program director, Larissa Kwong Abazia and program support, Sarah Colwill. They have also participated in multiple webinars, begun small group meetings, and recently embarked on a virtual retreat where they engaged a workshop on storytelling and were offered coaching and spiritual direction sessions.



Gleaning information from the pastors, our team submitted the larger Lilly grant proposal titled, *Thriving in Ministry Initiative 2020*. This grant would launch a five-year program to engage more pastors in the above named contexts throughout the presbytery. This initiative would walk alongside pastors for a two-year cycle of being enough, practicing enough, and offering enough, utilizing small groups, webinar presentations, and retreats. Please stay tuned for updates on our current cohort, as well as information about this larger grant. We hope you will pray for the pastors and leaders of this new thing we believe God is calling the presbytery to engage in this particular time and place.

### Program Staff Funded by the Lilly Endowment Grant



#### Larissa Kwong Abazia, Program Director

Rev. Larissa Kwong Abazia is a pastor, speaker, writer and consultant. She is the Vice Moderator of the 221st General Assembly and currently serves on the General Assembly Committee on Representation. She is also a founding member of the Collective Foundation, a non-profit organization researching the fundraising practices of Christian communities of color. Larissa has served churches in Chicago, Queens (NY), and throughout New Jersey. Her call to ministry has centered on racial and gender justice, exploring the call to beloved community.



#### Rev. Sarah Colwill, Program Support

Rev. Sarah Colwill has served as a minister in the Presbytery of Philadelphia since 2003. She currently is the pastor at Church on the Mall in Plymouth Meeting. Prior to her work there, she ran a campus ministry at Drexel University in Philadelphia, and spent nine years as the associate pastor at First Presbyterian Church in Springfield (Flourtown). Rev. Colwill and Church on the Mall are currently working to spark a new worshiping community in Conshohocken, Church on the Bend.

<https://presbyphl.org/cultivating-enough-in-the-care-of-clergy/>



**Vital Congregations  
Philadelphia**

- Bensalem
- Carmel
- Crossroads
- Elkins Park
- Glading Memorial
- Holy Trinity-Bethlehem
- Mt. Airy
- Levittown
- Olivet-Covenant
- Summit
- Warminster

As part of our larger Ministry and Leadership Incubator, we 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.

**Vital Congregations Discernment and Strategy Team**

- Courtenay Willcox (Moderator)
- Rev. Anna Grant-Borde
- Frank Orzechoski
- Rev. Su Fall

- Rev. Greg Klimovitz (Associate Presbyter)
- Rev. Chris Holland
- Rev. Anna Grant Borden
- Rev. Kris Shondelmeyer

**Pastoral Cohort Facilitators**

- Rev. Carla Jones Brown
- Rev. Ryan Balsan

**Learn More:**  
<https://presbyphl.org/ministry-incubator/vital-congregations/>



## Registration Information

### Registration Begins at 12:00 Noon

#### Pre-Registration

Pre-Registration Appreciated by Friday, November 13:

<https://presbyphl.org/events/november-17-2020-stated-meeting/>

After completing the required fields, you will be provided the ZOOM link and details for the stated meeting.

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

**Meeting ID: 868 7698 1760, Passcode: 472709, One tap mobile: +13017158592,,86876981760#,,,,,0#,,472709# US (Germantown)**

#### Dial by your location

+1 301 715 8592 US (Germantown), +1 312 626 6799 US (Chicago), +1 646 876 9923 US (New York), +1 253 215 8782 US (Tacoma), +1 346 248 7799 US (Houston), +1 408 638 0968 US (San Jose), +1 669 900 6833 US (San Jose)

Find your local number: <https://us02web.zoom.us/j/86876981760>

#### Registration on Day of Stated Meeting

For those who have not pre-registered for the meeting, simply register through ZOOM using this URL:

<https://us02web.zoom.us/j/86876981760?pwd=UmZPdEdiUm9oWHY0TEpPY3NteINJZz09#success>

Registration opens at Noon using the provided meeting link, ID.

Once you register, you will gain access to a digital waiting room with visuals and music.

Our stated meeting hosts will be reviewing each registered participant and grant access to the stated meeting, which will automatically be called to order at 1:00 p.m.

*Note:* your video and audio feed will not be public and will remain **MUTED/OFF** while in waiting room **AND** for the duration of the meeting, except when invited to turn on and participate; these features are controlled by the meeting hosts so to assure security.

A meeting host will admit you to the meeting and immediately privately chat with you to acquire all necessary information for registration; *for the sake of expediency, please pre-register by Friday, November 13th so we can minimize these pre-meeting chats required for registration*

If joining by phone, the number used must match your pre-registration; unrecognizable numbers will be contacted by a meeting host before being admitted

#### Guest Participants

If attending this virtual meeting as a guest and *not* as a commissioner or minister member, we ask that you note this in your pre-registration or when joining the meeting on the day of the event; *note: only commissioners and minister members are permitted to vote as a part of the meeting. thank you.*

*Even a virtual meeting is an open and public gathering of the Presbytery of Philadelphia, thank you to all who join us! This meeting will also be broadcast on Facebook LIVE.*

## Other important information

### I. Audio and Display

- A. Speaker View and Gallery View: Options are on the top right of your screen
  1. Speaker View: This is the preferred view for the Stated Meeting; this view allows you to only view the individual who is talking during the stated meeting;
  2. Gallery View (“Brady Bunch”): This view shows all participants whose video is turned on; if more than allotted per screen, there will be multiple pages of participants able to be viewed and scrolled through on the center right and left of your screen; this view can enhance the connectional feeling in the midst of the meeting;
  3. Spotlight; this feature will be controlled by the meeting hosts and will lock in a given meeting participants screen regardless of who is speaking; in speaker view, this will make the spotlight video your entire screen; in gallery view the spotlighted video will appear as the first window in your gallery
  4. On a mobile device, views can be changed by swiping right
- B. Participant Display Name: The name that appears on your screen cannot be changed once the meeting begins. This is a security feature. The name that appears is the name that is typed in at registration. Hosts of the meeting can change these names if necessary and appropriate.
- C. Audio and Video: At the beginning of the meeting, all participants will be invited to turn their audio on. The hosts will then **MUTE ALL** participants; Only the audio and video of those who are leading the Stated Meeting and/or hosting the Stated Meeting will be turned on; should there be a request or need to hear from or view other participants hosts will unmute participants and request participants to turn on their video. To do so, simply click share video on the bottom right of your tool bar or by clicking the video camera icon by your name in the participants window;
- D. Participants via phone can use the \*6 feature to mute/unmute themselves; however, once the meeting begins, all participants audio will be controlled by the meeting hosts;
- E. The view for the meeting will be through spotlight view; only those speaking will be visible and the screen sharing will be controlled by hosts to display slides, documents, motions, liturgy, etc. There will be no need for attendees to change their views between speaker and/or gallery;

### II. Participation

- A. Recording Disclaimer: The entirety of meeting and chat room are recorded and saved for record keeping and future publicity; participation in this meeting assumes understanding and consent;
- B. Chat Room Engagement: Access on the bottom toolbar of ZOOM Meetings; click this to pop up the chat room. These rooms can be used for public and private conversations with individual participants; however, along with public chats, ZOOM also records and saves private chats, please be aware of this in any of your dialogues and make sure all conversations are constructive and gracious; the chat room will also be monitored by a team of leaders within the presbytery for both security and efficiency purposes;
- C. Fellowship and Hospitality: Consider this space as similar to engaging in physical location of a stated meeting; say hello to new and familiar faces; extend a greeting, kind word, and encouraging thought; quote or give thanks for meaningful components of the gathering;
- D. Tech Deacon Assistance: If you need technical assistance at any point in the meeting, simply type “Tech Deacon” followed by your question. A member of our team will be monitoring the chat room and be sure to assist you;
- E. Questions: Chat room can be used to raise questions about meeting content, motions, actions,

etc. As with all physical meetings, the Moderator of the Presbytery will facilitate and choose whether to recognize these questions or not; should there be a need to speak your question for clarity, the moderator will request to turn on your video and/or unmute participant audio

- III. Voting and Deliberation:** There will several items that require action by commissioners and minister members of the presbytery and will be done primarily by waving hands on screen (“jazz hands”) or dialing \*9 if on phone. If a tallied vote is required it will be pursued as follows:
- A. Voting: Yes and No Options in Participant Window (Nonverbal Options)
    - 1. When acting on motions, the moderator will call for a vote. All those in favor please click **yes** if in favor of the proposed action; click **no** if not in favor of the proposed
    - 2. Votes are automatically tallied above the green and red, yes and no buttons
    - 3. Votes can be changed/corrected; however, please adhere to the moderators instructions who will call for the end of the vote; once this occurs, please do not change your vote; the meeting hosts will “clear all” votes at the instruction of moderator
    - 4. *If voting by telephone, **to vote in favor, raise hand by dialing \*9; leave the hand raised until moderator instructs otherwise, then dial \*9 again to lower hand; the moderator will the invite those discerning to vote “no” to raise their hand by dialing \*9; leave the hand raised until moderator instructs otherwise, then dial \*9 again to lowerhand***
  - B. Questions: Raise Hand if you have a question pertaining to the proposed action
    - 1. On-Line: click the option to “raise hand”; all raised hands move to the top of the participant window in alphabetical order; moderator has privilege to recognize question or not; if recognized, audio will be turned on and video ask to be turned on; please address questions to the moderator; you can lower hand by clicking the same button that will now read “lower hand;”
    - 2. Phone: participants dial \*9 and this raises hand and a hand is displayed next to your name on screen; If recognized, audio will be turned on; please address questions to the moderator; you can lower hand by once again dialing \*9
- IV. Breakout Groups**
- A. The meeting will begin with worship and conclude with business. As part of worship, all participants/attendees will be invited to join a pre-assigned breakout group:
    - 1. Once these groups go LIVE, you will see a window pop up on your screen requesting you to join the assigned breakout group, accept the invitation, if desired
    - 2. At this time, if desired, turn on your video and/or audio by selecting the video and audio buttons on your bottom toolbar *or* by clicking the video camera icon by your name in the participants window
    - 3. breakout groups are timed and include passing of the peace and question to consider as part of sharing; time will appear at top right of your screen; once the meeting is over you will be returned automatically to the main meeting and your video and audio will be OFF
- V. Security:** A Tech Team has been convened for purposes of this gathering to handle registration logistics, monitor chat room, manage audio and video access and speaker display, anticipate and manage potential “zoombombers” intending to disrupt peaceful assembly, and field questions and comments about technology and ZOOM platform. Should you have additional concerns, please contact our Associate Presbyter, Rev. Greg Klimovitz, either by private chat during the ZOOM meeting or email: [klimovitz@presbyp.org](mailto:klimovitz@presbyp.org).



## 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 merger 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.*

**RECOMMEND:** I recommend the imbalance be redressed for implementation beginning on December 1, 2019. 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  
VIRTUAL STATED MEETING  
17 NOVEMBER 2020**

Pre-presbytery conversations:

**Thursday, November 12, 2020, 11am – 1pm**

*Beyond Constraints and Towards Creativity:  
Designing and Discerning Ministry Possibilities*



**Monday, November 16, 2020, 11am – 12:15pm**

*Open Conversation: Proposed 2021 Presbytery Budget:  
Stewarding our Dollars for Faithful Witness*

**1:00PM Business Begins**



*When it was evening, the disciples came to him and said,  
“This is a deserted place, and the hour is now late;  
send the crowds away so that they may go into the villages and buy food for themselves.”  
Jesus said to them, “They need not go away; you give them something to eat.”  
Matthew 14:15-16*



12:00 PM	Virtual Registration Begins	
1:00 PM	Call to Meeting and Opening Prayer	Moderator, Elder Vijay Aggarwal
	Opening Worship	
	Preaching – the Rev. Larissa Kwong Abazia, Vice Moderator 221 <sup>st</sup> General Assembly (2014) and Coordinator of Our Lilly Endowment Funded Initiative “Cultivating Enough in the Care of Clergy”	
	Commissioning of Churches Participating in Vital Congregations (see insert)	
1:50pm	Stated Clerk Report	Rev. Kevin Porter
	Approval of the Docket	
	Approval of Consent Agenda	
	Seating of Corresponding Members	
	Welcome and Arrangements	Elder Vijay Aggarwal
	Introduction of New Elder and Minister Commissioners	Elder Vijay Aggarwal

2:15pm	COM/CPMM – Examination for Ordination - Cara Cavicchia to the Ministry of Word and Sacrament	Rev. Ken Ross, CPMM Elder Jim Ballengee, COM
2:35pm	Leadership Collegium Report <ul style="list-style-type: none"><li>Report of the Administrative Commission and Celebration of Life – Disston Memorial Presbyterian Church</li><li>Salt and Light Affirmation – joint witness of New Spirit Community PC and Grace Christian Fellowship (UCC)</li></ul>	Rev. Lori Kosinski Rev. Laura Colee
2:55pm	CFM - Proposed 2021 Presbytery budget	Rev. Sarah Colwill Elder Mike Henry
3:10 pm	Executive Presbyter Report	Rev. Ruth Santana-Grace
3:20pm	CON Report Standing Commissions and Committees Moderator and Vice-Moderator Nominees	Elder Bob Kenworthy
3:35pm	New Business	
3:40PM	Adjournment	



The next stated meeting of  
the Presbytery of Philadelphia  
will be on Tuesday, January 19, 2021  
*Time and place to be determined*

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



## CONSENT AGENDA

### A-1

#### *Action Items*

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

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

Elders

- Joseph McCalla June 5, 2020, Tully Memorial
- Charlotte Main Chadwick July 15, 2020, First Ardmore
- Bill Wentz, August 17, 2020 First Warminster
- Roy Hock, October 25, 2020 First Germantown

Ministers of Word and Sacrament

- Rev. Thomas Michael, August 28, 2020
- Rev. John E. Gravatt, September 15, 2020

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

2. That the redress of imbalance for 2021 (S-4) be approved and implemented beginning on December 1, 2020. This assigning begins in December 1, 2020 and continues through November 30, 2021.

#### *Informational Items*

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

1. The Installation of **Alex Evangelista** took place on Sunday, September 13, 2020 at 4:00pm at the **Swarthmore Presbyterian Church** with Rev. Victor Aloyo (Presbytery of Elizabeth) preaching. All questions were answered in the affirmative.
2. The Ordination and Installation of **Timothy Wotring** took place on Sunday, August 23, 2020 at 3:00pm at the **Memorial Presbyterian Church of Fox Chase** with the Rev. Christ Shelton (New York City Presbytery) preaching. All questions were answered in the affirmative.
3. The Presbytery of Philadelphia report of Synod Records Review: The 2019 Minutes of the Presbytery of Philadelphia were read with No Exceptions and No Delinquencies.
4. The appointment of Rev. Alex Evangelista (Swarthmore) and Elder Julia Hill (Yeadon) as temporary clerks for 2021.
5. The annual reviews of Commissioned Lay Pastors as listed below were approved by the Commission on Ministry.
  - **Elder Roland Reeves**, commissioned to and is currently serving the **Trinity Presbyterian Church of Kensington**
  - **Elder William Schuler**, commissioned to is currently serving the **First**

**A-2****Presbyterian Church of Darby**

- **Elder Thomas Buck**, commissioned to and is currently serving the **Westminster Mayfair Presbyterian Church**

6. The following Ministers of Word and Sacrament, Ruling Elders, and Congregation Members participated in the Boundaries Training Event on either October 15<sup>th</sup> or October 27, 2020.

Deacon Cassie Heintz	Rev. Graham Robinson
Deacon Grace Marable	Rev. Greg Klimovitz
Elder Bill Young	Rev. Heidi Hankel
Elder Elaine McCray	Rev. Jeannine Frenzel Sulyok
Elder Irvin Boyd	Rev. Jimmy Lee Stratton
Elder Jim Ballangee	Rev. John King
Elder Kenneth McKeown	Rev. Judith Brackett
Elder Lloyd Higgins	Rev. Judith Dwyer
Elder Michael Smith	Rev. Kan Na
Elder Mike Henry	Rev. Karen Nelson
Elder Wanda McNeill	Rev. Kari Olson
Elder William Schuler	Rev. Kelly Roman
Mr. James Wagner	Rev. Kevin Porter
Mr. Lars Peterson	Rev. Kirby Lawrence Hill
Rev. Ken Ross	Rev. Kris Schondelmeyer
Rev. Aaron Twitchell	Rev. Kristen Levens
Rev. Agnes Norfleet	Rev. Lori Kosinski
Rev. Alex Evangelista	Rev. Mary Zambrana
Rev. Amy Na	Rev. Michael Poteet
Rev. Arthur Tung	Rev. Michael Pulsifer
Rev. Ashley Rossi	Rev. Michelle Grunseich
Rev. Brian Ballard	Rev. P. Todd Stavrakos
Rev. Carla Jones Brown	Rev. Pam McShane
Rev. Cynthia Betz-Bogoly	Rev. Paul Housworth
Rev. David Poland	Rev. Peter Sulyok
Rev. Deborah Heffernan	Rev. Rachel Pedersen
Rev. Diane Fitch	Rev. Raymond Bonwell
Rev. Doug Hogulnd	Rev. Rebecca Kirkpatrick
Rev. Douglas McPheeters	Rev. Robert Beiderman
Rev. Dr. Beth Hessel	Rev. Robert Kearney
Rev. Dr. Janel Dixon	Rev. Ruth Faith Sananta-Grace
Rev. Elizabeth Wagner	Rev. Schaunel Steinnagel
Rev. Ethelyn Taylor	Rev. Steven Morganti
Rev. Francois Lacroix	Rev. Timothy Wotring
Rev. Franklyn Pottorff	Rev. Wonjae Choi

7. Because of the challenges this year to get records read, the 2019 Reading of Church records will also be recorded in our January 2021 Meeting

## COMMISSION ON MINISTRY

C-1

*Informational Items*

**The following actions have been taken by the Commission on Ministry at their August 6<sup>th</sup>, September 3<sup>rd</sup>, and October 1st Meetings.**

**Terms of Call**

1. Accepted, if the way be clear, the full-time contract between **Reverend Amy Na** and **Ivyland Presbyterian Church** effective September 27, 2020 with the following terms: \$39740 cash, \$16915 housing, \$20862.45 Board of Pensions and Medical, Total Effective Salary \$56385, \$2500 Professional Expenses, \$1500 Study Leave, 1 month Vacation(Four Sundays). (9/3/2020)
2. Approved the Terms of Call, if the way be clear, between **Alex Evangelista** and **Swarthmore Presbyterian Church** beginning September 13, 2020 with the following terms: Cash Salary - \$34365, Housing - \$22900, SECA - \$4380.77, Pension and Medical - \$21188.05, Study Leave(2 weeks) - \$1000, Professional Expenses - \$2500, 1 month vacation(4 Sundays). (8/6/2020)

**Transitional Contracts**

1. Approved the full-time contract between **Reverend Roberta Kearney** as Transitional Associate Pastor at **Doylestown Presbyterian Church** effective August 25, 2020 with the following terms: Cash \$59100, Housing - \$20000, SECA - \$6051, BOP and Medical - \$29267, Total Effective Salary - \$114418, Professional expenses and Study Leave(2 weeks) - \$4000, Other Medical Reimbursement - \$2000, 1 month vacation(4 Sundays). (10/1/2020)

**Ordinations and Installations**

1. Approved the Administrative Commission for the Installation of **Alex Evangelista** as **Associate Pastor at Swarthmore Presbyterian Church** on September 13<sup>th</sup> at 4:00 pm with the following Commissioners: Elders Vijay Aggarwal (Wayne), Julia Hill (Yeadon), and Michael Vincent (Swarthmore) and

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Ministers of Word and Sacrament Ruth Santana-Grace (Executive Presbyter), and Abigail Rusert (Princeton Theological Seminary). (8/6/2020)

2. Approved the Administrative Commission for the Ordination and Installation of **Timothy Wotring** at the **Memorial Presbyterian Church of Fox Chase** on Sunday, August 23<sup>rd</sup> at 3:00 pm with the following Commissioners: Elders Vijay Aggarwal (Wayne), Julia Hill (Yeadon), and June Higgins (Oxford), and Ministers of Word and Sacrament Rebecca Blake (Beacon/Old Pine), and John Sweet(Frankford), (8/6/2020)
3. Approved **Rev. Chris Shelton** (Presbytery of New York City) to preach at the **Memorial Presbyterian Church of Fox Chase** Ordination/Installation service for **Timothy Wotring** on Sunday, August 23, 2020. (8/6/2020)
4. Approved **Reverend Victor Aloyo** (Presbytery of Elizabeth) to preach at the installation service of **Alex Evangelista** as **Associate Pastor** at **Swarthmore Presbyterian Church** on Sunday, September 13, 2020. (8/6/2020)

Honorable Retirement
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1. Granted the status of Honorably Retired to the **Rev. Paul E. Housworth** effective October 1, 2020. (9/3/2020)

Appointments of Moderator of Session
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1. Appointed **Elder Jim Ballengee** as Moderator of a congregational meeting at **Trinity United Presbyterian Church, Clifton Heights** on October 25, 2020. (10/1/2020)
2. Appointed **Reverend Doug Hoglund** as Moderator for **Parkland Community Church's** Session. (8/6/2020)

Position Descriptions & Ministry Information Forms
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1. Considered and approved the Mission Study from **First Presbyterian Church of Lansdowne**. (8/6/2020)

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2. Conducted a Fitness of Call interview with **Reverend Katy Shevel** of **Wayne Presbyterian Church**. (8/6/2020)

Transfers
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1. Approved the transfer of the **Reverend Josh Gill** to the **Presbytery of Donegal** effective 7/19/2020. (10/1/2020)
2. Approved the transfer of the **Reverend Greg Penza** to the **Presbytery of Southern New England** effective 9/19/2020. (10/1/2020)
3. Approved the transfer of the **Reverend Lenore Scales** to the **Presbytery of New Brunswick** effective 8/1/2018. (8/6/2020)
4. Approved the request to transfer **Reverend Samantha Hudson** to the **Cincinnati Presbytery** effective 7/31/2020. (9/3/2020)
5. Approved the request to transfer **Reverend Sarah Weisiger** to the **Donegal Presbytery** effective 7/19/2020. (9/3/2020)

Miscellaneous
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1. Approved the minutes of the July 2, 2020 COM meeting. (8/6/2020)
2. Approved the minutes of the August 6, 2020 COM meeting. (9/3/2020)
3. Approved the minutes of the September 3, 2020 COM meeting. (10/1/2020)
4. Approved the Presbytery's Minimum Ministerial Compensation for 2021. (10/1/2020)

**Presbytery of Philadelphia**  
**Minimum Ministerial Compensation for 2021**  
**Effective January 1, 2021**

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*Approved by the Commission on Ministry on October 1, 2020*

Approved a 1% increase for all pastors at the minimum compensation. This same 1% cost of living increase is recommended for all pastors above the minimum.

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

The following is the minimum compensation for all full time (40 – 50 hours per week) called or contracted pastors effective January 1, 2021. Part-time pastor compensation shall be proportional to the hours worked.

EFFECTIVE SALARY	\$54,487.07
Professional Expenses	\$2,500.00
SECA – 7.65% of Effective Salary	\$4,132.67
Study Leave Allowance	\$1,000.00
Pension Plan and Medical (Board of Pensions) 37% of Effective Salary <sup>1</sup>	\$19,988.11
Two Weeks Study Leave	
One Month Vacation	

<sup>1</sup> Full contribution to the Board of Pensions for Pension for spouse and dependent medical coverage required regardless of family status.

Pastors working less than 35 hours per week – see [www.pensions.org](http://www.pensions.org) – under “Treasurers & Administrators”, “Calculators” for contribution amount.

**Presbytery of Philadelphia  
Ministerial Compensation Guidelines for 2021 Worksheet**

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**Effective for all new calls January 1, 2021**

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

COMPENSATION	TAXABLE INCOME <sup>3</sup>		INCLUDED IN PENSION (% EFF. SALARY)	PRESBYTERY F/T MINIMUM <sup>6</sup>
	FEDERAL	STATE		
<b>1. Cash compensation</b> a. Copay reimbursement b. Deductible reimbursement c. Insurance Premiums (ie. auto/ med/dent/vision )	Yes	Yes	Yes	
<b>2. Housing &amp; Utilities</b> a. Income Tax b. Social Security Tax	No Yes	Yes	Yes <sup>1</sup>	
<b>3. Equity offset-manse (Optional)</b>	Yes	Yes	Yes	
<b>4. Effective Salary (ES) 1+2+3=4</b>				<b>\$54,487.07</b>
<b>5. Expenses</b> a. Accountable b. Non-Accountable	No <sup>2</sup> Yes	No <sup>2</sup> Yes	No Yes	<b>\$2,500.00</b>
<b>6. ½ SECA Supplement (7.65 of ES)<sup>4</sup></b>	Yes	Yes	Over ½ SECA	<b>\$4,132.67</b>
<b>7. Study Leave Allowance<sup>5</sup></b>	No <sup>2</sup>	No <sup>2</sup>	No	<b>\$1,000.00</b>
<b>8. Medical (other than BOP)</b> a. Reimbursable expenses b. HSA/FSA	No No	No No	Yes Yes	
<b>9. Moving Expenses (Reimbursable)</b>	Yes	Yes	No	
<b>10. Pension Plan &amp; Medical (BOP)<sup>6</sup></b>	No	No	---	<b>\$19,988.11</b>
<b>11. 403 (b) Savings</b>	No	No	Yes	

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

The Presbytery recommends a 2021 Cost of Living Adjustment of: 1.0%

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

Please note for local tax, Philadelphia is not exempt

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

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

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

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

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

**Presbytery of Philadelphia  
Ministerial Compensation and Benefit Information for 2021  
Effective for all new calls January 1, 2021**

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

**Paid Leave:**

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

**Commissioned Lay Pastor:**

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

**FEES FOR OCCASIONAL PASTORAL SERVICES**

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

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



Presbytery of Philadelphia  
Comparative Balance sheet  
As of September 30, 2020

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<b>Assets</b>	<b>Unaudited September 30, 2020</b>	<b>Audited December 31, 2019</b>	<b>Change</b>
Current Assets			
Cash & Cash Equivalents	\$ 282,176	\$ 440,523	\$ (158,347)
Short Term Investments	458,226	305,048	153,178
Assets of Pooled Income Plan	471,862	471,862	-
Other Current Assets	172,353	156,706	15,647
Long Term Investments	18,690,999	19,264,710	(573,711)
Loans Receivable:			-
Revolving Loans	132,879	145,371	(12,492)
Community Investments (ILP)	155,953	155,510	443
Grant Mortgages	737,782	737,782	-
Land Lease, Net	196,003	196,003	-
Property & Equipment, Net	5,729,802	6,106,302	(376,500)
	-		-
<b>Total Assets</b>	<b>\$ 27,028,035</b>	<b>\$ 27,979,817</b>	<b>\$ (951,782)</b>
<b>Liabilities</b>			
Payroll Withholdings	\$ 15,318	\$ 3,524	\$ 11,794
Agency Accounts	255,749	250,522	5,227
Insurance Proceeds Held on Behalf of Church	5,631,879	5,666,252	(34,373)
PPP Loan	246,500	-	246,500
Discount for Pooled Income	236,877	236,877	-
<b>Total Liabilities</b>	<b>6,386,323</b>	<b>6,157,175</b>	<b>229,148</b>
<b>Net Assets</b>			
Without Donor Restrictions:			
Undesignated	13,897,590	13,897,590	
Funds Held in Trust	1,176,488	1,176,488	
Board Designated for Endowment	2,587,922	2,587,922	
With Donor Restrictions:	4,160,642	4,160,642	
Change in Net Assets, Current Year	(1,180,930)		(1,180,930)
<b>Total Liabilities and Net Assets</b>	<b>\$ 27,028,035</b>	<b>\$ 27,979,817</b>	<b>\$ (951,782)</b>

**Presbytery of Philadelphia**  
Budget Summary  
For the Year Ended December 31, 2021

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	Actual Year-to-Date August			Forecast	Budget		
	2018	2019	2020	FYE 2020	2019	2020	2021
<b>Revenue</b>							
Mission Support, Local Churches	310,424	218,404	231,458	355,000	400,000	417,500	368,500
Presbytery Per Capita	313,987	304,281	205,914	325,000	420,000	410,000	389,400
Endowment Subsidy (5% Rule)	202,663	208,559	207,764	207,764	395,680	208,000	208,000
Investment Income	76,564	80,326	55,863	100,000		115,000	105,000
Other Gifts, Receipts	37,603	37,760	42,035	45,000		80,396	74,102
PPP Forgiveness	-	-	-	-	-	-	178,500
	<u>941,241</u>	<u>849,330</u>	<u>743,034</u>	<u>1,032,764</u>	<u>1,215,680</u>	<u>1,230,896</u>	<u>1,323,502</u>
<b>Expenses</b>							
Personnel	651,720	640,602	622,988	821,900	881,544	897,168	883,300
Commissions & Meetings	7,720	6,318	2,424	4,350	10,886	14,400	14,400
Building & Grounds	19,404	25,325	20,718	25,500	27,500	27,500	27,500
Office Expense	23,606	32,441	25,331	37,900	29,750	32,495	30,750
Mission Partnerships	141,473	130,405	98,357	168,333	178,000	168,333	158,333
JGH Support	20,325	13,500	10,500	20,000	21,154	20,000	15,000
Welcome church	7,500	10,000	5,000	10,000	10,000	10,000	10,000
Ministry incubator	19,148	8,020	2,607	5,000	7,500	5,000	5,000
Seminary partnerships	-	9,000	-	15,000	12,500	15,000	15,000
Interfaith Leaders	3,000	3,000	-	3,000	4,000	3,000	3,000
Strategic ministries	-	-	-	3,000	2,000	3,000	3,000
PYC events	-	-	-	3,333	3,000	3,333	3,333
Kirkwood	30,000	30,000	26,250	35,000	40,000	35,000	35,000
Immigrant ministry	-	-	-	2,000	2,000	2,000	2,000
Judicial process	9,000	9,000	9,000	12,000	12,000	12,000	12,000
Chester Eastside	30,000	25,385	22,500	30,000	33,846	30,000	25,000
West Kensington	9,000	9,000	9,000	12,000	12,000	12,000	12,000
Central Norristown	13,500	13,500	13,500	18,000	18,000	18,000	18,000
Professional Fees	32,259	28,427	31,673	41,000	39,500	40,000	40,000
Telecom & Utilities	17,125	17,982	18,309	24,000	21,500	22,500	24,500
Gen & Admin	13,713	11,372	11,140	26,000	27,000	28,500	28,500
	<u>907,020</u>	<u>892,872</u>	<u>830,940</u>	<u>1,148,983</u>	<u>1,215,680</u>	<u>1,230,896</u>	<u>1,207,283</u>
<b>Net Surplus (Deficit)</b>	<u>34,221</u>	<u>(43,542)</u>	<u>(87,906)</u>	<u>(116,219)</u>	<u>0</u>	<u>0</u>	<u>116,219</u>

"Personnel" includes presbytery office staff with a 1% cost of living increase from 2020. This line also includes an additional full-time administrative staff person to be hired for both accounting and administrative duties.

"Commissions and Meetings" includes the non-personnel costs of the Commission on Ministry, the Commission on Preparation for Ministry and Membership, and the Commission on Resources & Creative Ministries, along with the cost of facilitating presbytery meetings.

"Buildings and Grounds" represents maintenance and upkeep of the presbytery office.

"Office Expense" includes computer maintenance, supplies, and website management.

"Professional Fees" are audit and general legal services.

"Gen & Admin" includes insurance, depreciation of office furniture and equipment.

**PRESBYTERY OF PHILADELPHIA****F-3****Proposed Operating Mission Budget for 2021**

This proposed Operating Budget is a tangible representation of our joint commitment and witness as the Presbytery of Philadelphia. As a covenant community, we are called to work together, to serve, to support each other on a journey of faith that declares and reflects the love of Christ. “They will know we are Christians by our Love” is more than a hymn: It is our way of life. We, here at the Presbytery, are grateful for the relationships we nurture together. But our work is not done. Many in our community continue to struggle with the tensions of this world; Covid-19, racism, poverty, homelessness, and the list goes on. Your continued financial support is a critical ingredient allowing the Presbytery to support our churches, ministers, community, and the greater church to further the Kingdom of God.

Your generosity allows for the elected leadership along with the executive and administrative staff, together as responsible stewards of the Presbytery’s resources, to provide for ministry initiatives within our communities, support for your ministers, and financial assistance of candidates preparing for ministry. In addition, endowments established by those saints who journeyed before us provide funding opportunities through Covenant, Capital and Great Ends grants

There are three main sources supplying the day-to-day operations of your Presbytery; Per capita or apportionment, Unified Mission giving, and income from endowments established by the saints preceding us. Per capita received from member churches is shared with Synod of the Trinity and the General Assembly. Presbytery receives 62% of the Per capita giving, GA 30%, and the Synod 8%. Unified Mission giving is also shared between the Presbytery, Synod, and General Assembly as directed by each member church.

This 2021 budget is built upon our shared commitment over the past few years. That commitment includes faithfully continuing to sustain the ministries we have supported in the past.

**Revenue**

The impact of COVID-19 continues to affect us all. The 2021 budget for Per capita and Unified Mission is reflective of these struggles. Endowment Subsidy, (presented as investment Income in previous years), provides a distribution of five percent of the three-year rolling average balance of certain endowments. The Presbytery benefited from the Payroll Protection Program (PPP) initiated by the government in response to the COVID-19 emergency. The forgiveness application is in process and we expect to have most of the PPP loan forgiven. We will share that forgiveness with certain ministries whose salaries, separate and distinct from the Presbytery executive and staff, were included in our PPP loan application.

**F-4****Expenses**

The 2021 proposed budget expenses are down from 2020 and 2019 levels. The Presbytery has committed to ensuring costs were reduced, initiating a “freeze” on expenditures in response to the COVID-19 emergency. However, our ongoing mission partnerships continued to be funded at the 2020 budget commitment levels. Those continuing partnerships are reflected in the 2021 budget.

The Presbytery’s Personnel Committee has approved a 1% salary “pool” that will be distributed among presbytery staff as an increase for 2021. Individual amounts will be determined by the Personnel Committee.

Our Commissions and staff provide a myriad of support to our congregations and pastors, including but not limited to:

- Congregational ministry – Providing support through new initiatives such as the Leadership and Ministry Incubator program; Vital Congregations initiative; Thriving in Ministry for strategic gatherings and planning; design implementation; leadership training
- Pastoral ministry – Creating opportunities to support our pastors and facilitate collaboration; providing a spiritual presence through Spirit Soundings; strengthening candidates and inquirers considering their ministry
- Ecclesiastical ministry – Equipping our congregational leaders by showing how they are part of a larger narrative and covenantal life through constitutional requirements, boundaries training, providing resources, and training for clerks on session record keeping and statistics; creating a foundation for today and tomorrow
- Resources and Creative Ministries – Telling the story of our congregations, large and small, through Covenant Connection articles on our website, social media and video and audio files; also includes administration of various grant programs such as the Covenant Fund and Great Ends programs
- Business management – Advising on and interpreting fiscal realities and possibilities including stewardship; assisting with risk management and providing legal and contractual counsel; workshops on the business, accounting, and finances of the church

**Net Surplus (Deficit)**

The estimated Net Deficit for 2020 of \$116,219 is offset against the budgeted Net Surplus of \$116,219 in 2021, providing a balanced budget over the two years. Notwithstanding an uncertainty in this budget, the Presbytery Trustees along with Presbytery Leadership Collegium, will be faithfully weighing options to address the possibility that the pandemic, or some other unforeseen emergency, will continue to put stress on our churches.

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**THE TRUSTEES OF THE PRESBYTERY OF PHILADELPHIA**  
**FINANCIAL STATEMENTS AND**  
**SUPPLEMENTARY INFORMATION**  
**YEAR ENDED DECEMBER 31, 2019**  
**(WITH COMPARATIVE TOTALS FOR DECEMBER 31, 2018)**



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OUTSOURCING  
AUDIT, TAX, AND  
CONSULTING

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

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

### **Report on the Financial Statements**

We have audited the accompanying financial statements of The Trustees of the Presbytery of Philadelphia (a nonprofit organization), which comprise the statement of assets, liabilities, and net assets – modified cash basis as of December 31, 2019, and the related statement of revenues, expenses, and other changes in net assets – modified cash basis for the year then ended, and the related notes to the financial statements.

### ***Management's Responsibility for the Financial Statements***

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

### ***Auditors' Responsibility***

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

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

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



(1)

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Board of Trustees  
The Trustees of the Presbytery of Philadelphia

**Opinion**

In our opinion, the financial statements referred to above present fairly, in all material respects, the assets, liabilities, and net assets of The Trustees of the Presbytery of Philadelphia as of December 31, 2019, and its revenues, expenses, and other changes in net assets for the year then ended in accordance with the modified cash basis of accounting as described in Note 1.

**Basis of Accounting**

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

**Report on Summarized Comparative Information**

We have previously audited The Trustees of the Presbytery of Philadelphia's 2018 financial statements, and we expressed an unmodified opinion on those audited financial statements in our report dated November 7, 2019. In our opinion, the summarized comparative information presented herein as of and for the year ended December 31, 2018, is consistent, in all material respects, with the audited financial statements from which it has been derived.

**Report on Supplementary Information**

Our audit was conducted for the purpose of forming an opinion on the financial statements as a whole. The schedule of investments in real estate and equipment at cost on page 18 is presented for purposes of additional analysis and is not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the financial statements as a whole.



**CliftonLarsonAllen LLP**

Plymouth Meeting, Pennsylvania  
November 5, 2020



**THE TRUSTEES OF THE PRESBYTERY OF PHILADELPHIA**  
**STATEMENT OF ASSETS, LIABILITIES, AND NET ASSETS**  
**MODIFIED CASH BASIS**  
**DECEMBER 31, 2019**  
(WITH COMPARATIVE TOTALS FOR DECEMBER 31, 2018)

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	2019	2018
<b>ASSETS</b>		
Cash and Cash Equivalents	\$ 440,523	\$ 582,348
Short-Term Investments	305,048	175,180
Assets of Pooled Income Plan	471,862	394,930
Advances and Other Assets	156,706	150,554
Investments	19,264,710	17,485,651
Loans Receivable:		
Revolving Loans, Net of Allowance for Doubtful Accounts of \$9,791 and \$13,461, Respectively	145,371	133,558
Community Investments	155,510	154,749
Grant Mortgages	737,782	737,782
Land Lease, Net	196,003	201,105
Property and Equipment, Net	6,106,302	5,710,286
Total Assets	\$ 27,979,817	\$ 25,726,143
<b>LIABILITIES AND NET ASSETS</b>		
<b>LIABILITIES</b>		
Payroll Withholdings	\$ 3,524	\$ 2,970
Agency Accounts	250,522	233,701
Insurance Proceeds Held on Behalf of a Church	5,666,252	5,051,223
Discount for Future Pooled Income Plan	236,877	203,585
Total Liabilities	6,157,175	5,491,479
<b>NET ASSETS</b>		
Without Donor Restrictions:		
Undesignated	13,897,590	11,953,833
Funds Held in Trust on Behalf of Churches	1,176,488	1,176,488
Board Designated for Endowment	2,587,922	3,436,322
Total Without Donor Restrictions	17,662,000	16,566,643
With Donor Restrictions	4,160,642	3,668,021
Total Net Assets	21,822,642	20,234,664
Total Liabilities and Net Assets	\$ 27,979,817	\$ 25,726,143

See accompanying Notes to Financial Statements.

(3)

**THE TRUSTEES OF THE PRESBYTERY OF PHILADELPHIA**  
**STATEMENT OF REVENUES, EXPENSES, AND OTHER CHANGES IN NET ASSETS**  
**MODIFIED CASH BASIS**  
**YEAR ENDED DECEMBER 31, 2019**  
**(WITH COMPARATIVE TOTALS FOR DECEMBER 31, 2018)**

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	2019			2018
	Without Donor Restrictions	With Donor Restrictions	Total	Total
<b>REVENUES, GAINS, AND PUBLIC SUPPORT</b>				
Mission Support, Local Churches	\$ 391,418	\$	\$ 391,418	\$ 435,105
Presbytery Apportionment	415,144		415,144	432,011
Bequest, Gifts, and Contributions	496,255	189,018	685,273	827,715
Investment income	256,424	49,081	305,505	287,794
Kirkwood Camp	264,009		264,009	284,918
Net Realized and Unrealized Gains (Losses) on Investments	1,400,493	443,028	1,843,521	(1,037,840)
Reversion of Church Assets	450,000		450,000	
Gain (Loss) on Sale of Assets	(350)		(350)	144,444
Amortization of Discount Pooled Income Plan		43,640	43,640	(4,603)
Satisfaction of Program Restriction	232,146	(232,146)		
Total Revenues, Gains, and Public Support	3,905,539	492,621	4,398,160	1,369,544
<b>EXPENSES</b>				
Program Services	2,239,888		2,239,888	2,145,602
Management & General	570,294		570,294	616,776
Total Expenses	2,810,182		2,810,182	2,762,378
<b>CHANGE IN NET ASSETS</b>	1,095,357	492,621	1,587,978	(1,392,834)
Net Assets - Beginning of Year	16,566,643	3,668,021	20,234,664	21,627,498
<b>NET ASSETS - END OF YEAR</b>	\$ 17,662,000	\$ 4,160,642	\$ 21,822,642	\$ 20,234,664

See accompanying Notes to Financial Statements.

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### NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

#### **Nature of Activities**

The Trustees of the Presbytery of Philadelphia (the Presbytery) is a nonprofit corporation which is under the jurisdiction of the General Assembly of the Presbyterian Church (U.S.A.) and regional Synod. The Presbytery has jurisdiction over local churches of the Presbyterian Church (U.S.A.) in Bucks, Delaware, Montgomery, and Philadelphia counties (117 churches at December 31, 2019). In the Presbyterian Church (U.S.A.), each local church is required to form a nonprofit corporation. The Presbyterian Church (U.S.A.) also provides that all property of a Church (or a Presbytery and affiliated entities) is held in trust for the use and benefit of the denomination; upon dissolution of any Church, the assets of the dissolved entity come under the control of and revert to the Presbytery. No church or affiliated organization under Presbytery jurisdiction may borrow money or purchase, sell, lease, or encumber any property without the approval of the Presbytery.

#### **Basis of Accounting**

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

#### **Financial Statement Presentation**

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

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

#### **Use of Estimates**

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

**THE TRUSTEES OF THE PRESBYTERY OF PHILADELPHIA**  
**NOTES TO FINANCIAL STATEMENTS**  
**DECEMBER 31, 2019**

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**NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)**

**Cash and Cash Equivalents**

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

**Contributions**

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

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

**Investments**

The Presbytery's investments in marketable equity and fixed income securities with readily determinable fair values are valued at their fair values in the statement of assets, liabilities and net assets. Alternative investments are valued by investment managers. Because alternative investments are not readily marketable, their estimated values are subject to uncertainty and therefore may differ from the value that would have been used had a ready market for such investment existed. A partial interest in real estate is held by the Presbytery. This real estate has no readily available market value and is stated at cost. The carrying amount of the cost basis investment was \$100,000 at December 31, 2019. Realized and unrealized gains and losses along with interest and dividends are included in the statement of revenues, expenses, and other changes in net assets.

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

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### NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

#### Loans Receivable

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

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

#### Land Lease

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

#### Property and Equipment

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

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

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

The Presbytery has a reversionary interest in all Presbyterian Church (U.S.A.) churches in its four-county jurisdiction. For the year ended December 31, 2019, there was one church reversion to the Presbytery – Olivet Prospect Park Church.

#### Agency Accounts

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

#### Insurance Proceeds Held on Behalf of a Church

During 2017, the Presbytery received and invested \$5,537,631 of insurance proceeds from one of its churches pending redevelopment as a result of a fire. These funds are maintained in a distinct portfolio within the Presbytery's investments and there is a corresponding liability on the statement of assets, liabilities, and net assets to reflect the amount held on behalf of the church. The balance at December 31, 2019 was \$5,666,252.

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### NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

#### **Tax-Exempt Status**

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

#### **Concentration of Credit Risk**

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

#### **Uniform Prudent Management of Institutional Funds Act**

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

#### **Fair Value Measurements**

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

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

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

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

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**NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)**

**Fair Value Measurements (Continued)**

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

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

The following valuation techniques were used to measure fair value of financial instruments owned as of December 31, 2019:

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

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

The alternative investment category represents the following:

Fund/Country	Strategy	Permitted Redemptions	Notification	2019 Value
Lanx Offshore Partners Ltd. - Cayman Islands	Hedge Fund	Quarterly Termination	95 days	\$ 500,549
Glenmede Private Investment Fund VII LLC - United States	Private Equity	of Partnership Termination	N/A	111,302
Liberty Special Strategies Offshore Fund - United States	Private Equity	of Partnership Termination	N/A	375,775
Glenmede Client Opportunities PFIC Pool - United States	Private Equity	of Partnership Termination	N/A	59,545
Glenmede Private Investment Fund IX - United States	Private Equity	of Partnership Termination	N/A	257,172

The Presbytery had unfunded commitments of \$221,600 at December 31, 2019.

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

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**NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)**

**Comparative Information**

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

**Subsequent Events**

In preparing these financial statements, the Presbytery has evaluated events and transactions for potential disclosure through November 5, 2020, the date the financial statements were available to be issued.

Subsequent to year-end, the World Health Organization declared the spread of Coronavirus Disease (COVID-19) a worldwide pandemic. The COVID-19 pandemic is having significant effects on global markets, supply chains, businesses, and communities. Specific to the Presbytery, COVID-19 may impact various parts of its 2020 operations and financial results. Management believes the Presbytery is taking appropriate actions to mitigate the negative impact. However, the full impact of COVID-19 is unknown and cannot be reasonably estimated as these events occurred subsequent to year-end and are still developing.

**NOTE 2 INVESTMENTS**

Investments are reported in the aggregate at fair value and are comprised of the following at December 31, 2019:

	Cost	<u>Market</u>
Short-Term Investments	\$ 305,048	\$ 305,048
Money Market	\$ 431,090	\$ 431,090
Equity Mutual Funds:		
International	3,466,909	4,074,865
Large Cap	5,177,147	6,178,411
Small Cap	645,739	681,862
Fixed Income Mutual Funds	5,001,644	4,961,464
Other Mutual Funds:		
Real Estate	842,000	889,788
Absolute Return	703,074	617,887
Alternative Investment Funds:		
Hedge Funds	251,602	500,549
Private Equity	842,900	803,794
Common Stock - Nonpublic Entity	25,000	25,000
Investment - Other	100,000	100,000
Total Investments	<u>\$ 17,487,105</u>	<u>\$ 19,264,710</u>



**THE TRUSTEES OF THE PRESBYTERY OF PHILADELPHIA**  
**NOTES TO FINANCIAL STATEMENTS**  
**DECEMBER 31, 2019**

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**NOTE 2 INVESTMENTS (CONTINUED)**

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

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

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

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

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

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**NOTE 2 INVESTMENTS (CONTINUED)**

The Presbytery has a total return policy of appropriating for distribution each year a percent of its endowment funds' average fair value over the prior three calendar year ends. This percentage was 5% for 2019. If the total return amount exceeds the actual earnings of the endowment funds in any one year, then the amount needed to fund such excess will first be taken from the accumulated excess earnings from prior years, then from the accumulated net capital gains of endowment funds and, conversely, any undistributed income after the allocation of the total return distribution is added back to the endowment fund balance. In establishing this policy, the Presbytery considered the long-term expected return on its endowment. Accordingly, over the long term, the Presbytery expects the current spending policy to allow its endowment to grow at an average of 2% annually. This is consistent with the Presbytery's objective to maintain the purchasing power of the endowment assets held in perpetuity or for a specified term as well as to provide additional real growth through new gifts and excess investment return. A summary of the endowment activity by net asset class for the year ended December 31, 2019 is as follows:

	Without Donor Restrictions	With Donor Restrictions	Total
Endowment Assets, Beginning of Year	\$ 3,436,322	\$ 3,668,021	\$ 7,104,343
Investment Return:			
Investment Income	256,424	49,081	305,505
Net Realized and Unrealized Gains,	1,400,493	443,028	1,843,521
Total Investment Return	1,656,917	492,109	2,149,026
Contributions	-	189,018	189,018
Income and Principal Distributions	(2,737,463)	-	(2,737,463)
Other Changes:			
Donor-Restricted Expenses	232,146	(232,146)	-
Amortization of Discount			
Pooled Income Plan	-	43,640	43,640
Endowment Assets, End of Year	<u>\$ 2,587,922</u>	<u>\$ 4,160,642</u>	<u>\$ 6,748,564</u>

Investment management fees charged to operations were \$76,656 for the year ended December 31, 2019.

**NOTE 3 FAIR VALUE MEASUREMENTS**

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

**THE TRUSTEES OF THE PRESBYTERY OF PHILADELPHIA**  
**NOTES TO FINANCIAL STATEMENTS**  
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**NOTE 3 FAIR VALUE MEASUREMENTS (CONTINUED)**

The following table presents the Presbytery's fair value hierarchy for those investments measured at fair value on a recurring basis as of December 31, 2019:

	Level 1	Level 2	Level 3	Total
Equity Mutual Funds:				
International	\$ 4,074,865	\$ -	\$ -	\$ 4,074,865
Large Cap	6,178,411	-	-	6,178,411
Small Cap	681,862	-	-	681,862
Fixed Income Mutual Funds	4,961,464	-	-	4,961,464
Other Mutual Funds:				
Real Estate	889,788	-	-	889,788
Absolute Return	617,887	-	-	617,887
Split-Interest Agreements	-	-	471,862	471,862
Total	<u>\$ 17,404,277</u>	<u>\$ -</u>	<u>\$ 471,862</u>	17,876,139
Investments Measured at Fair Value				
Using Net Asset Value Per Share (Hedge Funds and Private Equity)				1,304,343
Money Market				431,090
Common Stock - Nonpublic Entity				25,000
Investment - Other				100,000
Total Investments and Split-Interest Agreements				<u>\$ 19,736,572</u>

The following table provides a summary of changes in fair value of the Presbytery's Level 3 assets for the year ended December 31, 2019:

	Split-Interest Agreements
Balance - January 1, 2019	\$ 394,930
Net Unrealized and Realized Gains	76,932
Balance - December 31, 2019	<u>\$ 471,862</u>

**NOTE 4 SPLIT INTEREST AGREEMENTS**

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

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

**THE TRUSTEES OF THE PRESBYTERY OF PHILADELPHIA**  
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**NOTE 5 PROPERTY AND EQUIPMENT**

The following is a summary of property and equipment at December 31, 2019:

Buildings and Building Improvements	\$ 7,594,354
Vehicles and Equipment	292,470
Land - New Church Sites	89,535
Cemetery Lots	1,900
Total	7,978,259
Less: Accumulated Depreciation	1,871,957
Total Property and Equipment	\$ 6,106,302

Depreciation expense was \$153,974 for the year ended December 31, 2019, and has been allocated (except for \$10,194 related to Kirkwood Camp equipment) to Management & General in the statement of revenues, expenses, and other changes in net assets.

**NOTE 6 NET ASSETS WITH DONOR RESTRICTIONS**

Net assets restricted as to purpose are available for the following purposes as of December 31, 2019:

Mission Operating / Kirkwood Camp	\$ 1,217,438
Pooled Income Funds	234,985
Total	\$ 1,452,423

Net assets representing investments to be held in perpetuity, the income from which is expendable to support the following purposes at December 31, 2019:

Mission Operating / Kirkwood Camp	\$ 2,708,219
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Net assets released from donor restrictions by incurring expenses satisfying the restricted purposes or by occurrence of other events specified by donors were as follows during the year ended December 31, 2019:

Mission Operating	\$ 217,760
Kirkwood Camp	14,386
Total	\$ 232,146

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

**THE TRUSTEES OF THE PRESBYTERY OF PHILADELPHIA  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2019**

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**NOTE 7 RETIREMENT PLANS**

The Presbytery has two retirement plans. The Presbytery makes contributions to a multiemployer retirement plan administered by the Board of Pensions of the Presbyterian Church (U.S.A.), which is a defined benefit plan. The Presbytery's participation in the defined benefit plan constitutes less than 1% of total plan contributions. The defined benefit plan covers all of the Presbytery's full time ordained ministers. The funded status of the defined benefit plan was 136% at December 31, 2018, the date of the last plan audit. The Board of Pensions of the Presbyterian Church (U.S.A.) is wholly responsible for the ultimate payment of pension and other benefits for participating Presbytery employees. The Presbytery is not obligated for any underfunding of the defined benefit plan, nor can it recover any overfunding. It is only responsible to pay the defined contributions discussed above.

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

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

During 2019, \$26,644 of dues paid to the Board of Pensions (which also provides medical and other benefits) represented contributions to the defined benefit plan.

The second plan covers certain employees with a minimum of one year of service who are not included in the defined benefit plan. The plan is a defined contribution plan and is administered by Fidelity Investments. The Presbytery contributes a fixed percentage of eligible employees' salaries and all employees eligible to participate in the defined contribution plan may voluntarily contribute to the plan. During 2019, the Presbytery contributed \$26,593 to the defined contribution plan.

**NOTE 8 OPERATING LEASES**

The Presbytery leases certain equipment under the terms of operating leases. Rent expense was \$5,979 for the year ended December 31, 2019.

Future minimum lease commitments at December 31, 2019 are as follows:

<u>Year Ending December 31,</u>	<u>Amount</u>
2020	\$ 31,229
2021	28,912
2022	26,682
2023	2,148
2024	716
Total	<u>\$ 89,687</u>

**THE TRUSTEES OF THE PRESBYTERY OF PHILADELPHIA  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2019**

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**NOTE 9 FUNCTIONAL EXPENSES**

The table below presents expenses by both their nature and function for the year ended December 31, 2019:

	Program			Total	Management &	
	Ministry & Mission	Ecclesiastical & Pastoral	Kirkwood Camp		General	Total
Equipment & Supplies	\$	\$ 9	\$ 34,346	\$ 34,355	\$ 22,771	\$ 57,126
Maintenance			39,664	39,664	43,848	83,512
Miscellaneous			66	66	863	929
Insurance & Professional Fees	1,450	427	14,099	15,976	54,436	70,412
Personnel Expenses	336,164	255,637	160,266	752,067	279,069	1,031,136
Direct Program Support	74,975	8,348	67,355	150,678	653	151,331
Depreciation & Amortization			10,194	10,194	143,780	153,974
Telephone & Utilities			26,976	26,976	24,874	51,850
Support of Specified Causes	1,209,912			1,209,912		1,209,912
Total	<u>\$ 1,622,501</u>	<u>\$ 264,421</u>	<u>\$ 352,966</u>	<u>\$ 2,239,888</u>	<u>\$ 570,294</u>	<u>\$ 2,810,182</u>

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

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

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

**NOTE 10 COMMITMENTS AND CONTINGENCIES**

**Guarantees**

Certain church properties and affiliates in which the Presbytery holds title, and others which are held in the name of corporations of individual congregations, are subject to mortgages, as approved by the Presbytery. Mortgages are owed to the Presbyterian Church (U.S.A.) and commercial lending institutions. Individual church congregations assume all such obligations and make required payments directly to the mortgagor. On occasion, as approved by the trustees, the Presbytery guarantees the mortgages of the member congregations. At December 31, 2019, the Presbytery guaranteed mortgages with various financial institutions with outstanding balances of approximately \$3,978,487.

**THE TRUSTEES OF THE PRESBYTERY OF PHILADELPHIA**  
**NOTES TO FINANCIAL STATEMENTS**  
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**NOTE 10 COMMITMENTS AND CONTINGENCIES (CONTINUED)**

**Other**

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

**NOTE 11 LIQUIDITY**

The Presbytery had approximately \$745,600 of total cash and cash equivalents plus short-term investments as of December 31, 2019, including Kirkwood Camp. Excluding Kirkwood, total cash and short-term investments were \$705,600, of which \$239,500 represented funds held for others (primarily the General Assembly and Synod), leaving \$466,100 of total liquidity, or about 3.5 months of Presbytery operating expenses.

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

Total available investment income from sources with both donor restrictions and without donor restrictions (funds) used in the Presbytery's 2019 operating budget was nearly \$419,000, or approximately four months of operating expenses (excluding Kirkwood). A portion of the Presbytery's investment income is comprised by a total return distribution from certain funds based on the average of their values as of the end of the three previous years, i.e., 2016 through 2018 (less actual income received from those funds in the prior year).

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

**THE TRUSTEES OF THE PRESBYTERY OF PHILADELPHIA  
 SCHEDULE OF INVESTMENTS IN REAL ESTATE AND EQUIPMENT AT COST  
 DECEMBER 31, 2019  
 (SEE INDEPENDENT AUDITORS' REPORT)**

**F-24**

**Buildings and Building Improvements**

Kirkwood Camp	R.D. #3, Stroudsburg	\$ 1,293,082
Norris Square Church	2136 N. Hancock Street	898,905
Presbytery Center	915 East Gowen Avenue	2,827,227
Beacon Church	2364 East Cumberland Street	585,140
Manoa Church	153 North Eagle Road	1,150,000
Bridesburg Church		390,000
Olivet Prospect Park Church		450,000
Total Buildings and Building Improvements		<u>7,594,354</u>

**Vehicles and Equipment**

292,470

**Land, New Church Sites**

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

**Cemetery Lots**

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

Total Property and Equipment (Cost)

\$ 7,978,259





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## F-25

Audit Committee  
The Trustees of the Presbytery of Philadelphia  
Philadelphia, Pennsylvania

We have audited the financial statements of The Trustees of the Presbytery of Philadelphia (the Presbytery) for the year ended December 31, 2019, and have issued our report thereon dated November 5, 2020. We have previously communicated to you information about our responsibilities under auditing standards generally accepted in the United States of America, as well as certain information related to the planned scope and timing of our audit. Professional standards also require that we communicate to you the following information related to our audit.

### Significant audit findings

#### ***Qualitative aspects of accounting practices***

##### Accounting policies

Management is responsible for the selection and use of appropriate accounting policies. The significant accounting policies used by the Presbytery are described in Note 1 to the financial statements.

No new accounting policies were adopted and the application of existing policies was not changed during 2019.

The Presbytery has a partial interest in real estate, which has no readily available market value. Management has elected to record this investment at cost as they believe the cost method provides a more meaningful presentation of its financial position.

We noted no transactions entered into by the entity during the year for which there is a lack of authoritative guidance or consensus. All significant transactions have been recognized in the financial statements in the proper period.

##### Accounting estimates

Accounting estimates are an integral part of the financial statements prepared by management and are based on management's knowledge and experience about past and current events and assumptions about future events. Certain accounting estimates are particularly sensitive because of their significance to the financial statements and because of the possibility that future events affecting them may differ significantly from those expected. The most sensitive estimates affecting the financial statements were:

- Management's estimate of the fair value of investments is based on information as provided by the various sources of these investments. We evaluated the key factors and assumptions used to develop the fair value of investments in determining that it is reasonable in relation to the financial statements taken as a whole.
- Management's estimate of the net realizable value of split interest agreements is based on information as provided by the various sources of these investments. We evaluated the key factors and assumptions used to develop the net realizable value of split interest agreements in determining that it is reasonable in relation to the financial statements taken as a whole.

## F-26

- Management's estimate of the functional allocation of expenses is based on a consistent and reasonable plan. We evaluated the key factors and assumptions used to develop the allocation in determining that it is reasonable in relation to the financial statements taken as a whole.
- Management's estimate of depreciation is based on the estimated useful lives of the buildings, improvements, vehicles, equipment, and furniture. We evaluated the key factors and assumptions used to develop depreciation in determining that it is reasonable in relation to the financial statements taken as a whole.

### Financial statement disclosures

Certain financial statement disclosures are particularly sensitive because of their significance to financial statement users. There were no particularly sensitive financial statement disclosures.

The financial statement disclosures are neutral, consistent, and clear.

### **Difficulties encountered in performing the audit**

We encountered no significant difficulties in dealing with management in performing and completing our audit.

The completion of our audit was delayed due to the resolution of an unlocated difference resulting from a software conversion and our staffing availability.

### **Uncorrected misstatements**

Professional standards require us to accumulate all misstatements identified during the audit, other than those that are clearly trivial, and communicate them to the appropriate level of management. Management did not identify and we did not notify them of any uncorrected financial statement misstatements.

### **Corrected misstatements**

None of the misstatements detected as a result of audit procedures and corrected by management were material, either individually or in the aggregate, to the financial statements taken as a whole.

### **Disagreements with management**

For purposes of this letter, a disagreement with management is a financial accounting, reporting, or auditing matter, whether or not resolved to our satisfaction, that could be significant to the financial statements or the auditors' report. No such disagreements arose during our audit.

### **Management representations**

We have requested certain representations from management that are included in the management representation letter dated November 5, 2020.

### **Management consultations with other independent accountants**

In some cases, management may decide to consult with other accountants about auditing and accounting matters, similar to obtaining a "second opinion" on certain situations. If a consultation involves application of an accounting principle to the entity's financial statements or a determination of the type of auditors' opinion that may be expressed on those statements, our professional standards require the consulting accountant to check with us to determine that the consultant has all the relevant facts. To our knowledge, there were no such consultations with other accountants.

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### ***Significant issues discussed with management prior to engagement***

We generally discuss a variety of matters, including the application of accounting principles and auditing standards, with management each year prior to engagement as the entity's auditors. However, these discussions occurred in the normal course of our professional relationship and our responses were not a condition to our engagement.

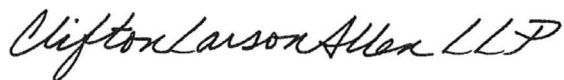
### ***Other information in documents containing audited financial statements***

With respect to the supplementary information accompanying the financial statements, on which we were engaged to report in relation to the financial statements as a whole, we made certain inquiries of management and evaluated the form, content, and methods of preparing the information to determine that the information complies with the modified cash basis of accounting, and the information is appropriate and complete in relation to our audit of the financial statements. We compared and reconciled the supplementary information to the underlying accounting records used to prepare the financial statements or to the financial statements themselves. We have issued our report thereon dated November 5, 2020.

Our auditors' opinion, the audited financial statements, and the notes to financial statements should only be used in their entirety. Inclusion of the audited financial statements in a document you prepare, such as an annual report, should be done only with our prior approval and review of the document.

\* \* \*

This information is intended solely for the use of the Audit Committee and management of the Presbytery and is not intended to be and should not be used by anyone other than these specified parties.



**CliftonLarsonAllen LLP**

Plymouth Meeting, Pennsylvania  
November 5, 2020



**PRESBYTERY LEADERSHIP COLLEGIUM L-1****The following actions were taken by the Leadership Collegium at their September 15, 2020 meeting.**

**Action:** Approved the May 16, 2020 minutes of the Presbytery of Philadelphia.

**Action:** Approved the July 18, 2020 minutes of the Presbytery of Philadelphia.

**Action:** Approved the July 7, 2020 Collegium minutes.

**Action:** Approved the April 22, 2020 Collegium minutes.

**Action:** Ratified the action approved online on July 17, 2020 as detailed below.

1. CALVIN RESOLUTIONS RESOLVED, that the Trustees of the Presbytery of Philadelphia (the "Corporation"), as agent for the Calvin Presbyterian Church under a Durable Power of Attorney Limited to Real Estate Transactions dated February 19, 2020, and as successor in interest to the Calvin Presbyterian Church, accept the offer of GLOBAL PROPERTIES TD, Inc., or its nominee, to purchase the property of the Calvin Presbyterian Church, 5931-43 Master Street, Philadelphia, PA, 19151, for the purchase price of \$130,000.00 in accordance with the terms of an Agreement of Sale delivered by Global Properties TD, Inc. to the Corporation and to the Calvin Church.

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

RESOLVED, that any one of the officers of the Corporation is authorized and empowered to execute and deliver all agreements, instruments and documents, including, but not limited to, the Agreement of Sale, a deed, a seller's affidavit, and settlement statement, as are necessary and desirable to consummate the sale and conveyance of the Property to the 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 President, Assistant Secretary or the Assistant Treasurer of the Corporation are also authorized to sign and affix the Corporation's seal to any and all documents required to effectuate the sale as set forth above, and, to receive the check (made payable to the Trustees of the Presbytery of Philadelphia) representing the balance of the proceeds of the sale.

**Action:** Ratified the actions approved online on August 13, 2020 as detailed below.

1. ARDMORE RESOLUTION WHEREAS, The First Presbyterian Church of Ardmore ("Church") located at 5 West Montgomery Ave., Ardmore, PA 19003 has applied for a loan as follows from the Presbyterian Church (U.S.A.) Investment and Loan Program, Inc. ("Lender") funded by Endowment Funded Loans: Amount of Loan: \$317,000.00

WHEREAS, the Trustees of the Presbytery of Philadelphia, a Pennsylvania nonprofit corporation, ("Presbytery") having received and reviewed the Loan application of the Church, a member in good

**L-2**

standing of this Presbytery, approved the Loan application, and guarantees the repayment of principal and interest on the loan to the Lender as described above.

RESOLVED, that the Collegium of the Presbytery of Philadelphia, acting for the Presbytery, approve and affirm the above loan guarantee.

2. NEWTOWN SQUARE RESOLUTION #1 WHEREAS, the Newtown Square Presbyterian Church (the “Church”) intends to enter into a Land Development and Maintenance Agreement and related agreements with Newtown Township, Delaware County, Pennsylvania, concerning development of portions of its real estate located at 3600 Goshen Road, Newtown Square, Pennsylvania, including, but not limited to, the expansion of the existing Church and related parking reconfiguration and stormwater management facilities (the “Project”).

WHEREAS, the Project may require the Church to execute and have recorded a Deed or Deeds of Dedication.

WHEREAS, the Book of Order at G-4.0206a requires that “A congregation shall not sell, mortgage, or otherwise encumber any of its real property... without the written permission of the Presbytery transmitted through the session of the congregation.”

RESOLVED, that the Newtown Square Presbyterian Church, 3600 Goshen Road, Newtown Square, Pennsylvania, is authorized to enter into agreements with Newtown Township regarding the above-described Project and the Session and Officers of the Church are authorized and empowered to execute and deliver all agreements, instruments and documents, including, but not limited to, a Deed or Deed of Dedication necessary and desirable to consummate the Project.

3. NEWTOWN SQUARE RESOLUTION #2 WHEREAS, The Newtown Square Presbyterian Church (“Church”) located at 3600 Goshen Rd, Newtown Square, PA 19073 has applied for a loan to finance improvements on its premises, as follows from the Presbyterian Church (U.S.A.) Investment and Loan Program, Inc. (“Lender”): Amount of Loan: \$1,200,000.00 WHEREAS, the Trustees of the Presbytery of Philadelphia, a Pennsylvania nonprofit corporation, (“Presbytery”) having received and reviewed the Loan application of the Church, a member in good standing of this Presbytery, approved the Loan application on March 7, 2019. This application was subsequently approved by the Collegium of the Presbytery, acting on behalf of the Presbytery, on March 19, 2019.

WHEREAS, the Church project has been delayed by negotiations with the local township (Newtown Square, PA) regarding an easement on Church property. Such easement has now been resolved and approved by the Presbytery.

RESOLVED, that the application of the Newtown Square Presbyterian Church to ILP for financing improvements to its premises in the amount of \$1.2 million be endorsed and extended until December 31, 2020.

**N-1****Report of the Committee on Nominations to the Presbytery of Philadelphia**  
**November 17, 2020**

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

**For Moderator:** Rev. Ashley Rossi (Carmel)

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

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

Class of 2021: Rev Cheryl Pyrch (Summit)

Class of 2022: Rev. P. Todd Stavrakos (Gladwyne)

Class of 2023: Elder Gina Baah (United Ghanaian)

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

Class of 2023: Rev. Peter Ahn (Olivet-Covenant)  
Rev. Anne Clark Duncan (HR)  
Rev. Diane J. Fitch (Ardmore)  
Rev. François Lacroix (Wallingford)  
Elder Ray Rife (Abington)  
Rev. Brian Russo (Chestnut Hill)  
Rev. Jim Thomas (Ridley Park)  
Rev. Brenton Thompson (Crossroads)  
Elder Deb Walters (Deep Run)

Class of 2022: Rev. Rachel Rhodes (Morrisville)

Moderator: Elder Jim Ballengee (Arch St.)

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

Class of 2023 Elder Gene Campher (Cedar Park)  
Rev. Dr. Adam Hearlson (Overbrook)  
Elder Rebecker Holland (Mt. Airy)  
Rev. Alex Lester-Abdalla (Morrisville)  
Rev. Amy Na (Ivyland)  
Elder Robert Seed (Germantown, First)  
Elder Marcia Singleton (West Philadelphia  
Presbyterian Partnership)

Moderator: Rev. Joyce Shin (Swarthmore)

**For the Commission on Financial Management (CFM):**

Class of 2023: Elder Cheryl Brown (Oxford)  
Rev. Wonjae Choi (Gwynedd Square)  
Elder Art Cobb (Norristown, First)  
Elder Alice Hughes (Newtown)  
Elder Carol Savery (Swarthmore)

**N-2****For the Commission on Resources and Creative Ministries (CRC):**

Class of 2023: Elder Isaac Baah (United Ghanaian)  
Rev. Sarah Cooper-Searight (Swarthmore)  
Elder Ruby Davis (West Philadelphia  
Presbyterian Partnership)  
Rev. Rebecca Segers (Germantown, First)

Moderator: Rev. Sarah Cooper-Searight (Swarthmore)

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

Class of 2023: Rev. Laura Colee (Broad Street)  
Ms. Carletha McEnnis (Oxford)

Moderator: Elder Megan D. Acedo (Beacon)

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

Class of 2023: Rev. Debbie Watson (Laboring Outside the Bounds)  
Elder Ruth Workman (Morrisville)  
Elder Bill Young (Germantown, First)

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

Class of 2023: Elder Julia Hill (Yeadon)  
Elder Roland Reeves (Trinity, Kensington)  
Rev. P. Todd Stavrakos (Gladwyne)



## N-3

### Rev. Ashley Rossi, Nominee: Moderator of the Presbytery of Philadelphia



**The Rev. Ashley Rossi**, current Vice Moderator for the Presbytery of Philadelphia, has served as Associate Pastor at Carmel Presbyterian Church in Glenside since July 2016. In that role, Rev. Rossi is responsible for education, youth ministry, and mission. She has also served as Acting Head of Staff during the transition time between the retirement of their long-term pastor and the arrival of their current Interim Pastor. Rev. Rossi's commitment to our presbytery has been demonstrated in her leadership as Vice Moderator to our Commission on Resources and Creative Ministries, encouraging our congregations to consider creative initiatives in an effort to strengthen their witness. Rev. Rossi has been a member of the Presbyterian Youth Triennium leadership team. She also currently serves on the Administrative Commission for Wissahickon Presbyterian Church, as they continue to replant a ministry in the Manayunk area of Philadelphia. This past year, Rev. Rossi has worked closely with our Presbytery leadership on issues that have framed our local and national landscape, such as racism and economic disparity, reflecting on how the church is to respond at a time such as this. Ordained in 2014 in the Evangelical Lutheran Church in America, Rev. Rossi "found her home" with the PC(USA) soon after she began her service and ministry within our presbytery. Prior to being ordained, Rev. Rossi worked as a Certified Public Accountant (she is still licensed) and still appreciates a detailed pie chart or a complex Excel sheet. Rev. Rossi currently lives in Glenside with her husband (Jim), three human children (JD, Sonny, and Maggie), and a pit bull (Stella).

### Rev. Ted Mingle, Nominee: Vice-Moderator of the Presbytery of Philadelphia



**The Rev. Ted Mingle** currently serves as Pastor/Head of Staff at the Lower Providence Presbyterian Church where he has been since 2013. A member of our Commission on Ministry, Rev. Mingle is committed to coming alongside our congregations during times of transition, celebration, and challenges. His passion for ministry comes from Micah 6:8, "*What does the Lord require of you? To act justly and to love mercy and to walk humbly with your God.*" Rev. Mingle believes that 'Acting justly and loving mercy' is one of the great callings God has given to the church. He believes more than ever the church needs to be acting on this great calling. Prior to joining our Presbytery, Rev. Mingle served as a Senior Associate Pastor for Family Ministry and Discipleship at Highland Presbyterian Church in Lititz, PA. He has also served in various other pastoral positions in Moorestown and Media, PA. Rev. Mingle brings a commitment to equipping lay leadership within the local church in an effort to be a witness in the world – especially during this season of unrest. Rev. Mingle is married to Heather and father of two children (Taylor and Jacob). They are all avid runners and Rev. Mingle is a die-hard Philadelphia sports fan.



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

**The Commission on Preparation for Ministry and Membership recommends candidate Cara Cavicchia (Presbytery of the Inland Northwest) be examined for ordination and, if the way be clear, her plans for ordination be approved.**

*Information Items*

**The following actions were taken by the Commission on Preparation for Ministry and Membership at its August 13, September 10th, and October 8th meetings.**

Miscellaneous
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1. Approved the request for a Grant to Lars Peterson (Arch Street) for the amount of \$3,500. (8/13/2020)
2. Met with Abby Schondelmeyer (Deep Run). (9/10/2020)
3. Met with Emma-Claire Martin (Tree of Life) for annual consultation. (10/8/2020)

Enrolled as Member
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1. Enrolled Rev. Katherine Shevel as a member of the Presbytery of Philadelphia. (8/13/2020)
2. Enrolled Rev. Jeannine Frenzel Sulyok as a member of the Presbytery of Philadelphia. (10/8/2020))

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

**Inquirers**

Dean, M. K. (Philadelphia, First)  
Dwayen, Gabriel (Tully)  
Hearst, Eric Jerome (Oxford)  
Jones, Claire (Christ's Community)  
Martin, Emma-Claire (Tree of Life)  
Mucklow, Wayne (Old Pine)  
Peterson, Lars (Arch Street)  
Rigsby, Suzin (Abington)

**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  
Lindtner, Jamie  
Nambiar, Virginia  
Rascoe, Allen  
Rich, Patricia

**Personal Statement of Faith****Cara Cavicchia****P-2**1  
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I believe in the one true living God whom we know in three inseparable persons: Father, Son and Holy Spirit. From nothing, God created the heavens and the earth and everything within them. God is sovereign over all of creation. All-powerful, all-knowing and all-present, God works everything in creation to God's unchanging, just and perfect will. Humans were set apart from the rest of creation as God's image bearers. Just as the triune God cares for, listens to and knows us, so too are we social beings, created to care for, listen to and know God and our neighbors. Furthermore, humans were appointed by God to cultivate God's beautiful and perfect creation and uphold God's good will over the earth, bringing forth Divine glory and praise. However, we, like our first parents Adam and Eve, continuously refuse to listen to God and turn instead to our own habits and hunches. Now we reflect only our own selves and our loves, which has taken us away from caring for, listening to and knowing God and our neighbors and caused the perversion of our social structures such as our economic systems, governments, justice systems, and family structures. Sin rules our lives, giving power to entities that cause enslavement and death.

God the Father, who loves and longs to be united with his creation, made a covenant with the people of Israel to be God's people from which God brought forth His Son, an extension of God's self, to the earth. The Son of God, while maintaining full divinity, became fully human in Jesus and walked among us, experiencing every aspect of human life in all of its joy and pain. Jesus lived a perfect life in obedience to God the Father, proclaiming His new Kingdom by feeding the hungry, healing the sick, and freeing the captive. Faultless, Jesus was crucified, suffered death, taking on the consequences of Sin, so that forgiveness may abound, and relationship restored. Three days later, Jesus rose from the dead, which defeats the curse of death and offers the gift of eternal life to all who have been called and chosen by the Father to be His people, who Jesus the King rules in Heaven. One day Jesus will return to earth, bringing forth the fullness of His Kingdom upon all of creation for eternity.

The Church universal is made up of all people throughout space and time who are called by God into a covenantal relationship to be His people through Christ's reconciling work on the cross and by the renewing power of the Spirit. With Christ as the head of the Church and the Spirit giving life to the Church, the Church has been set apart to reflect God's image to creation, which is a light to those who are still enslaved by Sin's darkness. The visible church is a specific community of believers who join together to hear the Word, partake in the sacraments, pray with one another, fellowship, share resources, and fight for social justice, which is how the Church lives and proclaims the truth of the Gospel to the world.

Scripture and the sacraments are given to the Church as a gift from God. Scripture is a witness to divine revelation, which has been written down to tell the story of God's saving activity in the world. Scripture is authoritative by the illumination of the Holy Spirit, which enables believers to recognize the Divine savior and come to know who they are as the people of God. The Lord's Supper and Baptism are signs ordained by God and instituted by the Lord Jesus Christ as a visible and outward expression of God's saving grace. Baptism marks our initiation into God's promised community as the element of water signifies the cleansing of our sinful nature and new life in Christ. The Lord's Supper is the sacrament of growth and nourishment in the Christian life as the elements of bread and wine unite believers in Christ by the power of the Holy Spirit renewing their faith and sustaining them until Christ's return.

**Brief Autobiography**

Cara Cavicchia

**P-3**

I was born and raised in the suburbs of Philadelphia, Pennsylvania in a tight-knit and loving Italian Christian family. My father was a psychologist and my mother was an elementary and special education teacher who became a stay-at-home mom when she had children. I can state with certainty that my family has had the biggest influence on why I call myself a Christian today. I knew since my early childhood, due to my parents' loving example, that there was a God that created me and loved me. My family was always very involved in church, and prayer and Scripture reading were a daily part of our family's life. I grew up attending an Assemblies of God Church located in South Philadelphia where my grandfather was the pastor. After my grandfather retired my family started attending Media Presbyterian Church (MPC). My involvement in two very different traditions has given me openness to diverse faith expressions.

After high school I attended Geneva College, a liberal arts school outside of Pittsburgh, Pennsylvania where I received a degree in Elementary Education. I was not sure that I wanted to be a teacher but I knew at that point that I was gifted in working with children. I enjoyed volunteering as a Young Life leader, playing on the Rugby Team and playing guitar for the worship team. During the summers when I was home from college my home church, MPC, recruited me to work as the children and youth ministry intern. These summers were always very busy but I found myself loving every part of church ministry and finding life in serving the congregation. It was humbling to minister to children whose parents helped raise me in the faith. Following graduation, I became the fulltime Children's Ministry Director at MPC. During my time at MPC I was affirmed not only by the staff but also by the church as a whole in my gifts for ministry. After four years at the church I accepted my call to a life of ministry and knew I needed to go to seminary.

I picked Fuller Theological Seminary in Pasadena, California because of its emphasis on academia and its rich denominational and cultural diversity. Since I came from a diverse denominational background, I wanted to learn more than one theological view. While there, I formed a community of diverse friends who were an amazing support system. My understanding of God, faith and Scripture were deconstructed and reconstructed by my professors. However, as my understanding of God grew my skepticism of the church and church leadership also grew. During this season, my home church was in crisis due to a moral failing of the pastor. This caused me to pause moving forward in the ordination process as I had originally planned to do.

After seminary, I accepted a position in children's ministry at Whitworth Community Presbyterian Church in Spokane, Washington where I served for six years. The church health that the senior pastor was striving for was something I had not experienced on staff at MPC. The senior pastor became a mentor to me and taught me about church dynamics and how to move the church forward in a healthy yet pastoral way. At Whitworth, I began preaching throughout the year and leading various elements of worship on Sunday morning. My love of teaching Scripture and the validation by the church of my gifts led me to initiate the ordination process.

In June of 2020, I accept a position at Lower Providence Presbyterian Church as their Associate Pastor of Family Ministry and Spiritual Formation. When I learned of this position I noticed how perfectly it fit my strengths and interest in ministry work. God has given me a heart for sharing the Gospel with families and a calling to disciple them into a growing relationship with the Lord. In all that I do in ministry, I strive for excellence and most importantly to bring glory to my Lord and Savior Jesus Christ.



## Commission on Resources and Creative Ministries

**R-1**

The “resources” and “creative” in our name, Commission on Resources and Creative Ministries (CRC) has been a guidepost for this hard-working group in the latter half of 2020. As the Commission called on your behalf to walk alongside our congregations, worshiping communities, and affiliated ministries as they launch new and build upon existing initiatives, we have been amazed by the continued work of the Spirit even and amid pandemic.

Pivoting to meet the needs of our congregations, the CRC proposed a different structure for the Covenant Fund granting cycle this summer. This year we welcomed applications in two waves, gathering the review committee in June and then again in August so we could more nimbly respond to the needs as they were discerned. As a reminder, the Covenant Fund review committee is made up of the moderator and one appointed member of the CRC, Commission on Ministry, Commission on Financial Management, Committee on Representation, and the Moderator and Vice Moderator of the Presbytery. The Presbytery’s Executive staff serve ex officio to this committee. Applicants were encouraged to consider not only new initiatives, but also expansions of existing ministries, and by the end of both waves we were able to award twelve initiatives totaling \$100,000. We were delighted that out of those twelve, four were brand new applicants to the Covenant Fund program. The initiatives awarded this year were:

- Bethel Presbyterian Church Senior Ministry
- Roxborough Presbyterian Church Online Outreach
- Valley Forge Presbyterian Church Building Conversion to Apartment Building for Housing Insufficient
- The Welcome Church Welcome Art
- Ambler, Seeds of Joy
- The Anchor, Online Ministry
- Bethesda, Virtual Church
- Chestnut Hill, Souls Shot Portrait Project
- Christ’s Community, Liberian Outreach and Co-ops
- New Spirit (now Salt & Light), Urban Gardens and Food Co-ops
- Tree of Life, Worshipping Community for People with Disabilities
- West Kensington Ministry. Food Distribution Programs

CRC continues to grant up to \$3000 to ministries and leaders thru our Great Ends Grants on a rolling deadline throughout the year. Since June 2020, the CRC has approved the following Great Ends Grants totaling \$12,000 dollars:

- Memorial Fox Chase, Food Distribution
- Thomas M Thomas, Telling the Story to Youth
- Cedar Park, Sabbath Sabbatical Support
- First Philadelphia, Christian Association at University of Pennsylvania
- Gladwyne, Youth Engagement

**R-2**

We are excited to unveil a resource we hope to have available very soon to share with Session Moderators and other interested leaders, detailing the ways that CRC is eager to come alongside in partnership. The Commission has created a short, informative video we will share with the hopes that will be added to your Session agenda or anywhere within your community where brainstorming for new ministry happens. This will detail the funds we have available, as well as share some of the collaborative tools we have available to assist you in your dreaming as a congregation. It is important to us to make sure you know that, no matter the size or scope of ministry, the CRC is eager to help in equipping for where the Spirit is leading in this time.

Respectfully submitted,

Rev. Sarah Cooper Searight



**SYNOD RECORDS REVIEW REPORT**

**S-1**

**The Synod of the Trinity  
Presbytery Records Committee  
Wednesday April 29, 2020  
noon State College, Pennsylvania**

**Presbytery**      **Philadelphia**

**Exceptions**

These are things that are required and are not found by the reader of your minutes.

None

**Delinquencies**

These are incomplete recordings of actions.

None

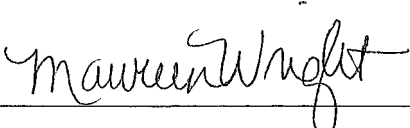
**Remarks**

These are items worthy of special mention.

These concise minutes focus on the actions of Presbytery and include reports of the commissions of Philadelphia Presbytery. The narrative budget that was included in the presentation of the 2020 budget was helpful and is worthy of note. The mention of the pre-presbytery conversations was informative, as was the sharing of interesting facts about the host churches. The Commission on Ministry report's division into topical areas marked by headings made reading and searching the report easier. The inclusion by the Commission on Preparation for Ministry of the inquirers, candidates, and those ready to receive a call is appreciated. The regular sharing of the process and deadlines for overtures is well done.

It took me some time, but in addition to the actions, I actually came to understand the work of the Presbytery, having read its minutes.

Read By

  
\_\_\_\_\_

Date

April 27, 2020

**Stated Clerk****S-2**

## Roll of Minister Members 2020

Ahn, Peter	Fong, Joanne Shum	Lester, Jr., W. Carter
Aikins, Kathryn	Foote, Jerry Kay	Levens, Kristen
Ames III, G. Clayton	Ford, Stephen T.	Lyndaker-Studer, Mark
Arlyck, Matthew	Ford, Wanda Larman	MacCullough, Bruce W.
Ashford, Stephanie Templin	Friend, Elizabeth B. Ford	Mairena, Adan
Auxter, Mark S.	Garcia, Raymond E.	Markel, John S.
Balsan, Ryan Edward	Golderer, William	Marshall, Eustacia Moffett
Barge, Randy L.	Gomez-Saravia, Gadiel	Martin, Joan
Bass, Jade King	Grant-Borden, Anna	Martin, Peter
Bell, Anita Miller	Greyling, Jacobus P.	Massengill, Samuel E.
Betz-Bogoly, Cynthia	Griffith, Clyde E.	McClain, Keith
Biederman, Robert N.	Gross, Strother	McKinney Jr., William P.
Blake, Rebecca	Grunseich, Michelle	McPheeters, Douglas W.
Bonner, James Edward	Hankel, Heidi	McShane, Pamela J.
Bonwell, Raymond	Hausser, Sherri	Miller, Richard
Brackett, Judith	Hearlson, Adam	Milligan, Fred
Brecht, George T.	Hearlson, Christiane Lang	Mingle, Edward G.
Brown, Carla Jones	Hecht, Kathy	Morgan, Marianne
Brozyna, Marcie	Heckman, Bailey	Morganti, Steve
Bruce, Christine A.	Hedges-Goettl, Barbara	Morse, Daniel
Callaway, Christine	Heffernan, Deborah Downs	Mullis, Baron
Campbell, Mindy	Hessel, Beth	Myers, Jeffrey T.
Carpenter, J. William	Hill, Faith	Na, Amy
Choi, Wonjae	Hill, Kirby Lawrence	Na, Kang-Yup
Clark-Duncan, Anne	Hoagland, Donald Clark	Nelson, Karen R.
Colee, Laura	Hodsden, Sara	Norfleet, Agnes
Colwill, Sarah	Hoglund, Douglas C.	Ofosu-Donkoh, Kobina
Cornelius, Taylor	Holland, Christopher	Olson, Kari
Craver, Thomas L.	Holmes, Julie	Palmer, Langdon B.
Davis, Gerard	Holt, Charles	Park, Anne
Day, Katie	Hull, Sanford D.	Park, Tae Moon
DeVries, Leigh	Hyska, Shawn	Passante, Nikki Perrine
Dietrich, Stephen	Ireland, Kevin	Pearce, Patricia
Dixon, Troy Janel	Irizarry, Jose	Pedersen, Rachel
Dooner, Timothy	Jacob, Robert A.	Pidcock-Lester, Karen
Dorville, Eric	Jones, James Alexander	Pleim, Kurt
Dryden Jr., Foster C.	Khan, Shahbaz	Poland, David M.
Dwyer, Judith	Kibben, Margaret G.	Porter, Kevin
Earley, Barry J.	Kim, Byung Il	Poteet, Michael
Ehman, John W.	Kirkpatrick, Rebecca	Pottorff, Franklyn
Evangelista, Alex	Klimovitz, Gregory	Pretz, S. Timothy
Evans, Michael J.	Kosinski, Lori Zang	Price, Donald
Eyre, Robert	Krajian, Joyce	Pyrch, Cheryl
Ezunkpe, Komlan	Kroupa III, George	Quarles, Leah
Fall, Susan	Lacroix, François L.	Quick, Hannah
Farrell, Lisa	Larkin, David	Rappaport, Lydia
Farrell, Paul	Lawrence-Caldwell, Melanie	Rhodes, Rachel
Ferguson, Laura	LeClyuse, Megan	Rhone, Rhonda
Ferris, Jason R.	Lee, Jieun	Robinson, Graham
Fettig, Jonathan	Lee, Ki Nam	Rodgers, Andrea
Fitch, Diane Jamison	Lee, Sung Dae	Rogers, Robert J.

Roman, Kelly  
 Ross, Kenneth J.  
 Ross, Robert  
 Rossi, Ashley  
 Rusert, Abigail Visco  
 Russo, Brian  
 Sanchez, David E.  
 Santana-Grace, Ruth Faith  
 Scholdelmeyer, Kristopher  
 Searight, Sarah Cooper  
 Searight, William  
 Segers, Rebecca  
 Sexton, Pauline  
 Shaker, Sameh  
 Sharif, Kurshid  
 Shelley, Austin Crenshaw  
 Shendge, Manisha  
 Shevel, Katherine  
 Shimada, Peter  
 Shin, Joyce  
 Smyrl, Peter  
 Snyder, John A.  
 Somerville, Margaret  
 Speck, Jonathan  
 Stavrakos, P. Todd  
 Steege, Mary  
 Steinnagel, Schaunel  
 Stiffler, Flo Guynn  
 Stratton, Ruth Ellen  
 Stroup, Maria A.  
 Sulyok, Jeannine Frenzel  
 Sulyok, Peter  
 Summers, Thomas  
 Sweet, John D.  
 Taylor, Ethelyn  
 Telford, Taylor  
 Terry, Greg  
 Thomas, James  
 Thomas, Jeanne  
 Thompson, Brenton E.  
 Thompson, Lewis Casey  
 Timothy, Nancy  
 Tung, Arthur C.  
 Twitchell, Aaron  
 Wallace, Mark I.  
 Watson, Deborah  
 Weed, Stephen N.  
 Wilkinson, John  
 Williams, Faith  
 Willingham, John M.  
 Wilson, Henry S.  
 Wonderland, Kenneth B.  
 Wonderland, Susan Faye  
 Wood, H. Stanley  
 Wotring, Timothy  
 Yu, In Kon  
 Zambrana, Mary Kruse

Honorably Retired  
 Adams III, HR; J. B.  
 Andrews, HR; Charles  
 Baker, HR; Joseph W.  
 Barton, HR; Scott L.  
 Bay, HR; Eugene C.  
 Becker, HR; Bruce  
 Berges, HR; John E.  
 Bethel, HR; Leonard  
 Blair, HR; Hugh N.  
 Boell, HR; Robert P.  
 Boone, HR; Leslie  
 Bowman, HR; Martha E.  
 Brooks, HR; Brenda D.  
 Bruinsma, HR; Walter G.  
 Bustard Jr., HR; George I.  
 Caraher, HR; William  
 Carter, HR; James Leighton  
 Chaapel, HR; Barbara A.  
 Cheng, HR; James  
 Clark Jr., HR; Gerald Daniel  
 Clarke, HR; Margaret Anne  
 DiRaddo, HR; James W.  
 Eby, HR; James D.  
 Edwards, HR; Christopher O.  
 Elliott, HR; Sherry G.  
 Fletcher Jr., HR; Wallace N.  
 Foose, HR; Dean E.  
 Froom Jr., HR; Burton S.  
 Furgess-Oler; HR, LoisAnn  
 Galloway Jr., HR; John T.  
 Garner, HR; Jesse B.  
 Gast, HR; Aaron E.  
 Gehres, Jr., HR; Edward D.  
 Gilbert, HR; Peter J.  
 Green, HR; Willard P.  
 Harvell, HR; Valeria G.  
 Hill, HR; Robert C.  
 Hollingshead, HR; George E.  
 Hourani, HR; Joseph  
 House, HR; Robert S.  
 Housworth, HR; Paul E.  
 Howland, HR; Donald G.  
 Jarvis, HR; Cynthia Ann  
 Jaymes, HR; Linda  
 Jenkins, HR; Carroll D.  
 Jeon, HR; Young Hynn (Abraham)  
 Jones, HR; Curtis A.  
 Kang, HR; Benjamin  
 Kauffman, HR; Richard S.  
 Kemp, HR; William J.  
 Kemper, HR; Royal D.  
 King, HR; John  
 Kirk, HR; Richard  
 Kompass Jr., HR; Frederick R.  
 Kwon, HR; Young Sup  
 Lappen, HR; James H.  
 Lawrence, HR; Keith D.  
 Leasure, HR; Byron  
 Liu, HR; Clifford

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

S-3

## REDRESS OF IMBALANCE

## S-4

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

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

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

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

**RECOMMEND:** I recommend the imbalance be redressed for implementation beginning on December 1, 2020. This assigning begins in December 1, 2020 and continues through November 30, 2021.

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

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

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

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

S-6

Presbytery of Philadelphia

Reading of the 2019 Church Records

Because of the challenges this year to get records read, the 2019 Reading of Church records will also be recorded in our January 2021 Meeting

CONGREGATION	MINUTES Without Exception	MINUTES With Exception	REGISTERS Without Exception	REGISTERS With Exception
Abington	1		1	
Ambler	1		1	
Arch Street				
Ardmore	1		1	
Aston	1		1	
Beacon				
Bensalem				
Berean				
Bethel	1		1	
Bethesda				
Beverly Hills				
Bryn Mawr	1		1	
Christ's Community	1		1	
Calvary-Wyncote	1		1	
Calvin				
Carmel				
Cedar Park				
Central Norristown				
Chambers Memorial				
Chestnut Hill				
Christ's - South Philadelphia				
Church of Pakistan				
Church on the Mall				
Collenbrook United Church	1		1	
Concord Liberty				
Crossroads				
Darby				
Deep Run	1		1	
Disston				
Doylestown				
East Falls				
Eddington				
Elkins Park				
First African				
Kensington, First	1		1	
Flourtown	1		1	

Presbytery of Philadelphia

Reading of the 2019 Church Records

CONGREGATION	MINUTES Without Exception	MINUTES With Exception	REGISTERS Without Exception	REGISTERS With Exception
Forest Grove				
Fox Chase				
Frankford				
Germantown Community				
Germantown First				
Glading				
Gladwyne				
Glenolden				
Good Shepherd United				
Grace	1		1	
Gwynedd Square				
Holmes				
Holy Trinity - Bethlehem				
Ivyland				
Japanese Christian				
Jeffersonville				
Lansdowne				
Lawndale Holy Grace				
Lenape Valley	1		1	
Leverington				
Levittown				
Llanerch				
Lombard Central				
Lower Providence	1		1	
Macalester Torresdale				
Marple	1		1	
Mayfair				
Media				
Memorial				
Middletown				
Morrisville	1		1	
Mt Airy	1		1	
Neshaminy - Warwick				
New Spirit Community				
Newtown	1		1	
Newtown Square	1		1	
Norristown				
Norriton				
Northampton				
Northminster				

Presbytery of Philadelphia

Reading of the 2019 Church Records

CONGREGATION	MINUTES Without Exception	MINUTES With Exception	REGISTERS Without Exception	REGISTERS With Exception
Oak Lane	1		1	
Old Pine				
Olivet				
Olivet - Covenant				
Olney				
Overbrook	1		1	
Oxford	1		1	
Parkland				
Penn Wynne				
Philadelphia First				
Podowon				
Port Kennedy				
Pottstown	1		1	
Tree of Life (Princeton)				
Rhawnhurst				
Ridley Park				
Roxborough				
Seoul Korean				
Southwestern				
Springfield				
Suh Kwang				
Summit				
Supplee				
Swarthmore	1		1	
Tabernacle United	1		1	
Temple				
The Anchor	1		1	
Thomas M. Thomas				
Thompson Memorial	1		1	
Trinity-Kensington				
Trinity-Clifton Heights				
Tully				
United Ghanaian				
Valley Forge				
Wallingford	1		1	
Warminster	1		1	
Wayne				
Westminster Mayfair				
Willow Grove				
Wissahickon				



Presbytery of Philadelphia

Reading of the 2019 Church Records

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CONGREGATION	MINUTES Without Exception	MINUTES With Exception	REGISTERS Without Exception	REGISTERS With Exception
Wissinoming				
Woodland				
Woodside	1		1	
Wynnefield				
Yeadon	1		1	
	32	0	32	

**PRESENTED RECORDS FOR READING:**

	MINUTES	REGISTER
Without Exception	32	32
With Exception		
Not Approved		
<b>Total</b>	<b>32</b>	<b>32</b>

**S-10**

DISSTON MEMORIAL PRESBYTERIAN CHURCH ADMINISTRATIVE COMMISSION  
REPORT TO THE PRESBYTERY OF PHILADELPHIA  
NOV 17, 2020 STATED MEETING

BACKGROUND

The Committee on Ministry appointed an Administrative Commission to respond to the request, by letter dated May 11, 2020, of the session of the Disston Memorial Presbyterian Church for dissolution of the congregation. Our charge was to support the congregation in its discernment, and once the will of the congregation was affirmed, to walk alongside them during the process of celebrating their ministry and accomplishing the various tasks associated with the process of dissolution.

Rev. Lori Kosinski (Norriton) agreed to serve as Moderator, representing the Commission on Finance and serving as members:

Rev. Anna Grant-Borden (Mt. Airy)  
Rev. Steven Morganti (Concord Liberty)  
Elder Michael Smith (First Philadelphia)  
Elder Courtenay Willcox (Bryn Mawr), Recorder

SUMMARY

The AC had its introductory meeting and orientation on May 28, 2020 via Zoom. The AC discussed the unique challenges of establishing a healthy relationship with the Disston Memorial congregation given the reality of COVID-19 restrictions established by the State of Pennsylvania and recommended by the Presbytery of Philadelphia. The AC took to heart their role to support the congregation while moving forward with space for an opportunity for the congregation to gather to discuss their options, discern the movement of God's spirit and to celebrate the faithful witness of this congregation for 134 years. intentionality. The AC process quickly became an opportunity to encourage the Disston Memorial congregation to pause, affirm their discernment to date and to move forward with additional support from the Presbytery.

The initial request of the Disston Memorial congregation was to close following worship on June 14, 2020. The congregation had voted 21-4, via a requested response from a letter from the Disston Memorial Session outlining the current financial situation and the feasibility of continuing. The biggest challenges to the budget were lack of membership and a declining physical plant. The heart of congregants remains a faithful witness to the neighborhood and the gathered membership through the stages of life. The membership roll currently stands at about 30 with an average worship attendance of 10-15.

The Administrative Commission met with the Session via Zoom on Wednesday, June 3, 2020. All members of the Session and four of the members of the AC were present. This initial meeting resulted in a decision to hold an in-person congregational meeting to give the full membership an opportunity to

discuss and vote on the church's future. The joint meeting of the Session and Administrative Commission resulted in motions including:

- permission for the congregation to worship through September 30<sup>th</sup>.
- a called meeting of the congregation for Sunday, June 28<sup>th</sup> for the purpose of the congregation to vote on a motion to dissolve effective September 30<sup>th</sup> and transfer all rights and property to the Presbytery of Philadelphia as of December 31, 2020. The Rev. Paul Houseworth agreed to moderate.
- Permission for members of the congregation to outline those items that they may desire, as appropriate, in the church's inventory.

In preparation for the Congregational meeting, Michael Smith and Lori Kosinski attended a congregational meeting on June 7<sup>th</sup> following worship. We reviewed the tasks required for dissolution with the congregation and outlined a time-line with them that would honor their process for closure. Conversations with this faithful congregation confirmed the need for an opportunity for this community to gather, grieve and work through the process of closing the church together. The building issues were too large and the congregation membership too small to continue to maintain the ministry at this point. There was a sense of their agreement with the session's assessment of the wisdom of dissolving the congregation.

On June 28<sup>th</sup> the Congregational meeting was held and the congregation voted to request the Presbytery of Philadelphia to concur with the request for the Disston Memorial congregation to be dissolved and that its final service and celebration of witness and ministry to be held on September 27, 2020.

On August 12, 2020 an initial inventory of the church property assets was conducted by John Wismer, Courtenay Willcox and Lori Kosinski.

In recognition that circumstances beyond any of our knowledge or control may continue to influence decisions regarding both the disposition of the building and the desire and ability of the saints of Disston Memorial to reschedule a final celebration of their ministry, and on behalf of the AC, I move the following:

#### MOTIONS:

- 1) That the presbytery affirms the faithful witness of the Disston Memorial congregation with gratitude for its over 134 years of faithful witness and service to Christ and approves the dissolution of the Disston Memorial congregation and authorizes the appropriate entities of the Presbytery to resolve any outstanding matters related to the congregation.**
- 2) That the Administrative Commission be authorized, in consultation with the Session of Disston Memorial, to determine if and how the congregation might have a service of celebration of the congregation's ministry and witness. Upon completion of any such service, the AC is dismissed with thanks.**

**S-12****Litany of Remembrance and Thanksgiving  
for the Disston Memorial Presbyterian Church**

November 17, 2020

VIJAY: We have heard of the rich blessings this church family has been in the life of its members and community since its founding in 1886. We are confident those blessings will continue in new ways as the saints of this church family find new spaces from which to grow their faith.

We are thankful for the many ways in which God has blessed the life cycle of their ministry as part of our larger community for more than a century. Let us now pause in prayer with gratitude for the life of faithful witness of the Disston Memorial Presbyterian Church.

ASHLEY: Almighty God, at the Disston Memorial Presbyterian Church you gathered your children and filled their hearts with your love through songs and praises. You heard their confessions and forgave their sins. You lifted their sorrows and made them glad in their celebrations.

**ALL: We praise and thank you, O Lord, for all these things.**

VIJAY: Almighty God, for the waters of baptism that flowed into the children and loved ones as the Body of Christ.

**All: We praise and thank you, O Lord, for all these things.**

ASHLEY: For the word proclaimed throughout the decades. For the sharing of the Gospel and the stories of the people of faith throughout time. Through your Word, the saints were called and taught. Your Word was a like a lamp upon their hearts and minds.

**All: We praise and thank you, O Lord, for all these things.**

VIJAY: We give you thanks for your Table – where your saints have been welcomed throughout the years. At the table with Jesus, his followers were bound with him and one another in the feast of abundance and love through the sharing of the cup and the bread.

**All: We praise and thank you, O Lord, for all these things.**

ASHLEY: For all these things and for so many more, we thank you almighty God. And we ask that you bless these saints as they continue to grow their life as your disciples in other places and fellowship. In gratitude for their faithfulness, we lift up all the saints of the Disston Memorial Presbyterian Church - past and present – and entrust them into your hands in the name of the one whose resurrection brings life out of death, Jesus the Christ. Amen.

NEW SPIRIT PRESBYTERIAN CHURCH ADMINISTRATIVE COMMISSION

## REPORT TO THE PRESBYTERY OF PHILADELPHIA

**S-13**

NOVEMBER 17, 2020 STATED MEETING

BACKGROUND

New Spirit Community Presbyterian Church (NSCPC) is an ever-evolving faith community with a rich history of serving the people of southwest Philadelphia. The NSCPC congregation originally grew out of the Greenway Presbyterian Church from the late 1800s. Then in 1906, Greenway merged with Westminster Presbyterian Church and took on the name Westminster Presbyterian. Then in 1996, the Westminster Presbyterian Church merged with Ninth Street Presbyterian Church and birthed New Spirit Community Presbyterian Church. In 2013, Wayne Presbyterian Church assumed ownership of the NSCPC building and together with Wayne, the NSCPC created a community outreach center known as The Common Place. Since 2013, The Common Place and the NSCPC congregation have offered afterschool programming, community meals, and enrichment opportunities to children and families in the Kingsessing neighborhood of southwest Philadelphia

For the past three years, God's Spirit has been moving to unite the two unique congregations of New Spirit Community Presbyterian Church and Grace Christian Fellowship (GCF) United Church of Christ so they can expand their outreach in the neighborhood. On November 10 and 11, 2017, pastoral leaders, including: Rev. Christopher Holland, (NSCPC), Rev. Cean James, (GCF), Rev. Aisha Brooks Lytle, (Wayne Presbyterian Church), Rev. Casey Thompson, (Wayne Presbyterian Church), Rev. Ruth Santana-Grace, (Executive Presbyter), and Rev. Kevin Porter, (Stated Clerk), gathered for a pastors retreat to envision what a joint ministry of NSCPC and GCF could look like and what it would take to make this union happen.

On April 23, 2018, the NSCPC session, under the leadership of Rev. Holland, voted to request an Administrative Commission for the purpose of consideration of a joint ministry witness. In September 2018, the session invited Rev. James, to join a session meeting and in December 2018, the NSCPC held a congregation-wide Town Hall to discuss a church merger with GCF. On January 9, 2019, the NSCPC session discussed the NSCPC and GCF unification. Then at a congregational meeting on February 24, 2019, the NSCPC community voted overwhelmingly in favor of merging with the GCF, with 25 voting yes, 1 abstaining, and 0 voting no. Throughout the spring of 2019, the NSCPC congregation held follow-up Town Hall discussions and joint leadership workshops to further prepare for the merger.

The Presbytery of Philadelphia appointed an Administrative Commission (AC) to support NSCPC and GCF as they merged across denominations into one united congregation. The AC consisted of Rev. Casey Thompson (Wayne), Rev. Baron Mullis (FPC Philadelphia), Rev. Laura Colee (Broad Street Ministry), Elder Wanda McNeill (Oxford), and Elder Brad Baturka (Bryn Mawr).

SUMMARY

At our first meeting in August 2019, the AC was charged to walk alongside NSCPC as their congregation worked to finalize their union with the GCF congregation. We appointed Rev. Thompson as chair of our AC. Our first step as an AC was to meet with Rev. Holland, Rev. James, and the Executive Director of The Common Place, Peter Grim, to learn about the history and on-going work of these ministries. It became clear from our first meeting with Rev. Holland and Rev. James that both faith communities had already put significant energy into discerning and discussing their unification.

Our next step as an AC was to meet with Rev. Katie Aikins, who pastors a current PCUSA-UCC congregation in Philadelphia—Tabernacle United Church. We learned from this conversation how their congregation connects, reports, and supports both the PCUSA and the UCC. Then, our AC created a series of questions for the NSCPC and GCF congregations, which explored the specific details of their union, including their leadership model, worship style, polity, financial strategies, building management, etc.

On January 26, 2020, at a duly called congregational meeting after worship, the AC gathered with 31 of its members to reaffirm the decision to merge with only one abstention and no objections. The NSCPC congregation recognized that God is calling their church to a larger mission of service to their neighbors in southwest Philadelphia and that uniting with the GCF congregation would allow them to better live into this call. The NSCPC congregation recognized that both communities bring unique gifts to the union: NSCPC brings the wisdom of an established church as well as significant mission and outreach experience. GCF brings a growing and energetic faith community with the flexibility to evolve as the Spirit moves them. In this conversation, the NSCPC congregation expressed a deep love of its Presbyterian roots and a desire to maintain a strong connection with the Presbytery as they move into a union congregation.

On February 23, 2020, the AC met with leaders of the GCF UCC Church to confirm their interest in the merger. It was clear from this conversation that the two congregations have had extensive conversations about the merger, exploring everything from worship style to how the session would be formed to what roles the two pastors would fill. The two congregations had worshipped together on Easter Sunday for the past two years and even led a Vacation Bible School program together, so they had a sense of what their lives together might look like. Both church communities saw their union as an opportunity to be “a beacon of light” in southwest Philadelphia and therefore they had decided on the new congregational name of “Salt & Light” union church.

The AC met together on February 27, 2020 to review our findings. We voted and unanimously agreed to recommend that the Presbytery of Philadelphia support the union of the New Spirit Community Presbyterian Church (PCUSA) and the Grace Christian Fellowship (UCC) church.

We are excited to witness all the work that God will do within the Salt & Light Community Church.

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**MOTIONS:**

- 1) That the Presbytery approve the terms of joint congregational witness as presented between the New Spirit Presbyterian Church (USA) and the Grace Christian Fellowship (UCC) to become the Salt and Light Community Church.**
  
- 2) That the Administrative Commission be dismissed with thanks.**

The Terms of Joint Congregational Witness  
of New Spirit Community Presbyterian Church (USA) and Grace Christian Fellowship (UCC)  
forming Salt and Light Community Church

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### Background

Salt and Light Community Church was formed by the union of Grace Christian Fellowship (UCC) and New Spirit Community Presbyterian Church (USA) on April 12, 2020. The congregation worships at 5736 Chester Avenue, Philadelphia, PA 19143, owned by Wayne Presbyterian Church and leased to the Common Place (a separate non-profit 501c(3) organization). Salt and Light is an interdenominational, intergenerational congregation in the Southwest Philadelphia and Mt Airy sections of Philadelphia, We are a WELCOMING congregation with doors open to all who seek a closer relationship to Christ. We are a WORSHIPING congregation and praise God with the entirety of our being. We are constantly WORKING to bring justice and equality to those who are suffering. We are WALKING this tedious Christian journey together. We are WILLING to be used by God for the advancement of the Gospel of Jesus Christ And, most importantly we are WITNESSING to the whole world that Jesus died and rose to save us of our sins.

The following bylaws also constitute our agreed upon Plan of Union adopted the leadership of both congregations on April 24, 2020, and all its provisions, pending approval by the Presbytery of Philadelphia at its November 17, 2020 stated meeting:

#### 1. Governance

##### a. Council of Elders

The governing body of this congregation shall be known as The Council of Elders which will meet at least six times a year.

##### b. Formation of Council

There will be nine(9) positions on the Council of Elders; Senior Pastor, Executive Pastor, Youth Pastor, Minister of Music, Church Clerk, Elder of Finance, Elder of Congregational Care, Elder of Youth and Christian Education, Elder of Outreach. In the initial years of the church, positions currently held in the uniting churches will remain the same until terms are completed, even if that creates concurrent roles.

##### c. Co-Moderators

Both the Senior Pastor and Executive Pastor will serve as Co-Moderators of the Council of Elders, with the Executive Pastor Moderating in the absence of the Senior Pastor.

##### d. Terms of Service for the Council of Elders

The term of service for the Council of Elders will be three (3) years. After serving their initial term, a consecutive term can be served at the request of the moderator. After serving two consecutive terms, an individual must rotate off the council for at least one term (3 years). This same term will apply to all other lay leadership positions. (Stewards and Ministry Leaders). The joint council initial roster are found in addendum A



**S-17**e. The Selection of Elders

When there is a vacancy on the Council of Elders, the remaining elders, along with the Pastor, will consult about filling the vacancy. The Senior Pastor will make the request to the person invited to fill the position.

2. Leadership roles

- a. Church Clerk - The Administrative Assistant to the Senior Pastor shall serve as church clerk. In such a time as there is no Administrative Assistant to the Pastor, the Council will select a clerk to serve. The Church Clerk will keep its rolls of membership and attendance, maintain any required registers, and keep an accurate record of all business transactions/comments/motions made in council and church meetings.
- b. Deacons - In accordance with Acts 6:1-7, the deacons of the church will assist the pastors in congregational care and outreach. Deacons will be selected by the Council of Elders and confirmed by the Senior Pastor. The deacon will be an ordained position, but not clergy. The deacons will provide a vital link between the laity and the clergy. There will be one deacon for every 50 active members. The Elder of Outreach and Elder of Congregational Care will be selected from among the deacons and serve as servant leaders for the deacons.
- c. Stewards and Treasurer - The Stewards will be responsible for the financial health of the church. The stewards will develop and maintain a system for the following; the annual budget, accepting offerings and donations, and paying of bills. All revenues and expenditures are documented by the board and evaluated periodically during trustee meetings. The Elder of Finance will also be the Treasure and servant leader of the Stewards. The term of service for a steward will be the same as the Elders.
- d. Ministry Leaders - Each ministry of the church will have a servant leader who will be responsible for ensuring that the work of that ministry remains connected to the vision and mission of the church. Each Ministry Leader will also be responsible for the budget of that ministry and maintaining an accurate record of ministry participants. The term of service of a Ministry Leader will be the same as the Elders.
- e. Church Leadership Team - The wider leadership team of the church, which will meet periodically for discussion and distribution of information, shall include; All ordained and licensed ministers, Elders, Deacons, Stewards, and Ministry Leaders.

3. Meetings

- a. The annual meeting of the congregation and corporation will be held in the first quarter of the year. The meeting will be to review the past year's finances and approve the current year's budget. Also, the Pastors will use the January meeting to give the mission and vision priorities for the current year.

- b. Special meetings may be called by the Council. Such calls shall state clearly the purpose of such a special meeting.

#### 4. Pastoral Relationships

- a. Pastor(s) – The congregation must approve of or dissolve any pastoral call. Should either the congregation or the pastor(s) wish to dissolve the pastoral call, that party must give the other at least ninety (90) days' notice.

If the Senior Pastor dissolves his relationships with the congregation or is removed by judicatory action the Executive Pastor has the right to assume the position of Senior Pastor.

#### 5. Property and Assets

All property of the uniting churches, real and personal, shall be transferred to the corporation formed above. The new corporation shall be the legal successor of the uniting churches, and it shall be bound to administer any trust property or moneys received in accordance with the provisions of the original establishment of the trust. All real property of New Spirit Community Presbyterian Church shall remain in the complete ownership and control of the union church. All real property of Grace Christian fellowship shall remain in the ownership of the union church. All liabilities of the uniting churches shall be liabilities of the union church.

#### 6. Apportionment

Per capita apportionment shall be paid to the Pennsylvania Southeast Conference of the United Church of Christ and the Presbytery of Philadelphia of the Presbyterian Church (U.S.A.) on the basis of one-half the total active communicant membership of the union church.

#### 7. Discipline

- a. All members of the union church shall be under the discipline of the Council according to rules agreed upon in harmony with the Constitution of each denomination where they coincide, and in harmony with the mandatory provisions of the Constitution of one denomination where the others are permissive, and at the choice of the Council where they may be contradictory.
- b. Appeals or complaints against the actions of the Council shall be made to one judicatory only (Presbytery or Congregation) at the choice of the appealing or complaining member(s) of the congregation, and all subsequent appeals or complaints shall be in the denominational polity of the member(s)' original choice, and decisions so finally made shall be binding on the Council and on the member(s).
- c. The minister or ministers shall be subject to the discipline of their affiliated association or denomination..

8. The minister or ministers will participate in the denominational Pension Plan of one of the Churches (Denominations). If he or she is already participating in one Plan, he or she may remain in that plan. If he or she is not a member of either, he or she may choose between them.

9. Dissolution of Union

The union church (joint congregational witness) may be dissolved by a two-thirds vote of two meetings of the congregation, held not less than one year and not more than two years apart, subject to the concurrence of the Presbytery and Association involved. In case of dissolution of the union church, all property of the union church, real and personal, shall be divided equally between the Presbytery of Philadelphia and the Pennsylvania Southeast Conference of the United Church of Christ.

10. Changes to the Terms of Joint Congregational Witness

The above terms, with the exception of those provisions required by the Constitutions of the Churches (Denominations), may be amended or repealed at any meeting of the Council of Elders by a two-thirds vote of the members present, provided that a full reading of the proposed changes, or a printed distribution of the same, shall have been made in connection with the call of the meeting.

**Addendum A**

**Council of Elders with Terms**

1. Rev. Cean R. James - Senior Pastor and Council Co-Moderator
2. Rev. Christopher Holland - Executive Pastor and Co-Moderator
3. Mykia Bridgette - Executive Assistant to the Senior Pastor and Clerk
4. Gene Burke - Minister of Music
5. Dea. Lorraine Outterbridge - Elder of Congregational Care (Class of 2023)
6. Dea. Emma Robinson - Elder of Congregational Care (Class of 2022)
7. Dea. Orson Brown - Elder of Outreach (Class of 2023)
8. Roy Outterbridge - Elder of Finance (Class of 2022)
9. Beverly Craige - Elder of Finance and Treasure (Class of 2023)
10. Dea. Brenda Taylor - Elder of Youth and Christian Ed. (Class of 2022)
11. Rev. Peggy Johnson - At Large (Class of 2022)
12. Marie Vickers - At Large (Class of 2022)
13. Woody Paschall - At Large (Class of 2021)