

Minutes of the Stated Meeting

September 10, 2011

Presbytery of Northern New England

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Convene

The Presbytery of Northern New England met in stated session on Saturday, September 10, 2011 at First Presbyterian Church, Barre, VT. The moderator, Elder Dave Stoner, called the meeting to order with prayer at 9:30 am.

See Appendix G for the attendance roll. The stated clerk declared a quorum.

Voted to approve the docket.

Elders present for the first time were introduced.

Voted to seat the following corresponding members:

Rev. Cynthia Kohlmann, Boston Presbytery
 Rev. Webster Brower, South Dakota Presbytery
 Rev. Thomas Atkins, New Covenant Presbytery

The assembly was welcomed to Barre by Rev. Carl Hilton VanOsdall and Elder Chris Fuhrmeister. They provided a description of the logistics of the meeting as well as a brief history of the church and some of its missions.

Stated Clerk Report

By Elder Cliff Creel

General Business

Voted that the minutes of the June 21, 2011 Presbytery Meeting are approved.

Voted that the minutes of the June 4, 2011 Presbytery Meeting are approved (Omnibus).

Voted that approval of excused absences is delegated to the Stated Clerk (Omnibus).

Judicial Action

We are working with the Essex County, Massachusetts District Attorney's Office to negotiate an arrangement with Mr. Isaias Rivera where he will pay some restitution to the Presbytery for the funds embezzled in exchange for leniency in sentencing. It is hoped this will be completed later in September.

On August 25, a trial was held for Rev. David Medeiros. The case was dismissed because of a procedural error by the investigating committee (Appendix D).

On August 26, a trial was held for Rev. Dr. John Morkosian. The case was dismissed because of a procedural error by the investigating committee (Appendix E).

[Note that the investigations for both Medeiros and Morkosian were done by the same investigating committee.]

The Presbytery is still defending its First Amendment right to freedom of religion in Massachusetts state court in the matter of the Ushindi Fellowship.

The remedial action against the Presbytery by Rev. David Medeiros was dismissed by the Synod of the Northeast on August 1, 2011 because it did not state a claim on which relief could be granted. (Appendix A)

On July 19, 2011, a letter was received from Edward C. Zaragoza renouncing the jurisdiction of the Presbyterian Church (U. S. A.). Renunciation is effective upon receipt of the letter by the Stated Clerk. Charges had been filed against Dr. Zaragoza by an investigating committee for sexual abuse (Appendix B). Renunciation ended our jurisdiction in the judicial matter (Appendix C).

Session Records

The annual session records review meetings have been scheduled. They will be as follows.

October 8	Barre, VT
October 29	North Turner, ME
November 12	Bedford, NH

The Stated Clerk looks forward to meeting with all clerks of session during this time.

Presbytery Meetings for 2012

The Presbytery Meetings for 2012 will be held as follows.

March 3	Haverhill, MA
June 2	Mid-Coast (Topsham), ME
September 8	Barnet, VT
December 1	New London, NH

Omnibus Motion

Voted that the following omnibus motion is approved.

Motion	Committee
1. Approve minutes of June 4, 2011 stated meeting.	Stated Clerk
2. Approve excused absence delegation to Stated Clerk.	Stated Clerk
3. Approve that the PNNE share of the proceeds from the sale of the property to the Doody's be given to Camp Wilmot for improvements going towards accreditation.	Council

Council Report

By Elder Darryl Johnson

The Council of the Presbytery of Northern New England met in stated meetings at Bedford Presbyterian Church, Bedford, NH on July 07, 2011 and August 04, 2011, and voted by email on July 18, 2011 and August 28, 2011. The Council Executive Committee met by conference call on June 29th and July 28th, and voted by email on June 8th, June 9th, June 14th, June 23rd, and August 26th.

07/07/11 Stated Meeting Actions

Council Executive Committee - Actions

Awarded Big Tent scholarships to: Rev. Steve Quinlan, COM Chair; Rev. Rob John, CPM Chair; Rev. Sally Newhall; and Matthew Long, Sudanese Fellowship.

Authorized the purchase of 75 Books of Orders for distribution to staff and committee members, and copies for new members coming on board in the next class.

Council voted that our legal counsel relationship with D'Amante Couser Pellerin & Associates be changed to Roy S. McCandless, Esq., PLLC in order to keep Roy McCandless as our Presbytery attorney.

The purchase of 50 copies of special Outlook issue concerning amendment 10-A was authorized.

Synod MGB Group

This ad-hoc group is very involved within the Synod to re-envision how to do Synod in the future. This is being approached in a positive and creative manner.

Synod planning to hire a transition leader to guide the synod through a transition.

Shirley Reese, Synod Commissioner; Cindy Kohlmann, TPA; and Darryl Johnson, Council Chair are continuing to participate.

New Form of Government

The proposed amendment of the New Form of Government has passed and will become effective on July 10, 2011. There's a lot of work to be done expanding and updating our administrative and policy manuals. Until this is done, the current Book of Order will be our manual, as approved at the June Presbytery meeting.

Council voted that the Stated Clerk establish a committee to provide recommendations on how to implement the New Form of Government and to recommend changes to the administrative and policy manuals.

The Stated Clerk will present a 10 to 15 minute presentation on the New Form of Government at each of the next several Presbytery meetings to slowly educate the Presbytery on the new rules.

Self-Development of People

Council voted that Elder Shirley Reese, Synod Commissioner will serve as our representative for the Self-Development of People.

Committee Member Appointments

Identification of nominees is in progress. One elder is needed for the Nominating Committee. A chair and one or two members are needed for the Finance and Budget Committee. **Volunteers would be greatly appreciated.**

Treasurer's Report

Cash is in good shape and we are about breaking even. The balance sheet has been changed to better reflect our financial holdings.

The Lawrence property escrow is now included on the balance sheets. (\$14,000 from MAJEES and an escrow account at Burns & Levinson).

All financial requests should be sent to the Treasurer at the Presbytery Office. The Stated Clerk will add financial reporting to future administrative commission training.

Collections are extremely good. Per Capita is at 99.2% of the projection and General Mission is at 97%.

Council voted to ask the Personnel Committee to write a job description for an assistant treasurer with input from the Treasurer.

Finance and Budget Committee

The Finance and Budget Committee will be asked to develop the investment policy required by the audit.

Planning of the 2012 Budget to begin soon.

Brazilian Fellowship at Nashua

Paulo Lima is from a Brazilian Presbyterian denomination with which we are not in correspondence. He will have to go through the preparation for ministry process, although some requirements may be exempted. CPM is managing this process.

Camp Wilmot

Council voted to approve the sale of approximately 4 acres to the Doody's for \$12,400 net proceeds with all costs covered by the buyer and to authorize the Stated Clerk to sign all required documents.

Personnel

Council voted to approve participation of the TPA in the Cape Cod Learning Community at a cost of \$475 with a report back to Council.

Council voted to approve the staff contract form as presented and amended.

Council voted that Norma Biron shall be offered the BoP full traditional benefits plan as soon as possible.

Communications Committee

Cindy and Cliff are working with the web developers to determine the scope and cost of a new web site.

07/18/11 Email Vote

Council voted to accept the proposal of Jody Pupecki to develop the Presbytery web site for the cost of \$2,200.

08/04/11 Stated Meeting Actions

Council Executive Committee Actions

The office laptop has been purchased.

NCD - A PCUSA coach can go to a church to work onsite with the pastor and church leaders to achieve a development goal. We plan to offer this to churches in the fall. It is underwritten by the GA, but there may be some local cost.

The letter received from the camp Wilmot board requesting property sale proceeds will go to Council. There is no information yet on the new directors who are expected to arrive in late August or September.

Bob Merrill has offered to help churches setup free web sites using Weebly.com that are very easy. 30 minutes will be added to the docket for Bob to give a demonstration. Will take to Council for approval.

Implementing and Visioning the ACT Plan - Council will be asked to examine a new structure with council members chairing committees and council meetings dealing more with the big picture.

Same Sex Marriage Guidelines

Council Executive Committee voted to form a subcommittee of Council appointed by the Council chair on Same Sex Couples Marriage to include, but not limited to:

1. Review and summarize the position of the PCUSA and the laws of Maine, Massachusetts, New Hampshire, and Vermont.
2. Consider guidelines established by other Presbyteries in states where gay marriage is authorized.
3. Develop guidelines for ministers of the Presbyterian churches in relation to:
 - a. Marriage counseling
 - b. Service in sanctuary, chapel, fellowship hall, education facility
 - c. Conduct of service, in full or in part
 - d. Participation with a Justice of the Peace or Judge
 - e. Referral to a religious body whose rules permit gay marriage
 - f. Referral to a civil authority

Implementing the ACT Plan

Council voted that the Council Executive Committee to articulate an assignment to move us into the ACT framework.

Committee Member Appointments

One elder is needed for the Nominating Committee.

A chair and one or two others are needed for the Finance and Budget Committee.

Darryl will chair Finance and Budget until a permanent chair is found.

Ushindi Fellowship Update

We are continuing to file and respond to court motions. The steering committee is continuing to meet regularly.

Council voted to approve an additional \$20,000 to fund the Ushindi Administrative Commission for the next three months.

2012 Presbytery Meetings

Council voted to approve the following dates for the 2012 Presbytery meetings and authorize the Stated Clerk to locate places for the meetings: March 3, June 2, September 8 and December 1.

Rivera Trial Update

Cliff Creel and Darnall Burks met with the Essex County, MA Assistant District Attorney (ADA) and the case detective on July 28. They believe the criminal case against Isaias Rivera for embezzlement of church funds is strong and they are prepared to move forward with it. However, Isaias' attorney wants to negotiate a deal. The ADA is willing to negotiate if we are willing to do so. They want us to tell them what deal we would be willing to accept.

The framework should be:

1. Admission of guilt.
2. Repayment of some of the funds stolen.
3. Some deterrent to harming future victims.

Council voted to enter executive session at 1:13

The decision of the executive session is in the custody of the Stated Clerk and cannot be published because of the open criminal case against Isaias Rivera. Council Members may contact the Stated Clerk for information.

Council voted to rise from executive session at 1:33

Treasurer's Report

Lawrence bank and escrow accounts are presbytery assets. All will revert to us if sale does not go through. The Presbyterian Loan and Investment Program funds back up the Haverhill loan.

Out total equity is a negative \$31,598.

We will gain another \$100,000 if the sale of Lawrence building is completed.

We are ahead by about \$15,000 this year.

Year to date per capita is 89% of budget and general mission is 88% of budget.

Finance and Budget

Work will begin soon on the 2012 budget. *(First budget meeting was held 08/25)*

Norma's Insurance Application Status

Norma is completely enrolled with coverage beginning on August 1.

Camp Wilmot

The legal paperwork for the sale of the property is in the hands of the Stated Clerk and the Doody's and is moving forward.

PCCCA only certifies staff, not camps. Camp Wilmot must get certification from the ACA.

The camp board has been asked to provide some information regarding long range planning, finances and viability.

Council voted to recommend to Presbytery that the PNNE share of the proceeds from the sale of the property to the Doody's be given to Camp Wilmot for improvements going towards accreditation.

Voted that the PNNE share of the proceeds from the sale of the property to the Doody's be given to Camp Wilmot for improvements going towards accreditation. (Omnibus)

Brazilian Group at Nashua

Cindy will talk with Sally Newhall about putting together a steering committee and formulating a plan for bringing the Brazilian group into the PCUSA.

Communications Committee

Bob Merrill has proposed helping our churches design easy-to-maintain, low cost websites using weebly.com.

Council voted to approve Bob Merrill to chair a task group to facilitate congregational websites.

Cindy is working with Jody Pupecki to produce the new web site. Cindy and Cliff are providing content. Something (probably basic) should be available to show at Presbytery.

Mission Committee

Feedback was given concerning a gathering in New England focused on "The Future of the Church in Light of the Changing Face of America."

Nancy McGaughey, a nurse with long experience in Nepal and two years in Sudan, is coming October 6-9, to visit Mid-Coast and the Sudanese Fellowship. It might be possible for her to also visit with Council.

We have been asked to provide someone to serve on the Board of Directors for the Campus Ministry at the University of Massachusetts, Lowell.

Herby Moningka suggests that we find ways for people from our immigrant and multicultural congregations to attend worship and other events at other churches in the Presbytery, and vice versa, so we can have more in-person connections and get to know each other better than can happen at Presbytery assemblies and conferences.

One Great Hour of Sharing receipts totaled \$14,398.30 and the Pentecost Offering \$2,183.00. The latter has gone to support the Sudanese Presbyterian Fellowship of Portland, Maine.

Eight organizations have applied for 2012 Community Mission Grants. The Missions Committee will review these applications soon and make their recommendations to Council for its action prior to the December Presbytery Assembly. Applications have been received from

- Anne-Marie House, to stock their pantry
- Greater Nashua Interfaith Hospitality Network, Hudson, NH
- Avery Community Parental Education Program
- Londonderry Presbyterian Church, Londonderry, NH
- Challengers Camp
- Wings of Change, Windham, NH
- Community Drop In / Opportunity Center
- First Presbyterian Church, Barre, VT
- The Grapevine Family and Community Resource Center
- Antrim, NH
- Mitch's Place
- Emmaus Inc., Haverhill, MA
- NH Women's Prison Ministry and Ecumenical Chaplaincy
- NH Council of Churches, Concord, NH
- Sudanese Presbyterian Fellowship of Portland, Transportation Support
- Mid-Coast Presbyterian Church, Topsham, ME

The Avery Center in Londonderry and the Community Center in Barre are new applicants. The total amount requested by all applications is **\$22,210**. We applaud the people who are working in all these ways to serve God's people in need and thank them for inviting the Presbytery to participate in this service.

Londonderry Presbyterian Church Grant: The final report on the Synod's NCD grant to Londonderry Presbyterian Church was submitted early in September.

Self-Development of People

Shirley Reese will attend the Self-development of People meeting at Synod Assembly. We might consider an official SDOP committee. If so, GA will help set it up. She is invited to the meeting and will report back.

Treasurer's Report

By Robert Robbins

Generally acceptable accounting practices have been put into place. A bookkeeping firm has been retained to ensure compliance.

Mission, personnel and legal expenses are all competing for expenses.

Our negative equity has dropped to about -\$20,000, which is significantly less than a few years ago. We're running a very efficient organization, leaving more money available for mission work. Legal expenses are high.

Committee on Ministry Part 1

By Rev. Steve Quinlan

Voted that Presbytery examine Mr. James Stover, a candidate under care of National Capital Presbytery as to his readiness to enter ordered ministry as a teaching elder (G-2.0607), and that should the examination be sustained (a) the Presbytery request National Capital Presbytery to conduct a service of ordination on September 25, 2011 at Immanuel Presbyterian Church, McLean, VA, (b) Mr. Stover be received into membership of the Presbytery of Northern New England upon his ordination, and (c) the Moderator appoint an Administrative Commission for the purpose of conducting, on October 2, 2011 a service of installation for Mr. Stover as pastor of the East Craftsbury Presbyterian Church.

Recess for Lunch and Fellowship

The assembly recessed at 12:01 pm for lunch. The lunch offering was \$250.45 for the Good Samaritan Haven.

Worship

The assembly reconvened for worship at 1:02 pm with Rev. Carl Hilton-VanOsdall preaching. The worship offering was \$839.96 for the United Way designated for Vermont Disaster Relief.

The Assembly resumed business at 1:59 pm.

Committee on Ministry Part 2

By Rev. Steve Quinlan

Voted to grant voice without vote to Elder Joanne Hardy.

Voted by ¾ majority (G-2.0504c) that Presbytery approve the call of Susan Gleason as the next installed pastor of First Presbyterian Church of Haverhill.

Voted that the Moderator appoint an Administrative Commission for the purpose of installing the Rev. Susan Gleason as pastor of First Presbyterian Church of Haverhill.

Actions taken/Decisions made:

1. Mr. James Stover

Approved the call (pending sustained examination and completed ordination) of Mr. Stover as pastor of The East Craftsbury Presbyterian Church with the following terms:

ANNUAL COMPENSTION AND BENEFITS.

Cash Salary/Housing	\$ 40,870	
Social Security Offset	3,127	
Pension/Medical	13,549	
Auto & Travel	2,500	Reimbursed -Vouchered
Professional Ed/Study Leave	750	Reimbursed -Vouchered
Other Allowances	1,000	Reimbursed -Vouchered
Vacation	4 weeks/yr	
Study Leave	2 weeks/yr	
Total Compensation	\$61,796.00	

2. The Rev. James M. (Skip) Macaulay.

Approved the Interim Contract between the Rev. Macaulay and the Session of Eliot Presbyterian Church, Lowell, MA effective October 16, 2011 with the following terms:

ANNUAL COMPENSTION AND BENEFITS.

Cash Salary/Housing	\$57,125	
Social Security Offset	4,370.06	
Pension/Medical	17,994.38	
Other Medical	5,000	Reimbursed -Voucered
Auto & Travel	2,000	Reimbursed -Vouchered
Professional Ed/Study Leave	1,500	Reimbursed -Vouchered
Vacation	4 weeks/yr	
Study Leave	2 weeks/yr	
Total Compensation	\$87,989.44	

3. The Rev. Susan Gleason

a. Approved the Stated Supply Contract between the Rev. Gleason and the Haverhill Presbyterian Church effective on September6, 2011 with the following terms:

ANNUAL COMPENSTION AND BENEFITS.

<i>Cash Salary/Housing Allowance</i>	\$ 42,100	
<i>Continuing Education</i>	\$ 1000	Reimbursed -Voucered
Auto Allowance	\$ 250	Reimbursed -Voucered
<u>Other Compensation:</u>		
Supplemental For Social Security Tax:	\$ 3,220.65	
Full medical, pension, disability, and death benefit coverage under the Board of Pensions:	\$ 13,577.25	
Paid Vacation: 4 Weeks		
Paid Continuing Education Leave: 2 Weeks to be coordinated with the Session		

b. Approved the terms of call for the Rev. Susan Gleason by First Presbyterian Church of Haverhill, as reflected in the Stated Supply Contract of July 19. 2011 (above), pending requisite action of the Presbytery.

4. Rev. John Mahler

Approved the dismissal of Rev. Mahler to the Susquehanna Valley Presbytery

5. Dr. Ted Zaragoza

a. Approved the dissolution of the pastoral relationship between Dr. Zaragoza and the Eliot Presbyterian Church effective July 31, 2011

b. Received notice that Dr. Zaragoza has renounced the jurisdiction of the PC(USA) effective July 19, 2011.

Information background:

1. The COM will continue to operate under the current guidelines that are in place on June 26, 2011, until such time as a new Presbytery manual is produced.

2. COM 2011 Meeting Schedule

All meetings are planned for the Bedford Presbyterian Church at 10:00AM.

Dates for the meetings currently planned are: October 22, November 19, January 21, 2012

3. COM will for a three-member subcommittee for the purpose of drafting new COM policies in conformity with the new form of government.

4. Please see attached Compensation Reports/ Salary Statistics for 2011

ACT Implementation

By Elder Cliff Creel

The implementation of the new Presbytery structure proposed by the Administrative Commission for Transition (ACT) was discussed and voted by approval of the new Bylaws, Administrative Manual and Policy Manual as amended. These amendments were presented for the first reading at the June 4, 2011 stated Presbytery meeting.

Voted to approved the Bylaws, Administrative Manual and Policy Manual as noticed for the meeting and with the following additional amendments:

...to amend Bylaws V.C.12 by adding item d. "be responsible for fellowship and community building during assemblies."

...to amend the Bylaws, Administrative Manual and Policy Manual to replace all occurrences of "Minister of the Word and Sacrament" with "Teaching Elder".

Council Report Part 2

Moved by Rev. Robert Merrill that because same sex marriage is contrary to the clear teachings of Scripture, the Book of Confessions, and the Directory of Worship contained within the Form of Government of the PC(USA), I move that PNNE, its Council, its Committees, its officers, and its churches, prohibit any official policies or pronouncements which would endorse or appear to endorse same sex marriage, which has been legislated into existence solely by State governments, and not by the Presbyterian Church. The above entities of PNNE should also not offer any public opinions which goes against the clear teachings of the PC(USA). Motion FAILED to pass.

Change of Moderator

At 2:54 pm, Vice Moderator, Rev. Peggi Boyce assumed the Moderator role.

Nominating Committee

By Elder Jean Beaulieu

The Nominating Committee is working on finding people to fill a variety of positions in the presbytery.

One of our significant charges in the next few weeks is to nominate commissioners to the General Assembly. This year we will nominate a clergy member from Vermont, an elder from New

Hampshire + Eliot, and a Youth Advisory Delegate from Maine + Haverhill, Newburyport. See attached form for making nominations of someone you know would be a great GA commissioner!

Elder Ingrid Cyros spoke about her service as a General Assembly Commissioner.

We are also working to find people to serve on most committees of our presbytery. As we are moving toward our new structure, there is increasing reliance upon volunteers to work on various committees. As you might guess, there are many opportunities for meaningful service to God through our presbytery!

There are positions on the following committees that are either currently open or that will be open beginning in January of 2012:

- Council
- Committee on Representation
- Committee on Ministry
- Committee on Preparation for Ministry
- Permanent Judicial Commission
- Synod Commissioner (elder position open)

Rev. Robert John and Elder Marci Clark were nominated to the class of 2013 exam readers. Rev. Steve Wigall nominated himself from the floor as the alternate exam reader. There being no other nominees from the floor, these were elected.

Katie Ness of Wales Presbyterian Church was nominated as the Synod Youth Advocate Delegate and Elder Kimberly Austin of Wales Presbyterian Church was nominated as the Synod Commissioner of the class of 2013. There being no nominees from the floor, these were elected.

Synod Commissioner Report

By Rev. James MacKellar

The Synod is in the midst of a transition. Clint McCoy, former co-executive, died suddenly last year and the other co-executive will retire at end of 2012. The Synod Council is looking for a person expert in guiding bodies through transition and hope to have a name to present to the synod in October.

uBunye Report

By Elder Jenny Stoner

The Ubunye Committee expresses deep thanks to the presbytery for your support for our incredibly successful Women's Leadership Exchange with Amatola presbytery. The exchange, which brought 6 women to New England, provided extraordinarily rich experiences for our guests, for the 15 women from PNNE and 3 from Boston Presbytery who participated in the leadership seminar and for the churches and church families who hosted them before and after the seminar.

A bonus of the exchange was the fine cooperation between the two host presbyteries as we shared hosting and planning. PNNE took the leadership, but Boston Presbytery supported it financially, by seminar participation and by hosting guests. In addition, the exchange highlighted the outstanding leadership of our Presbyterian Women's organization, for they were an integral part of the leadership team.

At the seminar, led by the Rev. Victoria Curtiss, the women learned new ways to address difficult issues, such as: leading a committee or session faced with a tough decision; what to do when you caught in the middle between two other people and many other issues. The mixture of Bible study, worship, study and fellowship created a strong community, learning and growing together. All three presbyteries now have some inspired women ready for more leadership opportunities in their presbyteries.

The home hosting provided rich experiences for both participants and hosts. Churches and church families were blessed with stories and spiritual gifts from our guests and several indicated that the experience gave their members an enhanced understanding of ways that we are all part of the worldwide church. Many also found that insights from our South African sisters provided them with new ways to think about their own ministries.

At the debriefing and celebration great enthusiasm was expressed for the possibility of a reverse exchange with women from US being able to have a similar program in South Africa. This won't happen immediately, but is a much desired goal. In the short term, we strive for improved communication between our presbyteries as well as for opportunities for the participants in US to meet again to refresh both skills and friendships. The Ubunye Committee will be working with our Amatola partners to plan next steps.

Temporary Presbyter for Administration

By Rev. Cindy Kohlmann

Brazilian Group in Nashua (et. al).

A Brazilian group belonging to the Revival Brazilian Presbyterian Church in Brazil (in which we are not in correspondence) is currently worshiping in Nashua, Manchester and Lowell. Cindy is working with Sally Newhall to setup a steering committee for exploration of a possible relationship with us.

Camp Wilmot

The summer camping season is finished, and it's clear that the camp directors and board have made significant strides in responding to the concerns that have been voiced regarding the facility and training at the camp. Rachel and Sarah have returned to their positions in Scotland and Switzerland, and the new camp directors will be on site at the end of the year. In the meantime, work continues on writing a new lease and continuing to clearly define areas of liability. Cliff is now working with the Doody family to finalize the sale of property that was approved at the last Assembly meeting.

Building on a Sure Foundation

The event in June featuring Angel Suarez, Raafat Girgis, and Sterling Morse from the General Assembly offices in immigrant, multicultural and cross-cultural ministries went very well. Thirty-one participants from twelve churches, one fellowship, and the Brazilian group in Lowell attended the daylong seminar. The conversation was full of energy and intensity, and the participants intentionally mixed with people they didn't know during lunch and the afternoon breakout sessions.

At the Assembly meeting, I will hand out copies of "Living the Vision: Becoming a Multicultural Church," a booklet that is available for free from the GA office. Within congregations, this can be a great resource to help understand the different cultures that exist even when everyone seems to look the same, or to help articulate a vision for reaching out to people who have not been served by your church in the past. It could also be used as a study guide to bring small groups from neighboring churches together, helping to learn good practices for communication and ministry in our multicultural context.

New Beginnings

In my efforts to discover what resources are available to our churches to help them renew and revitalize their ministries, I heard about the New Beginnings program at a gathering of Presbytery leaders. New Beginnings works directly with churches to help them see clearly where they are now and what options might be available to them in meeting the future.

We will begin our journey with this program on Thursday, October 13, when Ann Philbrick will come and meet with Presbytery leaders in the morning and pastors in the afternoon. Ann will explain the program, give examples of where it is being used and how it is being received, and

answer questions. Our hope is that, from that information session, pastors will then ask their church leaders to consider participating fully in the program. New Beginnings includes an in depth on site assessment, leadership training for the pastor and church leadership, a format to set up small groups to discuss the report and its options, and a promise to follow up to see what has been decided. You can get more information at whatisourfuturestory.com.

PNNE Website

Cliff and I have been working together to determine the contents for the new PNNE website, and I've met a few times with the designer Council hired to begin putting that content into place. I should have the beginnings of the site ready to share during the Assembly meeting, so you can begin to see the product that is being built.

One of the main features of the new website will be the ability for anyone with the authority to update or change information or features. This means anyone from the Office Administrator to the Moderator to the chairs of Committees. Because the permissions can be very tightly controlled, individual pages or even boxes on pages can be made available for editing to individuals. The chair of COM will be able to control what appears on the COM page, and only those authorized to see those things would be able to see them. This feature will make this website a central point for sharing information within and without the Presbytery, and with specific groups and people. Once the website is complete, it will take the place of the two separate sites we currently have (presbyteryenne.org and pnne.org) and will be found under pnne.org.

Other activities

In reading church newsletters, I get ideas for how the Presbytery can be a little more relevant across our physical distances. Later this year, Norma will be asking churches to share what they plan to do for 2012 Vacation Bible School, with the intention of connecting churches early on in the process of planning and gathering resources. I would like to find out who the acknowledged VBS "experts" are in PNNE, and work with them to provide an opportunity for teacher training and working together around shared VBS curriculum next spring.

I continue to enjoy serving PNNE, and find a great deal of satisfaction in the work Council asks me to take on. If there is anything you think the office or the Council can do to better support ministry here, please don't hesitate to let me or another Presbytery leader know. As the Presbytery transitions to a new structure and new staffing, knowing what would be most helpful to our ministers and members will be essential.

Committee on Preparation for Ministry

By Rev. Howard Gaston

The committee has met with two Brazilians for possibly coming under care.

The Committee is using the old form of government as its manual until a new manual can be written.

Moderator Time

Moderator Elder David Stoner resumed the moderator role at 3:35 pm.

Darnall & Marilyn Burks upcoming 50th Anniversary was honored with a gift of maple syrup.

Haverhill raised \$1600 for homeless programs.

Barnet have spiritual direction program on November 5.

The Bedford choir is signing at Lincoln Center in NY tomorrow in commemoration of 9/11.

Mia Dyson thanked the Presbytery for the help during her cancer treatment.

Adjournment

The assembly adjourned with prayer by Rev. Dennis Hett at 3:39 pm.

Next stated meetings:

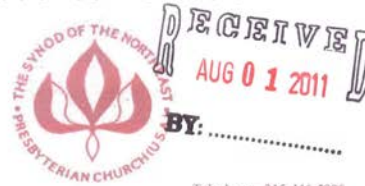
December 3, 2011, New Boston, NH
March 3, 2012, Haverhill, MA
June 2, 2012, Topsham (Mid-Coast), ME
September 8, 2012, Barnet, VT
December 1, 2012, New London, NH

Attested,

Cliff Creel, Stated Clerk

Appendix A: Medeiros Remedial Complaint Dismissal**THE SYNOD OF THE NORTHEAST**5811 HERITAGE LANDING DRIVE EAST SYRACUSE, NEW YORK 13057-9360
E-mail: SYNODOFFICE@SYNODNE.ORGMary Lynne Flowers
Executive for Administration/Stated Clerk

Website: WWW.SYNODNE.ORG

*consulting, facilitating, partnering in mission***Medeiros Remedial - 1**Telephone: 315-446-5990
800-585-5881
Fax: 315-446-3708

August 1, 2011

The Rev. David A. Medeiros 70 Park Avenue Stoneham, MA 02180 [Complainant]	The Rev. James MacKellar 5006 Lake Road Newport Center, VT 05857-9494 [Committee of Counsel]
---	---

Dear Friends in Christ,

RE: SNE 11-04: Remedial Complaint by the Rev. David A. Medeiros v. the Presbytery of Northern New England.

As Synod Stated Clerk, I received an electronic copy of the decision of the Executive Committee of the Synod Permanent Judicial Commission (PJC) on August 1, 2011. As you can see from the attached determination, the remedial complaint has been dismissed.

Any challenge made to these findings must be filed with Mary Lynne Flowers, Stated Clerk of the Synod of the Northeast, pursuant to

D-8.0302a. If a challenge is made to the findings of the moderator and clerk **within thirty days after the receipt of those findings**, either by a party to the case or by a member of the permanent judicial commission, opportunity shall be provided to present evidence and argument on the finding in question.

As Synod Stated Clerk, I will be in touch with the parties shortly after the 30-day period for challenges has ended.

If you have any questions or need further clarification at this point, please email me at mflowers@synodne.org or call me at (800) 585-5881 [synod office].

Grace and peace,

Mary Lynne Flowers
Stated Clerk

Enc: Decision on Preliminary Questions

cc: Cliff Creel, Stated Clerk for the Presbytery of Northern New England
Members of the Synod Permanent Judicial Commission

Permanent Judicial Commission
Synod of the Northeast, Presbyterian Church (USA)

Determination of Preliminary Questions
July 29, 2011

RECEIVED
AUG 01 2011
BY:

Rev. David A. Medeiros, <p style="text-align: center;">Complainant</p> <p>versus</p> <p>Presbytery of Northern New England, <p style="text-align: center;">Respondent</p></p>

This is a remedial complaint seeking original jurisdiction in the Permanent Judicial Commission of the Synod of the Northeast. The Permanent Judicial Commission has before it the Complaint, received by the Stated Clerk on June 6, 2011, and the Answer to Complaint, received by the Stated Clerk on July 18, 2011.

Pursuant to D-6.0305, the Moderator, Vice Moderator and Clerk of the Permanent Judicial Commission have examined the papers and report the following findings:

1. The governing body has jurisdiction of this matter.
2. The Complainant has standing to file this case.
3. The Complaint was timely filed.
4. The Complaint does not state a claim upon which relief can be granted.

Based on these findings, the Complaint is DISMISSED. Any challenge to the findings must be filed pursuant to D-6.0306(a).



David A. Baer, Clerk of the Permanent Judicial Commission

Appendix B: Edward Zaragoza Charges

Zaragoza Charges - 1
 RECEIVED
 JUL
 JUN 06 2011
 BY: *CR*

July 1, 2011

The Rev. Edward (Ted) Zaragoza
 82 Warwick St.
 Lowell, MA 01851

Dear Rev. Zaragoza,

After extensive investigation and review of testimony given in regard to the allegations made against you by Heather MacRobie, the Investigative Committee of the Presbytery of Northern New England has determined that it will file charges with the Permanent Judicial Commission. These charges state that you, Edward Zaragoza, did commit the offenses of sexual misconduct and sexual malfeasance in your relationship with Ms. MacRobie, and in so doing, broke your ordination vows. The Investigative Committee also charges you with being unrepentant in these actions. Details of these charges, with supporting evidence, are attached to this letter. Due to the nature of these offenses the Investigative Committee will expect to prove at trial, with the Permanent Judicial Commission (PJC), that you did, in fact, commit these offenses for which there is an abundance of testimony and other forms of evidence, both from the accuser and multiple witnesses.

As the accused in this case if you wish to plead guilty to these charges and avoid a full trial, please let us know immediately. If you plead guilty, the PJC will only consider the censure to impose, with our recommendation being removal from office. Should you decide to go forward with the trial you will be contacted by a member of the PJC as to the proceedings.

We appreciate you letting us know of your decision in regard to these charges and your willingness to plead guilty or proceed with a trial.

We close with these words from 1 Peter 1:15, 5:2-3 that are also found in the Sexual Misconduct Policy of the Presbyterian Church (USA)

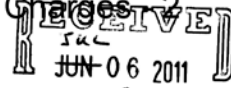
As (God) who called you is holy,
 Be holy yourselves in all your conduct;
 . . . Tend the flock of God that is in your charge. . .
 Not under compulsion but willingly,
 Not for sordid gain, but eagerly,
 Not lording it over those in your charge
 But to be an example to the flock.

With prayers for justice and healing,

The Rev. Dr. Mary Westfall

For the Investigative Committee: The Rev. Charles Lindner, The Rev. Woody Shook, Bobbie Knickerbocker, Sue Kimball

Zaragoza Charges - 2



BY: CR

Statement of Charges

The Presbyterian Church (USA) charges you, Rev. Edward C. (Ted) Zaragoza, a minister member of the Presbytery of Northern New England and pastor of the Eliot Presbyterian Church, Lowell, MA, with the following offenses:

1. Beginning in the fall of 2008 and continuing until August of 2009, you Rev. Edward Zaragoza, did commit the offense of Sexual Harassment in your professional relationship with staff member Heather MacRobie, Music Director of the Eliot Presbyterian Church through the repeated use of verbal comments and email communications and text messages that involved unwanted and seductive advances and comments of a sexual nature which created a hostile and offensive working environment. This action is contrary to the Presbyterian Church, (USA) Sexual Misconduct Policy and the Book of Order regarding ordination vows W-4.4003 e, f, g.

Witnesses in support of Charge:

Heather MacRobie, Music Director, Eliot Presbyterian Church

Gregg Edlund, former Chair of Worship Committee, Member of Finance Committee, current Financial Secretary, member of Inspiration Choir, member of Eliot Presbyterian Church

Jake Hoffman, Former Chair of Personnel Committee, member of the Worship Committee and Inspiration Choir, member of the Eliot Presbyterian Church

Rachel Edlund, Co-Chair of Personnel Committee, member of the Inspiration Choir, member of the Eliot Presbyterian Church

Records and Documents in support of charge:

Email November 2, 2008 "Your Presence"

Email January 2, 2009 "One Last Thing"

Email January 12, 2009 "Did I Ever Tell you"

Email January 19, 2009 "I want to tell you something about my friend"

Email February 1, 2009 "Thank you"

Email February 2, 2009 "hi"

Email February 2, 2009 "Dreams"

Zaragoza Charges - 3

Email February 3, 2009 "A reflection"

Email February 3, 2009 "Fw: A Reflection READ THIS ONE-DELETE THE OTHER"

Email February 3, 2009 "Heads up on another matter"

Email February 3, 2009 "Bummer"

Email February 3, 2009 "Plaster"

Email February 3, 2009 "No Subject"

Email February 3, 2009 "Do you Understand?"

Email February 3 2009 "Vascular Disease"

Email February 4, 2009 "I get the message"

Email February 4, 2009 "SKIP THE MESSAGE AND CALL ME"

Email February 4, 2009 "WHEN YOU FINALLY GET ON THE INTERNET, DELETE EVERYTHING PRIOT TO THIS EMAIL"

2. During the period of late 2008 to the summer of 2009 you, Edward Zaragoza, did commit the offense of Sexual Malfeasance in regard to your conduct within a working relationship with Heather MacRobie, Music Director of the Eliot Presbyterian Church, that was of a sexual nature, involving soliciting on at least one occasion to have physical contact when such contact was indicated to be unwelcome, and in so doing creating an unsettled work environment through outbursts and volatility. This action is contrary to the Presbyterian Church (USA) Sexual Misconduct Policy and G-6.0106 of the *Constitution of the Presbyterian Church, (USA)*.

Witnesses in support of charges:

Heather MacRobie

Greg Edlund

Jake Hoffman

Records and Documents in support of charge:

Setting limits on unwelcome communications

Email April 17, 2009 "I need some help"

Letter July 29, 2009 to Greg Edlund

Zaragoza Charges - 4

Unwelcome advances

Written testimony provided by Heather MacRobie about trip to Calvin Institute and invitation to "lie together"

Written testimony provided by Heather MacRobie about reactions to confrontation about unwelcome advances

Communications of a Sexual Nature in one brief period

Email February 3, 2009 "READ THIS ONE-DELETE THE OTHER

Email February 3, 2009 "Plaster"

Email February 3, 2009 "Bummer"

Email February 3, 2009 "Do you understand?"

Email February 4, 2009 "DELETE EVERYTHING PRIOR TO THIS EMAIL"

Pattern of Communication of a Sexual Nature

Email November 2, 2008 "Your Presence"

Email January 2, 2009 "One Last Thing"

Email January 19, 2009 "I want to tell you about my friend"

Email February 1, 2009 "Thank You"

Email February 9, 2009 "Dreams"

Email February 3, 2009 "Plaster"

Email February 3, 2009 "Do you Understand"

Email February 3, 2009 "Bummer"

Email February 4, 2009 "DELETE EVERYTHING....."

Zaragoza Charges - 5

3. During the period of late 2008 and the summer of 2009 you, Edward Zaragoza, did commit the offense of breaking your ordination vows by acting in ways, in your relationship and communications with staff member Heather MacRobie, that demonstrate a pattern of sexual misconduct . This action is contrary to G 6.0106 of the *Constitution of the Presbyterian Church (USA)*

Witnesses

Heather MacRobie

Greg Edlund

Jake Hoffman

Rachel Edlund

Record or documents in support of charge

Please see previous emails and recorded testimony that bears witness to the action

Refer to Book of Order, *The Constitution of the Presbyterian Church, (USA)* for behavioral guidelines for clergy and the Presbytery Guidelines of Sexual Misconduct

4. On May 1, you Edward Zaragoza, did commit the offense of being non-repentant for the actions for which you are charged. This action is contrary to Christian scripture and the call to repentance as described in Luke 13:3b, Mark 6:12, Acts 2:38

Records or documents in support of charge

Letter written by Rev. Edward Zaragoza and submitted to IC on May 1, 2011

Appendix C: Edward Zaragoza Renunciation

Zaragoza Renunciation - 1

RECEIVED
JUL 19 2011
BY:

82 Warwick Street
Lowell, MA 01851
July 18, 2011

Dr. Cliff Creel, Stated Clerk
The Presbytery of Northern New England
33 Appledor Road
Bedford, NH 03110

Dear Dr. Creel,

I, the Rev. Dr. Edward C. Zaragoza, renounce the jurisdiction of the Presbyterian Church (USA).

May the peace of Christ be with you,


Edward C. Zaragoza, Ph.D.

Appendix D: PJC Decision re Rev. David Medeiros

August 25, 2011

Permanent Judicial Commission/Presbytery of Northern New England

Presbytery of Northern New England vs. Rev. David Medeiros

It is the determination of this court that the failure to comply with the requirement of D-10.0302 (that "it [the I.C.] shall ask the accused if that person wishes to plead guilty to the charges....") be sustained. Therefore, the case is dismissed.


David N. Wiley, Moderator

PPJC

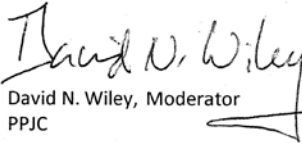
Appendix E: PJC Decision re Rev. Dr. John Mokkaosian

August 26 2011

Permanent Judicial Commission/Presbytery of Northern New England

Presbytery of Northern New England vs. Rev. Dr. John Mokkaosian

It is the determination of this court that the failure to comply with the requirement of D.-10.0302 (that "it [the I.C.] shall ask the accused if that person wishes to plead guilty to the charges . . .") be granted as grounds for dismissal. The case, therefore, is dismissed.


David N. Wiley, Moderator
PPJC

Appendix F: Pastor Compensation

Church	Pastor	Effective Salary	Benefits	Reimburse	Total
Antrim	Peggi Boyce	46,180	15,455	2,200	63,835
Barnet	Howard Gaston	45,000	17,618	4,950	67,568
Barre	Carl Hilton-VanOsdall	44,567	18,594	7,429	70,590
Bedford	Michael Carrier (80%)	37,750	16,568	23,100	77,418
Bedford	Karen Hagy, Associate	54,550	21,356	2,336	81,806
Burlington	Mike Brown (75%)	45,745	21,814	2,861	70,420
East Craftsbury	Dennis Hett	43,953	17,207	3,500	64,660
Fairbanks / Portlands / MATE	Robert Goodin (75%)	28,500	11,158	5,000	44,658
Graniteville	Becky Strader (25%)	13,996	704	188	14,888
Hartford / Leeds	Steve Hastings	44,918	16,690	5,751	67,359
Haverhill	Susan Gleason	42,100	16,798	1,250	60,148
Kennebunk	Mark Wendorf (28%)	11,250	0	2,000	14,250
Litchfield	Steve Quinlan	49,337	20,078	3,000	69,695
Londonderry	James Macauley	49,000	18,184	5,100	72,284
Lowell Eliot	James Macauley	57,125	27,364	3,500	87,989
Manchester	Doug Rickard (40%)	22,401	0	214	22,615
Nashua	Sarah Newhall	39,294	15,384	7,750	64,428
New Boston	Robert Woodland	58,276	20,261	0	78,537
New London	Robert Merrill	62,582	19,823	8,356	90,791
Newburyport	Robert John	60,325	23,948	5,320	89,593
North Turner	Vacant				
Rochester	Herby Moningka	44,403	17,384	5,500	67,287
Ryegates	Catherine Cook	40,182	16,130	8,750	65,062
Starks	Vacant				
Topsham, ME	Diane Hoppe-Hugo	46,000	18,009	2,750	66,755
Topsham, VT	Albert Collins	7,020	537	0	7557
Wales	Rick Ness, CLP (50%)	28,118	8,610	3,250	29,978
Windham	Jim Stuart	74,658	29,228	2,200	106,086

Appendix G: Attendance Roll

Summary

Category	Number in Attendance
Minister Members	28
Elder Commissioners representing churches	29
Other Voting Elders	9
Non-Voting	18
Total Attendance	84

Voting Elders except Church Commissioners

Elder Category	Num Pres.	Names
Presbytery Officers	2	Cliff Creel (Stated Clerk), Dave Stoner (Moderator)
Standing Committee Chairs	1	Lolly Wigall (COR)
Council Members	3	Jean Beaulieu, Bruce Andrews, Ingrid Cyros
Commissioned Lay Pastors	0	
Past Moderator (last 2 elders)	2	Jenny Stoner, Darryl Johnson
GA Commissioner	1	Kay Shields
Presbyterian Women Moderator	0	
Certified Christian Educators	0	
Total	9	

Non-Voting Attendance

Category	Num	Names
Non-voting Elders	5	Richard Hunt (Burlington), Edwin Tulung (Marturia), Jean White (Ryegate), Elaine Brown (Mid-Coast), Joanne Hardy (Mid-Coast)
Inquirers and Candidates	0	
Corresponding Members	4	Rev. Thomas Atkins (New Covenant), Rev. Webster Brower (South Dakota), Rev. Cindy Kohlmann (Boston), Rev. Stanley Niebruegge (Philadelphia)
Registered Guests	7	Louise Kinsey (E Craftsbury), Mary Bryant (Windham), Norma Biron, Marilyn Brower, Marilyn McGregor, Jim Stover, Kim Stover
Synod Commissioner	1	Shirley Reese
Youth Advisory Delegate (YAD)	0	
Non-voting officer	1	Robert Robbins (Treasurer)
Total	18	

Ministers Present

Barker, Carol Ann	Mackellar, James
Bass, Brendon	McGregor, William
Boyce, Peggi	Merrill, Robert
Brown, Michael	Moningka, Herby
Burgess, Lynn	Newhall, Sally
Cook, M. Catherine	Quinlan, Stephen
Donnelly, Nancy	Richeson, Beth
Dyson, Mia	Strader, Rebecca
Gaston, Howard	White, Dwight
Gleason, Susan	Wigall, Steve
Goodin, Robert	Woodward, Thomas
Hagy, Karen	
Hett, Dennis	
Hilton-VanOsdall, Carl	
Howe, Peter	
Linder, Charles	
Macaulay, James	

Ministers Excused

Campbell, Edward	Strand, Constance
Carrier, Michael	Stuart, James
Ellison, Marvin	Walker, Daniel
Hoppe Hugo, Diane	Weatherhogg, Tracy
John, Robert	Wiley, David
Leiserson, Erin	
McDowell, Martha	
Row, Steve	

Non-Retired Ministers Absent

Bradford, Lissa	Rickard, Douglas
Crocker, Richard	Sam, Thysan
Findley, Aaron	Wendorf, Mark
Hardy, Lynne	Westfall, Mary
Hastings, Stephen	Woodland, Robert
Hilton-VanOsdall, Gina	Young, Jeffrey
Hunsinger, George	
Lape-Freeberg, Amanda	
Medeiros, David	
Mokkosian, John	
Planting, Charles	

Elder Church Commissioners

Church	Num Allow	Num Attend	Names
Antrim NH, First	2	0	
Barnet VT	2	0	
Barre VT, First	2	2	Jerome Bolkum, Molly Ordway-Paulger
Bedford NH	4	3	Larry Cowen, Nancy Marston, Frank Rizzo

Church	Num Allow	Num Attend	Names
Burlington VT, Christ	2	2	Barbara Emerson, Ken Wolvington
E. Craftsbury VT	2	2	Anne Page, John Weaver
Farmington ME, Fairbanks Union	2	0	
Graniteville VT, First	2	0	
Hartford ME, Community	2	0	
Haverhill MA, First	2	2	Robert Heinze, Charlie Monroe
Kennebunk ME, St. Andrews	2	0	
Leeds ME, Community	2	0	
Litchfield NH, Community	2	0	
Londonderry NH	2	1	Lucille Robbins
Lowell MA, Eliot	2	1	Cathy Gibson
Lowell, MA, Ushindi Fellowship	2	0	
Manchester NH, First	2	2	Nancy Cook Smith, Paul McCay
Nashua NH	2	2	Darnall Burks, Rita Kirk
New Boston NH	2	0	
New London NH, Kearsarge	2	2	Joseph Coleman, Helen Knox
New Portland ME	1	0	
Newburyport MA, Old South	2	0	
North New Portland ME	1	0	
North Turner ME	1	1	Garrick Grant
Portland, ME, Sudanese Fellowship	1	0	
Rochester NH, Marturia	2	2	Royke Godlieb, Leopold Maitimu
Ryegate VT	2	2	Nancy Norman, Nancy Perkins
South Ryegate VT	2	2	Sue Spooner, Gloria Welch
Starks ME, UCPC	1	0	
Topsham ME, Mid-Coast	2	2	Paul Brown, Linda Pappin
Topsham VT	2	0	
Wales ME	2	0	
Windham NH	2	1	James Bryant
TOTAL	62	29	