

# Minutes of the Stated Meeting

## September 13, 2008

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### **Convene**

The Presbytery of Northern New England met in stated session on Saturday, September 13, 2008 at East Craftsbury Presbyterian Church, Craftsbury, VT. The moderator, Rev. Tom Woodward, called the meeting to order with prayer at 9:33 AM.

Selections from "A Social Creed for the 21th Century" were read and "Spirit of the Living God" was sung.

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

The Presbytery was reminded to tell new commissioners they can meet with the Vice Moderator before the each meeting for an orientation.

### ***Voted to approve the docket.***

Elders present for the first time were introduced.

### ***Voted to seat the following as corresponding members.***

- Rev. Phil Gehman (Board of Pensions, Salem Presbytery)
- Rev. David Jones (Austin Theological Seminary, New Covenant Presbytery)
- Rev. Steve Hastings (United Churches of Christ)

The assembly was welcomed to East Craftsbury Presbyterian Church by the pastor, Rev. Jack Cabaness. He provided a description of the logistics of the meeting.

### **Stated Clerk Report**

*By Elder Cliff Creel*

***Voted to approve the minutes of the June 7, 2008 presbytery meeting (omnibus).***

***Voted to approve excused absences as listed in Appendix J.***

#### **Presbytery Meetings for 2009**

For purposes of rotating presbytery meetings, the churches have been divided into four approximately equal groups. Each group is assigned the season it will meet. The months in parentheses is the normal month for the meeting.

<b>Group</b>	<b>Season</b>	<b>Churches</b>
1	Spring (March)	<b>All MA churches + Windham, Nashua, Kennebunk</b> (Haverhill, Lawrence, Lowell Eliot, Newburyport, Lowell Ushindi, Windham, Nashua, Kennebunk)
2	Summer (June)	<b>All ME churches except Kennebunk</b> (Fairbanks, Hartford, Leeds, New Portland, N New Portland, N Turner, Starks, Mid-Coast, Wales)
3	Fall (Sept.)	<b>All VT churches</b> (Barnet, Barre, Burlington, E Craftsbury, Graniteville, S Ryegate, Ryegate, Topsham)
4	Winter (Dec.)	<b>All NH churches except Windham, Nashua</b> (New London, Rochester, Antrim, New Boston, Bedford, Manchester, Litchfield, Londonderry)

Generally, the church with the longest time since hosting a meeting is offered the opportunity to host. If that church cannot host at that time, then the next longest is offered.

For 2009, the presbytery meetings will be as follows.

March 7, 2009	Nashua, NH
June 6, 2009	Leeds, ME
September 12, 2009	South Ryegate, VT (pending session approval)
December 5, 2009	Litchfield, NH (pending session approval)

Council Meetings for 2009 will be on the following dates with the places to be determined.

February 6, 2009  
 May 8, 2009  
 August 7, 2009  
 November 6, 2009

### **Investigative Committees**

Both active disciplinary investigations have been completed with no charges filed. The Investigative Committee is dismissed with thanks.

### **Legal Action**

The trial for the joined suits of the Londonderry EPC Session against PNNE and the Londonderry PCUSA Session against individual former Session members was held beginning on July 28, 2008. When the opposing side had completed their case and we had cross-examined their witnesses, a settlement was reached. We had not yet presented our case.

In the settlement agreement, the PNNE receives everything we had asked for, i.e., removal of the Judges' orders restricting the authority to exercise our religious freedom to govern ourselves under the PCUSA Constitution. All of PNNE's and PCUSA's rights were restored, e.g., authority to participate in the pastoral search process of a congregation; authority to enter the church property; authority to review the actions and qualifications of session members; the right to work with congregation members to heal any schism; the authority to take actions to protect the PCUSA in case of schism; and the recognition of the reversionary interest of the denomination in property of congregations. As far as the PNNE is concerned, the status has been returned to what it was prior to the suit.

The Londonderry Presbyterian Church (PCUSA) gets the buildings, contents, records, name, corporation and other items except for the 15 acre apple orchard adjacent to the church and a few other miscellaneous items, which the LPC (PCUSA) Session had offered before trial.

### **Other**

As part of his continuing education program, the Stated Clerk has passed the examination (with a perfect score) for membership in the National Association of Parliamentarians.

The year 2009 will be the 50<sup>th</sup> anniversary of formation of PNNE.

### ***Voted to approve the following omnibus motion.***

<b>Motion</b>	<b>Committee</b>	<b>Reference</b>
1. Approve minutes of June 7, 2007 stated meeting.	Stated Clerk	IV-C
2. <del>Adopt revised minimum compensation policy</del>	<del>COM</del>	<del>V-E</del>
3. Approve the continuation Beth Richeson to celebrate and administer the Sacrament of the Lord's Supper.	COM	V-E
4. Approve Gerson Roca to celebrate and administer the Sacrament of the Lord's Supper	COM	V-E

Item 2 was removed from the omnibus and will be handled in the normal flow of business.

### **Board of Pensions**

*By Rev. Phil Gehman*

The Pension fund is fully funded and prudently invested. Last year's return was 8.4%. Health care dues will not increase in 2009.

The optional death benefit has been changed to a supplemental death benefit with lower rates.

### **Austin Seminary**

*By Rev. Dr. David Jones*

Rev. Jones described the Doctor of Ministry degree program offered by the Austin Seminary and invited anyone interested to meet with him.

## **General Presbyter's Report**

*By Rev. Richard Wyatt*

### **Churches**

Leeds/Hartford has called a pastor. Start date is tentatively December. Interim George Hardy is leaving in October.

Wales has extended their Stated Supply, Aaron Findley, through August 2009.

Londonderry has moved back to its home. The first worship in the sanctuary was on Sept. 7. David Medeiros is to be ordained as their tent-maker Associate Pastor. The session has invited PNNE to move its offices to their site, rent-free.

Mid-Coast (Topsham ME) does not have an interim. They are working on their CIF.

Barnet is looking for an interim. Dwight White is preaching twice a month.

Tabernaculo De Adoracio Y Musica is planning to be ready for chartering at the December PNNE Assembly.

**Epistle** has been distributed only electronically. We send out about 200. When we were mailing them we sent out about 2400 to households. We have increased publication to monthly. They are available at <http://www.presbyteryne.org>.

### **Presbytery Assembly Presentation Ideas**

Transformation – Bob Merrill: One Day Seminar—“How to Reach Unchurched People”  
[www.ChurchGrowth.net/PCUSA](http://www.ChurchGrowth.net/PCUSA)

Stewardship -- Judye Hartman (recommended by Carl Hilton-VanOsdall)

### **Invitation To Affirm Mission Partnership**

This year, a denomination-wide gathering of mission-minded folk gathered to affirm and enhance mission of the PCUSA.

### **Office Moving**

In Mid-October, the office will be relocating to the Londonderry Church. Volunteers and trucks will be needed to help. Details will be coming later. Please share this opportunity to help with your church members...especially youth groups.

### **An Invitation to Expanding Partnership in God's Mission**

See Appendix C for a copy of this document.

### **History of Londonderry Schism and Outcome**

The work with Londonderry Presbyterian Church (LPC) began several years ago with the connectional work normally done by a General Presbyter. The LPC Session expressed concern over several actions of the General Assembly. The pastoral conversations became more intense during the past three years. Elder Ingrid Cyrus and Rev. Jim Stuart were assigned as liaisons to LPC by the Committee on Ministry. They worked with the LPC Session and PNC for a couple years.

During the Spring and Summer of 2007, Presbytery officers and other leaders met with LPC session members for a series of informal lunch meetings to build relationships and to talk about matters of concern of LPC with PNNE and GA.

June 2007, the LPC Session brought a resolution to PNNE in response to PUP report. This failed to pass.

The Presbytery leadership had discussions about whether an administrative commission (AC) was needed to help settle the LPC issues. The general thinking was that an AC would be a tripping point to incite further action by the LPC Session.

Unknown to the Presbytery and the LPC Interim Pastor, the LPC session was meeting without the moderator and had hired two law firms to prepare for a law suit against PNNE.

The LPC Session held a series of congregational meetings to provide information to the congregation. Presbytery leadership were present at some of those and answered questions. Towards the end of the summer of 2007, the Session began to talk openly about dismissal from the PCUSA with full knowledge of how that process works.

After the departure of the LPC Interim Pastor, Rev. Dwight White was appointed by the Committee on Ministry as the Session moderator.

To get a sense of the congregation, the LPC Session took a straw poll of the members asking whether they wanted to leave the PCUSA. The results were that 29% wanted to leave, 54% wanted to stay and the remainder wanted more information. Subsequently, the LPC Session became unanimous in wanting to leave the PCUSA. The LPC Session began an "educational" process with the congregation to persuade them to leave the PCUSA.

Since the LPC Session was talking very seriously about dismissal, an AC was appointed at the September 15, 2007 Presbytery meeting. The AC was to work with the LPC Session to settle differences, avoid dismissal and work on the dismissal process if necessary.

The next business day, the LPC filed a law suit against the Presbytery prohibiting any Presbytery member, officer, staff or person representing the Presbytery from participating in the pastoral search, from taking original jurisdiction or overseeing the Session, working to heal and reconcile the schism within LPC or entering onto the LPC property. All of these are responsibilities of Presbytery under our Constitution. The Presbytery, as the defendant, had to defend our right to exercise our freedom of religion under the U. S. Constitution and our right to organize and govern ourselves by the PCUSA Constitution.

After the Session had "educated" the congregation, the Session called a congregational meeting to vote whether to leave the PCUSA. At this meeting of September 30, 2007, 70% of the members present voted to leave. They joined the Evangelical Presbyterian Church (EPC) the next day.

On several occasions, the AC, through our attorneys, offered to discuss settlement of the law suits and were consistently rebuffed.

A few days before the trial was to begin, Rev. Sam Schriener (previous LPC pastor) offered to attempt mediation between PNNE and the former LPC Session. After a five hour mediation, the PNNE's final offer was not accepted and we went to trial.

At the trial, after the EPC Session's evidence was presented and our attorneys cross-examined their witnesses, the EPC Session offered to settle for the last offer of PNNE at the mediation. PNNE accepted this offer. This avoided the appeal that everyone expected, regardless of who won at the trial. This also allowed the LPC Congregation to get their property back rather than wait a year or two for the appeals and it saved some of our attorneys' cost.

PNNE got everything it was defending. All court injunctions were rescinded, the Presbytery's full authority under the Book of Order was affirmed, the congregation was restored to its church with records, name, history, etc. The LPC congregation gave their sisters and brothers now in the EPC, a vacant apple orchard adjacent to the church and a few other things such as Bibles and hand bells. Presbytery, through the AC, has approved the settlement in accordance with the Book of Order.

The first LPC worship after restoration of its property was held on September 7, 2008. There will be a rededication service soon which will be a Presbytery event.

The LPC Session has offered and the Presbytery has accepted office space in the LPC buildings rent free. PNNE will move to the LPC facility on October 25.

There are still some details remaining, such as undoing the EPC Session's changes to the Articles of Incorporation and financial auditing. It is anticipated that everything will be completed

by the end of November. The court has ordered that everything must be completed by December 31, 2008.

Our attorneys' fees have a value of about \$650,000. There are three law firms, one for PNNE, one for the LPC Session and one provided by the PCUSA. A combination of pro bono work and reduced fees result in actual costs of about \$400,000 with about \$200,000 remaining to be paid.

GA provided about \$30,000 and Synod provided \$2000 towards the legal fees. The attorneys' work provided by the PCUSA was pro bono. GA is expected to provide a grant of \$100,000 and Synod has approved a grant of \$50,000 for revitalization of LPC.

Synod will loan us \$200,000 to pay the balance of the legal fees at a subsidized interest rate of 3.5% over 15 years. This is 1% under the prime rate.

## **Londonderry Administrative Commission Report**

*By Rev. Bill McGregor and Rev. John Mokkalosian*

### **Rev. Bill McGregor, Chair of Administrative Commission**

Following the Presbytery meeting on June 7, 2008 we received e-mails from several members of PNNE related to the cost of pursuing the law suit to get back the property of the Londonderry Church. The Administrative Commission discussed their concerns, but with guidance from Council, felt that the issue was much more serious than the property we had taken from us. A written response by the General Presbyter to the Presbytery addressed these matters.

In early July, we received an offer to mediate from two pastors, one from the EPC and another from a former pastor of the Londonderry Church. We accepted their offer and spent more than four hours going back and forth in mediation. Attorneys for both parties were present. The attempt at mediation failed.

We then went with our attorneys to court on July 28, 2008 for a trial planned to last 5 days. The first people to testify were from the EPC Church. July 30 and 31 were spent in cross examination. The cross examination on the 30<sup>th</sup> was the turning point in the trial. The morning of the 31<sup>st</sup> our attorneys were approached by the EPC attorneys to see if there could be a negotiated settlement. The settlement was made and you have the results of that in your papers.

The AC wishes to express our deep gratitude to Ovide LaMontagne, Joshua Menard and the firm of Devine Millimet & Branch and Roy McCandless and the firm of D' Amante, Couser, Steiner and Pellerin for dedicated and faithful work on our case which arrived at the settlement agreement.

A transition team has been set up between the two churches to negotiate the unresolved details that remain. The judge has signed off on the settlement agreement, and we have until December 31, 2008 to complete the process.

A church transformation grant from General Assembly and Synod has been approved by Presbytery and Synod and sent to General Assembly for their consideration. This will not cost the presbytery since funds already provided to Londonderry will cover the Presbytery's portion.

The AC is appreciative of the support we have been given by members of the Londonderry Church and the members of the Presbytery.

See Appendix D for the Settlement Agreement.

John Mokkalosian's extraordinary leadership was recognized as what happens when someone stands up for the church with compassion, energy and purpose.

### **Rev. John Mokkalosian, Pastor of LPC**

For years members of LPC were threatened into silence. As an ultra-conservative perspective began to take over the church, they were made to feel that if they voiced a concern about any of the perspectives that were being taught or any of the theology being espoused, they would be

regarded as non-Christians, immature Christians, inferior Christians and Christians that did not have any insight on Biblical truths. This attitude forced people into a desperate faith of silence. About 250 members left LPC because they felt unwelcome because of their theological perspective.

The outcome of the trial showed that the perspective governing the church was not Presbyterian in theology or polity. The PCUSA congregation feels they are being healed and that their voice has returned. Diversity can now be appreciated and valued rather than to be a threat.

On October 4, 2007, about 30 gathered outside the church, because they had been locked out of the church, to commit to each other that LPC (PCUSA) had not been dissolved and was in fact going to continue and with the assistance of the Presbytery would make it a lively and thriving place to be.

Last Sunday was the first Sunday back in the building after 11 months of being kept away. There were 170 in worship that day.

There is a deep resurgence of faith at LPC because of a reconnection to the Presbytery and a deep understanding of what a connectional system does and how a connectional system allows people to be valued and heard. In the life of LPC a freedom has been found where personal understandings of faith have grown through one another's understanding that diversity is not a threat, but a blessing to the church. Those that have felt devalued have found value in one another. Those that had been silenced have expressed their voice with loud affirmation of their love of Christ and each other. The fellowship of the church has become something that is absolutely contagious.

The members of LPC have stood up in the face of enormous difficulty for the PCUSA and to guarantee that other churches can be protected.

There will be a rededication of the Sanctuary, probably in November, as a Presbytery wide event.

The Presbytery standing beside the loyal LPC members have made them very loyal to, appreciate of and understanding of the Presbytery.

## **Council Report**

*By Rev Eric Markman*

***Voted that the Presbytery of Northern New England Contract a loan of \$200,000 at the best possible terms guaranteed by a note from presbytery and authorize the presbytery officers to sign such note.***

***Voted to approve the revised 2008 budget.***

### **Actions taken/Decisions made:**

A written report is submitted showing the current financials and proposing a revision to the 2008 budget. The revised budget contains more than \$100,000 in total mission giving.

Office rent will go to \$0 after October when the Presbytery office is moved to the Londonderry Presbyterian Church at no charge.

Council voted to endorse with thanks and support fundraising by Dwight White, Jim MacKellar and George Hardy to restore the 2008 mission giving of presbytery of \$30,000.

The legal expenses for the Londonderry suits are nearly at an end and the total legal expenses are estimated at about \$400,000 with \$207,000 currently owed.

The proposed 2009 budget was presented and discussed (see Appendix F). It fully re-instates the Synod and GA mission giving.

Council voted to present the 2009 budget for review at the September Presbytery Meeting.

Council voted to direct the stated clerk to appoint a committee to review proposed amendments to the constitution and make voting recommendations to the presbytery.

Council voted that Doc Wyatt and Tom Woodward organize regional discussion groups to provide information and answer questions concerning the constitutional amendments.

The amendment information books are expected to arrive sometime in September. They will be distributed at the December Presbytery meeting and voting will take place at the March Presbytery meeting.

Council voted by email on June 9, 2008, to approve the New England Immigrant Initiative proposed by the New England Presbytery Partnership Group.

### **Treasurer's Report**

*By Elder Robert Smith*

See Appendix E for financial report.

The legal fees are way over budget and the revised 2008 budget deals with this.

General Mission is not in bad shape, but not great shape. It's running a little behind budget. Churches sometimes don't give much priority to budgeting for the General Mission. Churches are encouraged to pledge at beginning of the year.

### **Committee on Ministry – Ordination Exam of David Medeiros**

*By Elder Dave Stoner*

***Having examined and approved David Medeiros for ordination to the Ministry of the Word and Sacrament, voted to approve the ordination of David Medeiros to the Ministry of Word and Sacrament.***

The Moderator offered a prayer for this occasion.

***Voted to establish an administrative commission to ordain David Medeiros on October 26, 2008 at 4:00 pm at the Londonderry Presbyterian Church, Londonderry, NH; and the Moderator be authorized to appoint additional or replacement members of the Administrative Commissioners, as needed.***

***Rev. Tom Woodward, Moderator  
Rev. Rob John  
Rev. Richard Wyatt  
Rev. David Malone  
Elder Ingrid Cyros, Newburyport  
Elder Lucie Robbins, Londonderry  
Elder Cliff Creel, Bedford***

#### **Covenant of Agreement for David Medeiros**

Londonderry Presbyterian Church, PC(U.S.A.) in Londonderry, NH  
Presbytery of Northern New England

The Presbytery of Northern New England affirms the viability of tentmaking ministry as an option for the Londonderry Presbyterian Church, PC(U.S.A.) in Londonderry, NH. A tentmaker minister is "a clergy-person who divides the working hours between two or more paid positions, one in service to the church, and the other in some other income producing activity." (PC(U.S.A.) Association of Presbyterian Tentmakers Manual, pg. 5)

The following agreement between the Session of the Londonderry Presbyterian Church, PC(U.S.A.), the Presbytery of Northern New England, and David Medeiros is for the purpose of

providing 10 hours/week, services, to the Londonderry Presbyterian Church, PC(U.S.A.) in Londonderry, NH.

David Medeiros will be designated the Temporary Supply Associate Pastor of the Londonderry Presbyterian Church, PC(U.S.A.) in Londonderry, NH - with an effective date of October 1, 2008

### **Areas and responsibilities of Ministry**

The Tentmaking Temporary Supply Associate Pastor:

- 1) Will be a member of the Presbytery of Northern New England, taking an active role in its ministry.
- 2) Will Be Supervised by the Temporary Supply Pastor
- 3) Will provide the following pastoral duties:
  - a. Provide spiritual and administrative leadership to the congregation, seeking to incarnate the gospel and all that it commands in the life, witness and internal affairs of the congregation and its members and staff.
  - b. Participate in services of worship as invited by the Temporary Supply Pastor and the Session of the Londonderry Presbyterian Church, PC(U.S.A.).
- 4). Provide leadership and development of small group ministries.
  - a. Groups will be created according to the needs as identified by the session and the Temporary Supply Pastor.
  - b. Be responsible for the creation of curriculum and resource material for all small groups.
  - c. Recruiting and training of small group leaders and facilitators.
  - d. Provide ongoing supervision for all small group leaders and facilitators.
  - e. Oversee the life and stability of all existing small groups.
- 5) Will be given the flexibility to accept preaching opportunities beyond the Londonderry Presbyterian Church PC (U.S.A.).

This agreement is for a period of six months (6), and may be extended as agreed to by all parties in periods of six (6) month intervals. This agreement may be terminated by any party by giving the other parties at least thirty days notice in writing.

It is the hope and intention of the session of the Londonderry Presbyterian Church, PC(U.S.A.) that the Presbytery of New England through the Committee on Ministry affirms this position as a call to the ministry of the Word and Sacrament, and moves forward in the process of ordination for Mr. Medeiros. The Session will provide David Medeiros with a cell phone to conduct the business and ministry of the Londonderry Presbyterian Church, PC(U.S.A.) as well as reimburse him for all travel related to the performance of his ministry at the standard IRS mileage reimbursement.

### **Peace and Justice Task Group**

*By Elder Joanne Hardy*

October 5<sup>th</sup> is World Communion Sunday – all churches are encouraged to support the peacemaking offering. 25% of the offering stays in the local church for projects consistent with the peacemaking program.

Sixteen PNNE churches have committed to peacemaking and are being asked to recommit. Those that haven't committed are urged to consider doing so. Mid-Coast just voted to recommit.

### **Safe Church Policy Task Group**

*By Rev. David Wiley*

In May 2007 a conference was held to advise congregations in developing a safe church policy. To aid in developing a safe church policy, a task group was organized consisting of Sue Jones, John Henry, David Dickey, Alan Farner, Jenny Stoner and David Wiley (Chair).

The focus is on both personal relations within the church and on facility issues. Also, there is a need to incorporate mandatory reporting rules.

The task group thought it best if guidance was provided so congregations can write their own safe church policies. Between January and June of 2008, a series of six memos containing check lists and appendices to guide their use were distributed.

An outline of a complete policy along with 22 appendices is provided to assist the congregation.

Sample safe church policy outline has been developed along with 22 appendices.

See Appendix A for the Safe Church Policy Outline that can be used by a church.

***Voted that the Safe Church Policy Guidelines are accepted and the Task Group is dismissed with thanks.***

### **Recess for Lunch and Fellowship**

The assembly recessed for lunch at 12:08 pm. The lunch offering of \$177 went to Salvation Farms.

### **Worship**

The assembly reconvened for worship at 1:05 pm with a sermon by Rev. Jack Cabaness. The worship offering of \$372 went to the Vermont Interfaith Action Projects.

The assembly was called back to order for the remainder of the business meeting at 1:51 pm by Vice Moderator Darryl Johnson.

### **Ubunye Task Group**

*By Rev. George Hardy*

Amatola Presbytery in South Africa is inviting four to six pastors for a pastor exchange from August 5 through September 3, 2009. This is a life-changing experience.

There will be a five day seminar on interpersonal relations in Christ. Each of our pastors will spend two one-week visits in an Amatola parish serving as a parish associate. The exchange will conclude with a few days of touring.

The cost to the pastor is \$1000 which is only a small part of the cost. The Ubunye Task Group will be responsible for the remainder of the expenses. Scholarships will be available for those who cannot afford the \$1000. Pastors are encouraged to use study leave stipends.

### **General Assembly Commissioners' Report**

Commissioners to the 218<sup>th</sup> General Assembly in San Jose, CA reported on their experiences. The commissioners are Rev. Tom Woodward, Elder Ingrid Cyros and YAD Tabitha Karanja. See Appendix H for their reports.

## **Committee on Preparation for Ministry**

*By Rev. Jack Cabaness*

### **Actions taken / decisions made:**

CPM met on July 26, 2008 at the Bedford Presbyterian Church. The committee took the following actions:

1. The committee voted to declare that Rick Ness has been sufficiently trained to be considered for a placement as a Commissioned Lay Pastor (CLP).
2. The committee voted to continue Cynthia Kekung as an inquirer.
3. The committee voted to remove Virginia Emery from the roll of inquirers at her own request.

### **Information background:**

1. The committee met with Rick Ness. Rick has successfully completed all of the required course work and all other training and internship requirements expected of CLPs in our presbytery. Accordingly, our committee determined that Rick has been sufficiently trained to be considered for placement as a CLP, and this action has been communicated to the Committee on Ministry.
2. The committee met with Cynthia Kekung. Committee members offered to help her with her application process to Pittsburgh Theological Seminary and other M.Div. programs.
3. Virginia Emery communicated to the committee that she had recently accepted a call as an associate pastor for Christian education at a United Church of Christ congregation and that she would be pursuing her ordination through the UCC. Accordingly, the committee voted to remove her from the list of inquirers per her own request.
4. The committee reviewed the status of other candidates, inquirers, and CLP trainees under care. The current roster is as follows:

Candidates:	Beth Richeson
Inquirers:	Cynthia Kekung Myung-Chan Oh
CLP trainees:	Claire Austin Matthew Long Ricky Rivera John West

Clearly, we have fewer candidates under care than we have had in recent years. Our committee members are happy to meet with individual sessions and describe what is involved in pursuing a call as a Minister of the Word and Sacrament or as a Commissioned Lay Pastor.

## **Committee on Ministry**

*By Elder Dave Stoner*

### **Minimum Compensation Policy.**

COM is required to review annually the Minimum Compensation and bring recommendations for adjustment to the Presbytery. The Presbytery last adjusted its minimum compensation requirements on 15 September 2007. The Board of Pensions has since reported that average effective compensation for ministers increased 3.7% nationally.

The full-time median salary for 2009 for pastors as reported to the Board of Pensions is \$50,800. The Board of Pensions sets the threshold for participation in the medical plan at \$33,020.

As the Northern New England states continue to grow, housing costs will continue to increase. The price of seminary education continues to increase as well. If this Presbytery is to attract and retain competent pastoral leadership, we must attend regularly to the compensation of our pastors.

COM recommends that the Presbytery increase its minimum effective salary requirements by a 3.0% and continue the other elements of the minimum terms of call as indicated above.

COM considered the recurring request for differentiating the minimum terms of call in line with the different cost of living and economic conditions throughout the Presbytery. It is felt by COM that the economic factors vary significantly, but our congregations and pastors are best served by following the recommendation in the paragraph labeled *Local Factors*, as added to the policy in the final paragraph.

***Voted that Presbytery approve the amended policy, shown in Appendix I, to increase minimum effective salary by 3%, amend wording of Effective Date and Self Employment Tax provisions, and recommend consideration of local economic factors in setting the remuneration package for clergy.***

***Voted that Presbytery renew permission to Elder Beth Richeson to celebrate and administer the Sacrament of the Lord's Supper at the New Hampshire Women's Prison as often as weekly for one year commencing 13 September 2008. (Omnibus)***

***Voted that Presbytery grant permission to Elder Gerson Roca to celebrate and administer the Sacrament of the Lord's Supper at the Portuguese language worship services at Eliot Church for one year commencing 7 September 2008. (Omnibus)***

#### **Actions taken/Decisions made:**

Stephen L. Hastings. Approved the terms of call and authorized the congregational meeting to call Steve Hastings as Pastor of the Leeds/Hartford Parish; approved dual standing for Steve Hastings with the UCC under the terms of the Formula of Agreement; and admitted Steve Hastings to membership in PNNE with voice and vote. See Appendix J for terms of call.

Mark Wendorf. Admitted Mark Wendorf to membership in PNNE as a Member at Large.

Joan Mabon. Approved call as Interim minister for Education and Staff Development, Woodfords UCC, Portland ME, 3/4 time, for 3 months (6/15 to 9/15), which may be renewed.

John Henry. Approved renewal of contract as Stated Supply, St. Andrew's, Kennebunk, ME, 1 September 2008 to 31 August 2009.

Dennis Hett. Approved renewal of call to Tentmaking Ministry at the Londonderry Presbyterian Church as Temporary Supply Associate Pastor for six months commencing 1 June 2008.

Dwight White. Appointed Dwight White as Interim and Moderator, Barnet, VT. Dwight will share the pastoral duties with Lynne Burgess, Chaplain, St. Johnsbury, VT. Dwight will serve as Interim until a long term interim can be called.

Bob Bayley. Approved changes in terms of call as Interim Pastor, St. Peters in the City Presbyterian Church, Tauranga, New Zealand, a member congregation of the Presbyterian Church of Aotearoa New Zealand.

Aaron Findley. Approved renewal of call as Stated Supply, Wales Presbyterian Church, Wales, ME, 3 September 2008 to 2 September 2009, with a review window in March 2009.

#### **Information background:**

1. CIF. Mid-Coast is preparing the CIF.
2. Mission Studies. Haverhill and Nashua have commenced their Mission Studies.

3. COM meetings for the remainder of 2008 will be held at the Bedford Presbyterian Church on the following days:      18 October                      15 November
4. Barnet. Barnet session is seeking a full-time interim.
5. Percept. COM voted not to participate in Percept for statistical data on congregations.
6. Mileage. IRS mileage reimbursement increased to 58.5 cents per mile on 1 July 2008.
7. Background Check Policy. COM clarified that the Background Check Policy was intended for the future and agreed on the fee of \$125 per check.
8. Ethical Conduct. A minister serving as COM liaison and/or session moderator to a church with a pastoral vacancy should resign from such duties if interested in becoming a candidate for the called pastor position in the congregation served.
9. Exit Interviews. The report on the Barnet/Sanderson interviews was received.

### **Adjournment**

The assembly adjourned with prayer at 3:03 pm.

Next meetings:

December 6, 2008 at Antrim, NH  
March 7, 2009 at Nashua, NH  
June 6, 2009 at Leeds, ME  
September 12, 2009 at Ryegate, VT  
December 5, 2009 at Litchfield, NH

Attested,

Cliff Creel, Stated Clerk

## **Appendix A: Safe Church Plan**

### **Purpose**

To provide guidelines for safe behaviors and buildings for congregations.

### **I. SAFE BEHAVIORS FOR GOD'S PEOPLE**

#### **A. Application**

These guidelines apply to all congregational activities that are conducted not only for children and youth but also for those adults who have a diminished mental, emotional or physical capacity (ADMEPC).

#### **B. Safeguards**

- 1. Approval of Activities.** By Session.
- 2. Supervision.** Session screens and approves.
- 3. Transportation.** Drivers approved by Session.
- 4. Communication.** Information available beforehand to parent/guardian.
- 5. Sign-in.** Parent/guardian complete the *Sign-in Sheet* (Appendix A)
- 6. Parent's Permission/Waiver Requirements.**
- 7. Signed Youth Covenant form** required.
- 8. Activity Plan** must be submitted ahead by leader.
- 9. Visibility of activity** through open doors, windows in doors/rooms, *etc.*
- 10. First Aid/CPR** training required of leaders.
- 11. Safety Tips** appropriate to be provided.
- 12. Prohibited Acts List** of nine: sexual activity, physical abuse, bodily injury, neglect, alcohol, verbal remarks, illegal drugs, pornographic materials, weapons.
- 13. Compliance and Training** for volunteers and staff required.

#### **C. Screening**

- 1. Application** information/forms.
- 2. Criminal Background Check, Sexual Misconduct Check, and Credit Rating** will be procured.
- 3. Disqualifying Offenses** of felonious and non-felonious nature.
- 4. Motor Vehicle Reports** where appropriate.
- 5. Disqualification from Driving** based on point system.
- 6. Approval of Employees/Volunteers** procedures.
- 7. Confidentiality** precautions.

#### **D. Violations**

- 1. Reporting Prohibited Acts.** Information on Mandatory Reporters in PC(USA) and procedures.
- 2. Response to Reported Prohibited Acts & Response Team** role.

**3. Consequences of Committing a Prohibited Act.** Various options.

E. Oversight

- 1. Children's Ministries, Youth Ministries, and Adult Ministries Committees.**
- 2. Volunteers and Employees.**
- 3. Additional Procedures** as necessary..

**II. SAFE PLACES FOR GOD'S PEOPLE**

- A. Building Safety.** Exterior and Interior..
- B. Safety Plans and Emergency Procedures.**
- C. Building Usage Policy.**
- D. Building Security and Good Practices.**

This safe church policy will be reviewed and updated on an annual basis with the revised policy approved by Session and reported to the congregation at its annual meeting.

Approved by the Session of \_\_\_\_\_ Presbyterian Church on \_\_\_\_\_, 20\_\_.

\_\_\_\_\_  
Clerk of Session

\_\_\_\_\_  
Pastor

This sample policy was prepared by the Safe Church Task Group of the Presbytery of Northern New England, PC(USA)

## **Appendix B: Board of Pensions Report**

From Phil Gehman, Regional Representative for the Synod of the Northeast

PHONE / (800) 773-7752, x7482 / E-MAIL [pgehman@pensions.org](mailto:pgehman@pensions.org) / FAX (215) 587-7505

<b>MAY 2007 SALARY STUDY RESULTS – Clergy Effective Salary is typically Cash Salary + Housing/Utilities</b>				
	<b>Average Effective Salary</b>		<b>Number of Ministers Surveyed</b>	
<b>Nationwide</b>	\$ 55,652.33		8,048	
<b>Synod of the Northeast</b>	\$ 58,047.79		872	
<b>Presbytery of Northern New England</b>	\$ 48,485.70		20	
<b>CHURCHWIDE <u>MEDIAN</u> SALARIES (USED TO DETERMINE <u>MINIMUM</u> PENSION CREDITS ACCRUED)</b>				
	<b>2009</b>	<b>2008</b>	<b>2007</b>	
<b>Clergy</b>	<b>\$ 50,800</b>	<b>\$ 49,000</b>	<b>\$ 47,900</b>	
<b>Exempt Lay</b>	<b>\$ 37,600</b>	<b>\$ 36,300</b>	<b>\$ 35,000</b>	
<b>Non-Exempt Lay</b>	<b>\$ 27,600</b>	<b>\$ 26,800</b>	<b>\$ 26,000</b>	
<b>RECENT BENEFIT INCREASES – EFFECTIVE JULY 1, 2008</b>				
<ul style="list-style-type: none"> <li>• A 3.8% good experience apportionment</li> <li>• A 4.0% increase in disability benefits for disabled members receiving benefits on 12-31-07</li> </ul>				
<b>UPCOMING BENEFIT INCREASES – EFFECTIVE JANUARY 1, 2009</b>				
<ul style="list-style-type: none"> <li>• 25% reduction in optional (supplemental) death benefit dues for members and spouses</li> <li>• \$0 office visit co-pays for preventive services for Medical Plan members and spouses</li> <li>• CIGNA Behavioral Health's Enhance Financial Services benefit available to all active members</li> <li>• GlobalFit, a discount fitness club membership program, available to all active members</li> </ul>				
<b>GOOD EXPERIENCE APPORTIONMENTS</b>				
1999 10%	2000 9%	2001 3%	2002 0%	2003 0%
2004 2%	2005 3%	2006 3.6%	2007 3.7%	2008 3.8%
<b>RESULT?? A 44.7% increase in pension checks and credits since 1999!!</b>				
<b>The Consumer Price Index has increased only 30.4% over the same time period.</b>				
<b>NEW BOARD OF PENSIONS WEB SITE</b>				
<p>The Board of Pensions recently launched a new version of its Web site, <a href="http://Pensions.org">Pensions.org</a>, featuring increased functionality, expanded information, and intuitive navigation. A highlight of the new site is BenefitsConnect, an online tool that provides active Plan members secure access to their personal benefits information. Not only can members submit changes to their contact information and dependent status, they can use online calculators to estimate their pension and death benefits. The new site also features an abundance of new information and resources, making it the "go to" source for details on the plans, programs, and services the Board offers.</p>				
<b>403(b)(9) RETIREMENT SAVING PLAN ELIGIBILITY CHANGE</b>				
<p>ALL church employees, whether or not they are enrolled in other parts of the Benefits Plan, are now eligible to participate in the Board's Retirement Savings Plan. The 20 hour per week eligibility requirement has been dropped.</p>				
<b>MEMBER ADVOCATE POSITION CREATED</b>				
<p>The Board of Pensions recognizes that navigating the complexities of third-party providers, especially those for healthcare, can be a daunting experience for Plan members. In response, the Board has created a member advocate position that will help Plan members through difficult</p>				

situations arising out of administration of the Medical Plan.

Annette Donald, who has many years of service with the Board of Pensions and is knowledgeable about the Benefits Plan and its relevant administrative processes, has been appointed to this newly created position. In her new role, Ms. Donald will help members understand the process for obtaining needed care, assist in communicating with third-party providers (e.g., Highmark, Express Scripts, and CareAllies) and other Board staff, and help to resolve any bureaucratic issues that might arise.

#### **ASSISTANCE PROGRAM FUNDING OPPORTUNITIES**

Annually the Board provides over \$5 million to Plan members through its Shared Grant, Emergency Assistance, Income Supplement and Housing Supplement programs. But the needs of Plan members each year are even greater than the resources available to the Assistance Program. Additional funding is needed to undergird the Board's present assistance programs and to develop, sustain and expand new ones, such as Presbyterian CREDO and the Sabbath Sabbatical and Transition-to-College Grant Programs. *Individuals and congregations who wish to learn how they can support these ministries of the Board are encouraged to contact Kevin Garvey, the Board's new chief development officer, at 1-800-773-7752, ext. 7244, [kgarvey@pensions.org](mailto:kgarvey@pensions.org).*

**YOUR MEMBER SERVICES TEAM IS AVAILABLE TO ASSIST YOU, Monday thru Friday,**

**8:30am-5:00pm.**

### **2008 BOARD OF PENSIONS UPDATE PAGE 2**

#### **MAJOR MEDICAL PLAN**

*Please be certain to use your Blue Cross Blue Shield PPO card when accessing your healthcare benefits. Access to the BlueCard PPO network is through HIGHMARK in Pittsburgh, which processes medical claims under terms of the Board's Medical Plan. ALL claims for active members must go directly to Highmark for processing. Questions about medical claims or first-level appeals should FIRST be directed to Highmark (888-835-2959) for resolution. The Board will assist you with any medical claim issues that cannot be resolved directly with Highmark.*

#### **THE NEW PRESCRIPTION DRUG PREFERRED HOME DELIVERY PROGRAM**

Plan members are encouraged to obtain their maintenance medications from Express Scripts home delivery service. Both Plan members and the Medical Plan will save money as a result. Under this program, members may fill a 30-day prescription for a maintenance medication at a local pharmacy up to two times before a surcharge applies. On the third fill of a maintenance medication at a local pharmacy, members will incur an additional cost of \$5 for generic drug prescriptions, \$10 for brand-name formulary prescriptions, and \$15 for brand-name non-formulary prescriptions.

#### **MENTAL HEALTH/SUBSTANCE ABUSE COVERAGE**

CIGNA Behavioral Health (CBH) is the administrator for all mental health and substance abuse services. CBH provides network access to mental health and substance abuse therapists, psychiatrists, hospitals and treatment centers; care management; and claims processing services, as well as an EAP (employee assistance program) and work/family resources.

The EAP program helps members cope with the ordinary and extraordinary stresses of work and family life. The program includes up to six personal sessions per incident for behavioral health issues at no cost to the member; information and referrals for child care, elder care, and adoption; immediate assistance for critical emotional needs; guidance in finding local resources; and more. Obtain additional information by contacting CIGNA at 866-640-2772 or by accessing its website at [www.cignabehavioral.com](http://www.cignabehavioral.com) (To log in – Employer ID: pcusa).

Pre-certification is required for all facility-based treatment for either mental health or substance abuse. Call CIGNA Behavioral Health at 866-640-2772 to request pre-certification.

#### **403(b)(9) RETIREMENT SAVINGS PLAN**

As of January 1, an employer match of an employee's contributions is no longer included in

Effective Salary. The match must be available to all employees in an employment classification and must be contributed to the Board's Retirement Savings Plan with Fidelity Investments. What a wonderful encouragement to help church workers and pastors prepare for retirement!

**ALL employees of a Presbyterian Church (and ministers in validated ministries) may participate in the Board's 403(b)(9) program, whether or not they are enrolled in the Benefits Plan.** This program is an excellent way for church and church-related employers to help their employees save money for retirement in a tax-favored way. **ALL investment options are NO LOAD.** Investment choices include Fidelity's Retirement Money Market Portfolio; its U.S. Bond Index, Equity-Income, Growth Company, Diversified International and Real Estate Investment Funds; as well as the Spartan U.S. Equity Index Fund and the Spartan Extended Market Index Fund. The plan also offers the Ariel Fund and the Royce Opportunity Fund, and two funds created specifically for this PCUSA 403(b)(9) plan, the Socially Responsible Balanced and the Socially Responsible U.S. Equity Funds. The latter funds invest using the socially responsible (MRTI) investment guidelines of the PCUSA. For more information and/or an enrollment packet for the Retirement Savings Plan, call Fidelity Investments at 800-343-0860.

#### ITEMS OF NOTE

**DON'T FORGET!!!! PRE-CERTIFICATION IS REQUIRED FOR NON-EMERGENCY HOSPITALIZATIONS, BARIATRIC PROCEDURES INCLUDING GASTRIC BYPASS, OUTPATIENT IMAGING, NUCLEAR STRESS TEST, excluding x-rays or ultrasound.** Call CareAllies (formerly Intracorp) at 800-237-3015 at least 7-10 days before testing or hospitalization is scheduled to request pre-certification. **(In an emergency situation, seek the nearest help immediately** and notify CareAllies of your **emergency** scans, tests, or hospitalization within 48 hours.)

**OPTIONAL COVERAGES: DISCOUNTS FOR VISION CARE and HEARING AIDS** (at Beltone Hearing Centers) are available at NO COST to the member. **Use of these providers is strictly voluntary.** Members should do comparison-shopping to determine whether these discounts are competitive in their areas. **LONG TERM CARE GROUP INSURANCE** coverage continues to be available at any time and is underwritten by **CNA Insurance.**

The Board's **MEMBER EDUCATION TEAM** periodically offers the following free educational opportunities throughout the Church: the Getting in Shape Fiscally, Growing Into Tomorrow...Today, Render Unto Caesar, and Post-Retirement Seminars. For seminar descriptions, schedules, locations and registration information, click on the Educational Services link at [Pensions.org](http://Pensions.org).

*Every effort has been made to ensure the information presented here is accurate and up-to-date. In the event of a conflict with the official Plan or Benefits Plan provisions, however, current official Plan documents, rates and rules will apply.  
Updated 8-22-08*

## **Appendix C: An Invitation to Expanding Partnership In God's Mission**

As members of the Presbyterian Church (USA) committed to God's mission, accompanied by global partners, we gathered together January 16-18, 2008 in Dallas, Texas. We acknowledge the rich Presbyterian heritage in world mission and reaffirm the Presbyterian understanding of God's mission as it is expressed in "Gathering for God's Future,"

The Good News of Jesus Christ is to be shared with the whole world. As disciples of Jesus Christ, each of us in the Presbyterian Church (U.S.A.) is sent into the world to join God's mission. As individuals and as a church, we are called to be faithful in this discipleship. Our mission is centered in the triune God. Our mission is God-called, Christ-centered and Spirit-led. Our mission is both proclamation and service; it is the reason the church exists...Our renewed call from God is to face the challenges of witnessing and evangelizing worldwide, equipping the church for transforming mission, engaging in ministries of reconciliation, justice, healing and grace, and living the Good News of Jesus Christ in community with people who are poor, [persecuted, and living in the midst of violence].

The church is part of God's plan. We are called into the community of the church, and

We call new disciples into that community. With Christ as our head, the church community exists for the sake of God's mission. We learn to serve in mission in a way that is faithful to the triune God. We are to model the kind of community God intends for all humanity. To be the church is to be one large mission society. <sup>1</sup>

Grounded in this theological foundation we realize that God is calling us to new patterns of mission. The world has changed, and the majority of the world's Christians are now in Latin America, Africa and Asia. The great growth and mission faithfulness of the Church outside the West invite us into a new posture. We must listen and learn to receive. We must also be open to new patterns of collaboration. These new patterns involve new cooperation and partnerships within the PC(USA).

**I. We recognize that God calls us to mission that is grounded in confession of our sins, grows out of a life of prayer and is sustained in worship. Therefore, we covenant to live and serve together in God's mission according to the following values:**

1. Trusting in the Holy Spirit and trusting in one another as each discerns how God is moving us in mission. (Acts 10)
2. Doing mission in the way of Jesus who humbled himself, showing the way of self-giving and selfemptying. (Philippians 2)
3. Seeking to be faithful to God as we live and proclaim the fullness of Jesus Christ's good news; personal witness to those outside the church, justice for the oppressed and compassion for those in need. We accompany others in their efforts to be faithful. (Luke 4)
4. Affirming the complementary nature of God's gifts to all in the one body of Christ and encouraging one another in living out those gifts. (I Corinthians 12)
5. Recognizing our responsibility to each other by communicating openly, acting transparently and speaking and hearing the truth in love. (Ephesians 4)
6. Striving in our mission to be aware of the context out of which we come, to respect the persons with whom we labor and to honor the context in which they live. In an era of massive global inequalities we commit ourselves to be sensitive to and address the issues of power that result from our differences. (Philippians 2)
7. Valuing long-term relationships, partnerships characterized by perseverance and long-term commitments which support and encourage global partners. (I Thessalonians 2)

<sup>1</sup> PCUSA, "Gathering for God's Future: Witness, Discipleship, Community: A Renewed Call to Worldwide

Mission,” 2003, pp. 1, 16. Text in brackets is added.

II. We seek to live out these mission values with humility, integrity and steadfastness. Recognizing that God invites us all to be full participants in God’s mission, we commit ourselves to **work cooperatively** with one another in the following ways:

1. We will affirm and encourage World Mission as it continues to move from a regulatory role to a more enabling and equipping role.
2. We will celebrate and encourage diverse Presbyterian approaches and structures for mission while maintaining the unity of our participation in God’s mission.
3. We will share responsibility for the education and preparation of all Presbyterians for mission.
4. We commit ourselves to seeking more mission personnel who will serve long-term in cross-cultural contexts through the PC(USA), and to supporting them fully.
5. We commit ourselves to enabling and supporting our global partners as they send their mission personnel in cross-cultural service.
6. We recognize and affirm the growing opportunity for cross-cultural mission in our own increasingly pluralistic and multi-cultural society, and we receive the global community from near and far as mission partners and God’s gift to us. We seek increased integration between local and global mission.

III. As we move forward together in God’s mission, we commit ourselves to calling the church to ongoing intercessory prayer for God’s mission and to the following tasks:

1. We will form a Coordinating Committee to ensure that we will meet together to share and cooperate on a regular basis.
2. During the coming year we will work to address two immediate priorities:
  - a. to coordinate and collaborate in the sending of mission personnel.
  - b. to expand Presbyterian funding for mission personnel.
3. During the next three months we will share this document and invitation with our constituencies.

IV. With bold humility we **invite** those who would covenant with us to join in this new collaborative model of Presbyterian mission, and we ask for encouragement, for guidance and for prayer, remembering Jesus’ own prayer:

*The glory that you have given me I have given them, so that they may be one, as we are one, I in them and you in me, that they may become completely one, so that the world may know that you have sent me and have loved them even as you have loved me. (John 17:22-23)*

**Appendix D: Londonderry Settlement Agreement**

THE STATE OF NEW HAMPSHIRE

ROCKINGHAM, SS.

SUPERIOR COURT

Docket No. 07-E-0511

Londonderry Presbyterian Church, a New Hampshire Voluntary Religious Corporation

v.

Presbytery of Northern New England and Michael S. Delucia, in his capacity as Director of Charitable Trusts

AND

Docket No. 07-E-0619

Session of the Londonderry Presbyterian Church v.

Dee Carvill, Su Geiger, Gordon Headley, Jim Brown, Eric Meyer, Susan Prior, Glenn Bach, Jim Segalini, Lisa Smith, Terry Smith and

Michael S. DeLucia, Director of Charitable of Trusts

**SETTLEMENT AGREEMENT**

NOW COME the Parties, the Londonderry Presbyterian Church, et al., and Dee Carvill, et al., by and through their attorneys, McLane, Graff, Raulerson & Middleton ("LPC-EPC" and "Individual Respondents"); the Presbytery of Northern New England, by and through its attorneys, Devine, Millimet & Branch, P.A. ("PNNE"); and the Session of the Londonderry Presbyterian Church, by and through its attorneys, D'Amante Couser Steiner Pellerin P.A. ("LPC-PCUSA") (collectively referred to herein as the "Parties") and enter into the following Settlement Agreement to resolve all claims asserted in the above-captioned matters, said Settlement Agreement to be followed by the filing of a Settlement Plan with the Court which will describe in detail the property division and duties of each party in effectuating the Settlement Agreement and Settlement Plan. Specifically, the Parties submit the following Settlement Agreement for approval by the Court and further request that the Court retain jurisdiction over the Parties and the claims asserted in the above-captioned matters until a Settlement Plan is approved and an application for final decree has been filed and approved by the Court implementing the Settlement Agreement and the Settlement Plan.

1. **Transfer of Control of the Londonderry Presbyterian Church, a New Hampshire RSA 292 Voluntary Corporation.** LPC-EPC and Individual Respondents agree to take such actions as are necessary to relinquish any control or claims to the Londonderry Presbyterian Church, a corporation duly formed on April 1, 2004 (the "Corporate Entity") and to execute such documents and to take such steps as are necessary to confer all control, authority and possession of the Corporate Entity to the LPC-PCUSA, including but not limited to, filing appropriate amendments to Articles of Agreement, amendments to the bylaws and other corporate documents and to cause such other filings to be made with State, local and business offices to effect a complete transfer of control of all of the assets of the Corporate Entity to the LPC-PCUSA, with the following exceptions: the Unity Fund; the handbells, bell tables and handbell music; certain bibles purchased for the church by Judy Grace in memory of her husband and contributed to the church in memoriam; books and records of the affairs of LPC-EPC created during the period of October 1, 2007 through September 1, 2008; recently acquired office furniture and laptop of LPC-EPC's pastor; and other miscellaneous items to be negotiated by the Parties in good faith.

2. **Transfer of Property to LPC-PCUSA.** Except for a fifteen (15) acre parcel acquired from Moose Hill Orchards, Inc. and shown as Tax Map 6, Lot 18-2 on a plan entitled Subdivision Plan of Land, Tax Map 6, Lot 18, Pillsbury Road, Londonderry, New Hampshire,

dated May 15, 1997, and conveyed to the "Presbyterian Society in the West Parish of Londonderry, New Hampshire" (now known as the "Londonderry Presbyterian Church") pursuant to Warranty Deed recorded at Book 3236 and Page 2661 in the Rockingham County Registry of Deeds (hereinafter referred to as the "Fifteen (15) Acre Parcel"), LPC-EPC and Individual Respondents agree to relinquish any and all rights, claims, causes of actions against third Parties and possession of all real, personal, tangible and intangible property owned by the Church and the Corporate Entity, and to transfer said real, tangible and intangible property, including but not limited to furnishings, equipment, supplies, sacramental and religious artifacts, KBC equipment; a transfer of all finances, including cash, investments, trusts and other bank accounts which were in existence as of October 1, 2007 to the extent existing today; a conveyance of the website and all intellectual property including financial records of the Londonderry Presbyterian Church, Session minutes, Church rolls, financial, historical, and other documents; a transfer of all keys and other security items, the trade name "Londonderry Presbyterian Church" and derivatives thereof (to include but not limited to "Presbyterian Church of Londonderry," "LPC" and the use of "Londonderry" as the first word of its new name); and all insurance benefits and proceeds (all hereinafter referred to as the "Church Property") and to transfer, assign, convey and release to the LPC-PCUSA the Church Property in such form and/or under such condition as may be required to assure that the LPC-PCUSA becomes the rightful owner of clear title over all the Church Property, including but not limited to buildings, lands, cash accounts, tangible and intangible personal property, and all other property which was owned by the Londonderry Presbyterian Church on October 1, 2007, except the Fifteen (15) Acre Parcel; with the specific understanding, however, that LPC-EPC and the Individual Respondents are obligated only to return the Church's real property to the state of title in effect as of October 1, 2007 and that LPC-EPC shall be entitled to use a name in the form of "[word] Presbyterian Church of Londonderry." LPC-EPC and LPC-PCUSA each agrees to place on its website an agreed upon notice and link to the other party's website.

3. **Conveyance of Fifteen (15) Acre Parcel.** LPC-PCUSA agrees to take such steps as is necessary along with the PNNE to effect a transfer of the Fifteen (15) Acre Parcel free and clear of any liens, encumbrances, mortgages or other restrictions which may cloud the title to the said property to a voluntary corporation to be established by the LPC-EPC and Individual Respondents pursuant to New Hampshire RSA 292, said conveyance to be pursuant to a warranty deed. Further, LPC-PCUSA agrees to take such steps as is necessary along with PNNE to free said Fifteen (15) Acre Parcel from any liens, claims, or mortgages held by third Parties which presently encumber the Fifteen (15) Acre Parcel. While LPC-EPC has no current intention to market the Fifteen (15) Acre Parcel, the standard of title to be delivered is "fully marketable." Neither LPC-PCUSA nor PNNE will oppose or raise any objection to efforts by LPC-EPC to obtain municipal or other approvals to develop any property received by LPC-EPC as long as the Fifteen (15) Acre Parcel is used to establish a place of worship.

4. **Right of First Refusal.** Each party will record a right of first refusal running to the benefit of the other on all of its real estate, which right of first refusal shall provide that, should the applicable party elect to sell or otherwise transfer all or any portion of such real estate, the other party shall have the right of first refusal to purchase the property on the same terms and conditions of any bona fide offer of sale or transfer, provided that the purchasing party gives the selling party notice of its election to purchase within 30 days of receipt of the notice of the bona fide offer and that the purchasing party be given a minimum of 180 days to close from the time of receipt of the notice of the offer and a financing contingency of 150 days to determine its fund raising and financing necessary for the purchase, even if the bona fide offer has less advantageous provisions for the seller. If the purchasing party fails to notify the selling party of its election to purchase within 30 days of receipt of notice of the bona fide offer or fails to close within one hundred and eighty (180) days after receipt of the written notice thereof from the selling party, the selling party may sell or grant the interest in the real estate or portion thereof to such third person in accordance with the terms and conditions of such bona fide third party offer. If, however, the third party offeror does not, within One Hundred and Eighty (180) days of the other party's refusal or failure to close, close on the transfer of the interest in the real estate to

such selling party in accordance with the terms and conditions of such third party offer, the other party's right of first refusal shall revive.

5. **Effective Date of Transfer of Assets.** The Parties shall in good faith develop a plan for transferring the possession, ownership and control of all of the property of the Londonderry Presbyterian Church, except for the Fifteen (15) Acre Parcel, to the LPC-PCUSA and to restore such rights in said property to the PNNE in such a way as to restore the Londonderry Presbyterian Church to the *status quo ante* with the exception that and with the understanding that the actual monetary balances in certain cash accounts may be less than existed as of October 1, 2007, but all of which are ultimately subject to audit as provided below. Restoring the Londonderry Presbyterian Church corporation to the LPC-PCUSA and the PNNE to the *status quo ante* refers to restoring it to its condition as a particular church of the PCUSA retroactive to October 1, 2007 by September 1, 2008. LPC-PCUSA shall have exclusive right to use the Church Property on September 1, 2008. All tangible and real assets are transferred "as is" without any express or implied warranty as to their condition.

6. **Financial Accounting and Audit.** LPC-EPC and Individual Respondents agree to submit to an audit and accounting of its records at LPC-PCUSA's cost to verify that no extraordinary expenses were undertaken, exclusive of legal fees and litigation expenses (except as modified *infra*), liabilities assumed or funds expended outside of the ordinary course of Church operations from the period October 1, 2007 through September 1, 2008. For purposes of this Agreement, "extraordinary expenses" would be expenses incurred for other than the operation of the church as a place of worship or the conduct of its affairs. The financial accounting and audit will include reconciliation of all accounts for the period beginning on October 1, 2007 through September 1, 2008 and ensuring that the total balances of all financial accounts is no less than an amount equal to the total balance reflected in Defendants' Exhibit S less \$50,000. Furthermore there shall be an accounting for all existing payroll liabilities and obligations and any and all employee benefit programs, which shall be fully funded and paid up to the transfer of property date. Additionally, an accounting of the Unity Fund shall be made to the Court *in camera* to establish that all funds therein as of September 1, 2008 have been exhausted and used exclusively for the payment of legal fees and expenses.

7. **Non-Disparagement.** The Parties, on behalf of their respective officers, elders, trustees, directors, or other officials, including the Individual Respondents, agree not to make disparaging statements concerning any of the other Parties, or any of the other Parties' current or former congregants, employees, officers, elders, trustees, directors, or other officials. All Parties shall otherwise take reasonable steps to ensure that its congregants and employees do not disparage any of the other Parties. The Parties shall cooperate in preparing a joint statement concerning the Settlement Agreement.

8. **Dissolution of Temporary Restraining Orders and Preliminary Injunction Orders.** Upon approval of this Settlement Agreement by the Rockingham County Superior Court, the Preliminary Injunction and Temporary Restraining Orders issued in the case will be dissolved and will be of no effect in order for the Parties to implement the terms of the Settlement Agreement.

9. **Continuing Jurisdiction.** Upon execution of and approval of this Settlement Agreement by the Rockingham County Superior Court, the Court shall retain continuing jurisdiction over the subject matter of this case and in particular retain jurisdiction to enforce the provisions of the Settlement Agreement for the following purposes:

- (a) to resolve any disputes regarding implementation of the Settlement Agreement among the Parties;
- (b) to issue any orders to facilitate the implementation of the Settlement Agreement;

(c) to entertain any disputes involving third Parties regarding the implementation of the Settlement Agreement;

(d) to address any other matters which may arise, among the Parties to the matter or third Parties, upon the showing of good cause;

(e) to issue a final decree upon completion of the implementation of the Settlement Plan and the Settlement Agreement entered into among the Parties following the submission by the Parties to this Court of an application for final decree. The entry of a final decree shall terminate the Court's jurisdiction over this matter, conclude and dismiss all claims the Parties have asserted against one another with prejudice; and the application for final decree shall be submitted to the Court on or before December 31, 2008; and

(f) the Parties further agree that recognizing that the evidentiary hearing in progress and pending on August 4, 2008 when the Settlement Agreement was signed by the Parties is hereby suspended and the Court retains continuing jurisdiction to resume the trial to receive evidence in the cases in chief of the LPC-PCUSA and PNNE's in the event that through no fault of their own, the Settlement Plan and the Settlement Agreement cannot be implemented or the Court otherwise orders the resumption of trial because no final Settlement Plan can be perfected.

10. **Mutual Release of all Claims.** Upon execution and approval by this Court of an application for final decree which will be filed on or before December 31, 2008, the Parties shall execute a mutual general release of all claims against one another, including but not limited to all claims made against Individual Respondents as well as corporate entities.

11. **Third Party Approvals.** The Parties anticipate that certain third party approvals may be required such as from the Director of Charitable Trusts, lenders who hold mortgages on the Fifteen (15) Acre Parcel and other properties, and other third party vendors. The Parties agree to make a good faith effort to cooperate in obtaining any and all approvals from third Parties necessary to implement the Settlement Plan and the Settlement Agreement and to file with the Court a Settlement Plan on or before September 1, 2008 and a Final Decree on or before December 31, 2008. In addition, this Agreement is contingent upon ratification of this Settlement Agreement by each party's respective legislative bodies on or before August 31, 2008. For purposes of this provision, the legislative body of LPC-EPC is its congregation.

12. **Duty to Cooperate.** All Parties subject to this Settlement Agreement shall have a duty to cooperate and act in good faith in the execution of the terms, duties and obligations contained therein.

13. **Settlement Plan.** As discussed *supra* the Settlement Plan shall be filed as soon as practicable but no later than September 1, 2008. The Settlement Plan will describe in detail the exact nature of the property division, as well as the duties of each party in effectuating said property division as well as setting forth a strict timeline to effectuate the Parties agreement as memorialized in the Settlement Agreement and Settlement Plan.

14. **Final Decree.** As discussed *supra* the Final Decree shall be filed on or before December 31, 2008, but only following the substantial completion of the Settlement Plan. The approval of the Final Decree by the Court shall terminate the Court's jurisdiction over this matter.

WHEREFORE, the Parties jointly move this Court to approve the within Settlement Agreement as set forth above and to order such other and further relief as this Court would deem appropriate

The above settlement agreement was submitted to the Rockingham County Superior Court by the Presbytery's attorney, Ovide Lamontagne, the PCUSA Londonderry Session's attorney, Roy McCandless and the EPC Session's attorney, Ralph Holmes. It was approved and signed by Judge Tina Nadeau on August 4, 2008.

**Appendix E: Treasurer's Report****PNNE TREASURER'S REPORT - SEPTEMBER 2008**

	2008 Budget (Original)	2008 Budget (Revised)	2008 Actual To 8/08/08
<b>INCOME</b>			
Undesignated & Presbytery			
General Mission	142000	140000	68608
Per Capita	130425	120343	108759
Synod Grant	60000	60000	40000
Interest Income	3000	2000	1230
Annuity/Investment	0	3500	2941
Designated	10800	10000	5987
Other	1700	100	64
Gifts (Individuals)	0	31700	1685
Offerings/Collections	0	0	0
Pentacost	0	0	2456
Peacemaking	0	300	301
Reimbursements	0	8500	18578
Loan	0	200000	0
<b>TOTAL INCOME</b>	<b>347925</b>	<b>576443</b>	<b>250609</b>

**EXPENSE**

Denominational Mission Givi			
GA Mission	15280	15000	0
Synod Mission	30560	30000	0
GA Per Capita	21423	21423	2972
Synod Per Capita	13690	13690	3785
<b>Total</b>	<b>80953</b>	<b>80113</b>	<b>6757</b>

Presbytery Mission Giving			
Mission Grants	17000	17000	8500
Camp Wilmot	7000	7000	0
Camp at the Eastward	0	0	0
MATE	8000	8000	4000
New Church Development	0	0	0
Emerging Missions	0	0	0
uBunye Partnership	2000	0	0
<b>Total</b>	<b>34000</b>	<b>32000</b>	<b>12500</b>

<b>Total Mission Giving</b>	<b>114953</b>	<b>112113</b>	<b>19257</b>
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## Personnel

Salaries and Related Expe \_\_\_\_\_

**PNNE TREASURER'S REPORT - SEPTEMBER 2008**

	2008 Budget (Original)	2008 Budget (Revised)	2008 Actual To 8/08/08
GP Salary	38927	38927	22707
GP Self Employment Tax	10000	10000	5833
GP Housing	28000	28000	16333
Board of Pensions	27000	27000	16484
Clerk Stipend	15524	15524	9056
Adm. Asst. Salary	29146	29146	18216
Adm. Asst. FICA	2827	2827	1394
GP Cont. Education	1000	0	0
Clerk Cont. Education	1000	405	405
<b>Total Personnel</b>	<b>153424</b>	<b>151829</b>	<b>90428</b>

**Office**

Rent	10131	9000	5788
Internet Subscription	2000	2000	470
Telephone	2000	2000	1979
Equipment Purchase	1000	0	0
Equipment Lease	4300	4300	1963
<b>Insurance</b>			
Liability	550	550	223
Worker's Comp.	500	500	731
Supplies	3200	2500	2124
<b>Postage</b>			
General	1155	1000	667
Running Notes	550	250	232
Epistle	2000	1500	1552
Printing - Epistle	3000	1500	1421
Professional Fees	0	1313	1313
Resources	300	300	219
Financial Rview	2500	2500	0
<b>Total Office</b>	<b>33186</b>	<b>29213</b>	<b>18682</b>

**Council**

Operations	2000	1000	823
Commissioner Orientation	400	144	144
Leadership Events	3000	1705	1705
New Church Development	1500	0	0
Triennium	2500	0	0
Congregational Incentives	4000	0	0
Evangelism Aid	100	0	0
<b>Total Council</b>	<b>13500</b>	<b>2849</b>	<b>2672</b>

**PNNE TREASURER'S REPORT - SEPTEMBER 2008**

	2008 Budget (Original)	2008 Budget (Revised)	2008 Actual To 8/08/08
<b>Permanent Judicial Commis</b>			
Cases	0	0	0
Total PJC	0	0	0
<b>Committees</b>			
Ministry	3000	2000	989
Wee Kirk	500	500	0
Preparation	2200	1000	-64
Mission	0	0	0
Reprensation	0	0	0
Personnel	200	200	0
Nominating	50	50	0
Total Committees	5950	3750	925
<b>Administrative Commissions</b>			
Londonderry			
Legal	80000	280000	113675
Support	20000	20000	15795
Commission	0	0	932
Total Commissions	100000	300000	130402
<b>Travel and Expenses</b>			
General Presbyter	10000	9000	8635
Administrator	200	700	484
Clerk	3000	2000	1244
Moderator	2000	500	259
Total Travel	15200	12200	10622
Debt Service	0	6000	0
<b>TOTAL EXPENSE</b>	<b>436213</b>	<b>617954</b>	<b>272988</b>
<b>Gain/Loss</b>	<b>-88288</b>	<b>-41511</b>	<b>-22379</b>

**Appendix F: Revised Budget for 2008 and Proposed for 2009****PNNE 2008 - 2009 PROPOSED BUDGETS**

	2008 Budget (Original)	2008 Budget (Revised)	2009 Budget (Proposed)
<b>INCOME</b>			
Undesignated & Presbytery			
General Mission	142000	140000	150000
Per Capita	130425	120343	136000
Synod Grant	60000	60000	60000
Interest Income	3000	2000	2000
Annuity/Investment	0	3500	3000
Designated	10800	10000	10000
Other	1700	100	1500
Gifts (Individuals)	0	31700	0
Offerings/Collections	0	0	0
Pentecost	0	0	0
Peacemaking	0	300	300
Reimbursements	0	8500	0
Loan	0	200000	0
<b>TOTAL INCOME</b>	<b>347925</b>	<b>576443</b>	<b>362800</b>

**EXPENSE**

Denominational Mission Giving			
GA Mission	15280	15000	15000
Synod Mission	30560	30000	30000
GA Per Capita	21423	21423	22000
Synod Per Capita	13690	13690	15000
<b>Total</b>	<b>80953</b>	<b>80113</b>	<b>82000</b>

Presbytery Mission Giving			
Mission Grants	17000	17000	20900
Camp Wilmot	7000	7000	7000
Camp at the Eastward	0	0	0
MATE	8000	8000	8000
New Church Development	0	0	0
Emerging Missions	0	0	0
uBunye Partnership	2000	0	2000
<b>Total</b>	<b>34000</b>	<b>32000</b>	<b>37900</b>

<b>Total Mission Giving</b>	<b>114953</b>	<b>112113</b>	<b>119900</b>
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## Personnel

Salaries and Related Expense			
GP Salary	38927	38927	40000
GP Self Employment Tax	10000	10000	10500

**PNNE 2008 - 2009 PROPOSED BUDGETS**

	2008 Budget (Original)	2008 Budget (Revised)	2009 Budget (Proposed)
GP Housing	28000	28000	28000
Board of Pensions	27000	27000	28350
Clerk Stipend	15524	15524	16300
Adm. Asst. Salary	29146	29146	30600
Adm. Asst. FICA	2827	2827	2900
GP Cont. Education	1000	0	1000
Clerk Cont. Education	1000	405	1000
<b>Total Personnel</b>	<b>153424</b>	<b>151829</b>	<b>158650</b>

**Office**

Rent	10131	9000	0
Internet Subscription	2000	2000	2000
Telephone	2000	2000	2000
Equipment Purchase	1000	0	0
Equipment Lease	4300	4300	4300
<b>Insurance</b>			
Liability	550	550	550
Worker's Comp.	500	500	500
Supplies	3200	2500	2500
<b>Postage</b>			
General	1155	1000	1200
Running Notes	550	250	0
Epistle	2000	1500	0
Printing - Epistle	3000	1500	1500
Professional Fees	0	1313	1313
Resources	300	300	300
Financial Review	2500	2500	2500
<b>Total Office</b>	<b>33186</b>	<b>29213</b>	<b>18663</b>

**Council**

Operations	2000	1000	1000
Commissioner Orientation	400	144	144
Leadership Events	3000	1705	1705
New Church Development	1500	0	2000
Triennium	2500	0	7000
Congregational Incentives	4000	0	0
Evangelism Aid	100	0	0
<b>Total Council</b>	<b>13500</b>	<b>2849</b>	<b>11849</b>

**Permanent Judicial Commis**

Cases	0	0	0
<b>Total PJC</b>	<b>0</b>	<b>0</b>	<b>0</b>

**Committees**

**PNNE 2008 - 2009 PROPOSED BUDGETS**

	2008 Budget (Original)	2008 Budget (Revised)	2009 Budget (Proposed)
Ministry	3000	2000	2000
Wee Kirk	500	500	500
Preparation	2200	1000	1000
Mission	0	0	0
Representation	0	0	0
Personnel	200	200	200
Nominating	50	50	50
Total Committees	5950	3750	3750

## Administrative Commissions

Londonderry			
Legal	80000	280000	0
Support	20000	19000	0
Commission	0	1000	0
Total Commissions	100000	300000	0

## Travel

General Presbyter	10000	9000	9000
Administrator	200	700	700
Clerk	3000	2000	2000
Moderator	2000	500	500
Total Travel	15200	12200	12200

Debt Service	0	6000	18000
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<b>TOTAL EXPENSE</b>	436213	617954	343012
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<b>Gain/Loss</b>	-88288	-41511	19788
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## **Appendix G: David Medeiros Statement of Faith**

# **Theological Statement of David A. Medeiros**

### **God**

God is One! He is the eternal Holy One of Israel who is God the Father, God the Son Jesus Christ, and God the Holy Spirit. God is the Creator and Sovereign Lord of the universe and all within it.

Humanity was created in God's image, thus, without sin. In the Garden of Eden, Adam and Eve had the freedom to disobey and did incurring for all God's wrath. This disobedience was fostered by the fallen angel Satan and based on the deception that God had lied when He is holy and righteous. Because of this disobedience, the entire physical creation fell with physical and spiritual death, alienation from God, the ultimate result. Human existence and the physical universe are now characterized by this separation.

The complete revelation of God occurred in God the Son Jesus Christ's virgin birth, sinless life, death on the cross, bodily resurrection from the dead, and ascension to God the Father. Jesus was the salvation event resulting in Him being "a sin offering (Rom. 8:3)." God the Son overcame the alienation resulting from the original disobedience and our own acts of disobedience. The Good News is that this has happened.

"Salvation belongs to the Lord (Ps. 3:8 ESV)." In God's sovereignty, He has mercy on whom He will (Ex. 33:19; Rom. 9). Salvation cannot be obtained by human thought or effort or possessions or position.

After the Son ascended to the Father, God the Holy Spirit came as promised. He bears witness to the mighty acts of God, convicts of sin and leads to repentance and salvation. He empowers the Church to bear witness to salvation through spiritual gifts and fruit and to be obedient to God. The Son established His Church with the apostles. Under the guidance of the Holy Spirit, they proclaimed the Good News "that if you confess with your mouth, 'Jesus is Lord,' and believe in your heart that God raised him from the dead, you will be saved (Rom. 10:9-10 NIV)." They explained that it is "by grace you have been saved through faith. And this is not your own doing it is the gift of God, not the result of works, so no one may boast (Eph. 2:8-9 ESV)."

God placed "eternity in the hearts of men yet they cannot fathom what God has done from beginning to end (Ecc. 3:11 NIV)." Without God revealing Himself, humanity was lost in disobedience. In His sovereign will, God chose to reveal Himself *exclusively* through Abraham and his descendants using the "foolish things of this world to shame the wise (1 Cor. 1:27)." This revelation focused on God's love, wrath, faithfulness, holiness, righteousness, and judgment culminating in God the Son, who is the final revelation of God's character. In Jesus we learn that there is Father and Son relationship in the Godhead.

### **The Church**

As it was in ancient Israel where no single tribe was Israel, so it is with the Church where no single church (denomination) is the Church. Believers gather in congregations and congregations form the Church on earth. The church on earth is not equivalent to the Church, which is composed of all who are called by God throughout history.

As it is with God being in relationship in the Trinity, so it is in the Church. The Church relationships involve mutual support, oversight, correction, and endeavor.

As it was in God choosing Israel, God chooses who he wishes to be in the His kingdom. This is dependent solely on his good pleasure. This is indeed His universe. He created it and He may do

as he wishes with it. He is not unjust or capricious as were the pagan gods. He is sovereign (Romans 9).

Early in the Church's history, leaders were chosen to guide believers in the worship of God, the governance of the Church, the performing of the sacraments, the Great Commission, fellowship, and acts of charity and justice. These leaders may be divided in to two categories: those who govern and those who teach and preach called Elders, and Deacons, those who engage in charitable acts on behalf of the Church.

Ministry and mission are the calling of all in the church. All are called to "Always be prepared to give an answer to everyone who asks you to give the reason for the hope that you have. But do this with gentleness and respect (1 Peter 3:15)." In word and in deed we are all called to proclaim God's Good News to each other in ministry and to the world in mission (James 2:20).

Believers both living and dead wait for the time when God the Son will return to judge the world and establish God's righteous kingdom forever with everlasting life for those who are his (John. 6:47) and everlasting death for those who are not his (2 Th. 1:5-10).

### **The Sacraments**

Under the Covenant of Grace, God established signs and seals of His covenant with his chosen people. In the Law, He gave circumcision and the Passover meal and in the Gospel: baptism and the Lord's Supper. The old signs find their continuation and transformation in the new; the new find their foundation in the old.

The Lord's Supper consists of some of the same elements found in the Passover meal: bread and wine. In the ritual, Christ is remembered as He was the Lamb of God sacrificed for the sins of the world. As Christ said, it is a memorial or remembrance service. And as a continuation of the Passover wherein God showed grace to the Israelites by sparing them from the avenging angel, he shows us grace when we rightly partake in the Lord's Supper.

Baptism is applicable to infants and adults as was circumcision (Gen. 17:12-14, 23-27; Ex. 12:48; Matt. 19:14; Acts 16:15, 33; 1Cor. 1:16). In baptism, the believing community comes together to observe the sign and seal of God's covenant vowing to raise the infant in the Christian faith. As in circumcision so in baptism, the individual enters the community of faith, which is an act of grace. There comes a time when the baptismal vows need to become one's own in faith, an act resulting in being born from above, born again (John 3:3; 1 Peter 1:3, 23). As with all faith, this faith is a gift of God.

### **The Scriptures**

The Scriptures as contained in the Old and New Testaments are the Word of God written. As Paul tells us, "All scripture is inspired by God and is useful for teaching, for reproof, for correction, and for training in righteousness, so that everyone who belongs to God may be proficient, equipped for every good work (2 Tim. 3:16-17 NRSV)." As Scripture attests, God does not speak an uncertain word (Num. 23:19; Is. 40:8; 55:11; Rom. 9:6). If the Scriptures say that something happened however improbable to human thinking, it happened. Therefore, the Scriptures are the infallible guide for faith and practice and inerrant in what is presented.

Praise be to Him who has called us out of sin to His glorious light!

## **Appendix H: General Assembly Commissioners' Reports**

### **Rev. Tom Woodward**

It was not until it was halfway through, that I realized being at the General Assembly is a call from God. The nomination process and election at the December 2007 seemed a formality, where as my experience of the General Assembly opened my eyes to observe more, and to listen with my heart for the beat of life that is present when General Assembly meets.

There are at least three stages of a Commissioners life. The first step is making hotel and airplane reservations. The earlier arrangements are made the better. This was important to my wife and I as we planned to combine vacation time with two of our sons with my attendance at G.A. Cliff Creel was on the ball, e-mailing overtures from the various Presbyteries for my reading beginning in February. When the Office of the General Assembly offered PC.BIZ, an on line access to these documents, I was able to add my notes and ear mark those that I found important. My initial reading was directed to social witness and mission documents. These documents were well written. They could be the basis of adult study in local churches and design outreach programs. I shared my enthusiasm for one titled "An Invitation to Expanding Partnership in God's Mission" in an Epistle article. And I referred members of the Bedford church to another document titled "The Power to Change: U.S. Energy Policy and Global Warming".

General Assembly is an event that demands that you give full attention to what is going on, while at the same time acknowledging that you are going to miss some of the action.

I chose not to buy tickets for the many lunches and breakfasts, except for two. But I made a decision that I would attend a breakfast held by the Witherspoon Society on the first Saturday. It was free, and the pre Assembly information indicated this group is pretty well rounded in its coverage of what will happen. As the week progressed I found myself having conversations with people from that breakfast. Another event was orientation to the new Form of Government. This was helpful, though ultimately the document was referred with comments to a new task force, which will report at the next General Assembly.

Worship plays a critical role at the General Assembly. From the installation of commissioners to the sending of Commissioners to bear witness on the final day, worship brought reflection, expressions of hope, and a sense of unity. Betsy, my wife who was staying in South San Francisco, joined me in worship on Sunday, had lunch with me, and saw an excellent play called "The Name of the Rain." This gave her sense of the General Assembly. Worship was held in two locations on Sunday, with the service being shared when retiring Moderator Joan Grey preached, and when missionary personal, chaplains, and others were recognized for their work. On Tuesday the worship was lead by the Ecumenical Advisory delegates. Archbishop Elias Chacour, Archbishop of Galilee of the Melkite Greek Catholic Church delivered the message. I found myself awed by the presence of the Ecumenical delegates and had my eyes opened to how many ways our denomination is connected with others in witnessing to Christ.

The work of the General Assembly is done in Committees, followed by the whole Assembly acting on the reports of the Committees. Commissioners are randomly selected to fill the Committees. I was assigned to the Committee on Mission Coordination and Budgets. There were roughly thirty items of business to be handled. Prior the Assembly a few members agreed to read the G.A. Minutes. The committee recommended the "Renewed Call to Presbyterian Mission in the World! Dialogue for Our Shared Future" to the General Assembly, middle judicatories, and Sessions. This is an excellent document for PNNE and your Sessions to adopt indicating a commitment to unity in our denomination. The most time consuming work was to form a way for the General Assembly Mission Council and the Presbyterian Foundation could work together in times of disagreement. The Council develops mission programs, and the Presbyterian Foundation provides some of the funds to enable the programs to occur. Other work of the Committee was to approve the special offerings of the denomination, including where these offerings would go. The

committee approved a review process for the agencies that make up the General Assembly Mission Council. The committee approved the Presbyterian Men organization having a seat on the General Assembly Mission Council. Serving on this Committee educated me to the work of the General Assembly Mission Council, and to recognize the excellent leadership we have in Louisville.

From Wednesday afternoon to nearly 11 p.m. Friday night the Assembly met to act on the work of the Committees. Each Committee had some recommendations in a consent agenda. Other items were presented individually for approval. Some of these items were:

The Nominating Committee of G.A. work in selecting ministers and elders to serve on G.A. Committees.

There was discussion on the Heidelberg Catechism and differences with translation in our Book of Confessions when compared to a recent translation. This confession, along with the Belhar Confession, were referred for further study.

An Authoritative Interpretation was passed on how to dismiss congregations to other denominations. This was done to highlight a pastoral and caring way in dealing with congregations that wish to transfer out of our denomination.

There were two key motions on ordination that brought a close vote. The first was a revision for G-6.0106b, what is commonly known as the "fidelity and chastity" clause, and moving the deletion of the Authoritative Interpretations of 1978 and 1979. This was a difficult vote for me because some argue these are "essentials" that must govern who is ordained to office of minister, elder and deacon. The action was approved by 53%. The revision of G-6.0106b will go to the presbyteries for ratification. The Authoritative Interpretation takes place immediately.

All Presbyteries will have before them this Book of Order change and other items of business sent down by the General Assembly for final approval or disapproval. Other material for study includes the Belhar Confession of Faith, and review of the new Form of Government.

I was pleased by the leadership of committees and the moderator and the stated clerk. They maintained order and moved forward, while allowing for the voices of commissioners to be heard. The exhibit hall provided information to Commissioners and observers, providing an opportunity to discuss issues that were important to individuals.

The General Assembly recognized the service of Rev. Clifton Kirkpatrick as Stated Clerk a number of times. After twelve years of service as Stated Clerk he chose to move on to other ministries. He will serve as President of the World Alliance of Reformed Churches, and teach at Louisville Theological Seminary. Official recognition was given Clifton Kirkpatrick during one of our business sessions. A video of his life was shown, and his family, including his daughter Elizabeth who served at Graniteville, were on stage. You could feel the appreciation and warmth of the General Assembly as they recognized him, and you could sense the solidarity of his family who has supported him.

With the retirement of Rev. Clifton Kirkpatrick, the name of Rev. Gradye Parsons was placed in nomination. Three other candidates who were considered for the position were nominated. However Gradye was elected, and with his experience in the office of the Stated Clerk I think the General Assembly made a good choice. Gradye showed his understanding of the office when he told the story of Jesus calming the sea. He said: "Get in the boat, go across the lake, there will be a storm, and you will not die." He learned from a church member in Tennessee that "faith is not a static noun, but an active verb."

The election of a new moderator of the General Assembly was interesting to me. Candidates for the Moderator are endorsed by their Presbyteries, and are elected commissioners. Candidate Rev. Bill Teng from National Capital Presbytery, and Rev. Carl Massa of New Castle Presbytery, were people who I knew in my past. Neither of them was elected.

The Rev. Bruce Reyes Chow was elected Moderator. He is the pastor of the Bay Mission Presbyterian Church in San Francisco, and has a Filipino and Chinese heritage. His congregation

won a Helen Walton award. The Stated Clerk of San Francisco wrote these words in her endorsement letter.

**“He shares the good news of Jesus Christ through a welcoming hospitality to those unchurched and overchurched, and he leads an engaging ministry that addresses the real needs of people on the streets of San Francisco and beyond. The unified support of liberal, moderate, and conservative ministers and elders is a testament Bruce’s proven ability to bridge the theological divide, and shows the high regard they have in him.”**

In his biographical information Bruce made this statement.

**“There is a movement of hope in our church. I am fully convinced that the PC (USA) is in a joy filled transformation. People are excited about ministry, they are engaged in the mission field, and folks are committing their lives to the calling of Christ with grateful passion, thoughtfulness and optimism.”**

Bruce chose the Rev. Byron Wade to be Vice Moderator. The two men have known each other for twenty years, and gave evidence of working together. I think the General Assembly made an excellent choice in their election of these men. Bruce and Byron are around forty years old and are passionate about the church. I think Bruce and Byron can fulfill the theme of their ministries: “Nurtured by the Past, Embracing the Future.”

All service in the Church is a calling to build the body of Christ. I give thanks to the Presbytery for opening the doors to serve as a Commissioner to General Assembly.

The experience gave growth, deepened my conviction that much is good and important in our denomination, and hopefully will continue to nurture my witness to the work of Christ, the head of the Church.

### **Elder Ingrid Cyros**

It has been nearly three weeks since the 218<sup>th</sup> General Assembly and I still have difficulty putting into words what the GA experience was for me. It was a combination of feelings and experiences- some positive, and some not so positive. In many ways it knit together a lifetime of experiences. As I often do, I find metaphor helpful.

The passage and GA theme from Micah 6:8, “... do justice ... love kindness and to *walk* humbly *with your God.*” conjures up for me the image of putting on hiking shoes and journeying up a winding mountain path with God. GA was as challenging as a climb into unknown, uncharted territory. It was more exhausting than I expected and at times seemed daunting. At other times, it was exhilarating as a mountaintop encounter and I was very aware of the presence of Spirit in the midst of the work and connections made with others... God was with me on the path replacing weariness and fear with strength and courage. I can best describe my time at GA as an adventure.

### Our Process

The best part of GA was the chance to participate in the PC (USA) process; More than ever, I appreciate our process for the respectful exchange of varied points of view and the ability to voice opinion (and to listen to opinion voiced), guided by Roberts Rules of Order and our polity. I joined diverse conversations, and I connected to others from as far away as Syria and the Congo. I was stretched to think outside the familiarity of my own experience and frame of mind to “try on” other points of view. Sometimes my mind was expanded and viewpoint was changed in ways that even surprised me.

### The Commissioners’ Resolution

The second positive aspect of my experience was to prepare and to advocate for our Commissioners’ Resolution, a request we made to GA to reimburse the PNNE for up to \$185,000 of legal defense costs. The most rewarding part of this process was to feel the connectional

support of our church system. People became engaged in the PNNE/Londonderry story. Support and empathy was palpable---In a sense, the listeners at GA became part of the story. On the plane out to San Jose, I met a commissioner who later in the week rose in the plenary to voice support of the resolution.

There were many twists and turns in the process of advocating for the resolution. Our resolution was filed on Sunday morning in GA Operations, and by Sunday evening it appeared that the resolution would not go any further. Attached to the decision was the following comment made by the Committee on the Office of the General Assembly (COGA): *“The COGA does not concur in the relief requested by this resolution...The COGA expresses its appreciation to the Presbytery of Northern New England for its care of the loyal continuing congregation in Londonderry and its faithful defense of this important constitutional principal...The whole church owes all those presbyteries, including Northern New England, gratitude for their faithfulness....”* But, bottom line, the COGA did not support the funding of this item.

It was to our great surprise on Tuesday morning that PNNE's resolution still had a life and it was referred to the Assembly Committee on General Assembly Procedures. I was given 4 minutes to advocate in front of the committee, and by a vote of 37 to 5 it was recommended it to the Assembly for approval. I had one minute to speak to the resolution on the floor of the Assembly and the Plenary voted: 395 approved/

286 disapproved/ 9 abstained. The item was amended to establish “that the Office of the General Assembly establish and promote an Extra Commitment Opportunity (EOC) account that will be the source of this support...” The effort paid off, and I am grateful for the sustaining support of Cliff, Doc, Tom, Tabatha and Nick.

### FOG

The main focus of my work at the GA was as a member of the Form of Government Committee (FOG). The work of this committee was intense and we rarely broke before 10:00 or 11:00 in the evening. At times it felt that we had nearly impossible task to consider, in a matter of just a few days, which was whether or not to recommend approval of the proposed Form of Government (nFOG). (Approval at GA would have sent the FOG to Presbyteries for vote for or against replacing PC (USA)'s current Book of Order with the new one.)

Our committee considered the new FOG which had been prepared and recommended by a task force created by the GA in 2006. We also had a pile of 15 overtures to consider, most of which suggested that there had not been enough time for Presbyteries to consider the nFOG, and the implication of the changes. We listened, for two days, to advocates and other concerned parties who voiced concerns over aspects of nFOG--- Not a single person spoke in favor of the proposed FOG! Many comments were made with regard to timing (not enough time for Presbyteries to consider in advance of GA), and others with respect to changes that would affect minority groups, validated ministries, interim ministries, and the Permanent Judicial (PJC) process. Some questions centered on the relationship of the new “Foundations” section to “Form of Government” section.

In the end, the Assembly passed a FOG committee action which refers the revised FOG and recommendations to the Presbyteries for “a period of consultation and study with churches and presbyteries through a system designed and implemented by the FOG Task Force and members of the 218th General Assembly Committee on FOG Revisions. A new expanded Task Force will be established to create a means and process to accomplish the study so that the church will be better prepared to vote on the revisions at the next GA, in 2010. Stay tuned, your involvement will be requested.

### Lessons Learned

Personally, the most challenging aspect of GA was a more heightened sense that there are walls and divisions within our church that may not diminish but grow. I was profoundly saddened when one of my favorite fellow committee members did not stay for the completion of the assembly once the vote was taken on G-6.0106b. The impact of her decision on me amounted to the

immediacy of one sentence---The body feels very broken. At that moment, I felt helpless (to console) and confused. I wondered, "What about mutual forbearance ---patience, and bearing with one another in Christian love?" For my Biblical understanding of the church is that the church is the body of Christ and our Christian life flows together from God. God has united us in one body; our connection and unity is the act of God and not of ourselves. As C.S. Lewis once observed and explained to a friend, the church is that body "in which all members however different...must share the common life, completing and helping one another precisely by their differences." I believe that church connectionalism by its very nature implies that we are one body with diverse parts, "joined and knitted together by every ligament with which it is equipped, as each part is working properly, promotes the body's growth in building itself up in love." (Ephesians 4:14-16) I continue to grieve over her departure...and what it represents.

As I journey forward from the 218<sup>th</sup> GA, and as much as I would like to think that I have reached my destination, I realize that my journey continues. There is much to process (personally and collectively), and to interpret from the assembly actions and experience. I know that God accompanies us on the paths we travel. If we journey forward with open hearts and open minds and with the kindness and humility of Micah, God will replace brokenness, weariness and fear with strength, courage, and hope.

### **YAD Tabitha Karanja**

I arrived at San Jose California for the 218<sup>th</sup> General Assembly Friday, June 20.

I got there in time for the antiracial campaign. We read Isaiah 65:17-25 and listened to different speakers on personal racial abuse. The first speaker was African American. He was very intelligent and talked of oppression as a black man. He used words I could vaguely understand. A speaker of Hispanic descent, currently a seminar student, used phrases like "I don't understand why, I am who I am," and then recited her whole name. Many speakers followed, first a Native American, a middle eastern and then a Korean. It was a shame that when we discussed racism in our confined tables, most of us admitted to its existence but proposed no possible cure.

On that night, just like any other night, we had YAD (Youth Advisory Delegate) caucus and worship. At Caucus, we reflected on what we had done all day, listened to speakers from different organization and worshiped. Worship was always interesting. We sang contemporary songs as opposed to hymns. Worship at caucus followed the same tone except for midweek when we sang slow and moving songs like "sanctuary." At the end, we were all just so emotional. I talked to my friend, who later told me in the elevator that he found God in that worship. He said all you have to do is, "love."

The assembly also prepared a daily worship service for everybody. The Sunday worship was at two different places but they connected through media; when the moderator spoke at one service, the other could see him at the big screen. It had the longest communion table I have ever seen. I loved the procession of the pastors and the choir that had hit songs with elevated pitches. My friend tried to emulate or even sing along with the choir but it was so funny when he could not. On Monday, worship was at 6.45 pm. The parson was captivating. He preached about people finding a "thin place" where they connect with God. If I was to assess all the worships I attended at GA, Wednesday worship was my favorite one. The music was typical hymns that we were expecting but the preacher was great. He talked about the struggle of Israel and Palestine and how he was a Palestinian living in Israel. His passion made him great.

Plenary sessions were nice and long. They encompassed many monotone and heavy discussions. It got to a point that the stated clerk asked the assembly to get up and stretch and soon the moderator emulated. We discussed things that were controversial. Sometimes people were tired and called to question on everything. Other times many people stood up and only a few were allowed to speak. The GA plenary hall was massive. The commissioners sat with their YADs and then the observers sat in the back. The assembly started at noon and most likely ended at 9.00 or 10.30pm. The introductory sessions were on Friday and the heavy-duty work from the committees was assessed on Wednesday to Friday. There was a point where most YADS had no clue and voted to abstain and other times where we were divided, outnumbered on

either sides. The most controversial was the LGBT ordination overture. I think each microphone had about five people lined up to speak divided on either side. Someone called to question terribly early. It passed. It was very emotional. We had a moment of discernment and prayed. We voted to appease both sides of abortion, adopted the FOG, ordained LGBT people, not to redefine marriage, start dialogue with Muslims, approved the Moravian covenant, and approved the Youth video for youth at our church. We elected our stated clerk and moderator and many more. I will say it was more than I anticipated.

## **Appendix I: Minimum Compensation of Parish Ministers**

Congregations of the Presbytery of Northern New England shall adhere to the following practices when setting compensation for parish minister:

*Effective Dates:* All calls and contracts extended after 13 September 2008 shall conform to these requirements. Calls and contracts currently in effect shall be brought into conformance on 1 January 2009, or the anniversary of the current contract, if later.

*Minimum Effective Compensation (cash salary, manse/housing allowance and deferred compensation) for full-time calls:*

<u>Experience Level</u>	<u>Amount</u>
First Ordained Call	\$35,896
1-5 Years of Service	\$37,150
5-10 Years of Service	\$38,070
10-15 Years of Service	\$38,684
15+ Years of Service	\$40,166

*Vacation:* Ministers shall receive a minimum of four weeks of paid vacation annually.

*Study Leave and Allowance:* Ministers shall receive a minimum of two weeks of paid study leave annually. The congregation shall reimburse the minister for at least \$750 of vouchered study leave expenses per annum. Study leave time and expenses may accumulate for up to three years without loss.

*Sabbatical Leave:* See Sabbatical Leave Policy.

*Self Employment Tax:* Congregations shall contribute fifty percent of the Minister's Self Employment Tax (Social Security) for any minister who participates in Social Security. (Note: Tax is paid on Effective Salary—cash + housing—and is taxable income to the minister).

*Travel Allowance:* Congregations shall reimburse the minister for vouchered travel at the mileage rate currently authorized by the IRS.

*Professional Expenses:* Congregations shall, after consultation with the minister, include in their annual budgets a maximum amount of professional expenses, to be reimbursed upon presentation of a voucher and receipts. (Professional Expenses include such items as books, memberships, and business entertainment.)

*Policy Review:* The Committee on Ministry shall review this policy and report its findings and recommendations for adjustments to the amounts set forth herein to the Presbytery annually.

*Local Factors:* In determining appropriate levels of remuneration, congregations are encouraged to take into consideration the economic factors in the area served by the ministry, including, but not limited to: standard of living, cost of living, and pay levels in the local school districts.

**Appendix J: Terms of Call**

Terms of call data has been removed from the minutes posted on the web for privacy. The information is included in the official minutes. Contact the Stated Clerk for more information.

**Appendix K: Attendance Roll****Summary**

Category	Number in Attendance
Minister Members	29
Elder Commissioners representing churches	24
Other Voting Elders	10
Non-Voting	19
<b>Total Attendance</b>	<b>82</b>

**Voting Elders Except Church Commissioners**

Elder Category	Num Pres.	Names
Presbytery Officers	3	Cliff Creel (Stated Clerk), Bob Smith (Treasurer), Darryl Johnson (Vice Moderator)
Standing Committee Chairs	1	Dave Stoner
Council Members	5	Jean Beaulieu, Ken Wolvington, Jenny Stoner, Bruce Andrews, Shirley Reese
Commissioned Lay Pastors	1	Richard Hunt
Presbyterian Women Moderator	0	
Certified Christian Educators	0	
<b>Total</b>	<b>10</b>	

**Non-Voting Attendance**

Category	Num	Names
Non-voting Elders	10	Patricia Fitzgerald (Barnet), Eleanor Denko (Graniteville), Joanne Hardy (Hartford), Leonard Doolan (Eliot), Donald Jones (Eliot), Darnall Burks (Nashua), Marilyn Burks (Nashua), Ingrid Cyros (Newburyport), Gary N Lattime (Newburyport), Patricia Moffett)
Inquirers and Candidates	1	David Medeiros (Londonderry),
Corresponding Members	3	Rev. Phil Gehman (Board of Pensions, Salem Presbytery), Rev. David Jones (Austin Seminary, New Covenant Presbytery), Rev. Stephen Hastings (United Churches of Christ)
Registered Guests	4	Marilyn Flowers (Graniteville), John Gibson (Eliot), Ann Peck (Topsham VT), Marlyn McGregor
Youth Advisory Delegate (YAD)	1	Tabitha Karanja (Eliot)
<b>Total</b>	<b>19</b>	

**Ministers Present**

Barker, Carol Ann	John, Rob	Strand, Constance A
Burgess, Lynn	Lape-Freeberg, Amanda	Stuart, Jim
Cabaness, Jack	Linder, Charles	Tedrow, Tricia
Cook, Catherine	MacKellar, James	Van Gombos, Nicholas
Hagy, Karen	Markman, Eric	Weatherhogg, Tracy
Hardy, George H	McGregor, Bill	White, Dwight
Hastings, Philip M	Moffett, Blair	Wiley, David
Henry, John	Mokkosian, John	Woodward, Tom
Hett, Dennis	Moningka, Herby	Wyatt, Richard
Hilton-Van Osdall, Carl	Strader, Rebecca	

**Ministers Excused**

Bass, Brendon	Lewis, David
Booth, Ralph	Row, Stephen
Crocker, Richard	Vanderlinden, Allison
Hoppe Hugo, Diane	Wendorf, Mark
Howe, Peter	Zaragoza, Ted

**Non-Retired Ministers Absent**

Akoa-Mongo, Francois K	Quinlan, Stephen J
Bayley, Robert G	Rivera, Isaias
Boyce, Peggi K	Sam, Thysan
Brown, Michael	Sanner, Richard E
De Melo, Glauceo Tavoires	Shook, Charles H
Dyson, Mia Q	Walker, Daniel
Ellison, Marvin M	Westfall, Mary Elizabeth
Emery, Julie	Wigall, Steven R
Findley, Aaron	Woodland, Robert N
Hilton-Van Osdall, Gina	Young, Jeffrey M
Hunsinger, George	
Koop, Norman A	
Laidlaw, Jon Michael	
Kwang Bin, Lee	
McDowell, Martha R	
Merrill, Robert	
Mumbui, Karimi	
Planting, Charles Scott	

**Elder Church Commissioners**

Church	Num Allow	Num Attend	Names
Antrim NH, First	2	0	
Barnet VT	2	0	
Barre VT, First	2	1	Roxanne Casadonte
Bedford NH	3	2	Sharon Cowen, David Dickey

<b>Church</b>	<b>Num Allow</b>	<b>Num Attend</b>	<b>Names</b>
Burlington VT, Christ	1	1	Barbara Emerson
E. Craftsbury VT	2	2	Victoria Von Hessert, John Weaver
Farmington ME, Fairbanks Union	2	0	
Graniteville VT, First	1	1	Karen Cox
Hartford ME, Community	1	1	Thomas Hamilton
Haverhill MA, First	2	1	Shannon Croteau
Kennebunk ME, St. Andrews	1	0	
Lawrence, MA – El Tabernaculo de Adoracion y Musica	1	0	
Leeds ME, Community	2	0	
Litchfield NH, Community	2	0	
Londonderry NH	2	0	
Lowell MA, Eliot	2	2	Cathy Gibson, Susan Jones
Lowell, MA, Ushindi Fellowship	2	0	
Manchester NH, First	1	1	Paul McCay
Nashua NH	2	2	Rita Kirk, Bill Odom
New Boston NH	2	0	
New London NH, Kearsarge	2	2	Don Wright, Polly Wright
New Portland ME	1	0	
Newburyport MA, Old South	1	1	Jeanine Cunningham
North New Portland ME	1	0	
North Turner ME	1	0	
Portland, ME, Sudanese Fellowship	1	1	Geng Biel
Rochester NH, Marturia	2	0	
Ryegate VT	2	1	Jean White
South Ryegate VT	1	0	
Starks ME, UCPC	1	0	
Topsham ME, Mid-Coast	2	2	Paul Brown, Richard Reese
Topsham VT	1	1	Bruce Peck
Wales ME	2	0	
Windham NH	2	2	Patrick Scholten, Sue White
<b>TOTAL</b>	<b>55</b>	<b>24</b>	