

**PRESBYTERY OF CINCINNATI
STATED MEETING
Madeira-Silverwood Presbyterian Church
February 24, 2018**

CALL TO ORDER

The Rev. Robert Young, moderator, convened a stated meeting of the Presbytery of Cincinnati at Madeira-Silverwood Presbyterian Church, in Cincinnati, Ohio on Saturday, February 24, 2018 at 9:02 a.m. with prayer.

FORMATION OF THE ROLL AND DECLARATION OF QUORUM

The roll was formed as presbyters and guests registered (attachment). Informed by the stated clerk, the moderator declared a quorum was present.

INTRODUCTION OF NEW PRESBYTERS AND GUESTS

Members of the presbytery introduced and welcomed new presbyters and guests, including the Rev. Dr. Joan Gray, moderator of the 217th General Assembly (2006-2008).

CORRESPONDING MEMBERS

MOTION PREVAILED to seat the Rev. Joan Gray (Cherokee Presbytery) as a corresponding member.

WELCOME

The Rev. Thomas Sweets (pastor, Madeira-Silverwood) extended greetings with Psalm 103:1-5 on behalf of the hosting congregation.

AGENDA

MOTION PREVAILED to adopt as presented the agenda of “worshipful work” in which the presbytery's work of discernment, decision making, and fellowship is conducted within the context of worship.

CONSENT AGENDA

MOTION PREVAILED to approve the consent agenda, which included the following reports and action items contained therein:

- Minutes and Roll
- Interim Stated Clerk
- Minutes of the Presbytery Council
- Committee on Ministry, Part 1
- Committee on Preparation for Ministry
- Trustees

MINUTES AND ROLL
(action approved in consent agenda)

ACTION

APPROVED the minutes and roll of the November 14, 2017 stated meeting, and the January 9, 2018 called meeting of the presbytery as distributed.

INTERIM STATED CLERK

The Rev. Erwin Goedicke
(received in consent agenda)

INFORMATION

Voting Privilege for Elders who are Former Moderators

In accordance with the presbytery's bylaw regarding former moderators, the following ruling elders have requested and are therefore granted presbytery membership for this year:

Lynwood Battle (Kennedy Heights)
Patricia Brown (Kennedy Heights)
Ron Cowgill (Sycamore)
Rob Heidenreich (Covenant-First)
Mary Ann Jacobs (St. John's Westminster)
John Kleier (Community of Faith)
David Legg (Mt. Washington)
Becky Lindsay (Community of Faith)
Ruth Martin (Mt. Washington)
Jill Moormann (Knox)
Nancy Schmidt (Pleasant Ridge).

William Brown (Kennedy Heights), Marilyn Dunn (Knox), Patsy Gaines (Wyoming), Donald Lincoln (Northminster), and John Plattner (Knox) do not plan to attend presbytery meetings this year and therefore do not have presbytery membership; they remain eligible for membership in future years.

Permanent Judicial Commission Roster

As D-5.0206b requires to be reported annually, the following is the roster of PJC members whose terms expired within the past six years.

Class of 2016: Kristin Moore (teaching elder)
Nancy Ross-Zimmerman (teaching elder)
Nancy Schmidt (ruling elder, Pleasant Ridge)
Class of 2014: Lynn Hailey (ruling elder, Mt. Auburn)
Kevin Waters (teaching elder)
Class of 2012: Todd Bacon (ruling elder, Montgomery)
Karen Ginn (ruling elder, Lakeside)

Celebration of the Lord's Supper

On Saturday, February 3, 2018, the Presbytery Youth Connection celebrated the Lord's Supper at the Mt. Washington Presbyterian Church. The Rev. Ashley Goff of the Church of the Pilgrims (National Capital Presbytery, Washington D.C.) presided. 21 youth and adults were served by intinction.

COMMITTEE ON MINISTRY
 The Rev. James Goff, chair
 (received in consent agenda)

INFORMATION

The Committee on Ministry has taken the following actions on behalf of the presbytery:

Validated Ministry

REQUESTED a call for a special Presbytery meeting Tuesday, January 9, 2018, to examine **Hailey Malcolm** for ordination to the Ministry of Word and Sacrament (Teaching Elder) and to validate her call to ministry as Chaplain and Chaplain Research Fellow at Children’s Hospital Medical Center of Cincinnati.

Pastoral Relationships

RENEWED the covenant for the Rev. Dr. **Deb Uchtman** to serve part-time (24 hours/week) as stated supply and moderator of the session of **Bethel-Murdoch Presbyterian Church** for a period of five years beginning October 17, 2017. This agreement shall be reviewed annually by the session and COM throughout the term. This agreement may be terminated upon 30 days written notice by the temporary supply or the session. Terms:

<u>Effective Salary</u>		<u>Vouchered Reimbursable Expense Allowances</u>	
Salary	\$0	Auto mileage at IRS maximum rate	Actual
Housing	\$28,131.23	Continuing education	\$1,000
<u>Other Terms</u>			
Full Pension/Major Medical Dues			
Vacation	4 weeks		
Study Leave	2 weeks		

RENEWED the covenant for the Rev. **Troy Bronsink** to serve part-time (16 hours/week) as stated supply and moderator of the session of **Bond Hill Presbyterian Church** for the period of one year beginning February 1, 2018. This agreement may be terminated upon 30 days written notice by the temporary supply pastor or the session. Terms:

<u>Effective Salary</u>		<u>Vouchered Reimbursable Expense Allowances</u>	
Salary	\$0	Auto mileage at IRS maximum rate	Actual
Housing	\$18,000	Continuing education	\$600
<u>Other Terms</u>			
Vacation			
	4 weeks		
Study Leave			
	2 weeks		

APPROVED the invitation for the Rev. **Barbara Teserero**, to serve full-time as interim associate pastor of **Mt. Washington Presbyterian Church**, for a period of one year beginning January 15, 2018. This agreement may be terminated by the teaching elder or the session with 30 days’ written notice. Terms:

<u>Effective Salary</u>		<u>Vouchered Reimbursable Expense Allowances</u>	
Salary	\$43,000	Auto mileage at IRS maximum rate	Actual
Housing	\$22,000	Continuing education	\$2000
		Professional expenses	\$1000

- continued -

Other Terms

Full Pension/Medical Plan Dues	
Vacation	4 weeks
Sick Leave	20 days
Study Leave	2 weeks

RENEWED the agreement for Ruling Elder **Norine Behm** (member, Winchester) to serve part-time (24 hours/week) as Commissioned Ruling Elder in pastoral service and moderator of the session at **Cherry Fork Presbyterian Church** for the period of one year, beginning December 1, 2017. Further, continue the presbytery's authorization for her to perform the following functions for the congregation: administer the Lord's Supper and the Sacrament of Baptism, perform a service of Christian marriage when invited by the session and allowed by the state; and to have voice and vote in meetings of the presbytery. With the concurrence of the presbytery, this agreement may be terminated by either party with 30 days' written notice. The Presbytery may terminate the relationship at any time. Terms:

<u>Effective Salary</u>		<u>Vouchered Reimbursable Expense Allowances</u>	
Salary	\$0	Auto mileage at IRS maximum rate	Actual
Housing	\$13,995	Continuing education	\$1,000
<u>Other Terms</u>			
Vacation	4 weeks		
Study Leave	2 weeks		

RENEWED the covenant for Ruling Elder **Sandra Fox** (member, Crestview) to serve part-time (24 hours/week) as Commissioned Ruling Elder in pastoral service and moderator of the session at **Eastminster Presbyterian Church** for a period of one year, beginning January 1, 2018. Further, continued the presbytery's authorization for her to perform the following functions for the congregation: administer the Lord's Supper and the Sacrament of Baptism, perform a service of Christian marriage when invited by the session and allowed by the state; and to have voice and vote in meetings of the presbytery. With the concurrence of the presbytery, this agreement may be terminated by either party with 30 days' written notice. The Presbytery may terminate the relationship at any time. Terms:

<u>Effective Salary</u>		<u>Vouchered Reimbursable Expense Allowances</u>	
Salary	\$11,710	Auto mileage at IRS maximum rate	Actual
Housing	\$11,804	Continuing education	\$500
<u>Other Terms</u>			
Vacation	4 weeks		
Study Leave	2 weeks		

Retirements

DESIGNATED

- the Rev. **James DiEgidio** as honorably retired effective February 1, 2018.
- the Rev. **Gary Hartoin** as honorably retired effective February 1, 2018.

Session Moderators

APPOINTED

- the Rev. **Jeff Colarossi** as Moderator at **Third Presbyterian Church** effective January 9, 2018.

- the Rev. **Jana Reister** as Moderator of **Cranston-Memorial Presbyterian Church** effective January 9, 2018.
- the Rev. **Ruth Dunn** as Moderator of **Georgetown Presbyterian Church** effective January 9, 2018.

Pulpit Supply Policy

CONCURRED with the invitation of session for extended pulpit supply (per presbytery policy)

- for **Hailey Malcom** to supply the pulpit of **Mowrystown Presbyterian Church**, February 18 – April 8.
- for the Rev. **Jackie Pinkowski** to supply the pulpit of **Immanuel Presbyterian Church** (February 18 – April 8).

Norwood Presbyterian Church

The final worship service at Norwood Presbyterian Church was Sunday, February 4.

COM and Congregations in Transition

Completed entrance examinations and fitness interviews with potential candidates for congregations in a search process.

Approved Ministry Information Forms (MIF) for congregations in a search process.

Record of Other Service

The Reverend Richard Jones has received a call to serve the Fleming Road United Church of Christ in Cincinnati (Finneytown).

COM Policy

Approved a policy for a covenant of closure to be signed by ministers who seek to be designated as honorably retired.

Healthy Congregations Training – Second in a Series

Sponsoring the “Facilitating Healthy Pastor-Congregation Relationships” workshop, March 23-24 at Richwood Presbyterian Church, facilitated by Richard Blackburn of the Lombard Mennonite Peace Center. Registration forms are available on the Presbytery website.

COMMITTEE ON PREPARATION FOR MINISTRY

The Rev. Edward Goode, chair
(received in consent agenda)

INFORMATION

The Committee on Preparation for Ministry has taken the following action on behalf of the presbytery:

ENROLLED Salvador Leavitt-Alcantara (member, Mt. Auburn) as an inquirer in the ordination process, after meeting with Mr. Leavitt-Alcantara and with the session of Mt. Auburn Presbyterian Church.

Ordination Process

Updating specific policies and procedures for the ordination process with information for individuals, sessions and the presbytery as a whole to be forwarded to the presbytery for approval in coming months.

Candidates for Ordination

Received several informal contacts from sessions and people expressing an interest in entering the Teaching Elder ordination process as well as the CRE process and will meet with those individuals and sessions in the coming months.

David Annett has successfully passed all of his ordination exams and we will be working with him in the coming months on next steps.

TRUSTEES

Elder Robert Heidenreich, chair
(received in consent agenda)

INFORMATION

Investment Policy

Implemented the revised Investment Policy Statement approved by presbytery in November and contracted with RiverPointe Capital Advisors to provide professional investment management services for the Presbytery's investment funds.

Presbytery Office

Approved \$5,500 for the purchase of new carpeting for the Presbytery offices which was installed in December.

Insurance

Purchased \$4 million in additional umbrella insurance from GuideOne for the Presbytery and will host an insurance workshop at the May Presbytery meeting to review insurance best practices. It is critical that congregations always add the Presbytery as an additional insured party whenever the church building is leased to outside tenants (day care programs, other churches, etc.) and that the Trustees are provided evidence of the required insurance.

Financial Reports

Received the 2017 Per Capita report, and the 12/31/2017 internally prepared financial statements. The presbytery has collected approximately 95% of the assessed per capita from its member congregations.

Will solicit proposals from accounting firms to complete the annual reviewed financial statements for the presbytery later this spring.

WORSHIP OF GOD

The assembly was called to worship by the moderator with a responsive reading of Psalm 95. Following a prayer of confession led by Elder Robert Sullivan, the singing of the hymn, *I Love to Tell the Story*, the reading of Scripture from John 14:12-14 and Acts 2:14, the Rev. Joan Gray

preached a sermon on “Why We Need Spiritual Leaders,” reminding the body that “the Church and Christian leadership is not meant to be an exercise in rowing,” but is to be powered by the wind of God’s Spirit.

WORKSHOPS

The assembly recessed to the following 12 workshops for officers and leaders of the churches of the presbytery:

- Administrative Ministry: Stewarding the Significant resources of People and Money
- Boundaries Training for Church Leaders
- CARE: An Awesome Blessing or an Awkward Burden?
- Christian Stewardship and Giving in the 21st Century
- Creating a Culture of Testimony in your Congregation
- Experiential Holy Week Worship
- How to Have a Difficult Conversation in the Body of Christ
- Networking in Your Community
- The Nuts and Bolts of Being an Elder
- Ruling Elders as Spiritual Leaders
- PERCEPT for Mission and Evangelism
- Pursuing Earth Care: Ideas and Strategies for Churches

WORSHIP OF GOD

The assembly regathered to receive an offering, of \$1,562 designated to PC(U.S.A.) Mission Co-Workers the Rev. Michael and Rachel Ludwig, who serve in Niger and were introduced to the presbytery through a video, followed by the singing of the Doxology and a prayer of dedication.

PRESBYTERY COUNCIL

The Rev. Lisa Stenner, Chair

INFORMATION

Council announced a new guidelines and process for Local Mission Partnership Grants.
(APPENDIX A)

EVALUATE AND IMAGINE TEAM

Members of the team presented a written report (APPENDIX B); summarized the work they have done; presented recommendations of a new mission statement, mission goals, priorities, and a strategy to implement the recommendations; and invited the presbytery to prayerfully review and the report and choose to participate in one of 5 scheduled Imagination Conversations. The EAIT plans to request a called meeting of the presbytery in April to approve their final report and take next steps to implement the recommendations.

NORWOOD ADMINISTRATIVE COMMISSION

NAME, Chair

After reviewing the report of the administrative commission (APPENDIX C), the presbytery took the following action:

DISSOLVED the Norwood Presbyterian Church, effective February 28, 2018 (as requested by the session at its October 11, 2017 meeting; further, AUTHORIZED the Interim Stated to Clerk

- to receive session records and maintain them in the appropriate manner
- grant letters of dismissal to members whose names are still on the roll up to one year after the congregation has been dissolved,
- communicate with the Office of the General Assembly and the State of Ohio that Norwood Presbyterian Church has been dissolved and ceases to exist as a not-for-profit corporation.

AFFIRMATION OF FAITH

Elder Susan Werner (Norwood) led the presbytery in affirming the faith of the Church with the words of the Apostles' Creed.

MEAL, TABLE FELLOWSHIP, WORKSHOPS

Following a prayer of thanksgiving for lunch by the Rev. Thomas Sweets, the assembly recessed to share fellowship and a meal provided by the host congregation and a second session of the equipping workshops offered in the morning. The assembly then reconvened for additional business.

COMMITTEE ON MINISTRY

The Rev. James Goff, chair

ACTION

RENEWED the agreement for the Rev. **Jerry Hill** (United Methodist) to serve as Stated Supply pastor at **Oak Hills Presbyterian Church** for a period of one-year, with the following terms, to be effective January 1, 2018. This agreement may be terminated upon 30 days written notice by the pastor or the session. Terms:

<u>Effective Salary</u>		<u>Vouchered Reimbursable Expense Allowances</u>	
Salary	\$1	Auto mileage at IRS maximum rate	Actual
Housing	\$23,999	Continuing education	\$625
<u>Other Terms</u>			
UMC Clergy – Retired			
Vacation	4 weeks		
Study Leave	2 weeks		

RENEWED the invitation for the Rev. **David Choate**, to serve as full-time Interim Pastor of the **Batavia Presbyterian Church**, for a period of six months beginning February 15, 2018. This agreement may be terminated by the teaching elder or the session with 60 days' written notice.

Terms:

<u>Effective Salary</u>		<u>Vouchered Reimbursable Expense Allowances</u>	
Salary	\$15,490	Auto mileage at IRS maximum rate	Actual
Housing	\$6,037	Continuing education	\$1000
Medical Deductible \$400		Professional expenses	\$50
<i>- continues -</i>			

Other Terms

Full Pension/Medical Plan Dues	
Vacation	4 weeks
Sick Leave	20 days
Study Leave	2 weeks

RENEWED the invitation for the Rev. **Steve Garstad**, to serve full-time as interim pastor of the **First Presbyterian Church of Glendale**, for a period of one year beginning March 1, 2018. This agreement may be terminated by the teaching elder or the session with 30 days' written notice. Terms:

Effective Salary

Salary	\$49,980
Housing	\$24,050
	incl. utilities
Medical Deductible	\$730

Vouchered Reimbursable Expense Allowances

Auto mileage at IRS maximum rate	Actual
Continuing education	\$2000
Professional expenses	\$3122

Other Terms

Full Pension/Medical Plan Dues	
Vacation	4 weeks
Sick Leave	20 days

RENEWED the agreement for the Ruling Elder **John Robson** (member, Dayton KY) to serve part-time (24 hours/week) as Commissioned Ruling Elder in pastoral service and moderator of the session at **Winchester Presbyterian Church** for the period of one year, beginning January 1, 2018. Further, continue the presbytery's authorization for him to perform the following functions for the congregation: administer the Lord's Supper and the Sacrament of Baptism, perform a service of Christian marriage when invited by the session and allowed by the state; and to have voice and vote in meetings of the presbytery. With the concurrence of the presbytery, this agreement may be terminated by either party with 30 days written notice. The Presbytery may terminate the relationship at any time. Terms:

Effective Salary

Salary	\$0
Housing	\$13,995

Vouchered Reimbursable Expense Allowances

Auto mileage at IRS maximum rate	Actual
Continuing education	\$1,000
Professional Expenses	\$100

Other Terms

Vacation	4 weeks
Study Leave	2 weeks
Mentor:	Jim Goff

DISSOLVED the relationship between the Rev. **Ed Kahl** and the **Calvin Presbyterian Church**, Amelia, effective March 31, 2018, at the request of the congregation made at a congregational meeting held February 4, 2018.

DESIGNATED commissioned ruling elder **Robert Northcutt** (member, Beecher) as moderator of the **Cleves Presbyterian Church**, for a period of one-year, effective March 1, 2018.

INFORMATION

Pulpit Supply

Per presbytery policy, the COM has concurred with the requests of the sessions

- for the Rev. **James Brazell** (HR) to supply the pulpit at **Calvin Presbyterian Church** April 1, 15, 22, 29, 2018.
- for the Revs. **Robert Clary** (HR) and **Patricia Clary** (HR) to supply the pulpit at **West Cincinnati Presbyterian Church**, Sundays, February through May 2018, as available.

Dissolution of the Relationship at Wyoming PC

The Presbyterian Church of Wyoming congregational meeting to act on the request for dissolution between PCW and the Reverend Dr. Edward Goode occurred after the February 2018 Committee on Ministry meeting, and therefore their request will be considered at the March 2018 COM Meeting. As the way be clear, the COM will also act on the request of the session of PCW to invite into temporary pastoral service the Reverend Chris Torrey-HR to serve as Temporary Supply for a period of time.

Current and Future COM

COM begins its meetings with Bible study led by the COM Moderator and includes training at each meeting. 2018 Major Initiatives include review of COM procedures and policies with the goal of completing a COM Handbook; strengthen the review process for renewal of all contracts and covenants related to temporary pastoral service, behavior-based interview training for fitness/entrance examinations; and review of the CRE compensation standards. The COM is developing experiential education and community building to support a group of self-selected motivated pastors/minister members who wish to participate in a pilot program in summer 2018, in addition to hosting the quarterly "Preaching Lab" with the Reverend Dr. Ronald Allen.

COMMITTEE ON CHURCH ORDER

The Rev. James Brazell, Chair

INFORMATION

Review of Session Minutes

On behalf of the presbytery, the Committee on Church Order has completed the review of minutes of the sessions of the presbytery and has reported its results (APPENDIX D).

During the remainder of calendar year 2018, the Committee on Church Order will conduct review of only 2017 session minutes and registers on behalf of the presbytery. In April 2018, a revised worksheet along with dates and location for reviews will be emailed to the Clerk of Session and Moderator of each congregation in the Presbytery and will also be posted on the Presbytery website and included in the weekly electronic newsletter, *The Cincinnati Sampler*.

ACTION

MOTION PREVAILED to forward the following overture to the 223rd General Assembly (2018); further, APPOINTED the Rev. Nancy Kahaian overture advocate and the Rev. Deborah Uchtman

and elder Rebecca Lindsay as alternate overture advocates.

On Appointing an Administrative Commission for the Synod of the Covenant

The Presbytery of Cincinnati overtures the 223rd General Assembly (2018) of the Presbyterian Church (U.S.A.) to establish an Administrative Commission to address disorder in the Synod of the Covenant, as provided in G-3.0109b(5) of the *Book of Order* and Standing Rule K.2. of the *Manual of the General Assembly*. The Commission, which shall consist of not fewer than seven (7) persons appointed by the Moderator (or Co-Moderators), shall:

1. Conduct Special Administrative Review (G-3.0108b; Standing Rule K.2.) for the purpose of inquiring into and settling the following allegations of disorder:
 - a. Failure to determine a satisfactory method to fulfill the principles of participation and representation found in F-1.0403 and G-3.0103 in proposed amendments to the by-laws of the Synod, or adequately to consult with the presbyteries and racial-ethnic caucuses of the Synod in the preparation of said by-laws;
 - b. Failure to adequately support the ministry and mission of its presbyteries as they seek to support the witness of congregations (G-3.0401);
 - c. Failure to adequately facilitate communication with and among its presbyteries (G-3.0401a);
 - d. Failure to adequately exercise pastoral care among its presbyteries in order that the synod may live in the unity represented in the Sacraments (G-3.0401b);
 - e. Conflict between the Synod Executive and the Racial-Ethnic Caucuses of the Synod, and with the Cabinet on Ethnic Church Affairs of the Synod;
 - f. Loss of trust and mutuality between the Synod and its constituent presbyteries;
 - g. Loss of trust and mutuality between the Synod Executive and multiple presbyteries of the Synod;
 - h. Loss of trust and mutuality between the Synod Executive and the elected and/or administrative leadership of multiple presbyteries of the Synod.
2. In its exercise of Special Administrative Review, and in consultation with the Personnel Services Committee of the Synod, conduct a comprehensive performance review of the Synod Executive, including feedback from Commissioners, Synod Staff, Racial-Ethnic Caucuses, Presbyteries, Presbytery Executives, and others as it may determine helpful to its task; and to direct the Synod regarding the remediation of performance deficiencies, which may include recommendation to terminate employment if it deems the mission of the Synod imperatively demands it.
3. Have full authority to enforce the findings and recommendations of its Special Administrative Review, granting fair notice and an opportunity to be heard to all parties. The process for termination of employment, if recommended, shall conform to the Personnel Policies of the Synod in effect at the time the request for Special Administrative Review was initially filed.
4. Refer to judicial process any irregularities or offenses it may discover in the conduct of its review that cannot be remedied through administrative review.

RATIONALE

The Synod of the Covenant is experiencing serious conflict and dysfunction. At its August 2017 Synod Assembly, amendments to the Synod By-Laws were introduced which would have the

effect of disempowering and marginalizing the racial-ethnic caucuses of the Synod from the decision-making processes of the Synod. These by-laws were constructed and presented with little, if any, consultation with the persons directly affected, and with no consultation with the presbyteries of the Synod. The given rationale was that “When a synod meets, it shall be composed of commissioners elected by the presbyteries” (G-3.0401), disregarding the Synod’s obligation stated in the very same paragraph, “[to] determine a plan for the election of commissioners to the synod, *as well as the method to fulfill the principles of participation and representation found in F-1.0403 and G-3.0103; both plans shall be subject to approval by a majority of the presbyteries in the synod*” (emphasis added). The proposed by-laws have never been distributed to the presbyteries, nor are they available on the Synod website. The process seems set up to exclude the very voices synods are charged to protect. The proposed by-laws remove racial-ethnic voices from the council commissioned to make decisions for the body between Assemblies, on which persons elected by the Synod (as opposed to the presbyteries) may legally serve (see Request 90-1, Minutes, 1990, Part I, p. 254).

The process for the proposed amendments to the by-laws reinforces perceptions that they are a response to ongoing conflict between the Synod Executive and the racial-ethnic caucuses of the Synod which comprise the Cabinet for Ethnic Church Affairs (CECA). In defending the proposed by-laws at the August 2017 meeting, the Synod Executive allegedly accused those registering objections as being “greedy for power.”

In addition, the qualities of trust and mutuality in the relationships between the presbyteries and the Synod, and presbytery leaders and the Synod Executive, have strained to the point of breaking. The Presbytery of Mackinac was recently blindsided by a request for a called meeting of the Synod to appoint an administrative commission to take original jurisdiction of the presbytery without any prior consultation or inquiry. Only threatened ecclesiastical suits alleging a violation of due process prompted the presentation of a substitute motion limiting the Commission’s powers to inquiry only. No rationale, other than the receipt of four anonymous letters – the contents of which were withheld – were presented for the motion in the call.

Several presbyteries, including Maumee Valley, Scioto Valley, and Detroit have withdrawn some or all of their participation in the life of the Synod. Serious conflicts exist between several presbytery executives and the Synod Executive. Recently all five female presbytery executives refused to participate in an executive forum because of conflicts or concerns involving the synod executive.

There are serious, chronic problems in the dissemination of information from the synod to presbyteries and their leaders. Some presbytery executives have been told directly that they are not permitted at Synod Assemblies. Information regarding the timing and location of upcoming Assemblies, as well as agendas and supporting documents, are neither sent to the executives nor posted on the synod website.

At the November 2017 meeting of the Synod, the Personnel Services Committee indicated they had conducted a job performance review of the Synod Executive and a pay raise was being recommended to the Synod on the basis of that review. Email correspondence documentation indicates that the Personnel Services Committee did not meet in 2017, in direct contrast to their report filed in November 2017.

In November 2017, a question was publicly posed to the Chair of the Personnel Services Committee during a Synod meeting, inquiring if that committee would be willing to meet with the presbytery executives of the Synod of the Covenant. A direct response was deferred. The question was presented on additional occasions in email communication subsequent to the

November 2017 Synod meeting, and the response from a Synod officer indicated it was inappropriate to make such a request. In addition, in December 2017, a Presbytery Executive requested a meeting between Presbytery Executives and the Synod Executive, and that direct invitation was refused by the Synod Executive.

Due to the severity of the issues involved, we believe time is of the essence in conducting this review.

THE LORD'S SUPPER

The Rev. Jeffrey Colarossi (Westwood First) and the Rev. Stacey Midge (Mt. Auburn) presided at the Lord's Supper, followed by the singing of the hymn *God of Grace and God of Glory*.

APPOINTED the Rev. Nancy Kahaian as overture advocate

ADDITIONAL DOCUMENTS

The following documents were distributed without comment:

- 2017 Statement of Revenue and Expenses for the Presbytery
- Facilitating Healthy Pastor-Congregation Relations flyer and registration form.

ADJOURNMENT

MOTION PREVAILED to adjourn the meeting at 3:07 with prayer led by the moderator.

NEXT MEETING: The presbytery will reconvene at 5:00 PM on Tuesday, May 8, 2018 at West Chester Presbyterian Church.

Attachments

Roll

Appendix A: Report of the Presbytery Council

Appendix B: Report of the Evaluate and Imagine Team

Appendix C: Report of the Norwood Administrative Commission

Appendix D: Report of the Committee on Church Order

The Rev. Erwin Goedicke, Interim Stated Clerk