

Notice of the
Stated Meeting
of the
Presbytery of Boston
Hosted by the Presbyterian Church in Needham and Taiwanese
Presbyterian Church of Greater Boston

Location: 1458 Great Plain Ave.
Needham, MA

Time: Light breakfast at 9:00 AM
Meeting starts Promptly at 9:30

All teaching elders and ruling elders with the privilege of vote are expected to attend all presbytery meetings. **We no longer use the excused absence category in our attendance records, so there isn't need to contact the Stated Clerk if you cannot attend.**

If you have any questions, please feel free to contact the Stated Clerk:
T. J. DeMarco at statedclerk@presbyteryofboston.org or 401-523-7417

Worship Offering

Our worship offering will be allocated Presbytery of Tropical Florida to assist with their efforts to serve their community after the school shooting in Parkland, FL.

Directions

Presbyterian Church in Needham

1458 Great Plain Ave. (at the corner of Central Ave.)

Needham, MA 02492

Phone: 781.444.3728

office@needhampresbyterian.org

For directions go to:

<https://www.google.com/maps>

Parking

Evenings & weekends please park at:

Newman Elementary

1155 Central Ave

Needham, MA 02492

Proposed docket

March 24

Stated Meeting of the Presbytery of Boston

Needham Presbyterian Church and Taiwanese Presbyterian Church of Boston

1458 Great Plain Ave.

Needham, MA 02492

| | | Length |
|--------|---|--------|
| 9:00 | Registration and Fellowship (Light breakfast will be served) | 30 |
| | Call to Order & Declaration of Quorum (Moderator David Leigon) | |
| | Opening Prayer | |
| | Call for new business | |
| *9:30 | Adoption of agenda | 10 |
| | Introduction of New Elders | |
| | Seating of Corresponding Members | |
| | Welcome from Host Congregation | |
| 9:40 | Report of the Treasurer (Andrew Parmelee) | 15 |
| 9:55 | Report of the Stated Clerk (T. J. DeMarco) | 10 |
| 10:05 | Report of the Moderator (David Leigon) | 10 |
| 10:15 | Worship: Offering for the Presbytery of Tropical Florida | 45 |
| 11:00 | Education Hour: B and S Report-Mission, Staffing, and Structure (Cindy Kohlmann) | 60 |
| *12:00 | Lunch | 45 |
| 12:45 | Continued Conversation on Mission, Staffing, and Structure | 30 |
| 1:15 | Report of the Resource Presbyter (Cindy Kohlmann) | 10 |
| 1:25 | Comfort My People Overture | 10 |
| 1:35 | The Earth is the Lord's – Not Ours to Ruin: Priorities for a New Moral Era (From the Session of Church of the Covenant presented by Rob Mark) | 10 |
| 1:45 | On Responding to Environmental Racism (From the session of Church of the Covenant presented by Rob Mark) | 10 |
| 1:55 | YAV Board Report (Beverly Shank) | 15 |
| | Committee Reports | |
| 2:10 | Nominating Committee (David Dorer) | 5 |
| 2:15 | Committee on Ministry (Eric Markman) | 60 |
| 3:15 | Report of Council | 5 |
| | New Business and Announcements | |
| | Adjourn | |

* *Denotes Order of the day* (All other times are guidelines)

About this Packet

Dear Friends in the Presbytery of Boston,

As you prepare to attend the Presbytery Meeting on March 24, I would like to draw your attention to a few important items:

1. There are three overtures posted separately on the website on the same page where you downloaded this packet.
2. The treasurer has prepared the annual report and it is posted separately as well, and in the same place where you downloaded this packet. We kept these items separate because we've received feedback that the packet is too long and as a result difficult to navigate.
3. During the "Education Hour" we will have an important discussion about the staffing and structure of the Presbytery. Please take the time to read the Budget and Strategy Report and the Council Proposal found immediately after the report of the Moderator. These reports have different ideas for how the Presbytery should move forward with staffing and structure. Our conversation on this will last at least an hour, so it will be important for you to read and compare these reports.

I look forward to seeing you on March 24.

T. J. DeMarco, Stated Clerk
Presbytery of Boston

PRESBYTERY OF BOSTON

OFFICE OF THE TREASURER

TO: Church Pastors, Commissioners and Treasurers
FROM: Andrew W. Parmelee, Treasurer
DATE: March 24, 2018

With this memo you will find the treasurer's annual report for 2017 and Presbytery's operating account income/expense report for the first two months of the year.

The annual report in order has sections on the operating account, the Trustees' account and the YAV account. The last page is a listing of PC(USA) mortgage grants to local congregations that, should sessions wish to do so, can be paid off at a reduced rate.

At the meeting I will speak to the operating account as it has been funded by Fort Square proceeds as approved by Presbytery and the change in value of the Trustees' funds during 2017.

If you have any questions about these reports please ask them at the meeting on Saturday or contact me by phone at 617-967-0430 or by email at awpamelee@comcast.net anytime.

Presbytery of Boston

| <i>Per Capita and Mission Budget for 2018</i> | | | <i>Budget</i> | | <i>Actual - February 28, 2018</i> | |
|---|----|---------|-------------------|-----------------|-----------------------------------|-----------------|
| I. Per Capita and Mission Resources: | | | 2018 | % Budget | 2018 | % Budget |
| 1) Member Church <i>Per Capita</i> (formerly Unified Mission) | \$ | 133,672 | | 55.5% | \$ | 9,322 |
| 2) Transfer from Trustee Funds - Mission Awards, Grants, Loans | \$ | 10,000 | | 4.2% | | 0.0% |
| 3) Transfer from Fort Square Settlement Proceeds | \$ | 20,000 | | 8.3% | \$ | 8,808 |
| 4) Transfer from Trustee Funds (5 Yr Rolling Avg of Interest Income) | \$ | 5,000 | | 2.1% | | 0.0% |
| 5) YAV Payroll Support | \$ | 25,123 | | 10.4% | \$ | 4,105 |
| 6) Individual Gifts | \$ | 10,000 | | 4.2% | \$ | 970 |
| 7) Unrestricted-Shared Mission | \$ | 30,000 | | 12.5% | \$ | 2,337 |
| 8) Designated/Directed Mission | \$ | 7,000 | | 2.9% | | 0.0% |
| 9) Presbytery Loose Offering | | | | 0.0% | \$ | 884 |
| RESOURCES Total: | | | \$ 240,795 | 100.0% | \$ 26,426 | 11.0% |
| II. Per Capita and Mission Disbursements: | | | 2018 | % Budget | 2018 | % Budget |
| A. Congregational Mission Programs | | | \$ 10,000 | 4.1% | \$ - | 0.0% |
| 1) POB Shared Mission Programs (CCS&D) | \$ | 10,000 | | 4.1% | | 0.0% |
| 2) Roxbury Presbyterian Church | \$ | - | | 0.0% | | 0.0% |
| 3) Church of the Covenant (Funded by I2) | \$ | - | | 0.0% | | 0.0% |
| 4) Shekinah Fellowship | \$ | - | | 0.0% | | 0.0% |
| 5) The Presbyterian Church, Clinton | \$ | - | | 0.0% | | 0.0% |
| 6) Christaller Presbyterian Fellowship | \$ | - | | 0.0% | | 0.0% |
| 7) PNNE - Green Card Process | \$ | - | | 0.0% | | 0.0% |
| 8) Korean Church of Boston (Funded by I2) | \$ | - | | 0.0% | | 0.0% |
| 9) Designated/Directed Missions | \$ | - | | 0.0% | | 0.0% |
| B. Other Mission Programs | | | \$ 15,000 | 6.1% | \$ 1,459 | 9.7% |
| 1) UTS - Poor People's Campaign | | | | 0.0% | \$ | 575 |
| 2) Community Day Center of Waltham | \$ | - | | 0.0% | | 0.0% |
| 3) Presbyterian Disaster Assistance - Harvey and Atlantic Regional Hurricanes | \$ | - | | 0.0% | | 0.0% |
| 4) Young Adult Volunteers | \$ | - | | 0.0% | | 0.0% |
| 5) Mission to the Congo | \$ | - | | 0.0% | | 0.0% |
| 6) Immigration Response Task Force | \$ | - | | 0.0% | | 0.0% |
| 7) Northeast Ecumenical Stewardship Council | \$ | - | | 0.0% | | 0.0% |
| 8) PC(USA) - Youth Connection and Youth Triennium | \$ | - | | 0.0% | | 0.0% |
| 9) Presbytery Loose Offering (other) | \$ | - | | 0.0% | \$ | 884 |
| 10) Designated/Directed Mission (other) | \$ | 7,000 | | 0.0% | | 0.0% |
| 11) PoB Shared Mission Programs (CEM) | \$ | 8,000 | | 3.2% | | 0.0% |
| 12) Grants - Restricted (from Trustee Funds) | \$ | - | | 0.0% | | 0.0% |
| C. Presbytery Staff, Officer and Office Expenses | | | \$ 181,093 | 73.4% | \$ 26,790 | 14.8% |
| 1) Moderator of Presbytery - Expenses | \$ | 1,200 | | 0.5% | | 0.0% |
| 2) Treasurer - Salary | \$ | 20,400 | | 8.3% | \$ | 3,400 |
| 3) Treasurer - Related Expenses (Office and FICA) | \$ | 5,000 | | 2.0% | \$ | 260 |
| 4) Stated Clerk - Salary | \$ | 30,274 | | 12.3% | \$ | 5,046 |
| 5) Stated Clerk - Related Expenses (FICA, Travel & Office, 403b) | \$ | 8,203 | | 3.3% | \$ | 386 |
| 6) Recording Clerk - Stipend | \$ | 674 | | 0.3% | | 0.0% |
| 7) Audit Expenses | \$ | 3,500 | | 1.4% | | 0.0% |
| 8) Resource Presbyter - Salary and Offset | \$ | 39,902 | | 16.2% | \$ | 6,650 |
| 9) RP - Reimbursable Exps (CE, Mileage, Meals, Phone) & D&D, Pension | \$ | 10,788 | | 4.4% | \$ | 1,413 |
| 10) Presbytery Office Expenses, Rent and Insurance | \$ | 9,000 | | 3.6% | \$ | 1,192 |
| 11) Administrative Assistant to RP/SC - Salary | \$ | 24,179 | | 9.8% | \$ | 4,030 |
| 12) Administrative Assistant to RP/SC - Related Expenses (FICA) | \$ | 1,850 | | 0.7% | \$ | 308 |
| 13) YAV Site Coordinator - Salary | \$ | 23,338 | | 9.5% | \$ | 3,813 |
| 14) YAV Site Coordinator - Related Expenses (FICA) | \$ | 1,785 | | 0.7% | \$ | 292 |
| 15) PoB Web Site Support and Training | \$ | 1,000 | | 0.4% | | 0.0% |
| 16) Staff Conferences | \$ | 2,000 | | | | |
| D. Presbytery Committees | | | \$ 8,550 | 3.5% | \$ 770 | 9.0% |
| 1) Presbytery Council/Training and Development | \$ | 300 | | 0.1% | | 0.0% |
| 2) Committee on Preparation for Ministry | \$ | 3,000 | | 1.2% | \$ | 175 |
| 3) Committee on Ministry | \$ | 5,000 | | 2.0% | \$ | 595 |
| 4) Committee on Congregational Support and Development | \$ | - | | 0.0% | | 0.0% |
| 5) Permanent Judicial Commission | \$ | 250 | | 0.1% | | 0.0% |
| 6) Committee Resources (Pers, COR, Nom, S&B, CEM) | \$ | - | | 0.0% | | 0.0% |
| E. GA and Synod Per Capita and Connectional Expenses | | | \$ 32,238 | 13.1% | \$ - | 0.0% |
| 1) Connectional Support to General Assembly and The Synod of the NE | \$ | 30,238 | | 12.2% | | 0.0% |
| 2) POB - General Assembly Expenses | \$ | 2,000 | | | | |
| DISBURSEMENTS Total: | | | \$ 246,881 | 100.0% | \$ 29,019 | 11.8% |

2018 *Per Capita* Apportionment: GA \$ 7.73; Synod \$ 4.10; @ 2,387 members

Presbytery of Boston - Board of Trustees Funds

Actual - December 31, 2017

| | <u>Market Value</u> |
|---|----------------------------|
| Cash | \$ 11,234 |
| Savings | \$ 318,549 |
| PILP Investment Mission Money Fund (Note: \$200,000 from the EBF-Cont. Educ. fixed principal balance and \$120,000 from The Lynn Redev. Fd.-Minimum Permanent Fund) | \$ 320,000 |
| Charles Schwab & Co., Inc. (Vost Value - \$ 500,000 Investments Long | \$ 873,441 |
| Cash | \$ 7 |
| Loans Receivable (Worcester) | \$ 14,664 |
| Loans Receivable (WCHR-\$50,000 & BCLP-\$25,000) | \$ 75,000 |
| | <u>\$ 1,612,895</u> |
| Trustee Fund - Loans | \$ 14,664 |
| Trustee Fund - Other (Unrestricted Operating) | \$ 209,096 |
| Kneeland Fund - Regular | \$ 4,745 |
| Kneeland Fund - Special | \$ 1,406 |
| Presbytery Congregational Development Fund | \$ 43,064 |
| Minister's Emergency Fund | \$ 28,575 |
| John Gilchrist Fund | \$ 22,705 |
| The Robie Fund (\$ 40,000 minimum permanent fund) | \$ 63,958 |
| The Lynn Redevelopment Fund (\$ 164,947 minimum permanent fund) | \$ 322,694 |
| Roxbury Presbyterian Church Reserve Fund | \$ 20,000 |
| East Boston Funds | |
| Continuing Education (\$ 200,000 minimum permanent fund) | \$ 275,862 |
| Equity Sharing | \$ 312,634 |
| Missions | \$ 100,322 |
| Elizabeth Pultz Fund | \$ 6,892 |
| Ft. Square Fund | \$ 186,248 |
| Undistributed Accrued Income | \$ - |
| Change in Value of Investments (gains distributed 12-31-17) | \$ - |
| | <u>\$ 1,612,865</u> |

Mission Statement of the Presbytery of Boston

As we seek to be faithful witnesses to Christ in loving service together, the Presbytery of Boston will support the "Great Ends of the Church" by:

- 1) Strengthening and growing the congregations of the presbytery by providing guidance and resources for their ministries and by encouraging partnerships.
- 2) Engaging in presbytery-unifying activities of peace, justice and kindness, evangelism and witness.
- 3) Providing pastoral care for ministers and their families.

March 24, 2018
Report of the Stated Clerk

Overtures

There are three overtures contained in this packet.

1. The first, entitled, “Comfort for My People”, originally from the Mission Presbytery and comes to us from the session of Whitinsville Presbyterian Church and it is a request for concurrence.
2. The second, “The Earth is the Lord’s – Not Ours to Ruin: Priorities for a New Moral Era,” originally from the Monmouth Presbytery and comes to us from the session of Church of the Covenant.
3. The third, “On Responding to Environmental Racism,” originally from Monmouth Presbytery and comes to us from the session of Church of the Covenant.

I hope that you take the time to review these important documents, which we plan to vote on at our stated meeting.

Waltham Administrative Commission

The Waltham Administrative Commission’s report is attached. I would like to thank Ruthie Seiders (chair), Carol Patey (secretary), Betty Rot, and Su Young Kim as well as the session from Waltham for all of their hard work. The AC’s report is attached. There are two actions that I would like to bring to you as part of our work in closing the Waltham congregation.

1. To create a temporary roll to be held by the Presbytery of Boston and maintained by the Stated Clerk for members of First Presbyterian Church of Waltham who have not yet found new congregations. This roll would be separate from the membership rolls of the Presbytery. These members would not have speaking or voting rights in the Presbytery of Boston. This roll is strictly held for the purpose of transferring members from a congregation that has closed.
2. To receive to this temporary roll two members from the First Presbyterian Church of Waltham, effective April 9: David Taylor and Kate Hamilton

Newton Administrative Commission

After a court order, the Newton Presbyterian Church is back in its building. There is an appeal and other legal matters pending. The Newton AC will keep the Presbytery updated via the Presbytery website, and if you have any interest in the details, please see the website. Due to attorney client privilege, we are limited as to what information we are able to release. Thanks to Sharon Wright (chair), Cathy MacDonald (secretary), Mary Lou Smith, Alex Wei, and Sam Chung for their continued service on this AC.

Minister Identification Cards

Minister Identification cards from the Office of the General Assembly have been delivered. Please notify me via email if you would like yours mailed to you. My email address is statedclerk@presbyteryofboston.org

Ordination of Katie Cole

The Presbytery of New Hope ordained Katherine Cole on our behalf on March 4, 2018 at Kirk of Kildaire in Cary, NC. The Rev. Tim Hughes-Williams delivered the sermon. I thanked Presbytery of New Hope on behalf of the Presbytery of Boston. The Rev. Katherine Cole is now a member of the Presbytery of Boston.

Report from the Waltham Administrative Commission for the March 23, 2018, Meeting of the Boston Presbytery

Members: Ruthie Seiders (Chair), Su Young Kim, Carol Patey, Betty Rots, and TJ DeMarco (ex officio)

The Waltham Administrative Commission first convened in late December 2017 and has met several times since then, including four times with the First Presbyterian Church of Waltham's Session. As part of our deliberations, we have considered views of the Session. In addition, we spoke with various groups in the Presbytery to hear suggestions on use of the property. We feel we are now able to make recommendations to the Presbytery.

We were asked: *To discern whether it is wise to recommend that Presbytery dissolve the First Presbyterian Church of Waltham and to recommend to the Presbytery, if it deems appropriate, that the congregation be dissolved.*

We considered the report from the response team and discussed with the Session their views on dissolving. After consideration, the Session determined they wished to merge with the Hartford Street Presbyterian Church in Natick. Of the twelve members, nine would like their membership transferred to the Hartford Street Church, one would like his membership transferred to the Presbyterian Church in Needham, and two would like their membership to be held by the Presbytery Stated Clerk for later transfer. *The commission recommends the merger with the Natick congregation pending their Session approval.* (Session approval had not yet taken place as of this report's preparation.)

We were asked: *To determine the ongoing expenses of the building such as insurance, utilities, debt services, etc., and to review all current rental relationships and the income from rentals.*

We have determined the ongoing expenses and determined that income from the tenants covers the regular expenses. Ongoing janitorial services and building management services have been obtained. We will be discussing the status with all tenants. Andy Parmelee, Presbytery Treasurer, has agreed to pay expenses and deposit rental checks using a fund he will set up for this purpose after the congregation is dissolved.

We were asked: *To review any assets that the congregation owns.*

An investment account with about \$28,700 has been liquidated. These funds will be transferred to the Presbytery Treasurer's control. In addition, the unused balance of a Presbytery grant—\$2,690—will be returned to the Presbytery. *The Commission recommends to Presbytery that all or a significant portion of the cash assets of the First Presbyterian Church of Waltham, separate from the proceeds of the sale, be given to the Hartford Street Presbyterian Church upon the sale of the property and final payment of all bills.*

The Session specifically asked that the following be included in this report:

The church has an investment account of approximately \$28,700.00 which has been liquidated to the church's savings account. The Session respectfully requests that this

\$28,700.00 be gifted to the Hartford Street Presbyterian Church upon the merger of the nine members from First Presbyterian to Hartford Street.

We were asked: *To discern and recommend whether the building should be sold.*

We sought recommendations from the Presbytery Council, the Committee on Ministry, the Committee on Congregation Support and Development, and the Presbytery Trustees on potential uses for the building. Although some ideas were raised for Presbytery-related uses of the Waltham church, the groups were concerned about ongoing costs of maintenance and utilities and costs of renovations to make such uses feasible. *The commission recommends to Presbytery that, barring any feasible suggestions of which the commission is now unaware, that the First Presbyterian Church of Waltham building be sold.*

In this regard, the Waltham Session has specifically requested that the following be included in the commission's report:

The Session of the First Presbyterian Church of Waltham requests that upon the sale of the 34 Alder Street property that the proceeds be used to further the mission programs of the Presbytery of Boston, as stated in its mission statement: "strengthening and growing congregations of Presbytery by providing guidance and resources for their ministries and by encouraging partnerships." The funds should not be allocated for administrative or operational budgets.

We are aware of one party who contacted the Presbytery office and is interested in discussing purchasing it. In addition, one of the tenants has expressed interest in buying the building in the past.

We were asked: *To plan with the congregation a final worship service to which members of the Presbytery of Boston and its congregations will be invited.*

The last congregational worship was held on March 4, 2018. The final worship service with the Presbytery will be April 8, 2018, at 3:30 pm. Plans for the service are being finalized.

The Christian Community and Its Mission

A Proposal from the Budget & Strategy Working Group

To Council

August, 2017

LihWen Lin – Taiwan Presbyterian Church of Greater Boston

Ivy Jones Turner – Roxbury Presbyterian Church

Burns Stanfield – 4th South Boston

Arnold Rots – Church of the Covenant

Bob Kellegrew – Clinton Presbyterian Church

Kristin Rhinehimer – Member at large, Parish Associate 4th South Boston

R. Ward Holder – Member at large, Supply preacher for Newton Presbyterian Church

Budget & Strategy Working Group's Process

13 meetings, plus listening sessions, plus group work

1. Study
 - a. Financial picture, trustee funds, giving patterns
 - b. Models of staffing
 - c. Our time together as a presbytery
 - d. Mission strategies
 - e. Form of government requirements
2. Listen
 - a. 8 regional listening sessions
 - b. 1 presbytery and 2 council meetings
3. Strategize
 - a. Suggestions from teams
 - b. Suggestions from individuals
 - c. Suggestions arrived at through consensus
4. Discuss
 - a. Though we took votes, we achieved consensus
5. All in the context of prayer
 - a. We accepted the discipline of prayer though not a committee
 - b. Every member led in prayer

Findings of the Working Group

- Widespread Desires from the Presbytery
 - Fellowship – at presbytery meetings and other times
 - Cooperative enterprises – missional, worshiping, sharing of resources
- Issues to Face
 - Need for staffing pattern to be more robust, with accompanying costs
 - Need for greater communication
 - Need for greater cooperation
 - Need for more financial stability

Vision for the Presbytery of Boston

- A vibrant, connected faith community, engaged in the mission of the Presbytery of Boston and its member congregations: the mission of the presbytery is to support and, where possible enhance, the mission of its churches
- A collaborative faith community, together contributing to meeting the needs and enriching the faith experience of the greater Boston community and reaching out in unified mission to a world in need of the gospel and its power (and working towards self-sustainability)
- Presbytery of Boston congregation members are energized by and engaged to serve in presbytery roles
 - Task Forces
 - Committees
 - Working Groups
 - Commissions

The Proposal: 5 Areas

1. Presbytery Staffing

- Where we are, where we need to be, what staffing can do for us

2. Presbytery Structure

- Number of committees, their membership, and charges

3. Presbytery Shared Mission

- Giving Presbytery of Boston a mission uniquely its own

4. Presbytery Meetings

- Structured to meet 3 needs – Fellowship in Christ, Business of the Presbytery, and Building up the Body of Christ

5. Presbytery Finances

- In the short term of a transition to the new structure
- For the long term of our life together in Christ

1. Presbytery Staffing

Budget & Strategy recommends:

- 1.1.1 Council recommend to Presbytery that it maintain the 1/2 time Stated Clerk position
- 1.1.2 Council recommend to Presbytery that it maintain 1/2 time Resource Presbyter, with some minor re-setting of the job description (see attached job description)
- 1.1.3 Council recommend to Presbytery that it eliminate the Presbytery Administrator position and replace with a 1/2 or 2/3 time Communication Coordinator
- 1.1.4 Council recommend to Presbytery that it maintains Treasurer, Recording Clerk, and Clerks of COM and CPM as they are

1.2 Communication Coordinator

- 1.2.1 Our conclusion has been that staffing and expenses are basically at their minimum required level to support the presbytery's (and its churches') mission and that we can only expect the presbytery to be financially healthy in the future if that expenditure level can be supported through member church giving in both per capita and undesignated mission giving. However, we believe that one can only expect that to work if the member congregations recognize the value of the presbytery's contribution to their mission.

- 1.2.2 The question is simply this: is any congregation's mission ministry better off with paying per capita and the support of the presbytery's connectional mission support?

OR

without the presbytery and applying the funds spent on presbytery support, both per capita and mission giving, directly to its own mission?

The Presbytery must provide specific and compelling answers to those questions

- 1.2.3 In order to enhance the presbytery's support for the congregations' ministry of mission and make the value of that connectional support visible, we see the need for two key new pieces to the Presbytery of Boston's life.

1.2.3.a a skilled Communication Coordinator.

1.2.3.b This would be a considerable upgrade to what currently appears in the budget as C.11 and C.12: Administrative Assistant (\$25,518).

1.2.3.c Improving congregational knowledge of Presbytery's Mission

1.2.3.d Perhaps even being a resource to congregations in their own efforts at effective communication

- 1.2.3 That upgrade needs to come in three areas: required skills, hours, and compensation. Our sense is that we are looking at an increase of \$25,000 to \$30,000 (probably on the high end) per year and that we should not skimp on this position, *because it is one of the two most crucial elements in bringing the presbytery back to financial health.*
- 1.2.4 Council should investigate possibilities of making this a shared position between Presbytery of Northern New England and Presbytery of Boston.
- 1.2.5 The second crucial element will be a Shared Mission Goal, considered later in the proposal.

2. Presbytery Structure

2.1 Present Structure and suggested changes

2.1.1 Council

Currently committee chairs + 3 moderators; *ex officio* members: SC, RP, Treasurer

Suggestion: addition of three at-large members

2.1.2 Committee on Ministry

Remain as is

2.1.3 Committee on Preparation for Ministry

Remain as is or review for smaller membership attuned to number of candidates

2.1.4 Committee on Mission and Congregations

- Would be combination of CCS&D + CEM
- Small committee
- Helping to appoint (with Moderator and Vice Moderator) working groups and task forces:
 - Like a Task Force to study next Mission Goal
 - Or a Task Force to organize a specific New Church Development

2.1.5 Stewardship and Budget

Will now be a Council function and should include the Treasurer

2.1.6 Personnel Committee (Chair to be on Joint Advisory Team)

Could be a committee (but more than one person!)

OR could be comprised of three designated Council members

2.1.7 Nominating Committee

Remain as is

2.1.8 Trustees

Remain as is

2.1.9 Committee on Representation

Remain as is

2.1.10 Permanent Judicial Commission

Remain as is

2.2 New Structure

- Council – 3 new at-large members
- Ministry
- Preparation for Ministry
- Mission and Congregations
- Personnel (Could be sub-committee of Council)
- Nominating
- Trustees
- Representation
- Permanent Judicial Commission

3. Presbytery Shared Mission

3.1 Triennial Mission

- The Triennial Mission of the Presbytery can answer the question: **what does Presbytery do?** Further, it can provide a positive answer that is not organizationally or institutionally driven, but mission oriented. Thus, from 2019-2021 a member of a congregation in the Presbytery of Boston might answer the rhetorical question with answers like: “My presbytery is a regional group of churches that join together to fight homelessness.” Or: “My presbytery is a groups of congregations that are working to attack the opioid crisis through education, through awareness, and through partnerships across eastern Massachusetts.” The Triennial Mission gives us a central purpose beyond simply being the people Christ has called to this time, place, and work.

3.2 Set by Task Force and Mission and Congregations

- M&C might set a Task Force to suggest a TM
- M&C could approve the proposal or ask for further clarification or reject
- M&C would bring the proposal to Council and Presbytery for approval, and engagement

3.3 Organizing theme for 3 year periods

- Granting time for learning, growth in mission, congregational and cluster events, a celebration of that TM, and announcement of the next.

3.4 Second Key Change in Proposal– creating a center point for answering the question, “What does presbytery do?”

- Few congregational members are excited about presbytery in the sense of the connectional church
- Most are excited about their faith because of its impact in their lives, and the way the gospel works in the world

3.5 Possible examples of TMs

3.5.1 New Church Development (3-year kick-off phase)

3.5.2 Mission to Honduras, or Arkansas, or South Carolina, or

3.5.2.a Learning about needs, preparing mission trips, working together on a project

3.5.3 Addressing Opioid Crisis

3.5.3.a Presbytery education about the issues, partnerships with other NGOs to effect local change, efforts to petition governor and state legislature for new policies

- 3.5.4 Addressing homelessness
- 3.5.5 Or anything else
- 3.6 Planned celebration of Mission at 2.5 year point, and setting of new goal
 - 3.6.1 Request and recruit/seek commitment from each church in the Presbytery of Boston
 - 3.6.2 From each church that makes the commitment (we do not expect all churches to do so) to take part in the shared mission, recruit at least 2 or 3 volunteers per church.
 - 3.6.3 Recruit volunteers according to the Triennial Mission's focus – allowing different emphases every 3 years
 - 3.6.4 Forming interpreters of the presbytery's mission at the local congregational level
 - 3.6.5 For shared mission goal, it would be great if the mission could benefit residents of Boston or the Greater Boston area, or at least have a local connection. By keeping it local, the Presbytery of Boston could get some "branding" or local recognition (free advertisement to attract nearby/local residents to a Presbyterian church).
- 3.7 Mission and Congregations also tasked with Mission Review
 - 3.7.1 Potential of a task-force that includes both committee members and people outside of committee to consider successes and shortcomings
 - 3.7.2 Giving guidance to presbytery as it moves forward in mission

4. Presbytery Meetings

- 4.1.1 January: a “regular” presbytery meeting, with a social time included
- 4.1.2 March: a “Presbytery Day” with morning gathering, worship, a featured speaker and/or workshops, lunch, mission fair
 - 4.1.2.a If we needed to call for a short business meeting for votes, we could include that in the day
 - 4.1.2.b Encourage non-Elders to attend, i.e., people who do not normally attend Presbytery Meetings
- 4.1.3 May: a “relational” meeting - short- with a time for relational work (or small group discernment) built in.
- 4.1.4 September: a “regular” meeting with social time included
 - 4.1.4.a First reading of Budget
- 4.1.5 November: a “regular” meeting with social time included
 - 4.1.5.a Approval of Budget
- 4.2 Keys to Meetings
 - 4.2.1 3 regular meetings, planning to include social time
 - 4.2.1.a This will require delegating additional responsibilities to various committees – particularly COM
 - 4.2.2 2 special meetings, 1 for edification and education, 1 for relationship
- 4.3 Theology of Meetings
 - 4.3.1 Calvin’s theology of edification of the church
 - 4.3.2 Form of Government theology of the Holy Spirit moving among the body
 - 4.3.3 Efforts to grow by equipping the saints, and to grow in bonds of mutual love and understanding
- 4.4 Potential Special Events
 - 4.4.1 Pentecostal Picnic
 - 4.4.2 Reformation Day Service – celebration and mission of Semper Reformanda
 - 4.4.3 Missional Events
- 4.5 Presbytery Sponsorship and Publication of Congregational Events, such as:
 - 4.5.1 Gospel Night at 4th

4.5.2 Anniversary Celebrations at congregations – 150th at Covenant

4.5.3 Concerts at Clarendon Hill

5. Presbytery Finances

5.1 Beginning Financial Realities

5.1.1 Reality of 2017 – about \$20,000 short

5.1.2 If acceptance of this plan – about \$35-\$40,000 short

5.2 How to close the gap?

5.3 Beginning Stewardship Realities:

5.3.1 Many congregations do not know what presbytery does

5.3.2 Many elders think it's a financial transfer

5.3.3 Too few value presbytery or can say what it does

5.4 Working Theory

5.4.1 The Communication Coordinator will help publicize what is happening within presbytery and local churches

5.4.1.a Presbytery Electronic Magazine/Journal/Bulletin Board

5.4.1.b Presbytery Mission Yearbook

5.4.1.c Listservs

5.4.1.d Instagram or Twitter

5.4.1.e Other possibilities

5.4.2 The new emphases will address both lack of understanding and engagement

5.4.2.a Education/Edification – Presbytery Day

5.4.2.b Koinonia – Meetings re-vamped for fellowship

5.4.2.c Missional Focus – Presbytery has a named mission goal

5.4.2.d Resulting in greater attachment to presbytery and shared mission

5.5 2-Phase Approach

5.5.1 Transitional Phase

- 5.5.1.a Looking for grants from Synod of Northeast, General Assembly, Presbytery of Boston, and others
- 5.5.1.b Perhaps drawing on Trustee funds, including Fort Square fund
- 5.5.1.c Aimed at a 3 or 4 year transition

5.5.2 While working into new structures and missions

5.5.3 Ongoing Healthy Phase

- 5.5.3.a Reliance on increased per capita
- 5.5.3.b Reliance on increased undesignated mission giving
- 5.5.3.c Reliance on Presbytery fundraisers

5.6 Presbytery Fundraisers

- 5.6.1 Several of our churches have used these
- 5.6.2 In tandem with Presbytery Day
- 5.6.3 \$40,000 is not unreasonable – but Presbytery Day would be a significant focus of the presbytery's life

5.7 Presbytery and Synod Grant Funding Possibilities

- 5.7.1 Grant funding from Presbytery of Boston funds
- 5.7.2 Modeled on a reducing figure to bridge early stages to stability
- 5.7.3 Grant funding from Synod funds – especially in shared position and model of missional focus for other presbyteries

5.8 See attached Sample Budgets, including a suggested Budget for 2018 and one view of 2019/2020.

Final Thoughts:

- Budget and Strategy also suggests further review of the effectiveness of this structure
- Potential of a review task-force that includes both committee members and people outside of committees to reflect on/give feedback on new structure to meet at specific dates set ahead of time.
- A separate task force will be needed to prepare a review of the Standing Rules, especially regarding the delegation of additional responsibilities to committees and prepare a proposal

Boston Presbytery Council
Vision, Structure and Staffing Conversation
February 22, 2018

VISION:

Vision proposed by the Budget and Strategy Working Group:

A vibrant, connected faith community, engaged in the mission of the Presbytery of Boston and its member congregations: the mission of the presbytery is to support and, where possible enhance, the mission of its churches.

A collaborative faith community, together contributing to meeting the needs and enriching the faith experience of the greater Boston community and reaching out in unified mission to a world in need of the gospel and its power (and working towards self-sustainability)

Vision proposed by the Council

The Presbytery of Boston is a vibrant, faith community, working to connect, support, strengthen, and enhance the mission of its congregations, ministers, and ministries.

STAFFING:

Stated Clerk

Chief Ecclesiastical Officer of the Presbytery, providing guidance on issues of polity and governance, support to clerks of session and committees as appropriate, and advising Administrative Commissions, Task Forces, and Working Groups

Resource Presbyter

Leadership role helping to provide vision, planning for and implementing programs to equip and enhance the mission and ministries of the Presbytery and its component parts

Administrator

Create a shared position between both Presbyteries; add attendance at Presbytery meetings with responsibilities to take attendance, oversee the offering details, and run the technology for the meeting

Treasurer

Begin a conversation about long term plan regarding the management of Presbytery funds and the office of Treasurer

Reduce staffing by eliminating the Recording Clerk, the CPM Administrative Clerk, and the COM Recording Clerk

COMMITTEE STRUCTURE (MEMBERSHIP):

Council (9)

Oversees:

- Personnel
- Stewardship & Budget
- Mission Grants
- Task Forces/Working Groups

Make-up:

- COM, CPM, Nominating/COR, and Trustees each appoints one person as a representative (4 people)
- Three (3) at-large members, focusing on diversity and inclusion;
- Moderator
- Vice Moderator
- Treasurer (ex-officio), Stated Clerk (ex-officio), Resource Presbyter (ex-officio)

COM (15)

- Deacons (3)

CPM (6)

- Reduce membership from nine to six members

Nominating & Representation (6)

- Three members elected to Nominating
- Three members elected to Representation, reflecting the diversity of the Presbytery
- These two groups will work together to ensure diverse committees and task forces/working groups

Trustees (6)

- Investment Subcommittee (3)

PJC (7)

- No representative to Council

MEETING STRUCTURE:

As recommended at the January Presbytery meeting for the first reading:

- Three business meetings each year
- At least two additional gatherings scheduled for fellowship, education, and encouragement

TO: Presbytery

FROM: David Leigon, Moderator

DATE: March 12, 2018

SUBJECT: Activities to date

- Saturday January 20th At the Presbytery meeting held at Clinton Presbyterian, I chaired the meeting in my capacity as Vice-Moderator, until my installation as Moderator, at which time; I continued to chair the meeting as Moderator.
- Sunday February 4th, I had the pleasure of participating in the installation of Rev. Trina Portillo into the pulpit at the Burlington church.
- Thursday February 22nd, I chaired my first meeting of the Presbytery Council.

Respectfully Submitted;

David Leigon,

Moderator

March 2018 Resource Presbyter Report to Presbytery



March Presbytery Worship Offering

The Council voted for the March Assembly worship offering to be directed to the Presbytery of Tropical Florida as they work to respond to the gun violence at Marjory Stoneman Douglas High School in Parkland, Florida. I reached out to my colleague to hear a little bit about how the Presbytery is responding.

From Daris Bultena, General Presbyter, Presbytery of Tropical Florida

There are some really interesting stories to tell. We held a vigil two days after the shooting. It was also the evening we invited pastors to come together and talk about what it means to do ministry in the aftermath of such events. We expected that the vigil would be attended by pastors and elders of our congregations. And it was, but it was also attended by high school students and their parents. I was doing anointing that evening for any who wanted it. That was taking place at the front of the sanctuary where there was also a table for lighting candles. As I anointed people I said, "The light shines in the darkness and the darkness cannot overcome it." (We spoke that line 17 times at the beginning of the service as we lit 17 candles for the fallen victims.) I followed that line at the anointing with, "And the one who is the Light of the World is in you." And a teenage girl looked back at me and said, "In my friends, too." I responded with the word, "Absolutely." I carry her image with me.

We are finding many stories of people in our congregations who know someone who teaches in that school, who know someone who was there that day, and who knows a neighbor who lost someone. The stories of connections continue to bring home the reality of the smallness of our community even though Broward County has millions of people in it.

Our churches are doing a letter writing campaign...they are inviting children in their church to write letters of support and encouragement with words, pictures, etc. We are in contact with school counselors and will be delivering those to the school. We are also going to try and learn how we can provide a bit more longer term support and counseling services. We know that many of the services being provided now are short term. We are using the model that Presbyterian Disaster Assistance uses of strategizing how we can be involved for the long-term recovery.

I wish I could say that we are going to do such-and-such a program, but we don't have that in order yet. We are still figuring this out along the way. I'm learning from others and together we are floating ideas. Hopefully soon we can point to specifics of how we want to be involved for that longer term.

On behalf of the Presbytery, I thank you for your kind efforts of considering support for our work that really is just beginning. These days have served to remind us again how truly connectional we are as PCUSA.

Poor People's Campaign

The Massachusetts chapter of the Poor People's Campaign will have its first MASS Meeting on Saturday, April 7, 10 am, 1199SEIU, 108 Myrtle St., Quincy, MA. From their press release:

Our plan is to engage the communities most affected by the guiding principles of our campaign; namely, the four pillars of Poverty, Systemic Racism, the War Economy, and Ecological Devastation.

We aim to explore and address these critical issues with speakers and experts of varying backgrounds--faith leaders, labor and community groups, youth leaders, educators, physicians, activists, and those impacted by racism, poverty, the war economy, and ecological devastation.

The Poor People's Campaign is deeply rooted in nonviolent direct action, and firmly believes in the power of peaceful protest to break through the daily political discourse. Our issues cannot wait; there will be an opportunity to sign up for Moral Fusion Nonviolent Direct Action training at the event.

Hear from speakers who will share their stories, musical and spoken word, enjoy Ben & Jerry's ice cream, and performances by local artists!

Here is their Facebook page: <https://www.facebook.com/emappc/>

Gun Violence Resources

Did you know that the PC(USA) produced a documentary called "Trigger: The Ripple Effect of Gun Violence?" There is a whole website devoted to this documentary and accompanying resources: www.triggerdoc.com. We can set up a screening for the Presbytery if you would like.

Presbytery Resource Day

Join Presbyterians from PNNE, Boston, and Southern New England in a day of leadership training and resourcing on Saturday, April 14!

Ruling elders and congregational leaders are invited to join the Rev. Eric Markman and Ruling Elder Suresh Kumar from the Hartford Street Presbyterian Church for leadership training. The training will focus on the spiritual leadership of the elders of the church, as well as helping elders think about the things that are blocking them from mission and ministry.

Teaching elders and anyone involved in planning worship are invited to join the Rev. Dr. David Gambrell, Associate in the Office of Theology, Worship and Formation for the PC(USA) and editor of the newly revised Book of Common Worship. David is also a songwriter and several of his works are included in Glory to God. He will introduce pastors and worship leaders to the new Book of Common Worship, and then facilitate brainstorming around worship planning and lectionary preparation for the coming church season.

We will gather at the Bedford Presbyterian Church, 4 Church Rd, Bedford, NH, and begin at 9:30 am with worship and finish at 3:30 pm after closing worship. Morning refreshments and lunch will be served; the cost is \$20 per person.

Registration can be found at <http://www.pnne.org/Presbytery-Gatherings/Presbytery-Training>.

Co-Moderator Process

Thank you for your continued prayers and support as I continue the process of standing for co-moderator of the 223rd General Assembly alongside Vilmarie Cintrón-Olivieri. We are in the process of raising funds to support our booth in the St. Louis convention center and the travel we are undertaking as part of the journey. If you would like to make a donation, the Presbytery of Tropical Florida, where Vilmarie lives, is receiving those donations on our behalf. Our website is up (www.vilmariecindy.com) and I hope you will visit it and share it with friends across the church, especially as we share blog posts to help people get to know us better. I'm hoping that there will be an opportunity before the May Presbytery meeting for a practice Q&A with those who are interested in coming early to help me prepare for that event during GA.

Prayers for my parents

My parents have put their name in for a cottage in a retirement community near where they live which has a highly rated Memory Care unit. They're now in the waiting game, which gets harder every day as my mom has hit a point of steady decline. Please pray that an opening is available as soon as possible so they can make this next transition before my mom needs greater care than my dad can manage. I'll be with them over Holy Week, hopefully to help them pack, but also to give my dad a break from being the sole caregiver.

Travel/Vacation

Visit to my parents, Whidbey Island, WA, March 26-April 2, Working remotely

Moderator's Orientation, Louisville, KY, March 10-12, Co-Moderator Process

National Association of Clergywomen Triennial Gathering, Montreat, NC, April 23-26, Co-Moderator Process

Presbytery Leader Formation Cohort, San Diego, CA, May 6-12, ConEd

Vacation, May 28-June 4

General Assembly, St. Louis, MO, June 14-24, Co-Moderator Process/Commissioner

Congregations Visited in 2018

PNNE

Sudanese Fellowship, ME

Londonderry, NH

New Boston, NH

Boston

Cambridge

Sudbury (book group leader)

Good Shepherd (Chip's farewell celebration)

First Quincy

Burlington (Trina's installation)

Clarendon Hill

Newton

Shekinah Natick

First, Brookline

Primera Iglesia

Boston Food Justice YAV invites God to the table

Intentional living in community makes a house a home away from home

Stuart Mapes

Work is an important part of vocation, but an equally important place to live out my calling is in my new home. My current home as a Young Adult Volunteer (YAV) is an intentional Christian community in Boston, where my fellow YAVs and I seek to build faithful relationships with each other, with our neighbors and with God. My year of service is teaching me that “being in mission” is a way of living that starts in the place where I eat, rest, reflect and pray with those closest to me.

My discernment toward becoming a YAV did not start with God calling me to leave everything and serve in a faraway place. Instead, I heard God asking to be invited into my life and calling me to be intentional about how I live. Becoming a YAV did take me away from where I grew up, but has also given me the opportunity to organize my life around service and ministry. Just as I look to God for guidance when I am at work volunteering, I look to God for guidance when I am at our YAV house, discerning how to spend time and money while building relationships with members of my community.

Hardly anything we do at the YAV house is more significant than nourishing and sustaining ourselves by eating. The YAV site in Boston is focused on food justice, the movement to promote equity, sustainability and nutrition in how we produce, distribute and consume our food. My fellow YAVs and I all work for organizations that address root causes of hunger, but we also live out food justice by carefully examining our own eating habits. Our community has been especially built around gathering at a



Mary Frances Yelding

A key element of intentional community for Boston YAVs is preparing meals together using locally and ethically sourced ingredients.

table together and better understanding our relationship to our food system. In my home as a Boston Food Justice YAV, I hear God calling me to make decisions about food that benefit God's people and God's creation.

.....
My discernment toward becoming a YAV did not start with God calling me to leave everything and serve in a faraway place. Instead, I heard God asking to be invited into my life and calling me to be intentional about how I live.
.....

This year I am finding that my calling is not only about what I do, but also about who I am, what I live for and what matters to me. God asks to be invited

into the place closest to my heart, into the relationships and practices that make me who I am. That place, my new home in community with other YAVs, is where I discern how God is calling me to live and intentionally use my gifts. Through consciousness about food justice and Christian reflection with my housemates, I am building an intentional Christian home, learning how to be a compassionate and hospitable member of my community, and answering God at my door.

BE A YAV!

Are you discerning God's call? To learn more about the Young Adult Volunteer program or to apply to the program, visit: youngadultvolunteers.org/apply

Nominating Committee Report

March 24, 2018

Committee on Ministry

SoonWoo Lee (TE-1) Class of 2021

I graduated from Presbyterian College and Theological Seminary in Seoul Korea and was ordained on 1998. I studied Homiletics on McMaster Divinity School in Ontario Canada, and Intercultural Studies at Trinity Evangelical Divinity School in Deerfield, Illinois.

In Seoul, Korea, I worked as a youth pastor for 6 years and worked as an assistant pastor for 2 years. In the United States, I have worked as a pastor since 2007.

My family came to Boston in 2016 as I became a pastor of Quincy Youngsang Korean Church and we are adapting to Boston still. I have a son and a daughter.

Deacons

Diane Cusumano (TE-2) Class of 2019 (partial second term - no biography required)

Martha Spear (TE-1) Class of 2021

Martha Spear was ordained in 1987 by Boston Presbytery, and served as pastor of the Litchfield Community Church in Litchfield, NH. She also served the Fort Square Presbyterian Church in Quincy, MA. Previous service within the Presbytery includes the Nominating Committee. She is honorably retired and living in Peabody.

Trustees

Oscar Nebangwa (RE-1) Class of 2020

I am a member of the Hartford Street Presbyterian Church, serving in the Session as the Church Treasurer. I am the son of a Reverend Pastor who slept in the Lord in 2015. I am the fourth sibling in a family of 8. Married and a father of a son. I have served as an Internal Auditor for the Presbyterian Church in Cameroon for 4 years before traveling to the United States. I also served as the Finance Committee Chairman of my local congregation back in Cameroon. I am open to learning new things if given the opportunity to serve the Presbytery's Trustee Committee.

Thatcher Freeborn (RE-1) Class of 2021

Thatcher Freeborn is a ruling elder at Fourth Presbyterian Church and a Commercial Loan Officer at Boston Private. He has previously served on the Trustees of the Synod of the Northeast, with the Boston FJYAV Program, and as Moderator of the Presbytery of Boston.

Report from the Committee on Ministry to Presbytery, March 24, 2018

Eric Markman, Moderator Committee on Ministry

I. For Information

COM Voted to receive Honorably Retired Teaching Elder Alice Hageman onto the Honorably Retired roll of the Presbytery of Boston (Standing Rule E.11).

COM Voted to approve the contract between the session of Good Shepherd Presbyterian Church and the Rev. Wayne Parrish for Part-time Temporary Supply Pastor beginning February 1, 2018 through April 1, 2018.

COM Voted to appoint TE Wayne Parish as Moderator of the Session of Good Shepherd Presbyterian Church from February 1, 2018 through April 1, 2018.

COM Voted to approve the contract between the session of the United Presbyterian Church at Whitinsville and Rev. Susan DeHoff for Part-time Temporary Supply Pastor beginning February 4, 2018 through July 31, 2018.

COM Voted to dismiss TE Charles (Chip) Stapleton to the Presbytery of Coastal Carolina.

II. For Action

MOTION: COM recommends that the presbytery grant permission to Labor within the Bounds of the Presbytery of Boston to the Rev. Burkhard Weber, a member in good standing of Presbytery of Southern New England.

At this time COM invites Andrew (Drew) Hanson, candidate from San Diego Presbytery for examination for ordination membership, and installation.

MOTION: That Presbytery concur with the action of the First Presbyterian Church, Quincy at a duly called meeting of the congregation to be held on Sunday, March 25, 2018 moderated by Rev. Cindy Kohlman and approve the pastoral call to the position of Pastor, First Presbyterian Church Quincy to Andrew Hanson (if the way be clear).

MOTION: That Presbytery approve the following Terms of Call for Andrew Hanson to the First Presbyterian Church Quincy.

Terms of Call for Drew Hanson, First Presbyterian Church Quincy

First Presbyterian Church of Quincy is very pleased to extend an offer for the position of solo pastor to Drew Hanson.

TERMS: The Pastor is employed on a full-time basis, serving approximately 40 hours per week, and will be compensated annually as follows:

Effective salary

- Cash Salary \$35,400
- Cash Equivalent of Manse \$24,000
- Utilities Allowance \$3,600* original language read “Utilities Allowance” which Presbytery said implied reimbursable expense- request for language change

Total effective salary \$63,000

Benefits per Board of Pensions

Medical, pension, disability, and death \$23,310

SECA Supplement (7.65% of effective salary) \$4,820

Reimbursable expenses (by voucher)

- Automobile expense (\$0.57/mile) \$1,500
- Business/professional expenses \$500
- Continuing education \$1,500
- Other expenses \$500

Total reimbursable expenses \$4,000

Total recurring compensation \$95,130

Other compensation

Moving costs to be reimbursed in full – candidate should seek/submit estimates from several reputable companies.

Paid vacation 4 weeks

Paid continuing education 2 weeks

Unpaid sick leave 1 week

Provision for Sabbatical Leave after at least 6 years of service, following Boston Presbytery guidelines as of 2/8/2018:

http://www.presbyteryofboston.org/Portals/0/Documents/CommitteeOnMinistry/COM_SabbaticalGuide.pdf?ver=2015-05-13-151831-747

Provision for Family Leave benefits, details to be worked out/approved by Session, following Boston Presbytery guidelines as of 2/8/2018:

http://www.presbyteryofboston.org/Portals/0/Documents/CommitteeOnMinistry/PoB_FamilyLeave10-2.pdf?ver=2015-05-13-151831-793

MOTION: That (if the way be clear) the Presbytery of Boston approve Andrew Hanson for ordination so that he may serve as Pastor, First Presbyterian Church of Quincy.

MOTION: Request that the Presbytery of San Diego ordain Mr. Hanson on behalf of the Presbytery of Boston (if the way be clear).

MOTION: Request that the Moderator be empowered to appoint an administrative commission to install Mr. Hanson as Pastor, First Presbyterian Church of Quincy (if the way be clear).

Journey of Faith
Andrew (Drew) Hanson

My journey of faith is continuous. I am thankful for the opportunity to reflect on it, as looking back shows me the growth that God has created in me. While I never had a single, significant conversion experience, my faith journey has been, in a way, a continuous conversion and development as I have experienced God in different ways. I am continually growing in my knowledge of God, Scripture, worship, discipleship, and faith. Today, that journey continues as I grow in my knowledge of how to be a pastor as I live out my call to ministry.

I grew up in the church and have enjoyed worship and reading Scripture for as long as I can remember. My family attended PCUSA churches because my maternal grandfather was a Presbyterian pastor. Though he died when I was two, he still influenced where we worshiped. I also attended a Lutheran church with my paternal grandparents. No matter the type of worship service, I desired to stay with the adults rather than leave for Sunday School. I enjoyed singing hymns, listening to the sermon, and partaking in communion. I was also one of those kids who desired to be an adult more than a kid. Once, when I was in Elementary School, I experienced what I can only describe as God's presence through communion. Though I could not explain it at the time, I felt a warm embrace when I closed my eyes and prayed after taking communion. It was a transcendental moment that I will never forget.

Throughout my childhood, many relationships helped me navigate and move forward with my faith journey. My relationship with my parents helped me experience God's love, and they taught me how to pray regularly. My maternal grandmother, whose faith is more fundamentalist, walked me through the "Sinner's Prayer" and emphasized reading and memorizing Scripture. My paternal grandparents are also both devout Christians, as my grandmother's father was an itinerate pastor to Norwegian farmers in northern Minnesota, and several of her brothers became pastors. They would take me to church functions at their small Lutheran congregation, and also instilled in me the importance of prayer. And even though I never truly met him, my relationship with my deceased maternal grandfather was important in my faith journey. I was told by many that I was like him, from facial features to the ways our minds work. This told me, subconsciously, that because he was a pastor, I was like a pastor. This helped me develop my faith and played a role in my call to ministry.

In high school, I joined a youth group that developed my faith from belief to discipleship. It was the point in my life when I became aware of the role my faith played in how I lived and how I treated people. Through camps and mission trips, along with regular youth group and Bible studies, I grew into a deeper faith. I also learned the importance of a faith community while in high school, as I found myself being at church several times a week to support, and be supported by, my youth group friends and mentors. I am thankful for my youth pastors, who saw in me the gifts of a pastor. Their testimony in my life played a role in my call to ministry.

In college, I set aside faith when it was not convenient. I went to a very secular school. I chose Occidental College to follow my passion of studying marine biology, play rugby, and enjoy the "college experience." I would attend church occasionally, but in general, the discipleship I developed in high school was put on hold. I still attended annual college camps with my youth

group friends, and my faith was enhanced there. One summer, between my junior and senior years of college, I experienced God in a similar way to when I took communion all those years ago. I heard what I believe the still, small voice of God calling me into ministry. It had been in the back of my mind, but I knew at that point that I was all in. I was fully committed to my life of faith and to my call to ministry.

Ministry and seminary played major roles in my faith journey since beginning on this path. In some ways, affirmations of my call to ministry have also been a part of the journey. While at Fuller, God continuously affirmed my sense of calling. I had never enjoyed school as much as I did in seminary, and I could not get enough of my studies, class time, and friendships. I was involved in beginning Fuller's Faith and Science student group, and that helped me tremendously in combining my passion for marine biology and my call to ministry. It helped me develop an awareness of how I could bring ideas of ecological conservation to Christian ideas of creation care, and how I could (hopefully) help my fellow Christians be less afraid of science. While in seminary, I was hired as a High School Ministry Intern at La Canada Presbyterian Church, where I had my first real experience in ministry. After the yearlong internship ended, I began working as the part-time Director of Youth Ministry at Beverly Hills Presbyterian Church. After graduating seminary, I was hired full-time at BHPC as Family Ministries Director. In this role, I have been able to preach more frequently and lead various groups, from youth group to Sunday School volunteer teachers to adult Bible studies. These experiences affirmed, and continue to affirm, my call to ministry. I fell in love with teaching, preaching, and counseling. I found my faith strengthened by these. Praying, preparing lessons and sermons, serving on committees and alongside congregants in service projects, and even dealing with the mundane tasks of ministry are all a part of my faith journey.

My faith journey has moved from a largely individualistic view of Christianity to a more holistic view. My time in seminary exposed me to many types of Christianity, and introduced me to much larger views of justice, missions, and discipleship. I began viewing faith and sin as larger than just what I believe and what I have done wrong. Faith is both individual and communal, as faith is incomplete without corporate worship. Sin is both individual and communal, as there are countless systemic sins in which we are complicit. I learned from this development that my faith continues to grow and stretch, that God is bigger than I'll ever comprehend, and that it is important to read authors and interact with people who are different so that I can continue to grow in my faith.

Statement of Faith
Andrew (Drew) Hanson

I believe that God is triune: one God in three persons (Father, Son, and Holy Spirit). The three are co-eternal, and of the same essence and power. I believe God is the Creator of all and that humanity was created in God's image. But humanity rebelled, which sent us into the spiral of sin and death. Only God could redeem us, and he did so through Jesus Christ, who is fully human and fully divine. Through Jesus' atoning death and resurrection, we have the opportunity to know God and to be saved from sin and death. Through Jesus, we have a renewed covenant with the Living God. Today, we have the gift of the indwelling Holy Spirit, who continues to guide, speak, convict and comfort us.

I believe that we know this story of creation, fall, and redemption through God's revelation in the Holy Scriptures. I believe that, like Jesus, the Bible is both divine and human. It is divine in that it is God-breathed and it is the most faithful tool to describe who God is, what God's will is, and how humanity relates to God. It is human in that it is a compilation of different texts, written by different people in different contexts. It should be read both as a document within the original context and as an authoritative, living document that speaks to us and convicts us today through the inspiration of the Holy Spirit.

I believe that, as the Church, the body of Christ, we are called to live out God's will by God's grace through faith. We did not earn the ability or the privilege to live out God's will, but only through God's grace, Jesus' sacrifice, and through the Holy Spirit's guidance. I believe that our relationship with God is both individual and communal. We are invited to pray, read Scripture, confess sin and repent, seek justice, love our neighbors, and love and worship God as individuals and corporately. Corporate worship includes the two sacraments, baptism and communion, which are visible signs of God's invisible grace. Baptism is the visible sign of God grafting us into the covenant community through grace, and of baptism by water as a sign of God baptizing us with the Holy Spirit and fire. In communion, Jesus is spiritually, but not bodily, present in the bread and cup. The elements are the visible signs of Christ's sacrifice providing nourishment and communion with God and neighbor through grace.

The efficacy of the Gospel is eternal. Christ's resurrection is the first fruit of our own. At Christ's Second Coming, when Jesus judges the living and the dead, our bodies will be raised to enjoy and worship God in the eternal Kingdom. The resurrection of the body testifies that eternal life will be an embodied life, thanks to Christ's resurrection. It is God alone, in grace and sovereignty, who is judge.

While eternal, the good news of the Gospel must also be tangible, here and now. As faithful individuals and communities, we are called to do justice, love kindness, and walk humbly with God. This means that a part of our faith is being called to work for justice for the marginalized, to be a voice for the voiceless in loving kindness and humility. Seeking forgiveness of sin and repenting are important parts of walking humbly with God. As faith is both individual and communal, sin can be as well. While individuals sin, there are also systemic sins that plague our world and demonstrate that God's work of redemption is not complete in all creation. The church is called to repent of both individual and corporate sins. Repentance is the response to God's forgiveness, as the one asking forgiveness is called to simultaneously turn away from sin and toward God. Likewise, God's redeeming grace is not just meant for individuals, but also for humanity and for the larger creation.

Short Curriculum Vitae for the Presbyterian Church of Southern New England

Youth

I was born on the Pacific Island of Papua Newguinea as one of four children of the Evangelical Lutheran Missionary couple from Germany, Eckart & Brigitte Weber. My parents lived and worked with “stone-age” people from 1959-1976, studied their culture, learned their language and shared their lives. I grew up among native Papuans who had stone-axes, hunted with bow and arrows, dressed with bark belts, leaves and hand twirled hemp on a remote Missionary Station in the Southern Highlands of Newguinea. We lived in PNG until I was 13 years old, when we returned to Southern Germany, where my father took on the position of a parish minister.

Education

- 1982: **Highschool** graduation, Werner von Siemens Gymnasium, Weissenburg, Germany
- 1982-84: **Social Service** on a cancer ward, Nurnberg City Hospital, Germany
- 1984-86: **Study of Evangelical Theology** (Hebrew, Greek, Latin, Church History, Theology and Books of the Old Testament, Systematic Theology), University of Munich.
- 1986-88: **Study of Evangelical Theology**, (Church History II, Theology and Books of the New Testament, Ethics, Missiology, Comparative Religion & Inter-Religious Dialogue), University of Heidelberg, Germany.
- 1988-89: **Study of Spanish Language & Liberation Theology**, Instituto Superior de Educacion Teologica, accompanied by daily work in a Project of Support for Street Children Buenos Aires, Argentina.
- 1989-91: **Completion of Studies in Evangelical Theology** (Philosophy, Psychology, Sociology, Pastoral Theology, Homiletics), University of Munich, Germany.
- 1992: **MDiv** from the University of Munich, Germany
- 1992-93: One year of collaboration and contemplation in the **Jesuit Retreat Center** for Contemplative Prayer at “Haus Gries”, Germany.
- 1993-98: **Doctoral Program**, research and teaching responsibilities at the Theological Faculty of the University of Basel, Chair of Missiology and Intercultural Theology, Basel Switzerland.
- 1998: **Doctorate in Theology** from the University of Basel, Switzerland. Publication of my dissertation: “Job in Latin America. The Interpretation of and Coping with Suffering in Liberation Theology, Grunewald Publishing, Germany 1999.
- 1999: **Ordination:** After the year long practical education for parish ministry (“Vikariat”) I was ordained as Minister in the Swiss Reformed Church of Basel, Switzerland.

Spirituality

Alongside my academic studies I have followed a spiritual path that is precious to me: In 1983 a Jesuit priest offered a workshop on “Zen-Meditation for Christians” that touched me deeply. I have been drawn to silent, contemplative and centering prayer ever since. After going there on yearly retreats for several years, I spent a year in a Jesuit Retreat House in Germany in 1992, assisting with ten-day retreats in contemplative prayer and having space for several hours of silent meditation every day. I have gone on spiritual retreats in silent contemplative prayer since 35 years. That is where I foster my connection with the deepest mystery of all we call God.

Professional History

- 1982-84: 18 months of social service on a cancer ward at the Nurnberg City Hospital
- 1993-98: Doctoral program, research & teaching at the University of Basel, Switzerland
- 2000-07: Parish Ministry at the Evangelical Reformed Church of Binningen/Bottmingen, Swiss Reformed Church of Basel Landschaft.
- 2007-08: 1 year education to become a certified hospital chaplain, CPE-residency at The Chaplaincy Center, Providence, RI.
- 2008-11: 3 year education to become a certified Chaplain Educator, Supervisory Education at The Chaplaincy Center, Providence RI.
- 2008-17: Multi-faith Chaplain at The Miriam Hospital, Rhode Island Hospital, Women & Infants Hospital, Providence Rhode Island.
- 2011-17: Director of Education & Chaplaincy at The Chaplaincy Center, Providence RI
- 2018- present: Director of Education, Spiritual Care, Beth Israel Deaconess Medical Center, Boston, MA

March 24, 2018

Report of the Council to the Presbytery of Boston

Summary of Action from February 22, 2018

1. The council voted to send Sarah Jeane Shimer (Young Adult Volunteer) to be an overture advocate for the Fossil Fuel overture.
2. The council voted to grant the moderator the authority to appoint an overture advocate for the Family Leave overtures.
3. The council directed the board of trustees to set aside funds to send up to 3 overture advocates to the 223rd General Assembly.
4. The council directed the treasurer to pay \$200 for leadership training of the Shekinah Fellowship.
5. The council voted to direct the Presbytery Offering to the Presbytery of Tropical Florida.
6. Council voted to send the “Vision, Staffing and Structuring” report to the Presbytery for its consideration. This report is in the packet and will be discussed during the education hour.
7. The council directed COM to set a policy for equity agreements in accordance with the as per the East Boston Fund designation.