



Stated Meeting of the Presbytery of Boston

Zoom Meeting

December 7th, 2020

Meeting Packet



**Notice of the
Stated Meeting
of the
Presbytery of Boston**

Date/Time: December 7 at 7:00 PM

Location: Zoom Meeting

To receive the link to enter this meeting, **you must register online** in advance of the meeting at the following link:

https://us02web.zoom.us/meeting/register/tZ0vde6qrDkqHtPYhCjU1Ktd7NEuPLJP2_wV

For instructions on how to participate, please click on the following link:

<https://presbyteryofboston.org/Presbytery-Gatherings/Assembly-Meetings>

All teaching elders and ruling elders with the privilege of vote are expected to attend all presbytery meetings.


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 directed to Freedom for Immigrants. Freedom for Immigrants is the only nonprofit in the country monitoring the human rights abuses faced by immigrants detained by ICE through a national hotline and network of volunteer detention visitors, while also modeling a community-based alternative to detention that welcomes immigrants into the social fabric of the United States. Through these windows into the system, they gather data and stories to combat injustice at the individual level and push systemic change. Council has voted to double the Presbytery offering to this organization through our mission giving line item. You can view their website at this link:
<https://www.freedomforimmigrants.org/our-values>

Proposed Docket
Stated Meeting of the Presbytery of Boston

| | | Length |
|--------------|--|---------------|
| 6:30 | Log-in and instructions for Zoom Presbytery Meeting | 30 |
| *7:00 | Call to Order & Declaration of Quorum Opening Prayer Call for new business Omnibus Motion Introduction of New Elders Seating of Corresponding Members Welcome from Host Congregation Acknowledging and Honoring Native Land | 10 |
| | Nominating Committee | 5 |
| 7:10 | Worship: Offering – Freedom for Immigrants Includes Lord’s Supper | 15 |
| 7:25 | Presbyterian Historical Society – David Staniunas | 5 |
| 7:30 | Youth Ministry Planning Team | 10 |
| 7:40 | Trustees (Thatcher Freeborn) | 5 |
| 7:45 | Personnel (Meagan Manas) | 10 |
| 7:55 | Budget Task Force -First Reading of Budget (Personnel) (Ivy Turner) | 15 |
| 8:10 | Break-out Groups: Presbytery Leadership | 10 |
| 8:20 | Saying good-bye to Cindy Kohlmann | 20 |
| 8:40 | Treasurer (Andrew Parmelee) | 10 |
| 8:45 | Committee on Mission and Congregations (Katie Cole) | 5 |
| 8:55 | Committee on Ministry (Jane Wilson) | 10 |
| 9:05 | Committee on Preparation for Ministry (Kristin Rinehimer) | 10 |
| 9:15 | Report of the Stated Clerk (T. J. DeMarco) | 5 |
| 9:20 | Report of the Resource Presbyter (Cindy Kohlmann) | 5 |
| 9:25 | Council (Jane Wilson) | 10 |
| | New Business (only if requested at beginning of meeting) | |
| 9:30 | Adjourn | |
| | <i>* Denotes Order of the day</i> (All other times are guidelines) | |

| | |
|---|-----------------------|
|  <p>PRESBYTERY OF BOSTON</p> | <p>Omnibus Motion</p> |
|---|-----------------------|

December 7, 2020

An omnibus motion allows for routine items to be approved without individual discussion or individual motions. The purpose of the omnibus motion is to conserve time. Once the omnibus motion is moved and seconded, any member may request that an item in the omnibus be removed and discussed during the appropriate report. If you would like an item removed from the omnibus motion, simply raise your hand and indicate which item number you would like removed.

1. Approve the minutes from the September 28 meeting.
2. Approve the agenda for the December 7 meeting.
3. Approve the 2021 calendar (see council report)
4. Approve the council recommendation that the March Presbytery meeting be held virtually.

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Sarah Hathaway, Nominating Committee Chair

MOTION: That the nominees be elected as a slate. If there is a nomination from the floor, that position will be removed from the slate and the election will be by ballot.

The Nominating Committee presents the following nominees:

- Jill Auger (RE-2, Clarendon Hills): Committee on Ministry, Chair, 2022
- Virginia Coakley (TE-1, Validated Ministry): Committee on Ministry, 2021 (partial-term)
- Katie Cole (TE-1, Fourth): Nominating Committee, 2023
- Thatcher Freeborn (RE-2, Fourth): Trustees, 2023
- Drew Hanson (TE-1, Quincy): Committee on Preparation for Ministry, Vice-Chair
- Kayla McKinsey (TE-1, Validated Ministry): Nominating Committee, 2023
- Jean Olson (RE-2, Sudbury): Committee on Preparation for Ministry, 2023
- Andrew Parmelee (TE-2, Honorably Retired): Treasurer, 2023
- Aaron Shepherd (TE-1, Validated Ministry): Committee on Ministry, 2023
- Paul Shifflet (RE-2): Trustees Investment Sub-committee, 2023
- Ivy Jones Turner (Deacon-2, Roxbury): Member Council-at-Large, 2023
- Beth Wieman (TE-2, Hyde Park): Committee on Ministry, 2023
- Jane Wilson (TE-2, Validated Ministry): Moderator, 2021

OTHER NOTES:

We're still seeking: Vice-Moderator, Class of 2021; Presbytery Deacon, Class of 2022 (partial-term) and Class of 2023; YAAD Synod Commissioner, Class of 2022; Mission & Congregations Member, Class of 2023; Committee on Representation, two vacancies for Class of 2023 and a Chair of the committee. Please contact Nominating Committee Chair Sarah Hathaway (sarah.hathaway811@gmail.com or 858-

336-3041) if you're interested in learning more about these vacancies for yourself or for someone who you think would serve well in any of these positions.

BIOS:

Jill Auger (RE-2, Clarendon Hills): Committee on Ministry, Chair

Jill Auger, a ruling elder from Clarendon Hill Presbyterian Church, is serving on the Committee on Ministry for the second time. She is also currently serving a term on her church's session, and she has previously served on a presbytery response team and on a PNC at Clarendon Hill. She is a life-long Presbyterian, with roots back to Scotland, and her parents met at Princeton Seminary (where they knew Tom and Pat Kepler). Her father, Tom Fisher, is an honorably retired Presbyterian pastor. She has degrees from the University of Chicago Divinity School and Smith College and has worked in publishing, editing, and libraries. She and her husband, Pierre, have two grown children, one in the Boston area and the other in New York City.

Virginia Coakley (TE-1, Validated Ministry): Committee on Ministry, 2021

Rev. Virginia "Ginny" Coakley is an Ordained Teaching Elder in the Presbyterian Church (PCUSA) and a member at large of the Presbytery of Boston. She was ordained by the POB in 2015 in Worcester, MA where she served as an Associate Chaplain/Director of Protestant and ALANA Ministries at College of the Holy Cross in Worcester, MA, for nine years. She left campus ministry to serve as a Transitional Pastor at the First United Presbyterian Church in Cambridge, MA. After completing her year-long contract, she relocated to rural upstate New York where she served as an Installed Solo Pastor for the First Presbyterian Church in Dryden. She is very glad to be back in Massachusetts, she is currently working in an area not for profit, supporting women and men living with AIDS or who are HIV+ to ensure they are living as successful lives as possible.

Virginia has been involved in ministry in various capacities for many years. In addition to serving as Pastor and Campus Minister, her service includes Coordinator of Missions and Evangelism, Coordinator of Prison Ministry, Youth Minister and Pastoral Counselor at parishes in Dorchester, Roxbury and Cambridge, MA. Her passions are preaching, teaching, and missions. She has participated in service and missions' trips to El Salvador, Brazil, and St. Kitts, West Indies. She is also interested in cultivating good leaders in the church and beyond and participated in an 8-day Global Transformational Leadership Summit in Bloemfontein, South Africa.

Virginia is a graduate of Boston University School of Theology class of 2006; she holds a Master of Divinity Degree. Her undergraduate degree is from Lesley University; she holds a Bachelor of Science in Human Service, Specializing in Counseling Psychology. She currently resides in Brighton, MA.

Katie Cole (TE-1, Fourth): Nominating Committee, 2023

Katie Cole is the Associate Pastor at Fourth Presbyterian Church. She was ordained in 2018, though she has served at Fourth in a full-time capacity since 2013. She graduated from Boston University School of Theology and the School of Social Work in 2012, and has a background in youth ministry, trauma work, and community organizing. Her favorite Presbyterian is Jenny Geddes (1600-1660, Edinburgh), who teaches us that Presbyterian women are mighty and to be feared.

Thatcher Freeborn (RE-2, Fourth): Trustees, 2023

Thatcher is currently a Ruling Elder and former Deacon at Fourth Presbyterian Church. He serves as Treasurer of The Vinton Street Hope Initiative, Inc., Treasurer of the Massachusetts Council of

Churches, and former Board member of the Boston Food Justice Young Adult Volunteer Program within the Presbytery. He is a Past Moderator of the Presbytery of Boston, Past Chair of the Stewardship and Budget Committee, a member of the Fort Square Presbyterian Church and Presbyterian Church in Needham Administrative Commissions and past Trustee for the Synod of the Northeast of the Presbyterian Church USA. Professionally, Thatcher serves as Senior Vice President, Team Leader, Nonprofit Lending Group, for Boston Private Bank. He is married to Erin Freeborn, M.Div. JD, Executive Director of Communities for Restorative Justice. They reside in Melrose with their three daughters.

Drew Hanson (TE-1, Quincy): Committee on Preparation for Ministry, Vice-Chair, 2021

Rev. Drew Hanson was born and raised in California and lived there until receiving his first call at First Presbyterian Church, Quincy in 2018. He graduated from Occidental College with a B.A. in Biology, emphasis in Marine Biology, and from Fuller Theological Seminary with an M.Div. Drew met his wife, Cassie, in college at Occidental and they now live in Braintree with their three-legged dog, Ruth. Drew's hobbies include hiking, kayaking, eating, watching TV while eating, and cooking food for said eating. Since the pandemic, his hobbies also include creating a sourdough starter named Mick Jagger (think: Start Me Up), building a raised garden bed to grow food to sustain all that eating, creating a batch of homebrew beer, watching even more TV while eating, and figuring out how to enjoy seeing loved ones on Zoom after too many work Zoom meetings.

Kayla McKinsey (TE-1, Validated Ministry): Nominating Committee, 2023

Kayla, who grew up attending Good Shepherd Presbyterian in Easton, MA, is serving in her first call as Associate Pastor at The Dover Church in Dover, MA. At TDC, Kayla leads worship and spearheads the youth group, Christian Ed, and confirmation programs. She developed her passion for learning with and from young people through her connection to Camp Wilmot, a PCUSA overnight camp in the Lake Sunapee region of New Hampshire. As a camper and now a director, Camp Wilmot has been a place where Kayla has witnessed the transformative power of belonging, play, and immersion in God's creation. Kayla enjoys running, reading, gardening, cooking, hiking, and spending time with her family, friends, and her fiancé Walter.

Jean Olson (RE-2, Sudbury): Committee on Preparation for Ministry, 2023

Jean grew up in Walpole, MA, and has lived in Rochester, NY, Baltimore, and San Francisco. She returned to be near family when she retired and now lives in Concord, MA. She was a Professor of Pathology and was on the faculty at The Johns Hopkins University and University of California San Francisco. Jean joined the PCUSA in the mid-1980s. She was brought up in the UCC, and was ordained as a PCUSA ruling elder in 1992. She served several Presbytery committees of the Presbytery of San Francisco. Her service included the Committee for Preparation for Ministry, 6 years, chair 1 year, Committee on Ministry, 3 years, and a Presbytery Engagement Team. The Engagement Team aided a congregation in its discernment over whether to leave the Presbytery. They chose to remain. Jean was a reader for ordination exams over 5 years. She was elected as West Regional Convener to the Presbyteries Cooperative Committee on Examination for Candidates and has served that committee for four years. She is a member of the Presbyterian Church in Sudbury.

Andrew Parmelee (TE-2, Honorably Retired): Treasurer, 2023

Andy Parmelee is the current treasurer of the Presbytery. A member of the Presbytery of Boston since 1982 he was first elected treasurer in 2011. Over the years he has served the Presbytery as a stated supply pastor, administrative commissions' chairperson, chairperson of several fund-raising campaigns within the Presbytery, several terms as a Trustee prior to becoming treasurer and COM chairperson for

two terms. He served the Synod of the Northeast for two terms as its Budget and Finance chairperson and has been both a Synod and GA commissioner for the Presbytery. Semi-retired he lives in Hingham, and like many of us today he works from home, worships, shares in fellowship activities and visits with his family from afar on ZOOM! His favorite ZOOM activity these days is relearning and studying French with his son and a grandson in California occasionally supported by a tutor in Paris.

Aaron Shepherd (TE-1, Validated Ministry): Committee on Ministry, 2023

Rev. Dr. Aaron Pratt Shepherd is an Assistant Teaching Professor of Philosophy at University of Massachusetts Lowell and an ordained Minister of Word and Sacrament in the Presbyterian Church (U.S.A.). He holds a PhD in Philosophy from Emory University, as well as Bachelor and Master's Degrees from universities in his home state of Oregon, and studied at both the Candler School of Theology and Columbia Theological Seminary in the Atlanta area. Ordained in 2019 in the Presbytery of the Cascades, Rev. Dr. Shepherd currently serves as Pastor of Union Congregational Church in East Walpole, MA, and has Dual Standing with the Presbytery of Boston and the Metro Boston Association of the Southern New England Conference of the United Church of Christ. His first book, *Challenging the New Atheism: Pragmatic Confrontations in the Philosophy of Religion*, was published this fall with Taylor and Francis Publishers as part of the Routledge Studies in American Philosophy series. He and his wife Whitney live in East Walpole with their three sons, Brady, Jett, and Calvin.

Paul Shifflet (RE-2): Trustees Investment Sub-committee, 2023

Paul is from Charlotte, NC. He moved to Boston during the summer of 2017 after obtaining his MBA from the Wharton School of the University of Pennsylvania in Philadelphia. He is currently a member of Arch Street Presbyterian Church in Philadelphia and is actively seeking a church home in Boston. Paul was raised Presbyterian at First Presbyterian Church in Charlotte and is an ordained Ruling Elder of the Presbyterian Church (USA). While at Arch Street Paul served on Session and chaired the Finance Committee. In addition to leading the annual budgeting process, the Finance Committee was responsible for stewarding the church's approximately \$3 million endowment. Paul drafted the church's first Investment Policy Statement and, as a member of the Committee, advised the endowment's external manager on asset allocation decisions. Paul is an Equity Research Analyst at Eaton Vance Management and is a CFA charter holder. He is responsible for the US Large Cap Value fund's investments in regional banks. He regularly collaborates with members of the firm's equity and credit analysts, and portfolio managers. Paul graduated from Haverford College in 2011 with a BA in Economics and an MBA from Wharton in 2017.

Ivy Jones Turner (Member-2, Roxbury): Council Member-at-Large, 2023

Ivy Jones Turner is an ordained Deacon at Roxbury Presbyterian Church where she has been a member since 1990 shortly after moving to Boston. Currently at RPC, Ivy is a member of the Social Justice Mission Team -- which works closely with GBIO, and the Ensemble Choir, and previously was Sunday School Co-Superintendent. Since arriving in Boston, Ivy has served on the Boston Presbytery Nominating Committee as well as the Boston Presbytery Budget and Finance Task Force, and is currently a member of Council and chair of the Budget Task Force which has been charged with developing a plan for a balanced budget for the Presbytery of Boston.

Originally from Charleston, South Carolina, Ivy was active as a youth member of Zion United (later Hebron-Zion) Presbyterian Church, where her family is still actively involved in the Charleston-Atlantic Presbytery. Ivy is a graduate of Johnson C. Smith University in Charlotte, NC, a Presbyterian college, and the John F. Kennedy School of Government at Harvard University. Ivy works at Education Development Center in Waltham, providing training and technical assistance to state and local agencies

and local community-based organizations as leading substance abuse, violence, and suicide prevention programs. In her spare time, Ivy enjoys quilting, reading and cooking. Ivy is married to Bradley Turner, an Elder at RPC, where they live in Dorchester.

Beth Wieman (TE-2, Hyde Park): Committee on Ministry, 2023

Beth has been a member of Boston Presbytery since 1987. She is currently the Pastor of Hyde Park Presbyterian Church. Before Hyde Park she served as the Minister of Christian Education at Church of the Covenant, and before that she was the Associate Pastor of Grace Church UCC in Framingham. She has served as Vice Moderator and Moderator of the Presbytery, chaired Budget, Nominating, Committee on Church Support and Development, and the Committee on Education for Ministry. Beth served as a Presbytery of Boston General Assembly commissioner to the 2006 Assembly in Birmingham. She also chaired the search committee that called George Magnuson to be the General Presbyter of Boston Presbytery. She has completed one term on COM, this would be her second. Beth lives in Boston with her husband Mark Leach.

Jane Wilson (TE-2, Validated Ministry): Moderator, 2021

A cradle Presbyterian, Rev. Jane Wilson grew up in the church in her small Northern New York village. After graduate school, Jane began a career with the Federal Government in the Washington, DC area. She joined a Presbyterian Church in the Foggy Bottom area where she became active, serving as a Deacon. While involved with a church-sponsored tutoring program, Jane received a call to ministry. She attended Union Presbyterian Seminary in Richmond, VA earning an MDiv and a MACE. Since ordination in 1998, Jane has served churches in Ohio, Arizona, and North Carolina. She now serves a UCC church in Milford, MA.



Presbytery of Boston Communications Coordinator Proposed Position Description

TITLE:

Administrative Staff Person

PURPOSE:

The purpose of this position is to provide administrative support to the Presbytery.

RELATIONSHIPS:

The Administrative Staff Person (ASP) will relate to:

- The Stated Clerk, who will supervise and provide materials and information as necessary (including Presbytery Meeting packet materials and information for the directory).
- Committee members or members of Presbytery as needed for information
- The Personnel Committee for regular review

RESPONSIBILITIES:

- Attend all Presbytery meetings to manage tech
- Manage Newsletter: receive information, edit and prepare online newsletter, send once per week
- Monitor office@presbyteryofboston and presbyter@presbyteryofboston.org email and forward to appropriate people
- Website Management:
 - updating webpages with appropriate resources, dates, photos, and attachments.
 - creating new webpages as needed.
 - responding to requests for new user logins or lost login information.
 - Prepare and distribute stated meeting packets
- Keep Presbytery Directory up to date, including:
 - Accurate church contact information, including address, email address, phone number, and contact for Clerks of Session
 - Accurate Minister information, including HR status
 - Proactively reaching out to COM, Deacons and Stated Clerk and monitoring Presbytery minutes for changes
 - Moving the directory into a more useable format (online or database) by March 2021, with format to be approved by Stated Clerk
- Manage Presbytery Facebook Page
 - Share weekly newsletter
 - Create and manage up-to-date postings (at least once a month)
- Prepare and distribute quarterly per capita statements to sessions.

ACCOUNTABILITY AND EVALUATION:

The ASP will be supervised by the Stated Clerk.

This revised position description is for the calendar year 2021. The Personnel Committee will check in to review the work of the ASP after the first quarter of 2021, and regularly afterward, with the date of the next review set at each review.

Hours: average of 9 hours/week

Salary: \$12,000 year

1 year Contract

Presbytery of Boston

| <i>Per Capita and Mission Budget for 2020</i> | | | <i>Budget</i> | | <i>Actual - October 31, 2020</i> | | | |
|---|----|---------|-------------------|-----------------|----------------------------------|-----------------|------------|----------------------------|
| I. Per Capita and Mission Resources: | | | 2020 | % Budget | 2020 | % Budget | | |
| 1) Member Church <i>Per Capita</i> (formerly Unified Mission) | \$ | 115,640 | | 46.5% | \$ | 97,767 | 84.5% | <u>Balances</u> |
| 2) Transfer from Trustee Funds - Awards, Grants, Loans (as awarded) | \$ | - | | 0.0% | \$ | 38,425 | 0.0% | |
| 3) Transfer from Fort Square Settlement Proceeds | \$ | - | | 0.0% | \$ | 20,000 | 25.9% | Checking \$ 46,324 |
| 4) Transfer from Trustee Funds (5 Yr Rolling Avg of Interest Income) | \$ | 722 | | 0.3% | \$ | - | 0.0% | Savings \$ 227 |
| 5) YAV Payroll Support | \$ | 25,190 | | 10.1% | \$ | 14,694 | 58.3% | 10/31/20 \$ 46,551 |
| 6) Individual Gifts | \$ | 5,000 | | 2.0% | \$ | 4,144 | 82.9% | |
| 7) Unrestricted-Shared Mission | \$ | 25,000 | | 10.1% | \$ | 24,535 | 98.1% | |
| 8) Designated/Directed Mission (as gifted) | \$ | - | | 0.0% | \$ | 12,308 | 0.0% | |
| 9) Presbytery Loose Offering (as received) | \$ | - | | 0.0% | \$ | 568 | 0.0% | |
| 10) Unrestricted fundraising/Operational Donations (as awarded) | \$ | 77,157 | | 31.0% | \$ | - | 0.0% | |
| 11) Transfer from Trustees - PCN Building Manager and Insurances | | | | | \$ | 29,889 | 0.0% | |
| RESOURCES Total: | | | \$ 248,709 | 100.0% | \$ 242,330 | 97.4% | | |
| II. Per Capita and Mission Disbursements: | | | 2020 | % Budget | 2020 | % Budget | | |
| A. Congregational Mission Programs | | | \$ 12,500 | 5.0% | \$ 41,425 | 16.5% | 01/01/20 | \$ 60,482 |
| 1) POB Shared Mission Programs | \$ | 12,500 | | 5.0% | \$ | - | 0.0% | Income \$ 299,471 |
| 2) Shekinah Fellowship - Natick | \$ | - | | 0.0% | \$ | 14,500 | 0.0% | Disburse \$ (313,402) |
| 3) Shekinmah Fellowship - Brockton | \$ | - | | 0.0% | \$ | 2,000 | 0.0% | 10/31/20 \$ 46,551 |
| 4) Shekinah Fellowship - Marlborough | \$ | - | | 0.0% | \$ | 2,000 | 0.0% | |
| 5) Shekinah Fellowship - Waltham | \$ | - | | 0.0% | \$ | 2,000 | 0.0% | <u>Funds</u> |
| 6) Whitinsville Church | \$ | - | | 0.0% | \$ | 425 | 0.0% | Operating \$ (5,041) |
| 7) Newton Presbyterian Church - PoB Grant | \$ | - | | 0.0% | \$ | 2,500 | 0.0% | Yav Fund \$ 1,200 |
| 8) PoB Young Adult Volunteers | \$ | - | | 0.0% | \$ | 15,000 | 0.0% | Peace Offer \$ 1,566 |
| 9) Designated - Directed Missions | \$ | - | | 0.0% | \$ | 3,000 | 0.0% | PJC \$ 500 |
| B. Other Mission Programs | | | \$ 12,500 | 5.0% | \$ 9,876 | 79.0% | Youth Tri. | \$ 3,371 |
| 1) PoB Shared Mission Programs | \$ | 12,500 | | 5.0% | \$ | - | 0.0% | Pentecost \$ 731 |
| 2) MA Council of Churches | \$ | - | | 0.0% | \$ | - | 0.0% | PC Conf \$ 4,291 |
| 3) Presbyterian Disaster Assistance - Regional Hurricanes | \$ | - | | 0.0% | \$ | - | 0.0% | Pastor's Dev \$ 6,944 |
| 4) Young Adult Volunteers | \$ | - | | 0.0% | \$ | 1,200 | 0.0% | Presb. Day \$ 543 |
| 5) Mission to the Congo | \$ | - | | 0.0% | \$ | - | 0.0% | Abbey Bos. \$ 1,125 |
| 6) Immigration Response Task Force | \$ | - | | 0.0% | \$ | - | 0.0% | CHRA \$ 540 |
| 7) Northeast Ecumenical Stewardship Council | \$ | - | | 0.0% | \$ | - | 0.0% | TTLDev \$ 20,005 |
| 8) PC(USA) - Youth Connection and Youth Triennium | \$ | - | | 0.0% | \$ | - | 0.0% | PDA \$ 350 |
| 9) Presbytery Loose Offering (other - Funded by I9)) (as received) | \$ | - | | 0.0% | \$ | 568 | 0.0% | Covid-19 \$ 3,000 |
| 10) Designated/Directed Mission (other- Funded by I8) (as gifted) | \$ | - | | 0.0% | \$ | 8,108 | 0.0% | Confirm Con \$ 5,900 |
| 11) Community Day Care of Waltham | \$ | - | | 0.0% | \$ | - | 0.0% | PLC Fund \$ 1,526 |
| 12) Grants - Restricted (from Trustee Funds - Funded by I2 (as awarded) | \$ | - | | 0.0% | \$ | - | 0.0% | \$ 46,551 |
| C. Presbytery Staff, Officer and Office Expenses | | | \$ 191,928 | 76.3% | \$ 183,356 | 95.5% | | |
| 1) Moderator of Presbytery - Expenses | \$ | 1,200 | | 0.5% | | 0.0% | | |
| 2) Treasurer - Salary | \$ | 21,012 | | 8.4% | \$ | 17,510 | 83.3% | |
| 3) Treasurer - Related Expenses (Office and FICA) | \$ | 3,550 | | 1.4% | \$ | 2,156 | 60.7% | <u>Other Income</u> |
| 4) Stated Clerk - Salary | \$ | 31,182 | | 12.4% | \$ | 25,985 | 83.3% | Investment \$ - |
| 5) Stated Clerk - Related Expenses (FICA, Travel & Office, 403b) | \$ | 8,203 | | 3.3% | \$ | 6,037 | 73.6% | Grants \$ 25,000 |
| 6) Recording Clerk - Stipend | \$ | 674 | | 0.3% | \$ | - | 0.0% | Funds Crs. \$ 4,200 |
| 7) Audit Expenses | \$ | 4,500 | | 1.8% | \$ | 3,900 | 86.7% | Oper. Crs. \$ 27,940 |
| 8) Resource Presbyter - Salary and Offset | \$ | 41,099 | | 16.3% | \$ | 34,249 | 83.3% | \$ 57,140 |
| 9) RP - Reimbursable Exps (CE, Mileage, Meals, Phone) & D&D, Pension | \$ | 10,788 | | 4.3% | \$ | 9,190 | 85.2% | |
| 10) Insurances and phone services | \$ | 6,135 | | 2.4% | \$ | 12,542 | 204.4% | <u>Other Disbursements</u> |
| 11) Communications Coordinatoer - Salary | \$ | 30,000 | | 11.9% | \$ | 25,000 | 83.3% | Funds Disb \$ 1,900 |
| 12) Communications Coordinator - Related Exps (FICA, Benefits, Exps } | \$ | 8,295 | | 3.3% | \$ | 8,913 | 107.4% | 403(b). \$ (125) |
| 13) YAV Site Coordinator - Salary | \$ | 23,400 | | 9.3% | \$ | 13,650 | 58.3% | Oper Disb \$ 24,399 |
| 14) YAV Site Coordinator - Related Expenses (FICA) | \$ | 1,790 | | 0.7% | \$ | 1,044 | 58.3% | Grants \$ 25,000 |
| 15) PoB Web Site Support and Training | \$ | 100 | | 0.0% | \$ | 180 | 180.0% | \$ 51,174 |
| 16) Needham Building Manager | | | | | \$ | 21,367 | | |
| 17) Needham Building Manager - Related Expenses (FICA, Exps) | | | | | \$ | 1,635 | | |
| D. Presbytery Committees | | | \$ 7,550 | 3.0% | \$ 1,013 | 13.4% | | |
| 1) Presbytery Council/Training and Development | \$ | 300 | | 0.1% | \$ | 653 | 217.7% | 2020 Per Capita |
| 2) Committee on Preparation for Ministry | \$ | 3,000 | | 1.2% | \$ | 201 | 6.7% | GA - \$ 8.95 |
| 3) Committee on Ministry | \$ | 4,000 | | 1.6% | \$ | 159 | 4.0% | Synod - \$ 4.10 |
| 4) Committee Resources (Pers, COR, Nom) | \$ | - | | 0.0% | \$ | - | 0.0% | Pres - \$ 42.95 |
| 5) Permanent Judicial Commission | \$ | 250 | | 0.1% | | 0.0% | | |
| E. GA and Synod Per Capita and Connectional Expenses | | | \$ 26,948 | 10.7% | \$ 26,557 | 98.5% | | |
| 1) Connectional Support to General Assembly and The Synod of the NE | \$ | 26,948 | | 10.7% | \$ | 26,557 | 98.5% | 2,056 members |
| 2) POB - General Assembly 2020 Expenses | \$ | - | | 0.0% | | 0.0% | | |
| DISBURSEMENTS Total: | | | \$ 251,426 | 100.0% | \$ 262,227 | 104.3% | | |
| Surplus/(Deficit) | | | \$ (2,717) | | \$ (13,931) | | | |

Presbytery of Boston - Board of Trustees Funds

Actual - September 30, 2020

| <u>Restricteed Cash, Investments and Loans</u> | <u>Market Value</u> |
|---|----------------------------|
| Cash | \$ 66,887.14 |
| Savings | \$ 73,773.85 |
| PILP Investment Mission Money Fund, 24 and 36 month Fixed Notes (Note: \$200,000 from the EBF-Cont. Educ. fixed principal balance and \$95,000 from The Lynn Redev. Fd.-Minimum Permanent Fund) | \$ 295,000.00 |
| Charles Schwab & Co., Inc. (Cost Value - \$ 650,000) | |
| Investments Long | \$ 1,136,562.60 |
| Cash | \$ 8.08 |
| Operating Loans | |
| Worcester | \$ 7,921.94 |
| Investment Loans | |
| BCLP | \$ 25,000.00 |
| | \$ 1,605,153.61 |

Restricted Funds

| | |
|---|------------------------|
| Trustee Fund - Loans to Churches | \$ 7,921.94 |
| Trustee Fund - Restricted Operating | \$ 220,431.50 |
| Kneeland Fund - Regular | \$ 5,198.91 |
| Kneeland Fund - Special | \$ 1,522.68 |
| Presbytery Congregational Development Fund | \$ 34,568.46 |
| Minister's Emergency Fund | \$ 38,302.45 |
| John Gilchrist Fund | \$ 24,802.50 |
| The Robie Fund (\$ 40,000 minimum permanent fund) | \$ 58,361.30 |
| The Lynn Redevelopment Fund (\$ 174,545 minimum permanent fund) | \$ 310,576.46 |
| Roxbury Presbyterian Church Reserve Fund | \$ 20,000.00 |
| East Boston Funds | |
| Continuing Education (\$ 200,000 minimum permanent fund) | \$ 288,674.62 |
| Equity Sharing | \$ 338,088.53 |
| Missions | \$ 109,966.41 |
| Elizabeth Pultz Fund | \$ 10,486.92 |
| Ft. Square Fund | \$ 85,951.15 |
| Needham Fund | \$ 28,752.47 |
| Undistributed Accrued Income | \$ 3,561.24 |
| Change in Value of Investments (decrease in value distributed 12-31-18) | \$ (17,467.61) |
| Agnes Young Fund | \$ 35,453.68 |
| | \$ 1,605,153.61 |

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.

| 2020 Per Capita Apportionment and Member Church Mission Pledges and Gifts | | | | | | | | October | | | | | |
|---|------------|-----------------|------------|-------------------|-----------|--|------------|----------|------------|--------|-------|--------|-------|
| | Per Capita | Ind | Per Capita | Presbytery | Desigated | | 2019 | 2019 | Total | Synod | Total | GA | Total |
| CHURCH | Share | Gifts | PAID | Mission | Mission | | Per Capita | UR Miss | Presbytery | Pledge | Synod | Pledge | GA |
| Covenant | \$ 2,968 | | | | | | | | | | | | |
| | | | \$ 2,534 | \$ 2,842 | | | | | \$ 5,376 | | | | |
| Fourth | \$ 9,128 | | | | | | | | | | | | |
| | | | \$ 9,000 | \$ 2,000 | \$ 5,200 | | | | \$ 16,200 | | | | |
| Hyde Park | \$ 2,576 | | | | | | | | | | | | |
| | | | \$ 2,025 | | | | | | \$ 2,025 | | | | |
| Pr Iglesia | \$ 2,744 | | | | | | | | | | | | |
| | | | | | | | | | \$ - | | | | |
| Roxbury | \$ 6,216 | | | | | | | | | | | | |
| | | | \$ 3,108 | | | | \$ 3,528 | | \$ 6,636 | | | | |
| Brookline | \$ 3,528 | | | | | | | | | | | | |
| | | | \$ 3,528 | \$ 472 | | | | | \$ 4,000 | | | | |
| Korean | \$ 19,320 | | | | | | | | | | | | |
| | | | \$ 19,320 | \$ 3,000 | \$ 3,000 | | | | \$ 25,320 | | | | |
| TPCGB | \$ 2,184 | | | \$ 2,500 | | | | | | | | | |
| | affirmed | | \$ 2,184 | \$ 2,500 | \$ 4,108 | | | \$ 2,000 | \$ 10,792 | | | | |
| Burlington | \$ 6,944 | | | | | | | | | | | | |
| | | | \$ 6,944 | \$ 7,173 | | | | | \$ 14,117 | | | | |
| Cambridge | \$ 2,912 | | | | | | | | | | | | |
| | | | \$ 2,184 | \$ 816 | | | | | \$ 3,000 | | | | |
| Clinton | \$ 4,200 | | | | | | | | | | | | |
| | affirmed | | \$ 4,325 | | | | | | \$ 4,325 | | | | |
| Good Shp | \$ 3,472 | | | | | | | | | | | | |
| | | | \$ 3,473 | | | | \$ 387 | | \$ 3,860 | | | | |
| Natick | \$ 6,944 | | | | | | | | | | | | |
| | | | \$ 3,500 | \$ 500 | | | | | \$ 4,000 | | | | |
| Needham | \$ 3,920 | | | | | | | | | | | | |
| | | | \$ 3,920 | | | | | | \$ 3,920 | | | | |
| Newton | \$ 2,968 | | | | | | | | | | | | |
| | | | \$ 2,968 | \$ 982 | | | | | \$ 3,950 | | | | |
| F Quincy | \$ 8,456 | | | | | | | | | | | | |
| | | | \$ 7,595 | | | | | | \$ 7,595 | | | | |
| YngSang | \$ 4,032 | | | | | | | | | | | | |
| | | | | | | | | | \$ - | | | | |
| Somerv'l | \$ 2,016 | | | | | | | | | | | | |
| | | | \$ 2,016 | | | | | | \$ 2,016 | | | | |
| Sudbury | \$ 8,064 | | | \$ 2,000 | | | | | | | | | |
| | affirmed | | \$ 6,048 | \$ 1,500 | | | | | \$ 7,548 | | | | |
| Whitinsv'l | \$ 5,152 | | | | | | | | | | | | |
| | | | \$ 5,152 | \$ 750 | | | | | \$ 5,902 | | | | |
| Worcester | \$ 5,544 | | | | | | | | | | | | |
| | | | \$ 4,028 | | | | | | \$ 4,028 | | | | |
| | | | | | | | | | | | | | |
| | | | | | | | | | | | | | |
| | | | | | | | | | | | | | |
| | | | | | | | | | | | | | |
| Ind Gifts | | \$ 3,500 | | | | | | | | | | | |
| | | \$ 4,144 | | | | | | | | | | | |
| Total PC | \$ 113,288 | | | | | | | | | | | | |
| | | | | | | | | | | | | | |
| Total | | | N/A | \$ 4,500 | \$ - | | N/A | N/A | | | | | |
| Total Rec | | | \$ 93,852 | \$ 22,535 | \$ 12,308 | | \$ 3,915 | \$ 2,000 | \$ 134,610 | | | | |
| Affirmed | \$ 14,448 | | | | | | | | \$ 134,610 | | | | |
| %Rec | | | 83% | 501% | | | | | | | | | |
| | | Light \$ = Paid | | Bold \$ = Pledged | | | | | | | | | |
| | | | | | | | | | | | | | |



Committee on Ministry Report

Jane Wilson, Chair

For Information

1. COM approved the transfer of membership to the Presbytery of Boston of Rev. Amy Fowler, HR. We welcome Amy to our presbytery!
2. COM received a report from the Pastoral Care Team (Deacons). We are grateful for the team and their work, especially during this difficult year, in support of members of this presbytery.

For Action:

1. Motion: Presbytery approve the 2021 Minimum Compensation Standards for clergy.



Committee on Preparation for Ministry Report

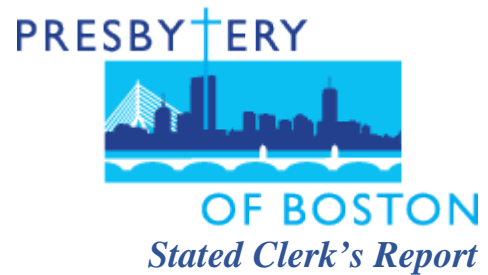
Kristin Rinehimer, Chair

1. For information

- A. This has been a rewarding year for our committee:
 - a. We have had the gift of seeing two of our inquirers, Kayla McKinsey and Tom Reid, see their ordination journeys to completion. In addition, we welcomed Thankam Rangala into candidacy back in September. Thanks be to God for all three of them, as well as for our other inquirers and candidates still in process!
 - b. Even with the transition to Zoom, we continue to have rich conversations with our inquirers and candidates around the country (and world), and have transitioned much of our work as a committee to online platforms, such as Google Drive and Sign Request (which allows for online signatures of paperwork).
 - c. In addition, Rev. Kate Carlisle served as a reader for this fall round of Ordination Exams, meaning that four of our six committee members have now served as readers in recent years. This experience and expertise has greatly improved our ability to support candidates as they take their exams.
- B. With gratitude, I share that Drew Hanson will step in as my co-chair for 2021 (if the way be clear tonight with an affirmative vote during the Nominating Committee report), allowing me to step away for parental leave in the spring.

2. For action

Nothing at this time.



Minutes Reviews

Clerks of Session from Presbytery of Boston congregations are reviewing minutes electronically this year and gathering over Zoom to discuss best practices and prepare for statistical reporting which must be completed by March 2021. Thank you to the clerks who have participated and for the work you do throughout the year.

Needham Administrative Commission

The trustees are working toward closing the corporation of the Needham congregation. As such, we should be ready to dissolve the Needham congregation at our next meeting.

Operating Manual

If Presbytery decides to form an operating manual task force, I will provide staff support. I am thankful to Ivy Turner and Katie Cole who helped with a preliminary list of policies and to council who provided further input. This is the list that will be passed on the task force:

Policies we already have:

1. Personnel Policy (needs to be revised and approved by Presbytery)
2. Sexual Misconduct Policy (approved at past Presbytery meeting)
3. Child Protection Policy (approved at past Presbytery Meeting)
4. Emerging Worshipping Communities Policy (approved at past Presbytery meeting)
5. Spending Policy (To be presented to the Presbytery by the Trustees soon)
6. Investment Policy (To be revised by Investment sub-committee)
7. COM Policies
 - A. Guidelines for Congregational Ministry
 - B. Sample COM motions

These are the policies we need:

1. Officer/Volunteer policy – Elections, resignations, expectations
2. Communication Policy – Who authorizes communication to the Presbytery?
3. Anti-racism policy

I believe we should try to form a manual that helps to clarify the various roles throughout the Presbytery and that will clarify procedures.



Resource Presbyter's Report

COVID-19

It is important to continue to follow state and local guidelines for determining gathering sizes, especially as we are seeing a surge of cases across the state. While houses of worship have been exempted from the same strict guidelines of other organizations, there are still guidelines that must be followed for any religious gathering. Those guidelines were updated on October 29; you can find them here:

<https://www.mass.gov/info-details/safety-standards-and-checklist-places-of-worship>

Virtual Choirs/Music

I'm starting to collect recordings of Advent, Christmas, and Epiphany music which will be available for any church to use during the holiday season. If your church has a virtual choir, please consider sharing some of your work, or if you have soloists creating special music, that is also welcome! Email me a link or the whole recording so I can add it to the website!

Service for December 27

I'm working with T.J. and Ben in Boston Presbytery to provide one more complete worship service, this time for the Sunday after Christmas. My hope is to collect as many recordings of Advent and Christmas hymns and special music as possible, and create a public place where people can share and use those throughout Advent and Christmastide. It's one way to help set this season apart during COVID and a way to support churches of all sizes.

Hybrid Church

Since our September meeting, we've had the opportunity to think about some of the reasons to embrace hybrid worship with Bruce Reyes-Chow and Altar Live. How will your congregation continue to minister to both those who may never feel comfortable or be able to enter your building and those who are physically present? You can find the recordings of these conversations on our website under Resources: COVID-19 in the "Worship Resources" box.

(<https://www.presbyteryofboston.org/Resources/COVID-19-Resources>)

Matthew 25

As of November 25, seven congregations in the Presbytery have signed up as Matthew 25 churches: Roxbury, KCB, Burlington, Clinton, Natick, COTC, and Sudbury. We also have a dedicated tab on the website, <https://www.presbyteryofboston.org/Matthew-25>, which is where different resources and calls to action will be posted. At our December Assembly meeting, we will be marking one year since joining the Matthew 25 movement. My hope is that more churches will feel called to grab ahold of this vision and engage the three foci of building vital congregations, dismantling structural racism, and eradicating systemic poverty.

Dismantling Structural Racism

In November, we engaged with the Rev. Denise Anderson across two Saturdays around the theme of building stamina for anti-racism work. Those recordings can be found on our website, and other resources for building stamina will be added soon.

<https://www.presbyteryofboston.org/Matthew-25/Structural-Racism/Building-Stamina>

Personal

I am preparing to end my time with the Presbytery, both as Resource Presbyter and as a member. It is strange to not visit with all of the congregations or meet with colleagues for one last cup of coffee or meal, but that is the reality of the pandemic. I will be recording a brief video as a way to say goodbye meant to be shared with congregations during worship or viewed alone, and that link will be available soon.

I have accepted a call to serve as the Connectional Presbyter for New Castle Presbytery, which includes Delaware and the eastern shore of Maryland. That Presbytery will be voting on December 8 to elect me, and, if the way be clear, I will start with them on January 15. Eric and I are in the process of selling our home in Massachusetts and buying a new home in Delaware and hope to move by the end of January or mid-February.

Thank you for the opportunity to serve alongside you as Resource Presbyter for six years, and as a member of the Presbytery for almost fourteen years. You will continue in my heart and in my prayers.



Following are a Summary of Council's Actions. You can view the full council minutes [on the Presbytery website](#).

On October 29, 2020, council took the following actions:

1. The council **voted** to disburse \$1,500 from the shared mission budget item to the Presbyterian Mission Agency in gratitude for this Building Stamina for Anti-Racism work seminar.
2. The council **voted** to elect Katie Cole to serve as moderator pro tem of the next Presbytery meeting. This power was delegated to the council by Presbytery at its last meeting.

On November 19, 2020 council took the following actions:

1. The council voted to **recommend** budget scenario 1 to the Presbytery. The recommended budget is in this packet.
2. The council **voted to approve** a job description for a communications coordinator and to recommend that Presbytery approve a \$12,000 per year line item to the 2021 budget. This job description is a one-year contract.
3. On November 5, over email, the council **voted to approve** the grant proposal to create a Christian Education Youth Coordinator Position at Hartford St. Presbyterian Church. The funds, \$19,900, will come from the Linn Redevelopment Fund of the Presbytery of Boston. Hartford Street will provide a report annually on progress of the project.
4. Council voted to recommend the following task force of the Presbytery with the following charge:

Charge for Task Force

The Administrative Manual Task Force will consist of 3-5 members of the Presbytery of Boston. Members may be minister members, ruling elders, or members of Presbytery of Boston Congregations. The Stated Clerk will provide staff support to this task force. The task force will be appointed by the Presbytery of Boston Council.

- A. Gather and review existing policies of the Presbytery of Boston and determine which policies need revision.
- B. Determine a process for revision of existing policies.

- C. Determine if new policies that should be formed.
- D. Write new policies or recommend a process for forming new policies to be recommended to the Presbytery for Approval.
- E. Compile the policies into an Administrative Manual to be recommended to the Presbytery at the November Presbytery Meeting.

5. The council **voted** to recommend that the March Presbytery meeting be held virtually.

6. The council **voted** to recommend the calendar below to the Presbytery.

March 15, 2021 – 7:00 PM
September 23, 2021 - 7:00 PM
December 9, 2021 - 7:00 PM

Council Meetings

January 21, 2021 – 7:00 PM
February 18, 2021 – 7:00 PM
April 15, 2021 – 7:00 PM
May 20, 2021 – 7:00 PM
Jun 17, 2021 – 7:00 PM
July 15, 2021 – 7:00 PM
August 19, 2021 – 7:00 PM
October 21, 2021 – 7:00 PM
November 18, 2021 – 7:00 PM

7. The council **voted** to donate the Presbytery offering to Freedom For Immigrants and double matching the Presbytery offering through the Presbytery Mission support.

PRESBYTERIAN

CHURCH



(USA)