

Presbytery of the Cascades Summer Stated Meeting

July 12, 2024

Online Only Meeting

[Register Here](#)

[Background Papers Here](#)

At the stated meeting, we make prayerful decisions and grow in awareness of God's grace at work in each other and our world. We meet because we are stronger together.

Registration: Minister members and Ruling Elder Commissioners must register for the Zoom meeting [here](#).

Naming Convention on Zoom:

We request that participants rename themselves as necessary to indicate their name, ordered ministry, affiliation/role.

Examples:

Chris Smith, RE, Bend, First (For Elder Commissioner Chris Smith from First Presbyterian Bend)

Peg Chang, TE, Eugene, Peace (For Teaching Elder [Minister] Peg Chang from Peace Presbyterian Eugene)

Misty Garcia, RE, Trustees (for Elder Commissioner Misty Garcia attending in virtue of service on the Trustees)

Meeting Rules:

The Presbytery has adopted [Electronic Meeting Standing Rules](#).

Additional provisions in the [Bylaws](#) and general [Standing Rules](#) may come into play, particularly during the nomination and election process.

Minutes of Previous Minutes

Minutes of the April stated meeting of the Presbytery can be found [here](#).

Use of Zoom features in the meeting:

Remain muted unless you either:

- a. are recognized by the moderator to speak **OR**
- b. have a point of order or parliamentary inquiry

then use the unmute button (or *6) on a telephone in order to speak.

To **seek recognition** in order to speak: use the raise hand function (on a telephone use *9 to raise or lower hand).

If a large number of people are seeking recognition, the moderator may ask persons seeking recognition to use the chat feature to indicate the purpose for recognition by typing one of the following words:

For (to speak in favor)

Against (to speak against)

Other (for another purpose- e.g. amend, refer, close debate, divide the question, etc.).

To seek recognition for Points of Order or Parliamentary Inquiries unmute and address the chair.

This will enable the moderator to alternate between those speaking For and Against while recognizing Other speakers in the order they sought recognition with the raise hand function.

Voting will ordinarily use a Zoom poll which appears on the screen with the ability to click yes or no to register your vote. Those who cannot access the poll can use the raise hand function during the vote (on a telephone use *9 to raise your hand).

**Presbytery of the Cascades, Stated Meeting
Draft Docket**

“Cultivating Spirit-led collaborative ministries that embody God’s love in Jesus Christ.”

Friday, July 12, 2024		Page # in Background Papers
6:00 PM	Welcome, Prayer & Land acknowledgement	
6:10 PM*	Docket, Consent Agenda and New Business	PAGE 3
6:15 PM	Transitional Executive Presbyter, Brian Craker	
6:25 PM	General Assembly Commissioners	
6:25 PM	Stated Clerk, Paul Belz-Templeman	PAGE 4
6:30 PM	Treasurer’s Report, Thomas Lundy	PAGE 8
6:40 PM	Board of Trustees, Marilyn Howe	PAGE 25
6:50 PM	Elections to Committees and Leadership	PAGE 27
7:00 PM	Break	
7:05 PM	Commission on Ministry	PAGE 31
7:35 PM	Committee on Representation, Sharon Hasenjaeger	PAGE 48
7:40 PM	New Ministries Team	PAGE 53
7:45 PM	Personnel & Administration, Lisa Snodderly	
7:50 PM	Moderator Report, Jennifer Martin	
8:00 PM	Installation of Officers & Adjourn with Prayer	
	Other Reports: Commission on Preparation for Ministry	PAGE 54
	Other Reports: Presbytery Leadership Commission	PAGE 56
	Other Reports: Synod Report	PAGE 59

* Aside from the starting time all other times are approximate. They are not special orders.

Consent Agenda

FOR ACTION:

From the Stated Clerk's Report

1. Receive the Necrology Report and thank God for the lives and ministries of these officers and servants of the church. [Stated Clerk Item 2]
2. Accept the **resignations from service** from Beverly Hovenkamp (Trustees) and Margaret Mitsuyasu (Nominating) with appreciation for service given. [Stated Clerk Item 3]
3. Receive the **Reports of the Administrative Commissions** listed in the Stated Clerk Report; consider their work the work of the entire presbytery and dismiss the commission with the gratitude of the presbytery. [Stated Clerk Item 4]
4. Receive the **2024 – 2025 Equalization Formula** found in Appendix A of the Stated Clerk Report.

From the Board of Trustees Report

5. Approve a request from First Presbyterian, Newport, to sell a portion of its property to Habitat for Humanity.

REPORT OF THE STATED CLERK

FOR ACTION

1. Bylaws Amendment

Amend the Bylaws Article VI a. Adding another stated meeting in January of each year and specifying the time frames for the spring and fall meetings.

Current Wording	Proposed Amendment	If Adopted Will Read
Stated meetings of the presbytery shall be held three times each year at times and places to be determined by the Presbytery, ordinarily within the month of March, within the months of either June or July, and within the month of November....	Stated meetings of the presbytery shall be held three four times each year at times and places to be determined by the presbytery, ordinarily within the month of January , within the months of either March or April , within the months of either June or July, and within the months of either October or November	Stated meetings of the presbytery shall be held four times each year at times and places to be determined by the presbytery, ordinarily within the month of January, within the months of either March or April, within the months of either June or July, and within the months of either October or November....

Rationale

The Presbytery Leadership Commission adopted a motion to hold four stated meetings per year for 2024-2025, alternating between on-line and in-person meetings which requires adding a January meeting. By adding more flexibility for the Spring and Fall meetings in terms of the month of the meeting this permits meetings later in the Spring and earlier in the Fall (April & October) which allows for better travel weather when the Lenten/Easter cycle permits it. Stated meetings can only be established in the bylaws.

2. NECROLOGY REPORT [Consent Agenda]

The following are the names, as reported to the Stated Clerk, of deceased presbyters since the meeting of The Presbytery of the Cascades, April 21, 2024. (Clerks of Session are reminded to inform the Stated Clerk as soon as possible after a death occurs so that the clerk's report might be made to presbytery in timely fashion. It is not necessary to wait until the filing of a congregation's Annual Statistical Report to notify the presbytery office. Necrology Report forms can be found on the website.)

ELDER	CHURCH	CITY	DATE
Shirley Lewis	Covenant PC	Gresham, OR	April 14, 2024
Lynn E. Sjolund	First PC	Medford, OR	April 29, 2024
Leonard Maki	First PC	Corvallis, OR	June 16, 2024
Roger Ranta	PC of the Siuslaw	Florence, OR	April 15, 2022
Marian Trueblood	PC of the Siuslaw	Florence, OR	June 15, 2022
Dona Candela	PC of the Siuslaw	Florence, OR	June 21, 2023
Kathleen Wenzel	PC of the Siuslaw	Florence, OR	August 16, 2023
Shirley Richards	PC of the Siuslaw	Florence, OR	December 6, 2023

Action: Thank God for the lives and ministries of these officers and servants of the church.

3.) REPORT OF RESIGNATION FROM SERVICE [Consent Agenda]

Beverly Hovenkamp, Board of Trustees
Margaret Mitsuyasu, Nominating Committee

May 3, 2024
July 12, 2024

Action: Accept these resignations with appreciation for the service given.

4.) REPORTS OF ADMINISTRATIVE COMMISSIONS [Consent Agenda]

St. John's PC, Camas, WA

The Administrative Commission appointed to install the Rev. Char Mace on Sunday, June 2, 2024, at St. John's PC, Camas, WA, has reported the accomplishment of its work as commissioned. The members of the Administrative Commission are:

1. Northeast Region Vice Moderator, Gail Black
2. The Rev. David Dornack
3. The Rev. Paulette Mixon-Weller
4. Ruling Elder, Linda Sue Jordan, Elder/Clerk, St. John's Presbyterian Church
5. Ruling Elder, Christina Eddy, Ruling Elder, Eastwoods Presbyterian Church
6. Ruling Elder, Darryl Eddy, Ruling Elder, Eastwoods Presbyterian Church

Motion: dismiss the Administrative Commission with gratitude to the commissioners for their service.

Multnomah PC, Portland, OR

The Administrative Commission appointed to install the CRE Heather Hellman on Sunday, April 14, 2024, at Multnomah PC, Portland, OR, has reported the accomplishment of its work as commissioned. The members of the Administrative Commission are:

Administrative Commission (AC) members:

- Elder Randy McCourt, Multnomah Presbyterian Church, Portland, OR
- Elder Tom MacDonald, First Presbyterian Church, McMinnville, OR
- Rev. Dr. Jennifer Ackerman, Cascades Presbytery
- Rev. Dr. Brian Craker, Cascades Presbytery
- Rev. Dr. Bob Stebe, Cascades Presbytery
- Rev. Dr. Conely Zomermaand, Cascades Presbytery
- Rev. Ted Buck, Cascades Presbytery
- Rev. Dr. Carl Engstrom, Presbytery of the Grand Canyon (Heather's father)

Motion: dismiss the Administrative Commission with gratitude to the commissioners for their service.

5.) 2024 – 2025 EQUALIZATION FORMULA [Consent Agenda]

ACTION: Adopt the Equalization Formula for 2024 as shown in Appendix A.

Note that unless otherwise amended, the formula now permits every congregation to send an additional racial-ethnic elder commissioner (in Presbyterian parlance, racial/ethnic refers to anyone who is not white) in addition to the number found in the formula. Previously, only those congregations who reported to the stated clerk that they had racial ethnic elders were eligible to send one. The stated clerk neglected to distribute the racial ethnic elder report and believes that this is a better way forward.

FOR INFORMATION

1.) UPCOMING MEETINGS OF THE PRESBYTERY

DATE	FORMAT	REGION	SUBMIT MATERIALS BY
November 1-2, 2024	In-Person	South	October 18, 2024
January 29-30, 2025	Online	N/A	January 15, 2025
March 14-15, 2025	In-Person	Northwest	February 28, 2025
June 25, 2025	Online	N/A	June 11, 2025
October 24-25, 2025	In-Person	Central	October 10, 2025
January 29-30, 2026	Online	N/A	January 15, 2026
April 24-25, 2026	In-Person	Northeast	April 10, 2026
June 18, 2026	Online	N/A	June 4, 2026

2.) MINISTER ID CARDS

Minister ID cards are available from the Stated Clerk. Email statedclerk@potc.org and request your card (please allow up to two weeks for processing and delivery).

3.) Harassment Policy

At the November 28, 2023, Special Meeting of Presbytery, we adopted an [sic] [Harassment Policy](#). Presbyters raised concerns that the policy is incomplete because it confines its scope to the Presbytery's work environment and does not address harassment that may occur in meetings or other events of the presbytery. The Stated Clerk promised to take the comments and, with the help of Personnel & Administration, bring back a revised policy in 2024. Since then, the Stated Clerk has identified two other harassment policies from the Presbyteries of [Milwaukee](#) and [Philadelphia](#) (More policies will be coming online this summer- consult Google for updates). The Stated Clerk has two goals for the revision - the first is to incorporate language that widens the scope of the policy to all presbytery environments and the second is to align the reporting process where possible with revisions to the Sexual Misconduct Prevention Policy of the Presbytery. The Harassment policy is still in force and the Stated Clerk believes that a proposed revision to the policy will be ready for the November Stated Meeting.

APPENDIX A

2024- 2025 EQUALIZATION FORMULA

This proposed Equalization Formula reports the number of Ruling Elder Commissioners that each congregation may send to presbytery meetings for the period after adjournment of the July, 2024, Stated Meeting through the end of the summer 2025 Stated Meeting. This formula aims to achieve numerical parity between Minister Members and Ruling Elder Commissioners who vote at meetings in accordance with G-3.0301.

The number of Ruling Elder Commissioners each congregation may send is listed below. Numbers are based on reported 12/31/23 membership. Every congregation receives 2 commissioners plus an additional commissioner for every 250 members.

Additionally, each congregation is invited and authorized to send a racial/ethnic elder commissioner in addition to those authorized based on the above formula in an effort to redress racial ethnic balance.

NUMBER OF ELIGIBLE ELDER COMMISSIONERS BY
CHURCH July 14, 2024 THROUGH SUMMER MEETING, 2025

Albany, United	2	Lake Oswego, Lake Grove	5	Portland, Piedmont	2
Aloha, Reedville	2	Lakeside, Community	2	Portland, Rose City Park	2
Ashland, First	2	Lakeview, First	2	Portland, Savage Memorial	2
Astoria First	2	Lebanon, First	2	Portland, St. Andrews	2
Aurora	2	Lincoln City, Chapel By Sea	2	Portland, Valley	3
Bandon, First	2	Malin, Basin Community	2	Portland, Westminster	4
Beaverton, Oregon Yedan	2	McMinnville, First	2	Prineville	2
Beaverton, Southminster	2	Medford, First	2	Redmond, Community	2
Bend, First	5	Mill City, First	2	Reedsport, United	2
Brookings	2	Milwaukie	2	Roseburg, First	2
Camas, St. John's	2	Milwaukie, Oak Hills	2	Salem, First	2
Central Point, First	2	Monmouth, Christ's Church	2	Salem, Westminster	3
Clatskanie	2	Moro, Community	2	St. Helens, Plymouth	2
Corvallis, First	3	Myrtle Creek, Tri-City	2	Tigard, Rise	3
Corvallis, Korean	2	Myrtle Point, First	2	Trout Lake, First	2
Cottage Grove, First	2	Newberg, First	2	Tualatin	2
Creswell, First	2	Newport, First	2	Vancouver, Cascades	2
Dallas, First	2	North Bend, First	2	Vancouver, Columbia	4
Eagle Creek	2	Pacific City, Nestucca Valley	2	Vancouver, East Woods	2
Estacada, Springwater	2	Phoenix, First	2	Vancouver, First	3
Eugene, Central	2	Portland, Bethany	2	Vancouver, Korean	2
Eugene, Peace	2	Portland, Calvary	2	Waldport, Community	2
Eugene, Westminster	2	Portland, First	3	Waltersville, McKenzie Valley	2
Fairview, Smith Memorial	2	Portland, Grace	2	Warm Springs	2
Florence, Siuslaw	2	Portland, Hope Korean	2	Warrenton, Pioneer	2
Gold Beach, First	2	Portland, Kenilworth	2	West Linn, Emmanuel	2
Grants Pass, Bethany	2	Portland, Moreland	2	Woodburn, First	2
Gresham, Covenant	2	Portland, Mt. Scott Park	2	Yachats, Community	2
Hillsboro	2	Portland, Mt. Tabor	2		
Hillsboro, Orenco	3	Portland, Multnomah	2		
Hillsboro, Tualatin Plains	2				
Keizer, John Knox	2				

REPORT OF THE TREASURER

Introduction to Presbytery of the Cascades 2024 Financial Statements

The Statement of Financial Position and the Statement of Financial Activities below cover January through May 2024 and are generated from our ledger in Quickbooks. "Statement of Financial Position" is used by non-profits for "Balance Sheet" and "Statement of Financial Activities" is used by non-profits for "Income and Loss statement".

In 2024 we continue to track Program vs. Administrative income on the statement of financial activities. We plan to consolidate the program and administrative income reporting in 2025.

Some commonly used acronyms in the account names on these reports:

FF&E Furniture, Fixtures and Equipment

ICC Inter Church Center, the office building in Portland owned in part by the Presbytery and shared by local offices of four other denominations

MDC Short term fixed interest investment (think a Certificate of Deposit) held at the Synod of the Pacific

N.A. Net Assets

NCF New Covenant Funds. New Covenant Funds are stock and bond investments held in the New Covenant Balanced Mutual Fund

NMT New Ministries Team

PPG Presbyterian Partnership Giving

PC Presbyterian Church

PF Account at the Presbyterian Foundation

PF (number) – Account at the Presbyterian Foundation whose account number ends in the three digits in the account name.

Fidelity Investments Main and Oakland Perpetual Funds are stock and bond investments under management of Headwater Investment Consulting, Inc.

The New Covenant and Fidelity Investments together make up the bulk of our Reserves and Endowment.

As a reminder, the **Administrative Budget** is funded primarily by Per Capita payments from each congregation in the Presbytery. Per Capita payments support the Presbytery's administrative work.

These funds:

- Fund the Stated Clerk's salary and half of the Administrative Manager's salary, as well as the Media Technician's salary
- Allow both the Presbytery and Presbytery Leadership Commission to meet
- Enable the Board of Trustees to manage the financial affairs of the Presbytery
- Fund any legal costs of the Presbytery and any other professional services required
- Pays for office overhead (phones, supplies, postage, storage, etc.)
- Pay administrative costs for Presbytery committee meetings – meals, lodging and mileage

This Presbytery honors all Per Capita amounts payable to Synod and General Assembly without regard to whether a congregation withholds or pays less than its full share. Again, Per Capita is split up: of the total of \$45.60, \$30.58 is given to Cascades Presbytery, \$5.22 to the Synod and \$9.80 to General Assembly.

The **Program Budget** is supported primarily through the Presbyterian Partnership Giving (**PPG**), which is voluntary by our member churches. It includes the many activities that allow Cascades Presbytery to provide its mission, for example:

- Fund Presbytery staff to support local congregations and general administrative duties. This includes the two executive Presbyters, one half of the Administrative Manager's salary, the Bookkeeper, Commission on Ministry Team Leads, Missional Resource Manager, and Communications Manager
- Financial assistance to churches
- Emergency assistance to churches of all sizes (e.g., Barnabas Funds)
- Presbytery functioning in support of local congregations
- Care of congregations and pastors

We currently hold real estate in the form that came from dissolved congregations: the former Cherry Park, Colonial Heights and Cooper Mountain Presbyterian Churches. Cherry Park is currently generating revenue and so under Generally Accepted Accounting Principles (GAAP), we must take depreciation against them each year.

Presbytery of the Cascades
Statement of Financial Position UNAUDITED
As of May 31, 2024

	<u>Total</u>
ASSETS	
Current Assets	
Bank Accounts	
11100 Umpqua Checking	\$189,566
12103 Synod 100-Cascades F3 Reserves	\$405,459
Total Bank Accounts	<u>\$595,025</u>
Accounts Receivable	
13101 Per capita Receivable	\$195,459
13102 Partnership Giving Receivable	\$122,763
Total Accounts Receivable	<u>\$318,222</u>
Other Current Assets	
15100 Prepaid Expenses	\$210
15200 Prepaid Workers' Compensation	\$125
15300 Prepaid Insurance	\$3,499
Total Other Current Assets	<u>\$3,833</u>
Total Current Assets	<u>\$917,080</u>
Other Assets	
16100 Long Term Assets	
14240 Hope Korean PC Contract Rec.	\$174,533
14250 Allowance for Contr. Receivable	-\$1,877
14260 Oakland Property Note Rec.	\$118,020
14440 Accrued Interest Rec.- Hope Kor	\$13,009
16101 Cascades Presbytery NCF 698 F3	\$1,220,723
16250 Trinity Bldg M-Barnabas PF 271	\$9,131
17100 NMT Cascades Inv. NCF 644 Endow	\$809,922
17102 NMT Perm. Endwmnt PF 990	\$10,642
17104 NMT Greenhoot Perm PF 573	\$6,373
17400 PF Mem. Fund-W. Lobitz PF 340	\$6,599
17410 PF Eastminster End. Fund PF 850	\$8,644
17420 PF Mem. Fund Oscar Payne PF 980	\$5,671
17430 PF Good Samaritan Fund PF 652	\$334,469
17500 Int. Pooled Income Fund PF 083	\$20,305
17502 Int. Payne Pooled Inc. Fund PF	\$1,984
17602 Fidelity-Cascades Gen Endow F4	\$1,809,790
17604 Fidelity-NMT Faith/Springfield	\$85,709
17606 Fidelity-Oakland Crist Bequest	\$25,000
17610 Fidelity-Oakland Perp. Fund 267	\$29,359
17620 Fidelity-Designated Funds 607	\$2,293,689
17640 Charles Schwab - Personnel End.	\$1,426,833
Total 16100 Long Term Assets	<u>\$8,408,526</u>
18100 Other Assets	

18102 Interchurch Center Investment	\$57,612
18120 Interchurch Center Improvements	\$160,958
18130 Electronic Equipment	\$50,666
18140 Furniture and Fixtures	\$340
18520 Accum. Depr. Building	-\$167,309
18530 Accum. Depr. Electronic Equip.	-\$46,070
18540 Accum. Depr. FF&E	-\$340
18810 Interchurch Center	\$13,924
18830 Riverside Grave Sites	\$200
18880 Acquired Church Building	\$1,720,727
18890 Acquired Church Property	\$1,835,933
Total 18100 Other Assets	\$3,626,640
Total Other Assets	\$12,035,166
TOTAL ASSETS	\$12,952,246

LIABILITIES AND EQUITY

Liabilities

Current Liabilities

20100 Accounts Payable	\$1,983
2100 Umpqua Visa	\$6,676
2158 Personnel Payables	\$13,915
2585 The Chapel refundable deposit	\$1,450
Total Current Liabilities	\$24,024

Long-Term Liabilities

30100 Long Term Liabilities

2710 Loans Acquired	\$47,383
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Designated

30102 Admin. Res. Unrestricted N. A.	\$982,618
30104 Program Reserves Unrestr. N.A.	\$722,837
32111 Church Educators	\$168
32116 Cross-Cultural Ministry	\$7,000
32117 Hispanic Ministry	\$3,343
32125 Mission Conference	\$8,211
32139 Youth Ministry	\$3,736
32140 Youth Triennium	\$36,501
32143 Cascades General Endowment	\$5,174,327 *
33100 Legal Reserves	\$50,000
35100 Personnel Endowment	\$1,184,491
36100 Technology Fund	\$58,085
36102 Barnabas Fund	\$10,236
36103 Vitality Grants	\$114,089
37102 NMT- Program/Personnel	\$127,000
37135 NMT Reserves	\$702,007

Total Designated **\$9,184,650 ***

Permanent Restricted (Endowment)

32122 Good Samaritan Fund- Col. Hts.	\$314,061
32141 Eastminster Endowment- General	\$5,505
32145 Pooled Income Funds- PF	\$20,305

* Resulting from a discrepancy in the change in accounting software now used by the Presbytery, the bookkeeping entry in the "32143 Cascades General Endowment" line item factors in additional figures that are should not be classed to this line item. As such, the true figure for "32143 Cascades General Endowment" is \$2,595,327.

32147 NMT Perm. Endowment PF938	\$8,524
32151 NMT Greenhoot PF 573	\$10,205
32153 Walter Lobitz Mem. Fund	\$7,740
32155 Oscar Payne Mem. Fund	\$8,966
32157 Oakland-Crist Bequest-Perm	\$25,000
32158 Oakland Perpetual Fund	\$5,887
32159 Oakland-Perp. Fund-Perm	\$24,958
Total Permanent Restricted (Endowment)	\$431,153
Temporary Restricted	
32107 Bisbee Grant	\$14,406
32109 Christian Education- POINT	\$50
32113 Clergy/Ministerial Assistance	\$8,800
32119 Disaster Assistance	\$1,089
32127 Older Adult Ministries	\$750
32133 Peacemaking Program	\$29,818
32135 Self Development of People	\$5,196
32137 Seminary Relations Network	\$629
Total Temporary Restricted	\$60,737
Unrestricted	
31990 Cherry Park Property	-\$4,873
31992 Colonial Heights Property	-\$3,159
32100 Klamath Falls Mt. Laki property	-\$6,933
32101 Laurelhurst Property	-\$31,536
32102 Northminster Property	\$250,805
32103 Oakland Property	\$33,482
32105 St. Mark Property	\$36,270
32106 Cooper Mtn. Property	-\$24,570
34100 ICC Investment	\$57,612
Total Unrestricted	\$307,098
Total 30100 Long Term Liabilities	\$10,031,020
Total Long-Term Liabilities	\$10,031,020
Total Liabilities	\$10,055,044
Equity	
32000 General Fund - Unrestricted	\$7,638,568
39102 Unrestricted Net Assets- Endow.	-\$4,450,543
Net Income	-\$290,823
Total Equity	\$2,897,202
TOTAL LIABILITIES AND EQUITY	\$12,952,246*

Monday, Jun 10, 2024 10:57:24 AM GMT-7 - Accrual Basis

Presbytery of the Cascades
Statement of Financial Activities UNAUDITED
January through May 2024

	Total Endowment & Reserves			TOTAL
	Total Program	Total Admin		
	Jan - May 24	Jan - May 24	Jan - May 24	Jan - May 24
Income				
40100 • Per Capita Revenue	0	311,797	0	311,797
40150 • Allowance Per Capita Default	0	0	0	0
40200 • Presbytery Partnership Support	200,942		0	200,942
40250 • Allowance Partnership Default				0
40300 • Directed Giving and Offerings	1,798	5,600	20,276	27,675
40400 • Grant Revenue	50,194	0	10,000	60,194
42100 • Interest Revenue	0	5,129	13,198	18,326
42200 • Investment Revenue	0	0	40,519	40,519
42400 • Rental Property Revenue	0	7,450	24,605	32,055
44400 • Miscellaneous Income	84,148	2,669	6,024	92,841
44500 Assets Cont. Church Dissolution			1,385,000	1,385,000
88100 • Unrealized Gain/Loss on Invest.	0	0	408,123	408,123
88200 • Gain/Loss on Sale of Property	0	0	-2,215,273	-2,215,273
Total Income	337,083	332,644	-307,529	362,198
Gross Profit	337,083	332,644	-307,529	362,198
Expense				
Administration Expenses				
5010 • GA Per Capita Expense	0	109,309	0	109,309
50200 • Synod Per Capita Expense	0	40,000	0	40,000
5311 • Grant/Mission Support	0	5,100	17,500	22,600
7000 • Events Expenses	0	853	603	1,456
7100 • Meetings Expenses	0	2,326	0	2,326
7219 • Professional Services	0	23,588	8,179	31,766
8010 • Building Rent	0	7,524	0	7,524
8070 • Property Insurance	0	105	0	105
8120 • Bank and Advisory Fees	0	106	13,088	13,193
8149 • Admin. Office Expenses	0	6,181	0	6,181
8319 • Equipment Expenses	0	0	0	0
84100 • Depreciation- Building	0	630	0	630
84200 • Depreciation- FF&E	0	1,663	0	1,663
8610 • Miscellaneous	0	0	0	0
8620 • Bad Debt Expense	0	0	0	0
Administration Expenses - Other	0	0	0	0
Total Administration Expenses	0	197,384	39,369	236,753
Personnel Expenses				
6000 • Elected Staff Salary/Hsing/SECA	95,964	33,200	0	129,163
6020 • Appointed Staff Salary	73,839	18,485	0	92,324
6100 • Benefits Expense	73,564	25,849	0	99,413

	Total Endowment & Reserves			TOTAL
	Total Program	Total Admin		
	Jan - May 24	Jan - May 24	Jan - May 24	Jan - May 24
6315 - Staff Expenses	11,031	1,354	0	12,385
Personnel Expenses - Other	0	0	0	0
Total Personnel Expenses	254,398	78,887	0	333,286
Program Expenses				
51100 - GA Support	51,486	0	0	51,486
5120 - Synod Support	10,297	0	0	10,297
5310 - Grant/Mission Support	49,195	0	16,750	65,945
7001 - General Program Expenses	0	129	0	129
Total Program Expenses	110,978	129	16,750	127,857
Rental Property Expenses				
8890 - Property Expenses	0	0	156,666	156,666
8891 - Rental Property Depreciation	0	0	36,205	36,205
Total Rental Property Expenses	0	0	192,870	192,870
Total Expense	365,376	276,400	248,990	890,766
Net Income	-28,294	56,244	-556,519	-528,569

As of 5/31/24	Per Capita and Partnership Giving 2024	12/31/22 Members	2024 Per Capita Apportionment	2024 Per Capita Paid	2024	2024	Total Giving Per Member for PC and PPG
					Undesignated & Designated Partnership Pledge	Undesignated & Designated Partnership Paid	
Albany	United	184	8,390.40	8,390.40			45.60
Aloha	Reedville	39	1,778.40	1,003.00		1,745.00	70.46
Ashland	First	105	4,788.00	4,788.00		4,166.65	85.28
Astoria	First	39	1,778.40	1,778.40		1,500.00	84.06
Aurora	Aurora	45	2,052.00	2,052.00		562.50	58.10
Bandon	First	48	2,188.80	2,599.20	7,500.00	1,875.00	93.21
Beaverton	Southminster	148	6,748.80	6,748.80		8,673.00	104.20
Bend	First	762	34,747.20	21,118.15		14,583.35	46.85
Brookings	Brookings	59	2,690.40	1,983.75		1,671.00	61.94
Camas	St John's	53	2,416.80	1,210.00			22.83
Central Point	First	60	2,736.00		1,500.00	375.00	6.25
Clatskanie	PC of Clatskanie	29	1,322.40	1,322.40			45.60
Corvallis	First	285	12,996.00	12,996.00		18,500.00	110.51
Corvallis	Korean	30	1,368.00	1,368.00			45.60
Cottage Grove	First	85	3,876.00	3,876.00	4,500.00	4,500.00	98.54
Creswell	First	59	2,690.40	2,690.40			45.60
Dallas	First	42	1,915.20	957.60			22.80
Eagle Creek	Eagle Creek	17	775.20	775.20		500.00	75.01
Estacada	Springwater	32	1,459.20	1,459.20	10,493.00	3,498.00	154.91
Eugene	Central	104	4,742.40	4,742.40	12,000.00	2,400.00	68.68
Eugene	Peace	27	1,231.20				0.00
Eugene	Westminster	200	9,120.00	4,928.72			24.64
Fairview	Smith Memorial	112	5,107.20	5,107.20			45.60
Florence	PC of the Siuslaw	76	3,465.60	3,465.60	13,017.24	3,201.38	87.72
Gold Beach	First	15	684.00	684.00		75.00	50.60
Grants Pass	Bethany	64	2,918.40	600.00	2,400.00	1,000.00	25.00
Gresham	Covenant	44	2,006.40	2,006.40		3,333.33	121.36
Hillsboro	Hillsboro	82	3,739.20	3,739.20	2,000.00	1,000.00	57.80
Hillsboro	Orenco	302	13,771.20				0.00
Hillsboro	Tualatin Plains	121	5,517.60	5,518.00		3,900.00	77.83
Keizer	John Knox	33	1,504.80	1,505.00	8,012.00	8,012.00	288.39
Lake Oswego	Lake Grove	1036	47,241.60		10,000.00	10,000.00	9.65
Lakeside	Lakeside Community	10	456.00				0.00
Lakeview	First	34	1,550.40	1,550.40	1,200.00	1,500.00	89.72
Lebanon	First	23	1,048.80	1,048.80		200.00	54.30
Lincoln City	Chapel by the Sea	63	2,872.80	2,872.80	1,500.00	1,500.00	69.41
Malin	Basin Community	41	1,869.60				0.00

As of 5/31/24	Per Capita and Partnership Giving 2024	12/31/22 Members	2024 Per Capita Apportionment	2024 Per Capita Paid	2024 Undesignated & Designated Partnership Pledge	2024 Undesignated & Designated Partnership Paid	Total Giving Per Member for PC and PPG
McMinnville	First	162	7,387.20	7,387.20	18,900.00	7,875.00	94.21
Medford	First	156	7,113.60	7,113.60		2,500.00	61.63
Mill City	Mill City	30	1,368.00	1,368.00	2,100.00	2,100.00	115.60
Milwaukie	Milwaukie	142	6,475.20	6,475.20			45.60
Milwaukie	Oak Hills	144	6,566.40	4,377.60	1,000.00	1,000.00	37.34
Monmouth	Christs Church	22	1,003.20	334.40	800.00	333.34	30.35
Moro	Community	38	1,732.80	1,778.40			46.80
Myrtle Creek	Tri City	12	547.20	547.20	1,000.00	1,000.00	128.93
Myrtle Point	First	22	1,003.20	1,003.20		1,500.00	113.78
Newberg	First	70	3,192.00	1,773.75		2,500.00	61.05
Newport	First	112	5,107.20	1,680.00			15.00
North Bend	First	70	3,192.00				0.00
Pacific City	Nestucca Valley	42	1,915.20	1,869.00			44.50
Phoenix	First	12	547.20	200.00			16.67
Portland	Bethany	181	8,253.60	8,253.60			45.60
Portland	Calvary	24	1,094.40	1,094.40			45.60
Portland	First	432	19,699.20	10,501.02	38,000.00	15,833.35	60.96
Portland	Grace	21	957.60				0.00
Portland	Hope Korean	25	1,140.00			500.00	
Portland	Kenilworth	29	1,322.40	1,322.40			45.60
Portland	Moreland	177	8,071.20	2,500.00	4,000.00	1,500.00	22.60
Portland	Mt Scott	40	1,824.00	1,824.00	1,440.00	600.00	60.60
Portland	Mt Tabor	65	2,964.00	2,964.00			45.60
Portland	Multnomah	145	6,612.00	3,369.36		833.38	28.98
Portland	Oregon Yedam	25	1,140.00	1,140.00			45.60
Portland	Piedmont	30	1,368.00	1,368.00			45.60
Portland	Rose City Park	150	6,840.00	6,840.00	20,000.00	8,333.38	101.16
Portland	Savage Memorial	126	5,745.60	2,553.80	6,085.00	2,028.32	36.37
Portland	St Andrews	157	7,159.20	7,159.20		5,000.00	77.45
Portland	Valley Community	269	12,266.40	12,266.40	8,000.00	8,000.00	75.34
Portland	Westminster	624	28,454.40	28,454.40	36,000.00	14,049.50	68.12
Prineville	Prineville	55	2,508.00	2,508.00		2,000.00	81.96
Redmond	Community	211	9,621.60	4,800.00	3,500.00	1,760.00	31.09
Reedsport	United	16	729.60	729.60			45.60
Roseburg	First	165	7,524.00	7,524.00	15,833.00	7,916.00	93.58
Saint Helens	Plymouth	59	2,690.40	1,495.00	1,215.00	675.00	36.78

As of 5/31/24	Per Capita and Partnership Giving 2024	12/31/22 Members	2024 Per Capita Apportionment	2024 Per Capita Paid	2024	2024	Total Giving Per Member for PC and PPG
					Undesignated & Designated Partnership Pledge	Undesignated & Designated Partnership Paid	
Salem	First	239	10,898.40	10,898.40		5,500.00	68.61
Salem	Westminster United	328	14,956.80				0.00
Tigard	Rise	264	12,038.40	6,688.00			25.33
Trout Lake	First	23	1,048.80				0.00
Tualatin	Tualatin	248	11,308.80	3,896.90		1,666.65	22.43
Vancouver	Cascades	92	4,195.20	1,398.40			15.20
Vancouver	Columbia	565	25,764.00	8,588.01		1,000.00	
Vancouver	East Woods	86	3,921.60				0.00
Vancouver	First	352	16,051.20	9,165.00			26.04
Vancouver	Vancouver Korean	100	4,560.00	4,560.00			45.60
Waldport	Community	26	1,185.60	1,185.60			45.60
Walterville	Mckenzie Valley	10	456.00				0.00
Warm Springs	Warm Springs	25	1,140.00				0.00
Warrenton	Pioneer	30	1,368.00				0.00
West Linn	Emmanuel	73	3,328.80	2,080.50	4,000.00	1,666.69	51.33
Woodburn	First	38	1,732.80	1,732.80	2,000.00	2,000.00	98.23
Yachats	Yachats Community	46	2,097.60	2,097.60	3,000.00	3,000.00	110.82
	Individuals		45.60	45.60			
			90 congregations	75 paid per capita	30 pledged PPG	53 paid PPG	
	Collected at 5/31/24		Per capita	\$311,797	PPG	\$200,942	

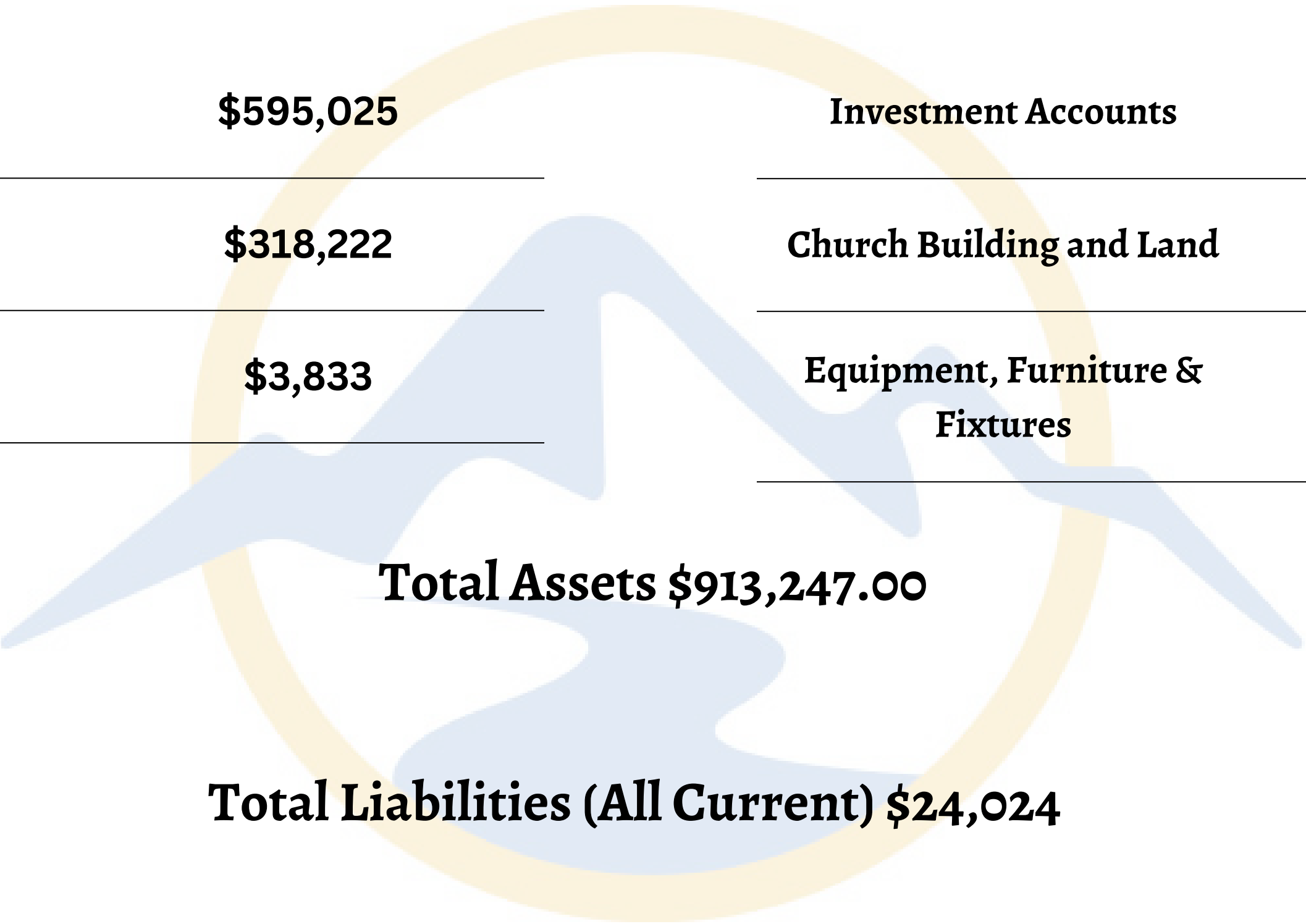
Treasurer's Report

July 2024



Thomas Lundy
Interim Treasurer
Presbytery of The Cascades

Balance Sheet Highlights



Bank Accounts	\$595,025	Investment Accounts	\$8,408,526
Accounts Receivable	\$318,222	Church Building and Land	\$3,556,660
Prepaid Expenses	\$3,833	Equipment, Furniture & Fixtures	\$340
Total Assets \$913,247.00			
Total Liabilities (All Current) \$24,024			

Statement of Financial Activities Highlights

Income

Expenses

Administrative Budget	\$332,644	Administrative Budget	\$276,400
Program Budget	\$337,083	Program Budget	\$365,3376
Net Figures			
Administrative Budget		\$56,244	
Program Budget		\$(28,294)	

Grant Funds Snapshot

Available Grant Funds as of June 2024

	Bisbee	Cross-Cultural	Peacemaking	SDOP	Technology	Barnabas	Vitality	NMI
Funds Balance	\$ 7,656.00	\$ 7,000.00	\$ 26,401.00	\$ 5,196.00	\$ 58,085.00	\$ 9,948.00	\$ 96,015.00	\$ 701,767.00

Per Capita Giving

2024 YTD Snapshot

2024 Budgeted Per Capita	\$506,798.40	Total Congregations	90
Total Per Capita Paid	\$311,796.56	Congregations with Paid Per Capita	75
61.5% of Per Capia Paid		83% of Congregations Paid	

Summary Questions

Can We Pay Our Bills? (Short Term Assets vs. Liabilities)

Yes, short term assets is ahead of short term liabilities at a 38:1 ratio

Our we Meeting Our Per Capita Goals?

Yes, We are currently meeting per capita projects with 61% received as of June 1

Summary Questions

Are We Within Budget?

As of June 1st, our budget is currently not running a deficit. While there is a deficit on the program side of the budget, the administrative budget is ahead of expenses.

Under the soon to be adopted combined budget model, we are at this time not running a deficit and ahead of our expenses by ~\$28,000. However, it is important to note that the Presbytery's income is seasonal (via per capita) and typically weighted toward the beginning of the year (we have already received 61% of our per capita).

Board of Trustees Report July 2024 Presbytery Meeting

The Board of Trustees held one stated and one special meeting during this period. In addition to approving or renewing a number of leases and loans for our congregations, the board:

- **Accepted an offer to purchase the former Colonial Heights/Common Ground church property.** The property was offered at \$1.75 million, but the agreed sale price is \$1.6 million due to the damage the property sustained after it was put on the market. The buyer intends to create a music school on the property. Due to the poor condition of the building, the expense of repairs the insurance company would not cover, the high holding cost for the property, and the dissolved congregation's debts, this sale will generate far less income than it would have if it had been sold last year.
- **Resumed processing applications for Barnabas Grants.** At the April 2024 Presbytery Meeting, the membership voted to allocate one third of the proceeds from the sale of the Mt Laki church property to the Barnabas Grant fund. This allows the Trustees to resume issuing grants to congregations that need financial help to make unanticipated repairs, etc. The timeline for applying for Barnabas Grants was published in Cascades Connections and is posted on the POTC Website. Applications are being accepted from July 1 to September 5, 2024. This allows all the grants to be reviewed by the Property Committee prior to the next stated meeting of the full Board, where the grants will be approved. The application form is posted on the POTC website at this link <https://cascadespresbytery.org/grants/>.
- **Continued dialogue with the congregations that participated in the Partners for Sacred Places cohort about their progress and needs.** This resulted in the POTC staff and our lawyer providing information on the tax implications of renting to a for-profit tenant and writing a few paragraphs that can be inserted into a lease to cover necessary items when leasing to a for-profit tenant. This information can be found under the "Resource" tab on the POTC website. The Trustees also determined it would be possible to use Vitality Grant money to address mutual needs for services for this group if they identify them. This would allow the cohort congregations to obtain the same service from one grant. Writing one grant request to fund the same service for multiple congregations is expected to save time and energy.

Partners for Sacred Places is exploring the possibility of holding a workshop in the Pacific Seattle area in January of 2025. We asked if that cohort would be open to congregations in southern Washington or from Oregon and indications to date are encouraging.

Presbytery of the Cascades 2025 Per Capita Update

The Presbytery of the Cascades proposed 2025 per capita figure will be announced at the July 2024 Stated Meeting. The goal of the Board of Trustees and Budget and Finance Committee is to keep per capita under \$50 per member in 2025, however a finalized figure recommendation is dependent on what the General Assembly will decide for per capita at the upcoming GA meeting. While we're unable to provide a definite number at the time of this report, more details on per capita will be announced at the Stated Meeting on July 12th.

FOR ACTION

The Board of Trustees brings one motion to the membership at this meeting: [**Consent Agenda #5**]

Approve a request from First Presbyterian, Newport, to sell a portion of its property to Habitat for Humanity.

This sale will allow Habitat for Humanity to construct five affordable housing units on approximately one-acre of land fronting a residential street. The residents of the affordable housing units Habitat for humanity intends to build will become the next-door neighbors to the existing church building. Under the terms of this sale, if for any reason the housing developer is unable to use the property, it will revert to church ownership. Proceeds from the sale will be used to create a fund for maintenance of the church property.

NOMINATIONS

The Presbytery Leadership Commission nominates the following persons to serve on the Nominating Committee:

Nominating Committee

Class of 2025- Elect 1

Vacant*

Class of 2026- Elect 1

Vacant*

Class of 2027-Elect 4

Cam Birnie, Ruling Elder, Portland, First

Connie Brenner, Ruling Elder, Portland, Valley Community

Chris Dela Cruz, Teaching Elder, Validated Ministry

Vacant*

Elected Incumbent

[NW]

[NW]

[NE]

Nominating Committee Chair

Class of 2025

Kate Belt, Ruling Elder, Portland, Rose City Park

[NE]

The Nominating Committee presents the following nominees for election to service:

Officers & Chairpersons

Letters in brackets indicate region of presbytery [C]= Central, [NE] = Northeast, [NW] = Northwest, [S] = South.

Moderator-Elect

Class of 2025

The Rev. Margaret Mitsuyasu, Teaching Elder, Northeast Region

Vice Moderator – Northwest Region

Class of 2026

Amy Delaney, Teaching Elder, Member At Large

Vice Moderator – South Region

Class of 2026

Carole Eckerd, Ruling Elder, First PC, Roseburg, OR

Elected Incumbent

Synod Commissioner

Class of 2027

Leonard Sponaugle, Teaching Elder, Reedville PC, Aloha, OR

Cont. next page

Chair, Board of Trustees***Class of 2025**

Marilyn Howe, Ruling Elder, First PC, Portland

Elected Incumbent

Elected annually as required in bylaws*Chair, Commission on Ministry, South****Class of 2025**

Eric Lindsey, Teaching Elder, First PC, North Bend

Chair, Commission on Ministry, Northeast**Class of 2026**

Dan Vetter, Ruling Elder, Westminster, Portland

Chair, Commission on Ministry, Central**Class of 2026**

Ken Hood, Teaching Elder, Nestucca Valley PC, Pacific City, OR

Commission and Committee Members**Board of Trustees****Class of 2025 - Elect 3**

Bruce Farnsworth, Ruling Elder, Columbia PC, Vancouver, WA Elected Incumbent

[NE]

Larry Thornton, Ruling Elder, Community PC, Waldport, OR

[C]

Vacant*

Class of 2027 - Elect 4

Chuck Missar, Ruling Elder, First PC, Cottage Grove, OR

Elected Incumbent

[C]

David Jewel, Teaching Elder, Retired

Elected Incumbent

[NW]

Bill Stewart, Ruling Elder, Rise PC, Tigard, OR

Elected Incumbent

[NW]

Amy Clements, Ruling Elder, Multnomah PC, Portland

[NW]

Commission on Ministry, Central**Class of 2027 - Elect 2**

Gretchen Williver, Ruling Elder, First PC, Bend, OR

Elected Incumbent

Scott Crane, Teaching Elder, First PC, Corvallis

Vacant*

Vacant*

Commission on Ministry, Northeast**Class of 2025 - Elect 1**

Vacant*

Class of 2027 - Elect 4

Jonathan Andres, Teaching Elder, Validated Ministry

Lynne Martin, Ruling Elder, First PC, Trout Lake, WA

Sue Van Stelle, Teaching Elder, Mt. Scott PC, Portland, OR

Colin Eversmann, Teaching Elder, Validated Ministry

Commission on Ministry, Northwest**Class of 2026 - Elect 1**

Amy Dee, Ruling Elder, Valley Community PC, Portland OR

Class of 2027 - Elect 4

Mary Stubbs, Ruling Elder, Orenco PC, Hillsboro, OR

Elected Incumbent

Don Ludwig, Teaching Elder, Southminster PC, Beaverton, OR

Tom Lindsay, Ruling Elder, Emmanuel PC, West Linn, OR

Paul Davidson, Teaching Elder, First PC, Astoria, OR

Commission on Ministry, South**Class of 2025 – Elect -**

Vacant*

Vacant*

Class of 2026 – Elect -

Vacant*

Vacant*

Class of 2027 – Elect 3

Vicky Brown, Teaching Elder, First PC, Roseburg, OR

Debbie Miller, Ruling Elder, First, Ashland

Elected Incumbent

Lorraine Boehning, Teaching Elder, Validated Ministry

Elected Incumbent

Vacant*

Commission on Preparation for Ministry**Class of 2025 - Elect -**

Vacant*

Vacant*

Class of 2027 - Elect 4

Hugh Anderson, Teaching Elder, Retired

Elected Incumbent

[S]

Bob Bulkley, Ruling Elder, First PC, Portland

Elected Incumbent

[NW]

Cynthia Younger, Ruling Elder, East Woods, Van, WA

[NE]

Shela Sullivan, Ruling Elder, Mt. Scott, Portland

[NE]

Committee on Representation (COR)**Class of 2027 - Elect 2**

Tom Berry, Teaching Elder, Bethany PC, Grants Pass, OR

Elected Incumbent

[S]

Joe Igla, Ruling Elder, First PC, Vancouver, WA

[NE]

Personnel and Administration**Class of 2027 – Elect 3**

Evonne Hubbard, Elder, First PC, Medford, OR

Elected Incumbent

[S]

Dan Myers, Teaching Elder, Retired

[S]

Laurie Larson, Ruling Elder, Rise Church, Tigard, Oregon

[NW]

Presbytery Judicial Commission**Class of 2030 – Elect 2**

Becky Strader, Teaching Elder, Retired
Vacant*

[C]

*** Vacancies above:** Interested in serving and see a vacancy that you would like to fill? The nominating committee will meet in September to fill vacancies on the committees. [CLICK HERE](#) to express your interest.

Go here to review all committee position descriptions for service in the Presbytery: [CLICK HERE](#)

THANK YOU!!

The Presbytery of the Cascades would like to express our deepest gratitude to the following members who have completed their terms of service:

Doug Anderson, Chair of the PLC and former Moderator
John Hubbard and David Mote, Personnel & Administration
Bob Stebe, Synod Commissioner
Carole Eckerd and Mary Lou Williams, CPM
Jeff Foxx, Young Hyun, Nominating
Pauline Thorstenson, Lori Sweeney, Trustees
Mike Hachquet, Betty Bullis and Brandon Lewis, COM-C
Char Mace, Scott Crane and Eric Graf, COM-NE
Mark Rainey, Christine Macfarlane and Janet Cruz, COM-NW
Mike Hubbard and Phyllis Hart, COM-S
Mark Frey, Northwest Region Vice Moderator
Sungman Song, COR

Thank you for your faithful and dedicated service over the years. Your contributions have left a mark on the presbytery, building up our community and enabling us all to serve the mission of Christ in our region with more intention, focus, creativity, imagination and love!

BACKGROUND INFORMATION

The Nominating Committee is elected by the Presbytery and shall nominate for Presbytery election at the June/July meeting persons to serve in the offices of Moderator, Moderator-elect, and Vice Moderators of the Presbytery, Chairs of committees and commissions, the President of the Board of Trustees, and members of committees or commissions and boards. The Nominating Committee is governed by a [Manual of Operations](#) approved by the Presbytery as well as Standing Rules section J.

Nominations may be made from the floor at the time of election, providing that the nominee has indicated willingness to serve and fulfill the responsibilities of the position and meets applicable criteria for nomination to the position (Standing Rule J.3).

The Presbytery Leadership Commission nominates members to populate the nominating committee. The Presbytery Leadership Commission is also responsible to appoint a treasurer search committee (Standing Rule D.4)

COMMISSION ON MINISTRY REPORT

FOR ACTION

1.) Board of Pensions Benefits for Ministers and Commissioned Ruling Elders

With the changes to the Board of Pensions benefits program effective Jan. 1, 2025, clarity was needed for minimum benefits in the new benefits structure. A workgroup appointed by COM-CC studied the changes and their impact on pastors and congregations within the Presbytery of the Cascades and made the following recommendations that were presented to COM-CC.

Amend the Commission on Ministry Manual by inserting the following clarification regarding Board of Pensions Benefits:

The 2025 Minimum Board of Pensions standard for Ministers and Commissioned Ruling Elders (“CREs”) is as follows:

All Ministers & CREs (regardless of # of hours) <i>Including Temporary Supply serving 11 months or less</i>	BOP Defined Benefits Package @ 10% of Effective Salary (ES)
Installed Ministers -AND- Stated Supply, Transitional Ministers & CREs at 30 hours or more	<p>BOP Defined Benefits Package @ 10% of ES BOP CPP Medical, currently @ 16% of ES</p> <p><i>If Spouse or Family Coverage is Needed:</i> 100% of BOP Transitional Pastors Plan (currently @ 43% ES) -OR- 100% of BOP Family Coverage or ACA Plan Cost* or HSA* for family plan coverage through Spouse medical plan.</p> <p><i>If Spouse or Family Coverage is NOT Needed:</i> Negotiate with Pastor to redistribute plan savings towards other benefits including:</p> <ul style="list-style-type: none"> • HSA • Additional Retirement Benefits • Additional Study or Travel Funds • Fund for Sabbatical Expenses
Stated Supply, Transitional Ministers & CREs under 30 hours	<p>BOP Defined Benefits Package @ 10% of ES BOP CPP Medical, currently @ 16% of ES</p> <p><i>If Pastor Medical Coverage is NOT Needed:</i> Negotiate with Pastor to redistribute 16% towards other benefits including:</p> <ul style="list-style-type: none"> • HSA • Additional Retirement Benefits • Additional Study or Travel Funds • Fund for Sabbatical Expenses <p>IF NEEDED: Encouraged to offer partial spouse or family coverage, or HSA toward other plan coverage, as church is able.</p>
<p>* Medical Coverage may be obtained through BOP, an ACA Plan, or an HSA to help with plan costs through spouse or eligible family member. Note: Previous COM/BOP individual exceptions will still be in effect.</p>	

2.) Pulpit Supply and Meeting Moderating Minimums

The Commission on Ministry Coordinating Council recommends that the Presbytery of the Cascades adopt a new minimum standard for honorariums by **amending the Commission on Ministry Manual** (remove text in ~~strikeout~~, insert words in **bold**):

Minimum guidelines are between ~~\$50~~ **\$75** and ~~\$150~~ **\$200** for moderating session or congregational meetings **based on length of meeting and need for advanced preparation**, plus mileage/travel reimbursement; with presbytery covering mileage over 50 round trip miles and presbytery also covering lodging and meal costs up to \$175 for distances of more than 200 total miles or extraordinary circumstances. Minimum guidelines for preaching are ~~\$75-\$200~~ **\$150** plus mileage/travel.

FOR INFORMATION

- 1.) The following people were appointed to the working group tasked by the Commission on Ministry-Coordinating Commission (COM-CC) with making recommendations to the COM-CC for how the COM shall advise and support congregations and pastors in providing benefits under the new plan offered by the Board of Pensions.

1. Rev. Heidi Bolt (Validated Ministry)
2. Rev. Eric Lindsey (North Bend, First)
3. Elder Steve Roe (Grants Pass, Bethany)
4. Elder Eileen Sheelar (Keizer, John Knox)
5. Rev. Bob Stebe (retired)

Staff support provided by Rev. Clark Scalera and Rev. Brian Craker

- 2.) By Presbytery rule, the minimum FTE compensation for Pastors, Elders Commissioned to serve as Pastors (CRE'S) and Certified Christian Educators for 2025 is \$57,096 (up from \$56,129 in 2024, roughly a 1.7% increase) and Additionally, the Commission on Ministry Coordinating Commission recommends that all Pastors, Elders Commissioned to serve as Pastors, and Certified Christian Educators receive a COLA of 3.7% based on the CPI-U West.

Minimum full time = 80% of Synod Median = $0.8 * \$71,370 = \$57,096$ (up from \$56,129 in 2024, roughly a 1.7% increase)

INTRODUCTION AND OVERVIEW OF COMMISSION ON MINISTRY

The *Book of Order* states that each presbytery shall develop mechanisms and processes:

- to serve as pastor and counselor to its ministers, commissioned pastors and certified Christian educators;
- to facilitate the relations between the presbytery and its congregations, pastors and certified Christian educators;
- to settle difficulties on behalf of the presbytery where possible and expedient.”[G-3.0307]

Cascades Presbytery has delegated authority in these areas to five commissions: a Commission on Ministry (**COM**) for each of the four regions and the Commission on Ministry Coordinating Commission (**COM-CC**).

Each of the four **regional COM** is composed of equal numbers of ministers and elders from the region. These commissions have been authorized to:

- receive, dismiss and oversee minister members;
- approve and dissolve calls for pastoral service and invitations for temporary pastoral service;
- provide oversight of congregations without pastors;
- approve the establishment and elimination of pastoral positions;
- establish administrative commissions to ordain or install ministers of Word and Sacrament.

The **COM-CC** consists of the four regional COM chairs and presbytery elected staff. This commission:

- coordinates the work of the regions;
- deals with any presbytery-wide issues related to ministry;
- acts as a clearing board for appeals on decisions of regional COMs.

The Commissions on Ministry have established a subcommittee responsible for the training and oversight of the presbytery's Commissioned Ruling Elders, known as the **Commissioned Ruling Elders Coordinating Committee (CRE-CC)**. The CRE-CC is comprised of one representative from each of the regional COMs, as well as one representative of the Commission on Preparation for Ministry (CPM), and is supported by the Advocate for Congregations and Clergy.

The Commissions on Ministry have also established **two non-regional based teams**, each led by a paid team leader hired by the presbytery. These teams support the work of the Commissions on Ministry in **Conflict Management and Care of Pastors**. Here are the 2 Commission on Ministry **Support Team Leaders**:

Conflict Management: Rev. Dr. Sarah Sanderson-Doughty, Teaching Elder, St. Andrews PC, Portland

Pastoral Care: Rev. Susan Graham, Teaching Elder, Lake Grove PC, Lake Oswego, OR

The commissions bring for **presbytery** action motions related to:

- permitting associate pastors to be eligible to serve as the next installed pastor or co-pastor;
- permitting a Minister of the Word and Sacrament employed in a stated supply pastoral relationship to be eligible to serve as the next installed pastor, co-pastor, or associate pastor;
- examining certified candidates for ministry in order that they might be ordained and installed in an approved call;
- receiving ministers of Word and Sacrament from other denominations for called positions;
- requests for administrative commissions for purposes other than ordination and installation.

Here are the four Commission on Ministry Regional Commissions and their Chair:

COM CENTRAL

Ruling Elder, Mike Hachquet, Chair

COM-NORTHWEST

The Rev. Jim Wallace, Chair

COM-NORTHEAST

The Rev. Char Mace, Chair

COM-SOUTH

Commissioned Pastor, Mike Hubbard, Chair

In their work and recommendations, the Commission on Ministry is guided by the provisions of the Book of Order and Commission on Ministry policies as approved by the Presbytery of the Cascades as found in the Commission on Ministry Manual.

During all pastoral contracts and calls, the Commission on Ministry guides churches to demonstrate a commitment to our Affirmative Action and Equal Employment Opportunity policies, which can be found in section 2.3d, Appendix 6F and section 7.6 of the COM Manual.

These policies affirm that “The Presbyterian Church (USA) is firmly committed at the General Assembly, synod and presbytery levels to the principle of inclusiveness. The mid-councils of our church believe that the spirit of Jesus Christ and the Gospel calls us and enables us to be inclusive of all who will respond to Christ’s call...” The affirmative action “involves positive action, sincere effort, deliberately including for consideration and inviting all whom Christ has called to serve.”

To guide this effort, the COM Manual outlines the following procedures which shall be maintained in the calling of pastors:

- a. The Commission on Ministry (COM) liaison consults with the session, congregation and the Pastor Nominating Committee (PNC) about their responsibility for AA/EEO, and assists them in developing a plan of implementation. It is recommended that arrangements be made for an affirmative action interpreter to visit, to talk about the issues and their experience, and to answer questions. In order to proceed to pastor search, the session, congregation and the PNC shall each take action and authorize the clerk, moderator of the session, and chairperson of the PNC to sign off on the Ministry Information Form (MIF).
- b. The COM shall assist the PNC in developing non-discriminatory criteria for the selection of the pastor. Discrimination based on racial ethnicity, age, gender, marital condition or disability is illegal.
- c. The COM liaison, while working with the PNC shall, when necessary, challenge the members to stay with their commitment and shall, when appropriate, help them face questions and feelings which arise.
- d. Before the PNC presents a name to the congregation, the COM liaison shall be clear that they are prepared to certify that the AA/EEO commitment has been followed in good faith.
- e. The COM liaison shall certify to the regional COM, who shall certify to presbytery that the requirements of AA/EEO have been met (see Appendix 6F: Exhibit 1 of the COM Manual).

For pastoral searches for Temporary Pastoral Positions, such as for Interim and Supply Pastors, that do not involve a Pastor Nominating Committee, the Commission on Ministry similarly takes steps “to assure that every search is conducted to fulfill AA/EEO requirements. Thus, every pastor, regardless of race, ethnic origin, sex, age, marital status, or disability will be assured equal consideration by each search committee.”

Our Presbytery’s commitment to Affirmative Action and Equal Employment is strong, and in each search, the Commission on Ministry strives to bolster this commitment by ensuring churches are aware of the policies, that the policies are being followed, and that together, our hiring practices are reflecting our mutual commitment to be inclusive to all who have sensed and responded to Christ’s call.

Typically, reports of COM to Presbytery include:

- COM Items for Presbytery Action;
- Retiree Information;
- New Ministerial Members;
- All COM Actions taken on behalf of Presbytery, including those taken by the CRE-CC.

RETIREMENTS

No minister members have retired since our last Presbytery meeting on April 19 – 20, 2024.

NEW MINISTERIAL MEMBERS

The Presbytery has received the following new Ministerial Members since our last Presbytery meeting on April 19 - 20, 2024:

- The Rev. Chauncey Handy
- The Rev. Susan Tindall

A Statement of Faith and Education and Work History follows in this report.

ACTIONS OF THE COMMISSION ON MINISTRY CENTRAL REGION

May 9, 2024 Commission on Ministry Central Actions

Community PC, Redmond, OR

Concurred with the request of the Rev. Kevin Manuel and Community PC, Redmond, OR taken at a congregational meeting held on April 14th, moderated by the Rev. Don Shaw to dissolve the designated pastoral relationship between them effective May 3rd, 2024.

1. Granted permission to the session to fill the pulpit.
2. Appointed The Rev. Ann Bowersox as moderator of session.

John Knox PC, Keizer, OR

- A. Appointed The Rev. Maggie Lewis as their part time (50%) temporary pastor[EOD # 108] beginning May 1, 2024, with terms for 2024 as follows. This action in accord with action taken by the session on April 23, 2024, with the Rev. David Horn serving as moderator.

Salary	\$3,536	Housing	\$15,200
Utilities	N/A	Social Security Allowance	*
Professional Expense	\$1,750	Vacation	Four Weeks
Continuing Education	\$750	Study Leave	Two Weeks
Medical coverage under the Board of Pensions.			
* (SECA was included in the Presbytery Minimum; otherwise, it is 7.65% of the base salary; the pastor may determine the split between salary and SECA as desired for taxation purposes.)			

Peace PC, Eugene, OR

Concurred with the request taken at a congregational meeting held April 14, 2024, to grant The Rev. Bruce Cameron status of Pastor Emeritus without remuneration.

Chapel by the Sea, Lincoln City, OR

Granted the Rev. Dr. Randy McGrady-Beach, minister member of Mission Presbytery, permission to labor within the bounds of the Presbytery of the Cascades while he serves as sabbatical coverage for Rev. Wendy Olson and Rev. Mark Olson. Appointed Rev. McGrady-Beach as moderator of session for Chapel by the Sea, Lincoln City, OR for the duration of the aforementioned sabbatical.

June 20, 2024 Commission on Ministry Central Actions

The Rev. Stephen Dietrich

Validated the ministry of The Rev. Stephen Dietrich as Spiritual Care Manager for the Oregon Network/Peace Health [EOD # 701]). [To be reviewed for renewal annually.]

The Rev. Jon Nestor

Received the annual report submitted by the Rev. Jon Nestor as Therapist / Supervisor at Oasis: Counseling and Psychotherapy LLC in Newport, OR [EOD #791]).

Minister Compensation for 2024

Minister compensation was approved as showing in the Compensation Report found in the Commission On Ministry Report in these background papers.

ACTIONS OF THE COMMISSION ON MINISTRY NORTHEAST REGION

April 16, 2024 Commission on Ministry Northeast Actions

The Rev. Geordie Ziegler M/S/A

A motion was made to validate the ministry of The Rev. Geordie Ziegler as staff with Novo Mission/Imago Christi [EOD # 565 Staff Serving Non-Denominational Agency]. To be reviewed for renewal annually. **M/S/A**

The Rev. Michael O'Brien

A motion was made to receive the Annual Report for the Rev. Michael O'Brien, Member at Large [EOD #797]. **M/S/A**

The Rev. Kris Voss-Rothmeier

A motion was made to receive the Annual Report for Teaching Elders Serving Beyond the Jurisdiction of the Church for the Rev. Kris Voss-Rothmeier, Member at Large [EOD #797]. **M/S/A**

Westminster PC, Portland, OR

A motion was made to approve the job description for the Transitional Associate Pastor of Youth, Mission and Community Engagement as submitted. **M/S/A**

May 21, 2024 Commission on Ministry Northeast Actions

The Rev. Elizabeth Winslea

Receive the annual report for the Validated Ministry of the Rev. Elizabeth Winslea, Pastor at Lincoln St. United Methodist Church, Portland, OR. [EOD # 501]. To be reviewed for renewal annually. **MSP**

The Rev. Kristen Hamilton-Sutherland

Receive the annual report from the Rev. Kristen Hamilton-Sutherland, member at large (EOD#797) **MSP**

MSP Minister Compensation for 2024

Minister compensation was approved as showing in the Compensation Report found in the Commission On Ministry Report in these background papers.

The Rev. Chauncey Handy

Approved to request the transfer of The Rev. Chauncey Handy from the National Capitol Presbytery and enroll as a member of the Presbytery of the Cascades upon receipt of transfer. He will be an EOD 644, Education Institute Faculty. History and Statement of Faith are in meeting folder. **MSP**

Trout Lake, First PC

MSP to receive the Triennial Visit report for the visit conducted by Joanne Seeger and Bill Russell on May 6, 2024, with Pastor Warren Williams and Clerk of Session, Lynne Martin.

Columbia Presbyterian Church, Vancouver, WA

MSP to give the congregation permission to form an Associate Pastor Nominating Committee (APNC) to begin the process of searching for a new associate pastor.

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St. John's Presbyterian Church, Camas, WA

Commission the following representatives of our presbytery to install the Rev. Charlotte Mace on June 2, 2024, at 10:30 am as Designated Pastor for a two-year term of St. John's Presbyterian Church, Camas, WA:

Vice Moderator Gail Black

Rev. Dave Dornack

Rev. Paulette Mixon-Weller

Elder Chris Eddy, Eastwoods Presbyterian Church, Vancouver, WA

Elder Darryl Eddy, Eastwoods Presbyterian Church, Vancouver, WA

Elder Linda Sue Jordan, St. John's Presbyterian Church, Camas, WA

June 18, 2024 Commission on Ministry Northeast Actions

Kenilworth PC, Portland, OR

Grant the request to grant The Rev. David Jewel status of Pastor Emeritus without remuneration. This action was taken at a session meeting held May, 2024. **MSP**

Calvary PC, Portland, OR

The action taken by the session of Calvary PC, Portland, OR, on April 15, 2024, to renew the Supply Pastor Covenant with the Rev. Joan Miller beginning May 16, 2024, part-time (20%) with annual terms as follows was affirmed. **MSP**

Salary: \$1

Housing: \$11,226

Professional Expense: \$700

Vacation: Four Weeks

Continuing Education: \$300

Study Leave: Two Weeks

Full pension under the Board of Pensions.

The Rev. Jonathan J. Andres

The ministry of The Rev. Jonathan J. Andres as Hospital Chaplain at the Providence Portland Medical Center [EOD # 701] was validated. [To be reviewed for renewal annually.] **MSP**

Piedmont PC, Portland, OR

The report from the Triennial Visit conducted by the Rev. Bill Russell and RE Joanne Seeger on June 10, 2024, was received. **MSP**

Minister Compensation for 2024

Minister compensation was approved as showing in the Compensation Report found in the Commission On Ministry Report in these background papers.

June 24, 2024 Commission on Ministry Northeast Actions

Oak Hills PC, Milwaukie, OR

1. Concur in the request of Jeremy Sanderson and Oak Hills PC, Milwaukie, OR, taken at a congregational meeting held June 9, 2024, moderated by The Rev. Jeremy Sanderson, to dissolve the pastoral relationship between them effective August 24, 2024.
2. **Appoint Christy Polk moderator of session.**

Oak Hills PC, Milwaukie, OR

Concur with the action taken by the session on June 18, 2024, to move Christy Polk to Head of Staff pending COM approval of the covenant.

ACTIONS OF THE COMMISSION ON MINISTRY NORTHWEST REGION

May 23, 2024 Commission on Ministry Northwest Actions

First PC, Portland, OR

Accept and concur in the MDP for First PC, Portland.

Tualatin PC, Tualatin, OR

Accept and concur in the MDP for Tualatin PC.

Multnomah, Portland, OR

Appoint the Administrative Commission for the purpose of commissioning Heather Hellman as their CRE on Sunday, April 14, during the 10:30 am worship service.

Administrative Commission (AC) members:

- Elder Randy McCourt, Multnomah Presbyterian Church, Portland, OR
- Elder Tom MacDonald, First Presbyterian Church, McMinnville, OR
- Rev. Dr. Jennifer Ackerman, Cascades Presbytery
- Rev. Dr. Brian Craker, Cascades Presbytery
- Rev. Dr. Bob Stebe, Cascades Presbytery
- Rev. Dr. Conely Zomermaand, Cascades Presbytery
- Rev. Ted Buck, Cascades Presbytery
- Rev. Dr. Carl Engstrom, Presbytery of the Grand Canyon (Heather's father)

First PC, Portland, OR

M/S/P – to concur in the request of the Rev. Audrey Schindler and First PC, Portland, OR, taken at a session meeting held February 9, 2024, moderated by the Rev. Audrey Schindler to dissolve the pastoral relationship between them effective May 31, 2024.

- Prior to this effective date, 223.3 regular and 154.5 pandemic sequestered hours for a total of 377.8 hours (approximately 9.5 weeks) of accrued unused vacation time will be paid.
- Permission is given to the session to search for an Interim.
- The Rev. Brenna Dykman is appointed as moderator of session.
- The status of **Honorable** Retired is granted to the Rev. Audrey Schindler and change her EOD changed to 299. Her Information Form is found in the meeting folder.

Minister Compensation for 2024

Minister compensation was approved as showing in the Compensation Report found in the Commission On Ministry Report in these background papers.

The Rev. Sarah Sanderson Doughty

Concur in the action of St. Andrews PC, Portland, OR, taken at a congregational meeting to approve a 3 month sabbatical leave for The Rev. Sarah Sanderson-Doughty with full pay, to be taken June 1 to September 1, 2024.

June 27, 2024 Commission on Ministry Northwest Actions

Valley Community PC, Portland, OR

- 1.) Concurred with the call by Valley Community Presbyterian Church to the Rev. Susan M. Tindall, beginning August 11, 2024.
- 2.) Concurred with appointing the Rev. Amy Delaney as Moderator of the Valley PC session on July 16.

Cont. next page

Plymouth PC, St. Helens, OR

Concurred with the action of Plymouth PC, St. Helens, OR, taken at a session meeting held June 12, 2024, moderated by The Rev. Peter Blank, to establish a parish associate relationship with remuneration with The Rev. Pat Berger. [To be reviewed for renewal annually.]

Valley Community PC, Portland, OR

Concurred with the action of Valley Community PC, Portland, OR, taken at a congregational meeting held on June 2, 2024, moderated by The Rev. Robin Garvin, to call The Rev. Susan Tindall to serve as their full time, 100%, Pastor [EOD# 101] beginning August 11, 2024, with annual terms as follows:

Salary	\$50,000	Housing	\$25,000
Utilities	N/A	Social Security Allowance	\$5,000
Professional Expense	\$3,500	Vacation	Four Weeks
Continuing Education	\$1,500	Study Leave	Two Weeks
Full pension, medical, disability and death coverage under the Board of Pensions.			
Three months sabbatical at full pay after each six years of service.			

- 1.) Request the transfer of The Rev. Susan Tindall from the Presbytery of Chicago and enroll as a member of the Presbytery of the Cascades upon receipt of transfer. History and Statement of Faith are attached.
- 2.) Grant The Rev. Susan Tindall permission to moderate the session until her installation.
- 3.) Affirmative Action/Equal Employment Opportunity requirements have been met.
- 4.) Sexual Misconduct Policy sign-off has been received.
- 5.) Express appreciation to The Rev. Robin Garvin for her services as Interim Pastor at Valley Community Presbyterian Church.

The Rev. Tracie Bullis

Concurred in the action of Tualatin Plains PC, Hillsboro, OR, taken at a congregational meeting, to approve a 3-month sabbatical leave with full pay, to be taken January – March, 2025.

ACTIONS OF THE COMMISSION ON MINISTRY SOUTH REGION

May 31, 2024 Commission on Ministry South Actions

The Rev. Kent Meads

Transfer the Rev. Kent Meads to the Nevada Presbytery upon its request.

MSP Minister Compensation for 2024

Minister compensation was approved as showing in the Compensation Report found in the Commission on Ministry Report in these background papers.

June 24, 2024 Commission on Ministry South Actions

MSP Minister Compensation for 2024

Minister compensation was approved as showing in the Compensation Report found in the Commission on Ministry Report in these background papers.

COMMISSION ON MINISTRY COMPENSATION REPORT							
Pastor	Hours	% Time	Church	Effective Salary	Professional Expenses	Study Leave	Total Comp.
South Region Churches							
Dan Fowler	40	100%	First PC, Ashland	\$77,025	\$3,500	\$1,500	\$82,025
Jim Vickery	40	100%	First PC, Bandon	\$58,404	\$3,500	\$1,500	\$63,404
Bruce P Jarvis	30	75%	Brookings PC, Brookings	\$43,457	\$1,625	\$1,125	\$46,207
Vacant			First PC, Central Point				
Tom Berry	40	100%	Bethany PC, Grants Pass	\$72,924	\$3,500	\$1,500	\$77,924
Vacant			First PC, Gold Beach				
Vacant			Community PC, Lakeside				
Vacant			Lakeview PC, Lakeview				
Vacant			Basin Community, Malin				
Murray Richmond	40	100%	First PC, Medford	\$92,174	\$3,500	\$1,500	\$97,174
Mike Hubbard	15	38%	First PC, Medford	\$22,400	\$1,360	\$563	\$24,323
Victoria Bethel	40	100%	Tri City PC, Myrtle Creek	\$59,704	\$3,500	\$1,500	\$64,704
Vacant			First United PC, Myrtle Point				
Eric Lindsey	40	100%	First PC, North Bend	\$70,850	\$3,000	\$3,000	\$76,850
Vacant			First PC, Phoenix				
Lloyd Tohill	30	75%	United PC, Reedsport				
Vicky Brown	40	100%	First PC, Roseburg	\$77,704	\$3,500	\$2,000	\$83,204
Northeast Region Churches							
Charlotte Mace	40	100%	St. John's PC, Camas	\$66,200	\$8,500	\$1,500	\$76,200
Erik Huget	14	35%	Eagle Creek PC, Eagle Creek	\$25,000	\$1,750	\$750	\$27,500
Andrew Wall	15	38%	Springwater PC, Estacada	\$24,960	\$3,500	-0-	\$28,460
Brad Busiek	40	100%	Smith Memorial PC, Fairview	\$77,566	\$3,400	\$4,000	\$84,966
Josh Dunham	40	100%	Covenant, Gresham	\$57,813	\$3,500	\$1,500	\$62,813
Katherine Pate	40	100%	Milwaukie PC, Milwaukie	\$73,644	\$3,500	\$1,500	\$78,644
Jeremy Sanderson	40	100%	Oak Hills PC, Milwaukie	\$85,900	\$1,500	\$500	\$87,900
Christy Polk	20	50%	Oak Hills PC, Milwaukie	\$28,404	\$1,000	\$1,000	\$30,404
Vacant			Community PC, Moro				
Joan Miller	8	20%	Calvary PC, Portland	\$11,226	\$700	\$300	\$12,226
Blair Cash			Grace PC, Portland				
Susan McDougall	24	60%	Kenilworth PC, Portland	\$43,200	\$2,100	\$900	\$46,200
Brian Marsh	40	100%	Moreland PC, Portland	\$79,290	\$3,500	\$1,500	\$84,290
Sue Van Stelle	40	100%	Mt. Scott PC, Portland	\$88,974	\$3,500	\$1,500	\$93,974
Amanda Golbek	30	75%	Mt. Tabor PC, Portland	\$54,000	\$3,500	\$1,500	\$59,000
Sarah Lewis	10	25%	Piedmont PC, Portland	\$16,200	\$1,000	\$500	\$17,700
Liz Leavitt	40	100%	Rose City Park PC, Portland	\$90,357	\$3,500	\$1,500	\$95,357
Chris Grewe	40	100%	Savage Memorial PC, Portland	\$83,857	\$3,500	\$1,500	\$88,857
Gregg Neel	20	50%	Westminster, Portland	\$60,400	\$2,800	\$1,200	\$64,400
Beth Neel	20	50%	Westminster, Portland	\$60,400	\$2,800	\$1,200	\$64,400
Lindsey Groves	40	100%	Westminster, Portland	\$75,000	\$3,500	\$1,500	\$80,000
Warren Williams	12	30%	First PC, Trout Lake	\$17,495	\$1,050	\$450	\$18,995
Christopher Montovino	40	100%	Cascades PC, Vancouver	\$88,939	\$5,900	\$1,500	\$96,339
Matt Overton	40	100%	Columbia PC, Vancouver	\$120,072	\$5,000	\$2,000	\$127,072

Pastor	Hours	% Time	Church	Effective Salary	Professional Expenses	Study Leave	Total Comp.
Scott Peterson	40	100%	Columbia PC, Vancouver	\$101,686	\$4,000	\$2,000	\$107,686
Joyce Emery	40	100%	East Woods, Vancouver	\$70,080	\$4,500	\$1,500	\$76,080
Josh Rowley	40	100%	First PC, Vancouver	\$89,420	\$3,500	\$1,500	\$94,420
Margaret Mitsuyasu	40	100%	First PC, Vancouver	\$80,603	\$3,500	\$2,500	\$86,603
Sungmin Song	40	100%	Vancouver Korean, Vancouver				
Northwest Region Churches							
Leonard Sponaugle	30	75%	Reedville PC, Aloha	\$54,912	\$3,500	\$1,500	\$59,912
Paul Davidson	40	100%	First PC, Astoria	\$56,129	\$3,500	\$1,500	\$61,129
Scott Dalgarno	40	100%	Southminster PC, Beaverton	\$96,060	\$3,500	\$2,000	\$101,560
Donald Ludwig	10	25%	Southminster PC, Beaverton	\$28,440	\$3,500	\$1,500	\$33,440
Derek Richman	20	50%	Clatskanie PC, Clatskanie	\$34,114	\$1,750	\$750	\$36,614
Mark Rainey	40	100%	Orenco PC, Hillsboro	\$76,090	\$4,500	\$1,500	\$82,090
Tracie Bullis	40	100%	Tualatin Plains PC, Hillsboro	\$84,872	\$5,000	\$3,000	\$92,872
Kelly Dickson	20	50%	Hillsboro PC, Hillsboro	\$43,660	\$3,500	\$1,500	\$48,660
Susan Graham	40	100%	Lake Grove PC, Lake Oswego	\$83,084	\$3,500	\$3,000	\$89,584
Graig Flach	40	100%	Lake Grove PC, Lake Oswego	\$85,250	\$3,500	\$3,000	\$91,750
Christopher Murphy	40	100%	First PC, Newberg	\$62,004	\$3,500	\$1,500	\$67,004
Joanna Dunn	40	100%	Bethany PC, Portland	\$102,000	\$3,956	\$1,718	\$107,674
Spencer Parks	40	100%	First PC, Portland	\$86,973			\$86,973
Carmen Goetschius	25	63%	First PC, Portland	\$42,782	\$1,000	\$500	\$44,282
Brenna Dykman	40	100%	First PC, Portland	\$80,172	\$3,500	\$1,500	\$85,172
Wesley Yoon	40	100%	Hope Korean, Portland	\$30,000		\$400	\$30,400
Heather Hellman	40	100%	Multnomah PC, Portland	\$77,771	\$3,500	\$1,500	\$82,771
Sarah Sanderson-Doughty	40	100%	St. Andrew's PC, Portland	\$99,956	\$4,100	\$1,500	\$105,556
Susan Tindall	40	100%	Valley Community PC, Portland	\$80,000	\$3,500	\$2,000	\$85,500
David Kim			Oregon Yedam, Portland				
Peter Blank	10	25%	Plymouth PC, St. Helens	\$21,049	\$2,500	\$1,500	\$25,049
Jim Wallace	40	100%	Rise Church, Tigard	\$91,476	\$3,500	\$1,500	\$96,476
Ken Henry	40	100%	Tualatin PC, Tualatin	\$75,000	\$3,500	\$1,500	\$80,000
Jerry O'Neill	30	75%	Pioneer PC, Warrenton	\$50,404	\$2,625	\$3,000	\$56,029
Laurie Sponaugle	40	100%	Emmanuel PC, West Linn	\$77,894	\$3,500	\$1,500	\$82,894
Central Region Churches							
Brandon Lewis	40	100%	United PC, Albany	\$92,556	\$3,500	\$1,500	\$97,556
Cynthia O'Brien	20	50%	Aurora PC, Aurora	\$46,687	\$1,750	\$750	\$49,187
Steven Koski	40	100%	First PC, Bend	\$131,615	\$3,000	\$2,000	\$136,615
Kally Elliott	40	100%	First PC, Bend	\$87,488	\$2,500	\$1,500	\$91,488
Tyler McQuilkin	40	100%	First PC, Bend	\$64,301	\$2,500	\$1,500	\$68,301
Young Han Hyun	30	75%	Corvallis Korean, Corvallis	\$30,100	\$1,000	\$500	\$31,600
Scott Crane	30	75%	First PC, Corvallis	\$55,200	\$2,500	\$1,500	\$59,200
Karen Hill	40	100%	Cottage Grove PC, Cottage Grove	\$78,977	\$3,500	\$1,500	\$83,977
Vacant			First PC, Creswell				
Vacant			First PC, Dallas				
Jennifer Martin	40	100%	Central PC, Eugene	\$97,635	\$3,500	\$1,500	\$102,635
Glenn Edwards	20	50%	Peace PC, Eugene	\$26,400	\$3,500		\$29,900

Pastor	Hours	% Time	Church	Effective Salary	Professional Expenses	Study Leave	Total Comp.
Marta Ukropina	30	75%	Westminster PC, Eugene	\$74,953	\$5,000	\$1,500	\$81,453
David Ukropina	30	75%	Westminster PC, Eugene	\$59,651	\$5,000	\$1,500	\$66,151
Greg Wood	40	100%	PC of the Siuslaw, Florence	\$60,525	\$3,500	\$1,500	\$65,525
Maggie Lewis	20	50%	John Knox PC, Keizer	\$29,670	\$1,750	\$750	\$32,170
Vacant			First PC, Lebanon				
Mark Olson	20	50%	Chapel by the Sea, Lincoln City	\$37,644	\$1,750	\$750	\$40,144
Wendy Olson	20	50%	Chapel by the Sea, Lincoln City	\$37,644	\$1,750	\$750	\$40,144
Matthew Johnson	40	100%	First PC, McMinnville	\$86,100	\$3,500	\$1,500	\$91,100
LaVonne Alexander	40	100%	Mill City PC, Mill City	\$56,129	\$3,500	\$1,500	\$61,129
Steve Mitchell	20	50%	Christ's Church, Monmouth	\$32,720	\$1,800	-0-	\$34,520
Kathy Keener	20	50%	First PC, Newport	\$34,513	\$3,500	\$1,500	\$39,513
Ken Hood	30	75%	Nestucca Valley, Pacific City	\$50,593	\$3,500	\$1,500	\$55,593
Dawn Linder	30	75%	Prineville PC, Prineville	\$40,000	\$3,500	\$6,500	\$50,000
Vacant			Community PC, Redmond				
Greg Bolt	40	100%	Salem First, Salem	\$90,275	\$3,500	\$1,500	\$95,275
Kelly Wadsworth	40	100%	Westminster PC, Salem	\$95,829	\$3,500	\$1,500	\$100,829
Mark Olson	8	20%	Community PC, Waldport	\$12,225	\$700	\$300	\$13,225
Wendy Olson	8	20%	Community PC, Waldport	\$12,225	\$700	\$300	\$13,225
Vacant			McKenzie Valley PC, Waltherville				
Cynthia O'Brien	20	50%	First PC, Woodburn	\$39,304	\$1,500	\$750	\$41,554
Bob Barrett	40	100%	Community PC, Yachats	\$85,170	\$3,500	\$1,500	\$90,170

I believe in Yahweh who is Father, Son, and Holy Spirit. Out of love, God created all that is—seen and unseen—to share in the triune life. I believe that this God, in the person of the Son through the power of the Holy Spirit became a human being born of a virgin amongst the chosen people of Israel and was named Jesus. This was testified to by the prophets of the inspired scriptures who spoke to our ancestors of a coming Messiah who would save Israel. This Jesus was and is fully the God of Israel and fully human. In the power of the Holy Spirit He lived without sin as Israel's Messiah, suffered, was executed on a cross, was resurrected, and ascended into heaven on behalf of the God's covenant with Israel and all of humanity. By His life, death, and resurrection all of creation has been incorporated into the Triune life of the LORD, the God of Israel.

I believe that by the Holy Spirit, God called the church catholic into being to participate in the resurrected life of Christ. The church witnesses to how God through the chosen people in Christ redeemed humanity from the powers of death. Through the Holy Spirit we are united with God in Jesus and through the Sacraments of Communion and Baptism are drawn deeper into this union. In Baptism we receive the sign and seal of our participation in Christ's life, death, and resurrection. Through Communion we share in Christ's self-offering and are drawn deeper into God's covenant of grace.

I believe that the Old and New Testaments witness to God's revelation in Jesus Christ. These scriptures were inspired by the Holy Spirit and are essential for the life of the church. I believe that we await a bodily resurrection from the dead as result of our participation in Jesus' bodily resurrection. A day will come when God, the Triune God of Israel will come again in glory and power to judge the living and the dead according to the love shown to humanity through God's covenant in Jesus' life, death, and resurrection.

Summary of Work and Educational History

Over the past few years, my work has been teaching—largely in minoritized settings and for the sake of those preparing for Christian ministry. I was ordained to specialized ministry for this calling in 2019. While most of my teaching work took place during my PhD program, the tone was set by two positions. The first position was as with AmeriCorps as a teacher in a minimum-security detention facility for undocumented youth from Central America and Mexico (2009). This position set the tone for much of what I have discerned the focus of my work as a Chicano minister and scholar to be—democratizing education for the sake of the marginalized. Then, while in Seminary, I was a TA for an intensive course in Guatemala for the United Methodist Church (2015). This role placed an emphasis on theological education for the sake of marginalized Christian communities—especially Latinx communities.

When I began my PhD, I took teaching opportunities where possible to this end—I taught Bible courses for the UMC’s course of study program in English (Introduction to Bible, Wesley Theological Seminary, 2020) in Spanish in the USA (*Profetas, Salmos, y Literatura Sapiencial; Torá y la Historia de Israel*, Perkins School of Theology, 2019-2020) as well as in El Salvador (*Profetas, Salmos, y Literatura Sapiencial*, 2019). I taught in Spanish for Duke Divinity School’s Hispanic Latino Preachers’ Initiative (*Introducción al Antiguo Testamento*, 2021) and in English at Georgetown University (Introduction to Biblical Literature, 2020-2021), Princeton Theological Seminary (Biblical Hebrew Translation, Deuteronomy and the Construction of Racial/Ethnic Worldviews, and Latinx/a/o Biblical Criticism and Exegesis, 2021-2023), and at Vancouver School of Theology (Deuteronomy and the Construction of Racial/Ethnic Worldviews, 2023). My current position at Reed College is in the Religion Department with an emphasis on the intersection of the Hebrew Bible and Race/Ethnicity. My courses for the fall are Introduction to Hebrew Bible and Bible, Race, and Empire.

Beyond my work teaching in and out of academic settings (whether traditional or no), I have also attempted to bring my research on ethnicity, race, and Pentateuch to congregations where possible. In February of 2023 I gave a talk with TheoEd titled “Biblical Interpretation as Making Tortillas.” In the Spring of 2021, I was a guest lecturer at Nassau Presbyterian Church and Dutch Neck Presbyterian Church on “Ethnicity and Old Testament Interpretation.” In early 2021, I was a guest preacher at Chevy Chase Presbyterian Church during their “Season of Justice—Theologies of Liberation” sermon series.

Education:

- 2009, BA in Latin American Studies-Spanish (Business Minor)—Seattle Pacific University
- 2015, MDiv—Duke Divinity School
- 2017, MA in Bible and the Ancient Near East—The Hebrew University of Jerusalem
- 2023, PhD in Old Testament/Hebrew Bible—Princeton Theological Seminary

1 Faith Statement

2 Susan Tindall

3
4 Many have tried to define God in an image or in words or even in a melody. The words,
5 the songs, and even the art are incomplete. Yet we continue to speak, to sing, to draw
6 and to write because we cannot help but be inspired by what God has revealed to us.
7 What I hold true is that God has revealed the following.

8
9 God is the Creator. With the gentle touch of a mother and the open arms of a father, God
10 continues to hold and nurture all of creation. God claims each individual by creating
11 each one with God's own imprint and covenants with humanity to be God with us and for
12 us. God is present still and continues to reach out in everlasting love and grace to
13 humanity despite our continued disobedience. God's sovereignty over history is best seen
14 in God's action in Jesus Christ.

15
16 God the Son, Jesus Christ, took on flesh for the sake of humanity. In his life, God the
17 Son demonstrated what God intended for humanity. He placed value on those who were
18 unvalued, spoke truth to power, healed the sick and welcomed the stranger. In Christ's
19 life, death and resurrection, God reconciled the world to himself, a gift we receive by
20 grace through faith. This act of reconciliation is part of the on-going, restorative work of
21 God who longs to heal the world of human sin. Jesus Christ continues to be present with
22 us still through the work of Holy Spirit and through faith.

23
24 God the Holy Spirit is the convener and advocate for humanity. The Holy Spirit guides,
25 inspires, and continues to reveal God's plan for humanity. God the Holy Spirit intervenes
26 for us and is the only way for us to respond to God in faith. The Holy Spirit convicts us
27 of our sin and turns our hearts towards God. The Spirit moves where it will and
28 empowers us to live as witnesses to Christ's work in the world.

29
30 The church is Christ's body here on earth who gathers to worship the one triune God, tell
31 the shared history of God's covenant, and to participate in God's restorative mission. To
32 guide the work and worship of the church, we turn to the Bible. Each book of the Bible
33 tells part of our covenant story and demonstrates the vastness of God's mercy and love.
34 The Bible lights a path for us to live out our faith in the one triune God. Through the
35 inspiration of God and the biblical narrative, the church is called to participate in radical
36 hospitality, to break bread with one another, to drink from the same cup and to invite in
37 the stranger. We act on our faith by celebrating the sacraments of the Lord's Supper and
38 Baptism. The sacraments are visible signs and seals of God's invisible grace through the
39 power of the Holy Spirit. In the sacraments, we remember God's saving work in Jesus
40 Christ to renew our confidence that in the ordinary things of bread, juice, and water God
41 meets us. In the sacraments we also hope for a day when Christ will come again. We
42 stake our hope in a world to come with no pain and no suffering but where we are fully
43 restored to God's loving presence. I believe that God is not done with us yet and
44 continues to inspire us to participate in the covenant story of everlasting love and
45 abundant grace.

Educational and Work History for Rev. Susan Tindall

Formal Education

- B.A. Elementary Education - Millikin University, (2001-08-28 - 2005-05-28)
- M.Div/M.A. Christian Education/Youth Ministry - Princeton Theological Seminary, (2006-09-09 - 2011-05-31)

Work Experience

Dates of Ministry: 6/30/2020 - Present

Position Title: Transitional Associate Pastor

Church: Community Presbyterian Church of Clarendon Hills, Clarendon Hills, IL (Suburban, 251-400 members)

- Supported congregation through several staff transitions as well as guiding the church towards their sustainable staffing model
- Collaborated and spearheaded initiatives with Mission and Outreach, Adult Education, Environmental Justice efforts, Membership, and Presbyterian Women
- Advised and facilitated the board of Deacons
- Designed, recruited volunteers, and implemented programs for youth ministry including confirmation
- Covered the Head of Staff's sabbatical for several months in summer of 2022

Dates of Ministry: 9/1/2014 - 6/27/2020

Position Title: Associate Pastor

Church: College Hill Presbyterian Church, Easton, PA (Suburban, 251-400 members)

- Designed, implemented, and recruited volunteers for children's programs as well as youth programs including Sunday School, Youth Group, Vacation Bible School and Mission trips.
- Coordinated mission opportunities for people of all ages including making meals for a local shelter, creating personal care kits for assistance following natural disasters
- Worked on special worship services
- Performed weddings and funerals
- Interim Solo Pastor for several months including over Lenten Season

Dates of Ministry: 11/27/2010 - 6/14/2014

Position Title: Christian Educator

Church: Overbrook Presbyterian Church, Philadelphia, PA, (Suburban, 251-400 members)

Responsibilities included coordinating and planning faith formation for all ages: children, youth and adults. Also included volunteer recruitment and training, committee support and supervision, creating mission opportunities for all ages, and integrating children and youth into the worship life of the congregation.

COMMITTEE ON REPRESENTATION

FOR INFORMATION:

As Chair of the Committee on Representation, (COR) I have compiled some information on the demographics of members of Presbytery of the Cascades (POTC) and our geographic context. As you can tell, it's not always a neat fit, but I hope it gives a good idea of how our membership compares in these ways to the population we are called to include and serve.

When you look these over, *please see if they are consistent with what you have observed in your context. Does your congregation (and does the POTC) include a healthy variety of folks who fit these categories?*

Are they/you welcomed?

Are their/your needs being met?

What else might you, Presbytery of the Cascades, and COR do to really welcome and include our neighbors?

I do look forward to your comments!

Sharon Hasenjaeger
Chair, Committee on Representation

Racial Ethnic Composition 2023

"Racial" or ethnic category	U.S.A.	Oregon	Vancouver	POTC	April 2023 Presbytery Mtg.	June 2023 Presbytery Meeting
Asian	6.3%	5.10%	5.30%	3.30%	3.15%	6.50%
Black/African American/African	13.6%	2.30%	2.63%	0.64%	0.80%	1.20%
Latin/Hispanic	19.1%	14.40%	15.40%	0.98%	0.80%	0
Native American/Indigenous	1.3%	1.90%		0.34%	N/R	N/R
Middle Eastern/North African	N/R	N/R	N/R	0.11%	N/R	N/R
Native Hawaiian/Pacific Islander	0.5%	0.50%	1.60%	N/R	N/R	N/R
White not Latin*	58.9%	73.50%	67.50%	87.60%	92.90%	91.40%
Multi	3.0%	4.30%	6.70%	7.04%	0.80%	N/R
"Human"- write in	N/R	N/R	N/R	N/R	0.80%	N/R
Prefer Not to Answer	N/R	N/R	N/R		0.80%	1.10%
TOTALS	102.7%	102.00%	99.13%	100.01%	99.25%	99.10%
Source	Census	Census	DataUSA	PCUSA Stats Report	Meeting survey	Meeting survey

N/R = Not reported or asked

White **including** Latin 75.50% 86.0% 82.90%

Disability Composition 2023

Disability category	U.S.A.	Oregon	POTC	April 2023 Presbytery Mtg.	June 2023 Presbytery Meeting
Disability people under 65yo 2018- 2022	8.90%	10.60%	see below*	see below	see below
Hearing			8.40%	12%	9%
Sight			2.83%	7%	3.40%
Mobility			8.59%	13%	5.60%
Other			9.69%	2%	4.50%
Prefer not to answer				1%	5.60%
Not reported disability			70.49%	65%	77.50%
Source	Census	Census	PCUSA Stats Report	Meeting survey	Meeting survey

*Census Data for disabilities is for those under 65. Many Presbyterians
wth disabilities are over 65 years old.

Age Composition 2023

Age category	USA	Oregon	POTC	April 2023 Presbytery Mtg.	June 2023 Presbytery Meeting
Under 5yo	5.60%	4.90%		not relevant	not relevant
Under 18yo	21.70%	19.70%		not relevant	not relevant
18 to 64	61.00%	61.10%			
65yo and over	17.30%	19.20%			
under 17			1.12%	0	0.00%
18-25			3.34%	0	0.00%
26-40			19.25%	3.15%	3.19%
41-55			9.64%	14.17%	10.64%
56-70			21.55%	27.56%	29.79%
71-85			43.78%	51.18%	56.38%
Over 85			not asked	3.90%	2.13%
TOTALS	105.60%	104.90%	98.68%	99.96%	102.13%
Source	Census	Census	PCUSA Statistics Report	Meeting Survey	Meeting Survey

Sex & Gender Composition 2023

Sex/Gender category	USA	USA	POTC	April 2023 Presbytery Mtg.	June 2023 Presbytery Meeting
Women/Female	50.10%	50.40%	0.68	57.50%	54.26%
Men estimate	49.90%	49.60%	32%	42.00%	42.55%
Non-binary	not available	not available	0.00	0	1.06%
Prefer not to answer				0.08%	1.06%
Gender not listed					1.06%
TOTALS	100%	100%	100%	99.58%	100.00%
Source	Census	Census	PCUSA Statistics Report	Meeting Survey	Meeting Survey

NEW MINISTRIES TEAM (NMT)

FOR INFORMATION

Actions of the New Ministries Team on behalf of the Presbytery:

March 23, 2023

New Ministries Grant East County Sacred Organizing

The New Ministries Team awarded a \$25,000 grant on March 23, 2023 (last year) which was paid out in April of 2024 for the purpose of supporting the Thriving East County Sacred Organizing Project's work with 10+ congregations in East Multnomah County training them in the arts and practices of Sacred Organizing.

April 25, 2024

Pathways to Flourishing

The motion was made, seconded and passed to become a Pathways to Flourishing Presbytery within the 1001 New Worshipping Communities.

From the New Ministries Team

Cascades Presbytery, together with the New Ministry Team, has partnered with the PCUSA 1001 New Worshipping Communities to become a Pathway to Flourishing Presbytery.

1001 New Worshipping Communities, a movement of the Presbyterian Church (USA) has developed a system of resources and a network of relationships to help you prepare of the journey of exploring God's work in the world, calling new disciples, and forming communities of worship and witness. These tools will help you chart your path, identify ways to engage new traveling companions, and establish practices that lead to flourishing communities.

The NMT will share information and opportunities for resources and training in the *Cascade's Connections* and the *Omnibus*.

Linda Jackson-Shaw
Aric Clark
Matt Johnson
Cynthia O'Brien
Paul Lewis

COMMISSION ON PREPARATION FOR MINISTRY

FOR INFORMATION:

Melissa Temple, Candidate

The commission reports that they completed an annual review with Candidate Melissa Temple on April 9, 2024. Melissa's growth objectives have been updated and she remains under the care of the CPM.

Desiree Ocampo, Candidate

The commission reports that they completed an annual review with Candidate Desiree Ocampo on May 14, 2024. Desiree's growth objectives have been updated and she remains under the care of the CPM.

Explanation of Process

The *Book of Order* outlines a process for individuals seeking to become a Minister of Word and Sacrament in the Presbyterian Church (USA) which requires a minimum of two years and contains eighteen separate steps. It involves the individual, the session of the individual's home congregation, the presbytery's Commission on Preparation for Ministry [CPM], the presbytery of call and the presbytery of care. Specific details can be found in the *Book of Order* G-2.06.

Applicant Process: The individual must be a member of a congregation for at least six months. The individual informs the session of their desire to pursue ordained ministry. The session notifies the CPM who then meets with the session for orientation on the inquirer/candidacy process. The session meets with the individual and makes a recommendation to CPM. This recommendation, along with the individual's application, references, and a psychological assessment is shared with the CPM who then interviews the individual and makes a recommendation to presbytery to enroll the person as an inquirer.

Inquiry Process: Currently there is 1 person in Cascades Presbytery enrolled as an Inquirer. This phase of the process is a time for exploration of the vocation of ministry and the sense of one's call to ordained ministry. Each person is assigned a liaison from the session of the home congregation and from the CPM. Once enrolled as an inquirer, an annual consultation is held for as long as the individual remains in the candidacy process with goals set in five key areas: education for ministry, spiritual formation, interpersonal relations, personal growth and professional development.

Candidacy Process: After a minimum of one year, the inquirer can request to be moved to the candidacy phase of the process. The individual again officially meets with the session of the home congregation which makes its recommendation to CPM. CPM also meets with the candidate, reviews the progress made in the inquiry process, and receives the individual's one page Statement of Christian Experience. CPM then makes its recommendation to presbytery to enroll the individual as a candidate. Currently there are 3 individuals in Cascades Presbytery who are enrolled as candidates. This phase lasts a minimum of one year. During this time, the individual is given permission to take the five ordination examinations required by our denomination.

Certified Candidacy Process: Once the individual has passed those examinations, has taken a field experience and clinical pastoral education credit and is close to graduation from a Presbyterian seminary [or granted an exemption from the CPM on a case-by-case basis], the candidate appears before the CPM to be examined as certified ready to receive a call. This final assessment of the individual reviews all pertinent information from the entire candidacy process. The individual is also required to produce an exegetical paper and preach before the commission a sermon based on that text as well as defend a one-page Statement of Faith. CPM then is granted the power by operating procedures of Cascades Presbytery to approve a person certified ready to receive a call. Currently, 0 of the 3 candidates under care of Cascades Presbytery, are certified ready to receive a call. When a candidate becomes certified, they are given permission to circulate a Personal Information Form [PIF] and pursue a call.

Once a call has been extended to a validated ministry, the individual must appear before the presbytery to be examined on their Statement of Faith. This is the final step in the “trials for ordination” and is ordinarily conducted by the presbytery in which the call has been issued. Once examined and approved for ordination, the presbytery of call then ordinarily sets the time and place for the candidate’s service of ordination.

Anytime during the process, an individual may request to be removed from the covenant relationship.

Anyone wishing to pursue ordination as a Minister of Word and Sacrament or who has questions concerning the inquirer/candidacy process is encouraged to contact Elizabeth Winslea, Moderator of the Commission on Preparation for Ministry [971.235.1465] or Clark Scalera, staff resource to the Commission [541-606-5699].

Presbytery Leadership Commission (PLC)

April, 2024 – June, 2024

The Presbyterian Leadership Commission (PLC) is composed of the following positions and people with vote:

Doug Anderson, Chair	Jennifer Martin, Moderator	Linda Jackson-Shaw, NMT
Mike Hubbard, COM-S	Gail Black, Vice Moderator NE	Lisa Snodderly, P&A
Char Mace, COM-NE	Steve Hammond, Vice Moderator C	Elizabeth Winslea, CPM
Jim Wallace, COM-NW	Carole Eckerd, Vice Moderator S	Marilyn Howe, BOT
Mike Hachquet, COM-C	Mark Frey, Vice Moderator NW	Eileen Sheelar, CATT
Sharon Hasenjaeger, COR		

We are grateful for the service of the members rotating off the committee at the conclusion of this stated meeting: Chair Doug Anderson, Mark Frey, Mike Hachquet, Mike Hubbard and Char Mace.

The following persons are members of the PLC with voice but without vote:

Paul Belz-Templeman (Stated Clerk)	Brian Craker (Transitional Executive Presbyter)
Thomas Lundy (Treasurer)	Chris Murphy (Moderator Elect)
Clark Scalera (Advocate for Congregations & Clergy)	

FOR ACTION

On behalf of the Presbytery Leadership Commission the Vice Moderators and Chair of the Committee on Representation place the following names into nomination for election to the Nominating Committee:

Class of 2027

Cam Birnie	NW	RE, Portland, First
Connie Brenner	NW	RE, Portland, Valley
Chris Dela Cruz	NE	TE

Committee Chair: Kate Belt NE RE, Portland, Rose City Park

These names will be presented during the time docketed for elections to committees.

Actions Taken on Behalf of Presbytery

April 10, 2024

Synod Grant- Authentic Hope Counseling

Endorsed Hilda V. Thompson Synod Grant for Authentic Hope Counseling sponsored by Corvallis, First.

Portland, Grace, Lease Permission to C3 Church

Permit Portland, Grace to lease a portion of their building including the sanctuary from April 1, 2024, through April 1, 2025, to the C3 Church.

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Bend, First Peacemaking Grant

Awarded a Peacemaking grant to Bend, First for the Guns to Gardens for up to \$12,618- (\$2,618 for program costs and up to \$10,000 for event insurance) once event insurance is obtained. [The amount of grant awarded was \$5,381].

May 15, 2024

Presbytery Meeting Minutes

Approved minutes of the April 19-20 Stated Meeting of Presbytery.

1001 Pathways to Flourishing Presbytery

Upon recommendation of the New Ministries Team adopted motion that the Presbytery of the Cascades become a 1001 Pathways to Flourishing Presbytery.

Presbyterian Disaster Assistance Initial Assistance Grants

Awarded three \$2,500 grants to persons recommended by three congregations: Milwaukie, Oak Hills; Portland, Valley Community; Walterville, McKenzie Valley.

Presbytery Meeting Schedule

Approved the following dates for Presbytery Meetings

DATE	FORMAT	REGION	SUBMIT MATERIALS BY
November 1-2, 2024	In-Person	South	October 18, 2024
January 29-30, 2025	Online	N/A	January 15, 2025
March 14-15, 2025	In-Person	Northwest	February 28, 2025
June 25, 2025	Online	N/A	June 11, 2025
October 24-25, 2025	In-Person	Central	October 10, 2025
January 29-30, 2026	Online	N/A	January 15, 2026
April 24-25, 2026	In-Person	Northeast	April 10, 2026
June 18, 2026	Online	N/A	June 4, 2026

Terms of Call Adjustment

Amended terms of call for the elected staff as follows:

Brian Craker- Transitional Executive Presbyter- 100%

Salary	\$59,180	Housing	\$70,000
403(b) Match	\$4,800		
Professional Expense	\$1,000	Vacation	Four Weeks
Continuing Education	\$2,000	Continuing Education	Two Weeks

Clark Scalera, Advocate for Congregations and Clergy- 100%

Salary	\$55,469	Housing	\$46,000
403(b) Match	\$3,770		
Professional Expense	\$500	Vacation	Five Weeks
Continuing Education	\$1,500	Continuing Education	Two Weeks

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Paul Belz-Templeman, Stated Clerk- 80%

Salary	\$42,485	Housing	\$39,000
403(b) Match	\$3,029		
Professional Expense	\$500	Vacation	Five Weeks
Continuing Education	\$1,500	Continuing Education	Two Weeks

Conforming Changes to Personnel Manual

Adopted conforming changes to the Personnel Manual necessitated by new 403(b) matching policy adopted by Presbytery at the April Stated Meeting.

Synod Opportunity Grant- Salem Area Churches

Endorsed the Synod Opportunity Grant for the Bruce Reyes-Chow workshop in Salem, dates TBD.

June 12, 2024

Portland, First, Julia West House Sale Proceeds

Authorized Portland, First, to use remaining proceeds (after eliminating existing encumbrances and obligations) from the Julia West House sale.

Oak Hills Loan Renewal

Approved renewal of Synod Amortized loan to Milwaukie, Oak Hills in the amount of up to \$471,000 for five years effective June 2024.

Portland, Calvary Lease to International Church of the Foursquare Gospel

Permitted the lease between Portland, Calvary and the International Church of the Foursquare Gospel for 3/01/2024 – 12/31/2024 pending Presbytery staff verification of changes to the lease as required by Board of Trustees.

Presbytery Meeting Docket

Empowered a Planning Group, comprised of Jennifer Martin, Paul Belz-Templeman, Chris Murphy and Brian Craker to recommend a Presbytery Meeting Docket to the Presbytery for the July 2024 meeting.



**Synod of the Pacific
Assembly Highlights
May 2-3, 2024**

www.synodpacific.org

707.765.1772

1. The Synod **helps churches and ministries thrive through our robust loan program**. The synod has approved over \$1 million in loans to congregations in 2024. These loans come from funds invested in the synod by ministries like yours. **When you invest with the Synod of the Pacific, you invest in the future of local congregations!** More info at: www.synodpacific.org/investments-loans.
2. These loans are made possible by deposits to the Synod. We have recently raised the **interest rate on our deposit savings account to 4.00%**. Now is a great time to invest your money with the Synod.
3. Part of the proceeds of our Investment & Loan program are returned to each presbytery for their mission! **In 2024, each presbytery will receive \$46,066.**
4. **We have funds available for grants!** Check out our grant opportunities at www.synodpacific.org/synod-grants.
5. **Sarah Reyes-Gibbs** from San Francisco Presbytery was elected moderator of the Synod and will start in October. **Elizabeth Larson** from Redwoods Presbytery was elected vice moderator and will also start in October. Congratulations and we look forward to this next chapter in your ministry and leadership!
6. **Our guest presenter** was Ruth Santana-Grace, current Co-Moderator of the General Assembly. It was wonderful to have her with us. Her presentation, *Wilderness Wonderings While Wandering: Opportunities and Challenges for a People of Faith*, was thought-provoking and inspirational.
7. The Assembly approved the 2025 budget and the 2023 audit report.
8. In accordance with new Book of Order requirements, the Synod adopted an updated harassment and sexual misconduct policy and a new anti-racism policy. We also approved an overture to the General Assembly concerning presbytery boundaries and approved the transfer of two congregations from Cascades Presbytery to Eastern Oregon Presbytery.
9. The Synod Personnel Committee continues to support our presbytery staff through forums, advisory conversations, and consultations for executive searches.