

PRESBYTERY OF THE CASCADES
MINUTES OF STATED MEETING
April 19-20, 2024

A Stated Meeting of The Presbytery of the Cascades was held on April 19-20, 2024, at Westminster Presbyterian Church, Portland, Oregon. The Reverend Jennifer Martin, 2023-2024, Moderator of the Presbytery, was in the chair and the Reverend Paul Belz-Templeman, Stated Clerk, was present recording the proceedings.

Article VI.C. of the Presbytery's Bylaws states that the quorum for a meeting of the Presbytery, whether stated or special, shall be no fewer than the number of ruling elders required to represent at least ten percent of the congregations of the Presbytery, and an equal number of teaching elders of the Presbytery. At the time of the meeting, the Presbytery was composed of 90 congregations. Thus, the quorum for this meeting was 9 ruling elders representing 9 congregations of the Presbytery and an equal number of minister members.

160 presbyters registered attendance at the meeting. Presbyters in attendance were **87** minister- members of the Presbytery, **59** elder commissioners from **41** of the congregations of this Presbytery, and **14** elders enrolled as commissioners by virtue of Presbytery service. A list of the Presbyter's registering attendance is attached as **Appendix A**.

The meeting was convened at 2:05 pm by Moderator Martin as the Presbytery called itself to worship with the hymn for the meeting "Jesus Be With Us", litany and prayer.

Welcome & Land Acknowledgement

The Reverends Beth and Gregg Neel welcomed the Presbytery to Westminster Presbyterian Church and acknowledged that the meeting was on the traditional village sites of the of the Multnomah, Wasco, Cowlitz, Kathlamet, Clackamas, Bands of Chinook, Tualatin, Molalla, and many other tribes.

Seating of Guests with Voice

The following guests were seated with voice at the Presbytery Meeting:

Shavon Starling-Louis (Co-Moderator of the General Assembly)
Rob Hagan(Presbytery of Inland Northwest)
Dick Young (Presbytery of Nevada)

CONSENT AGENDA

Without objection **the following four items on the consent agenda were adopted.**

1.) 403(b) MATCH FOR PRESBYTERY EMPLOYEES

Offer a 403B match of up to 4% to all benefited employees retroactively effective 1/1/24 to come into compliance with the IRS rules and regulations. Employees become eligible for this match when they become eligible for a pension plan (either Synod or Board of Pensions). Benefited ordained employees are eligible upon hire and benefited non-ordained employees are eligible at the one-year mark.

Request that the Presbytery Leadership Commission approve all conforming changes to terms of call and the Presbytery's Personnel Manual.

Consent Agenda Cont.

2.) NECROLOGY REPORT

Thanked God for the lives and ministries of these officers and servants of the church:

MINISTER		DATE	
Leonard Goering		October 16, 2023	
Richard (Dick) Clippinger		January 24, 2024	
Hubert (Huby) Newton		February 5, 2024	
S. Ann Richards		February 16, 2024	
Charles Willming		March 1, 2024	
ELDER	CHURCH	CITY	DATE
Vera Grasser	Smith Memorial Presbyterian	Fairview, OR	October 18, 2023
Richard Davis	Christ's Church	Monmouth, OR	June 6, 2023
Sarah Collmer	Smith Memorial Presbyterian	Fairview, OR	October 31, 2023
Martha Borgman	Community Presbyterian	Waldport, OR	December 20, 2023
Charles Seldon	Community Presbyterian	Waldport, OR	April 30, 2023
Synthia Noble	First Presbyterian	Dallas, OR	January 12, 2023
Milliejean (Midge) Ila Harris	Mt. Scott Park Presbyterian	Portland, OR	November 25, 2023
Alice Ruth Bacon	First Presbyterian	Lebanon, OR	December 3, 2023
John Hull	First Presbyterian	Corvallis, OR	February 6, 2024
Ann Leonard	Brookings Presbyterian	Brookings, OR	October 28, 2023
Doreen Gatley	Mt. Tabor Presbyterian	Portland, OR	January 23, 2024
Marian McBride	Westminster Presbyterian	Eugene, OR	January 26, 2024
Becky Diane Frazier	Plymouth Presbyterian	St. Helens, OR	February 22, 2024

3.) REPORT OF RESIGNATION FROM SERVICE

Accepted the resignations of the following persons with gratitude for their service to the Presbytery:

Kathryn Scott, member of COM-NE	October 25, 2023
Susan Dingle, member of COR	March 6, 2024
Marsha Johnson, member of COM-NE	March 19, 2024

4.) KLAMATH FALLS, MT. LAKE ADMINISTRATIVE COMMISSION DISSOLVED

Dismissed the Administrative Commission for Mt. Lake Presbyterian Church, Klamath Falls, OR, with gratitude for the service of the commissioners.

Members of the dismissed Administrative Commission are:

CRE Mike Hubbard, First PC, Medford
Ruling Elder, Evonne Hubbard, First PC, Medford
Teaching Elder, Beverly Hovenkamp, Board of Trustees
Ruling Elder, Paul Lewis, First PC, Ashland, and New Ministries Team

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MEETING BUSINESS

Transitional Executive Presbyter

Brian Craker reported on his work in the Presbytery. His report is attached as **Appendix B.**

Advocate for Congregations and Clergy

Clark Scalera reported on his work to the Presbytery and noted the completion of the transfer of the Laurelhurst Property to the Future Generations Collaborative. His report is attached as **Appendix C.**

Stated Clerk Paul Belz-Templeman

The Stated Clerk's Report is attached as **Appendix D.**

Synod of the Pacific Commissioner

Bob Stebe, Commissioner from this Presbytery and current Moderator of the Synod, reported on the Synod's investment program noting that the money market rate was now 4% for congregations.

Zephyr Point Presbyterian Conference Center

Executive Director, Dick Young reported on the activities of Zephyr Point and encourage attendees to consider a conference, program or stay at Zephyr Point.

Conflict and Referral Team (CART)

Sarah Sanderson-Doughty, Leader of the Conflict and Referral Team, noted that the "R" in CART can stand for "Referral", "Resolution" or "Response". She noted that the team has been conducting interviews throughout the presbytery to understand the conflict that has emerged within and hoped to conclude this project in time to present conclusions at the Summer presbytery meeting in July.

Confession & Grace

The Presbytery continued in worship with a time of confession and grace.

Matthew 25 Movement

Tom Berry, Presbytery Coordinator for the Matthew 25 Movement, was joined by Robin Garvin for a discussion of the Matthew 25 Conference held in January of 2024, in Atlanta, Georgia. Tom encouraged congregations to consider joining the Matthew 25 Movement.

Treasurer's Report

Treasurer Thomas Lundy reported on the unaudited 2023 Financial Statements noting that the pay up for per capita had exceeded the estimated income with 93.5% of congregations paying per capita resulting in \$34,000 in net income on the Administrative Budget side while the program side had a \$180,000 deficit. **Appendix E**

Board of Trustees

Permit Camas, St. John's to Sell Two Homes

On behalf of the Board of Trustees, Chair Marilyn Howe moved and the Presbytery adopted the motion to **Approve request to permit St. John's Presbyterian (Camas) to sell two homes it owns.**

Board of Trustees Cont.

Property Sale Income Allocations for Klamath Falls, Mt. Laki Sale

On behalf of the Board of Trustees, Chair Marilyn Howe moved, and after discussion, the Presbytery adopted, the motion to **Suspend the Vacant Property Policy allocation of real estate sales for the net from the sale of Mt. Laki and distribute one third to unrestricted program reserves to offset the budget deficit, one third to replenish the Barnabas Grant Fund, and one third to the personnel endowment to offset future budget deficits.**

The report of the Board of Trustees with actions taken on behalf of the Presbytery is attached as **Appendix F.**

Commission on Ministry

On behalf of the Commission on Ministry Coordinating Commission, Chair Mike Hubbard, presented the Reverend Joan Schmidt for examination on her statement of faith in order to be enrolled by the Presbytery. After examination and discussion the Presbytery adopted the motion to **transfer Reverend Joan Schmidt into membership, enrolling her as a minister member of the Presbytery of the Cascades in accordance with the provisions of G-2.0505a(2).**

The report of the Commissions on Ministry with actions taken on behalf of the Presbytery is attached as **Appendix G.**

New Ministry Team

Josh White, leader of Makers PDX, a 1001 New Worshipping Community, shared about this ministry. The report of the New Ministries team is attached **Appendix H.**

Audrey Schindler Retirement

In anticipation of the Reverend Audrey Schindler's May 31, 2024, retirement, the Presbytery celebrated her ministry with litany and prayer.

The presbytery recessed for dinner at 6:06 pm and reconvened at 7:00 pm.

The Word

The Reverend Shavon Starling-Louis, Co-Moderator of the General Assembly, preached the sermon "Unbounded We Thrive" based on Micah 6:6-8 and Matthew 25:31-46.

At 7:45 pm the Presbytery recessed until Saturday Morning.

SATURDAY

The Presbytery reconvened at 9:00 am with prayer and song.

Presbytery Leadership Commission

Presbytery Boundaries

After discussion and amendment of the motion presented by Chair Doug Anderson on behalf of the Presbytery Leadership Commission the Presbytery adopted the motion to

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recommend that the Synod of the Pacific provide for the transfer of the Moro, Community (Sherman County), and Lakeview, First (Lake County), congregations to the Presbytery of Eastern Oregon with an overture the 226th General Assembly to approve the geographic district of the Presbytery of the Cascades as follows:

“The geographic district of the Presbytery of the Cascades consists of the county of Siskiyou (the census county division of Tulelake) in the State of California, the counties of Benton, Clackamas, Clatsop, Columbia, Coos, Crook, Curry, Deschutes, Douglas, Hood River, Jackson, Jefferson, Josephine, Klamath, Lane, Lincoln, Linn, Marion, Multnomah, Polk, Tillamook, Wasco, Washington, and Yamhill, all in the state of Oregon; and the counties of Clark, Klickitat (that portion west of the White Salmon River), and Skamania, all in the state of Washington.”

Laurelhurst Property to Native American Organization

After discussion, the presbytery adopted the motion presented by the Reverend Mark Olson that **the Presbytery of the Cascades commits that if the former Presbyterian Church of Laurelhurst property at 935 NE 33rd Avenue, Portland, reverts to the Presbytery then the property will be transferred to an organization whose main purpose is to benefit Native Americans.**

The report of the Presbytery Leadership Commission with actions taken on behalf of the Presbytery is attached as **Appendix I.**

Climate Vigil

Peter Fargo urged participation in the May 4th Climate Vigil at the Oregon State Capitol in Salem. The Climate Vigil was endorsed by the Presbytery at its June 2023 Stated Meeting.

Warm Springs

The Reverend Beverly Crow reported on the work of the Administrative Commission for Warm Springs Presbyterian Church, recognizing the work of the church elders, inviting pastors to serve as pulpit supply as the church prepares to do \$150,000 in repairs on the manse in order to support a pastor who can live in the community.

Communion and Offering

The Presbytery celebrated the Lord's supper with the Reverends Beth Neel and Sungmin Song presiding. The Vancouver Korean Presbyterian Church Choir sang the anthem and the offertory.

An offering of \$13,309.39 was received for Warm Springs Presbyterian Church toward its \$150,000 for the 150th anniversary campaign.

Committee on Representation

Committee member Ted Envela reported on the work of the Committee on Representation and reminded the Presbytery that all of us come from God and have responsibility to be sensitive to what we say and the tone with which we speak. Ted noted that the purpose of the Committee on Representation was working to determine the demographics of the presbytery, the information will be kept confidential within the committee and the goal was to make sure that all were welcome and represented at the communion table.

Overture to the General Assembly: On Becoming Free from Plastic Pollution

The Presbytery **concurred with the Overture to the 226th General Assembly “On Becoming Free from Plastic Pollution”** which was presented by Jenny Holmes on behalf of Corvallis, First PC.

The concurrence was also supported by Beaverton, Southminster, Eugene, Central, Eugene, Westminster, Portland, Kenilworth, Waltherville, McKenzie Valley.

The overture is attached as **Appendix J**.

Overture to the General Assembly: Protecting Utah’s National Monuments and Wildlands

The Presbytery **concurred with the Overture to the 226th General Assembly on “Protecting Utah’s National Monuments and Wildlands for Ecology and Justice”** which was presented by Jenny Holmes on behalf of Corvallis, First PC.

The concurrence was also supported by Eugene, Central PC and Portland, Kenilworth PC.

The overture is attached as **Appendix K**.

Moderator

The moderator thanked those who worked to make the meeting successful- the planning team, our pastoral care support team, Westminster Presbyterian Church, Presbytery staff and all those who attended the meeting.

Commissioning General Assembly Commissioners

Commissioners to the 226th General Assembly Joanna Dunn, Sharon Laddusaw, Char Mace and Dennis Smith were commissioned for their work with a litany and prayer.

The meeting was adjourned with the Hymn for the Meeting “Jesus Be With Us” and prayer at 11:55 am.



Paul Belz-Templeman
Stated Clerk

Approved by the Presbytery Leadership Commission 5/14/2024

APPENDED

- A. Attendance
- B. Transitional Executive Presbyter Report
- C. Advocate for Congregations and Clergy Report
- D. Stated Clerk Report
- E. Treasurer Report
- F. Trustees Report
- G. Commission on Ministry Report
- H. New Ministries Team Report
- I. Presbytery Leadership Commission
- J. Overture to the General Assembly—Plastics
- K. Overture to the General Assembly—Utah
- L. Personnel and Administration Report
- M. Commission on Preparation for Ministry Report

Appendix A
April 19 - 20, 2024 Presbytery Stated Meeting Attendance

RULING ELDER COMMISSIONERS			
Name	City, Church	Name	City, Church
1 Miller, Donna	Central Point, OR, First PC	31 Hall, Cathy	Portland, OR, Moreland PC
2 Robinson, Fran	Central Point, OR, First PC	32 Taylor, Jill	Portland, OR, Moreland PC
3 Missar, Chuck	Cottage Grove, OR, First PC	33 Rothery, Elizabeth	Portland, OR, Mt. Scott Park PC
4 Cooper, Paula	Eagle Creek, OR, Eagle Creek PC	34 Black, Karen	Portland, OR, Multnomah PC
5 Stave, Jeff	Eagle Creek, OR, Eagle Creek PC	35 Heather Hellman	Portland, OR, Multnomah PC
6 Stermer, Julianne	Eugene, OR, Central PC	36 Reinhardt, Linda	Portland, OR, Rose City Park PC
7 Nichols, Gail	Florence, OR, PC of the Siuslaw	37 Robertson, Doug	Portland, OR, Rose City Park PC
8 Harrison, Krista	Gresham, OR, Covenant PC	38 Brown, Darlene	Portland, OR, Savage Memorial PC
9 Harrison, Rick	Hillsboro, OR, Hillsboro PC	39 Finley, Janice	Portland, OR, Savage Memorial PC
10 Macfarlane, Chris	Hillsboro, OR, Tualatin Plains PC	Seiler, Cheryl	Portland, OR, Savage Memorial PC
11 Cunningham, Sheila	Keizer, OR, John Knox PC	40 Palumbo, Marilyn	Portland, OR, St. Andrew's PC
12 Curtis, Bronwyn	Keizer, OR, John Knox PC	41 Marquis, David	Portland, OR, Valley Community PC
13 Emmett, Mary Jo	Keizer, OR, John Knox PC	42 Magura, Bonnie	Portland, OR, Westminster PC
14 Buck, Scott	Lincoln City, OR, Chapel by the Sea	43 Wilson, Martha	Portland, OR, Westminster PC
15 Bush, John	McMinnville, OR, First PC	44 Patterson, Nancy	Redmond, OR, Community PC
16 Widen, Dave	McMinnville, OR, First PC	45 Parker, Guin	Salem, OR, Salem First PC
17 Hubbard, Evonne	Medford, OR, First PC	46 Foster, Lucy	Salem, OR, Westminster PC
18 Spencer, Joan	Milwaukie, OR, Oak Hills PC	47 Fraser, Sharon	St. Helens, OR, Plymouth PC
19 McBurnett, Diane	Monmouth, OR, Christ's Church	48 Martin, Lynne	Trout Lake, WA, First PC
20 Saxowsky, Denvy	Monmouth, OR, Christes Church	49 Ostrand, Sarah	Vancouver, WA, Cascades PC
21 Eastman, Michael	Newport, OR, First PC	50 Sears, Lynne	Vancouver, WA, Columbia PC
22 Keagle, Helen	Newport, OR, First PC	51 Strickland, Bryan	Vancouver, WA, Columbia PC
23 Murphy, Patrick	North Bend, OR, First PC	52 Pierce, Mary	Vancouver, WA, First PC
24 Smith, Dennis	North Bend, OR, First PC	53 Seaman, Eric	Waldport, OR, Community PC
25 Smith, David	Pacific City, OR, Nestucca Valley PC	54 Seaman, Sherri	Waldport, OR, Community PC
26 King, Melinda	Portland, OR, Bethany PC	55 Stanley, Sara	Walterville, OR, McKenzie Valley PC
27 Blomgren, Doug	Portland, OR, First PC	56 Smith, Jo Ann	Warm Springs, OR, Warm Springs PC
28 Olson, Kristine	Portland, OR, First PC	57 Crow, Martinez, Heather	Warm Springs, OR, Warm Springs PC
29 Resley, Bill	Portland, OR, First PC	58 Dobney, Mark	Warrenton, OR, Pioneer PC
30 Jewel, Rebecca	Portland, OR, Kenilworth PC	59 Osborn, Sarah	West Linn, OR, Emmanuel PC
By Virtue of Service	Committee or Commission	By Virtue of Service	Committee or Commission
1 Sheelar, Eileen	Chair, CATT	8 Envela, Ted	Committee on Representation
2 Snodderly, Lisa	Chair, Personnel & Administration	9 Laddusaw, Sharon	GA Commissioner
3 Schlechter, Roberta	Personnel & Administration	10 Belt, Kate	Nominating Committee
4 Hubbard, Mike	Chair, COM, South	11 Anderson, Doug	PLC Moderator
5 Lamb, Michael	COM, Central	12 Thomas Lundy	Treasurer (w/o vote)
6 Vetter, Dan	COM, NE	13 Howe, Marilyn	Trustees
7 Seeger, Joanne	COM, NE	14 Black, Gail	Vice Moderator NE Region

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Appendix A (cont.)
April 19 - 20, 2024 Presbyterian Stated Meeting Attendance

MINISTERS OF THE WORD AND SACRAMENT			
Name	Name	Name	Name
1 Ackerman, Jennifer	23 Dunham, Josh	45 Jewel, David	67 Polk, Christy
2 Alexander, Lavonne	24 Dunn, Joanna	46 Johnson, Matt	68 Poole, Gerald
3 Allen, Marilyn	25 Dykman, Brenna	47 Keener, Kathy	69 Reynolds, Jan
4 Belz-Templeman, Paul	26 Emery, Joyce	48 Leavitt, Elizabeth	70 Richmond, Murray
5 Berger, Patricia	27 Eversmann, Colin	49 Lewis, Maggie	71 Rowley, Josh
6 Berry, Tom	28 Flach, Graig	50 Lindsey, Eric	72 Russell, Bill
7 Blank, Peter	29 Frey, Mark	51 Mace, Char	73 Sanderson-Doughty, Sarah
8 Bowersox, Martha	30 Garvin, Robin	52 Martin, Jennifer	74 Scalera, Clark
9 Brown, Michael	31 Goetschius, Carmen	53 McIlraith, Mark	75 Schindler, Audrey
10 Buxton, Zane	32 Golbek, Amanda	54 Murphy, Chris	76 Sich, Duane
11 Campbell, Barbara	33 Gough, Matt	55 Neel, Beth	77 Sievert, Jeff
12 Cash, Blair	34 Graham, Susan	56 Neel, Gregg	78 Stebe, Bob
13 Clark, Aric	35 Grewe, Chris	57 Neese, Ric	79 Steinbrenner Hale, Jennifer
14 Craker, Brian	36 Groves, Lindsey	58 Newman, Laurie	80 Taylor, William
15 Crane, Scott	37 Hammond, Steven	59 O'Brien, Cynthia	81 Van Nostran, Bill
16 Crow, Beverly	38 Hasenjaeger, John	60 O'Brien, Michael	82 Vickery, Jim
17 Dalgarno, Scott	39 Henry, Ken	61 Olson, Mark	83 Voss-Rothmeier, Kris
18 Davidson, Paul	40 Hill, Karen	62 Olson, Wendy	84 Wallace, John
19 Dela Cruz, Chris	41 Hubbard, John A.	63 O'Neill, Jerry	85 Webster, Charles, M.
20 Delaney, Amy	42 Hughes Roethlisberger, Hillary	64 Parfrey, Eileen	86 Winslea, Timothy
21 Dickson, Kelly	43 Hutchinson, David	65 Peters, Danny	87 Zomermaand, Conley
22 Dornack, David	44 Ireland, Suzan	66 Petersen, Jim	
Guests			
1 Hagan, Rob	Presbyterian Foundation	7 Schmidt, Joanie	COM Candidate
2 Hammond, Nancy	Guest	8 Sherwood, Sandy	Guest
3 Heisler, Matt	Guest, CPM Candidate	9 Starling-Louis, Shavon	PCUSA Co-Moderator
4 Hubbard, Judy	Guest	10 Van Nostran, Yvonne	Guest
5 Sanders, Roger	Guest	11 Wagner, Linda	Wagner, Linda
6 Saxowsky, Gail	Guest	12 Young, Richard	Zephyr Point

Transitional Executive Presbyter Report to Presbytery April 19, 2024

As I sit down to write my first report, I realize that it has been exactly three months since I stepped into this new role as your Transitional Executive Presbyter. As one would expect, there has been a significant amount of information to get up to speed with, and as is true with any organization of our size, a lot of people to build relationships with. It has been a blessing to have worked in ministry in Cascades for over 25 years and to have some amazing relationships already in place, which has allowed me the advantage of not being as overwhelmed as I make new connections with our other presbytery leaders, staff, volunteers, ministry and ecumenical partners.

I was recently asked what my strongest impression has been in these first few weeks on the job, and one theme immediately came to mind: the great number of people who are giving of their time, talents and resources to fulfill the mission and vision of our Presbytery. Did you know that we currently have over 120 volunteers spread over a dozen committees, commissions, and teams? These amazing volunteers help support our tremendous staff to accomplish the needed work of our Presbytery. Many of these volunteers are contributing significant & valuable hours to help support not just our mid-council, but also to support the needs of the over 90 churches in Cascades. I want to be very clear... our Presbytery would not be able to live out our vision and our responsibilities without the sacrifices of our amazing volunteers and staff. So, from the bottom of my heart, I want to take a moment to say “thank you” to all of you!



The second impression I've had early on is how quickly the needs of our churches and our Presbytery have been changing. While the pandemic may be over, it brought about both new challenges and new opportunities. For some of our churches in Cascades, the challenges are universal... for others, the needs may be unique. We know that one size never fits all, so as a presbytery we need to take time to listen to all of our churches; to hear about current challenges and new opportunities, and in what ways we might be able to help with those evolving needs. The best thing we can do as a presbytery is to be listening, looking ahead, and making preparations to meet both the challenges and opportunities before us.

At the core of our DNA, Cascades has been a presbytery of collaboration and innovation. For decades, Cascades has served as a source of inspiration to others in the PC(USA) as we moved through changing religious and cultural landscapes. Presbyterians have always been a connectional church, and when we work together for our mutual needs, we in turn, become stronger together. The only way this happens is if we get back to our roots of listening to each other's stories and looking creatively to the future together. So, to accomplish this, this fall we will be creating intentional spaces for conversation and relationship to foster sharing and reconnecting, listening to your opportunities, your challenges, your stories, and where you see God at work in your midst. Then as a presbytery, our hope is to find and share the parallels that will help us discover new ways to be collaborative and innovative together.

My goal, as your Transitional Executive Presbyter, is to help our presbytery look ahead to the next 5-10 years and align our form and function to match the needs of our churches. This will allow us to more fully live into our core DNA and mission of cultivating Spirit-led collaborative ministries that embody God's love in Jesus Christ. This will need to be a team effort to be successful and should reaffirm our reality as a connectional church. I greatly appreciate your trust in the work ahead and look forward to more honest conversations together.

Advocate for Congregations and Clergy Report Clark Scalera

Greetings fellow members of the Presbytery of the Cascades!

As an addition to the Commission on Ministry Report with all of its actions, I wanted to let you know about some behind the scenes work that has been going on to support the fluency of our presbytery meetings while also ensuring that our core values as a presbytery are being maintained faithfully, even in the midst of our rapidly changing world.

One area that has repeatedly arisen as a point of discussion, debate, and occasionally confusion is how pastoral conversions take place in our presbytery. As a starting point, a pastoral conversion is when a minister - serving in either an associate pastor position or a temporary pastoral relationship – has their relationship with their existing church changed. Some examples would include a supply pastor becoming an installed pastor, or an installed associate pastor becoming a pastor serving as head of staff for their congregation.

“Ordinarily,” our Book of Order states, pastors in either associate positions or temporary pastoral relationships are “not eligible to be the next installed pastor of that congregation” (see G-2.0504 a and b, also printed below). While previously not allowed at all, and still not “ordinary” today, the Book of Order also recognizes that we live in somewhat extraordinary times. As a result, when the Book of Order was heavily revised in 2011 a provision was made for “Exceptions” to what had been a longstanding custom of our denomination. Section “c” of G-2.0504 states that “a presbytery may determine that its mission strategy permits a minister... to be eligible to serve as the next installed pastor. Presbyteries that permit this eligibility shall establish such relationships only by a three-fourths vote of the members of presbytery present and voting.”

So, for over a decade, presbyteries have had the right - and the responsibility - to evaluate their mission strategy, consider the context of their local congregations, and vote with a supermajority to convert pastors to new installed positions within congregations if the church and pastor agree that such a change benefits their ministry. Such conversions are not a violation of our rules, nor a deviation from our order – they are an embodiment of our communal work to discern the Spirit’s movement and respond faithfully in accordance with the parameters laid out in the Book of Order.

While pastoral conversion are fully provided for in the Book of Order, they do remain an exception to our normal and preferred patterns, and they do require a prayerful and deliberative process to be in place. Our Commission on Ministry’s Transition Support Team has taken up the work of carefully evaluating our current procedure, as outlined in our COM Manual, Appendix 5E, and mapping out suggestions that would bolster our process in ways that will honor the high standards commended in the Book of Order, uphold our presbytery’s commitment to equal employment opportunity practice and the priority of Spirit lead searches for pastoral positions, and hopefully reduce confusion on the floor of presbytery when conversions are requested. This process is still in the final stages of refinement, but will include the following general steps:

1. When a congregation or pastor expresses a desire to convert a pastoral call, the regional Commission on Ministry will schedule a meeting with the church’s session and pastor. The congregation will be given the opportunity to appropriately weigh in on the potential change and signify its desire for such a change, and the regional COM shall evaluate if the mission strategy of the presbytery is enhanced by this potential change.

2. Assuming positive outcomes from step one, the COM will consult with the Committee on Representation (COR), evaluating how the initial search for the pastor was conducted and verifying that equal employment opportunity procedures were upheld. Further discussion and discernment with COR and the session will focus on the priority of conducting an open search versus the benefit of converting the current pastoral relationship. Priority will be placed on prayerful discernment of the wholistic needs of the congregation and the mission strategy of the presbytery, recognizing that the Spirit's leadership is the utmost priority in any pastoral call.
3. Should the COM and COR be satisfied with the desirability of converting the pastoral position, then the COM-CC will bring the request for exemption to the floor of presbytery for its vote. This request will most often come as part of an omnibus motion at the start of the business for the presbytery, reflecting the committed and diligent work completed in committee to fully understand the ministry context and needs of the local congregation. Should further debate be needed, members of the presbytery retain their right to remove the motion from the omnibus for further discussion, and both the COM and COR will be prepared to address questions based on their knowledge of the congregation and pastor, and will also be ready to recommend an affirmative action to the presbytery.

The intent of this modification to our current process is to create an orderly space for those called by the presbytery to serve on committees and commissions to complete full due diligence in advance of meetings of the presbytery, and thereby give the presbytery confidence that its values and priorities were carefully considered and upheld in the recommendation coming from the COM-CC. The hope is that with such assurance, requests for conversion that reach the floor of presbytery can be voted on with confidence by the presbytery since there is greater clarity around what steps have been taken to ensure that this exception is beneficial.

As we continue to live into these new days, marked by change and new patterns of ministry, I hope you know that there are many faithful, committed people, serving to the best of their abilities in support of the health and vitality of our many diverse ministries. I am continually amazed by the insight, creativity, and commitment of members of so many of our committees and commissions, and particularly by the Commission on Ministry and their three teams supporting Congregations in Transition, Conflict Resolution, and Care of Pastors. It remains a great honor to serve alongside you all, and in hope and trust for the ways God is leading us into this new season of ministry.

May God grant us all courage, faith, and love!

Clark



Rev. Clark Scalera
Advocate for Congregations
& Clergy
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Excerpts from the Book of Order– see next page

Book of Order Excerpts:

G-2.0504 Pastoral Relationships

When ministers of the Word and Sacrament are called as pastor, co-pastor, or associate pastor of a congregation, they are to be responsible for a quality of life and relationships that commends the gospel to all persons and that communicates its joy and justice. They are responsible for studying, teaching, and preaching the Word, for celebrating Baptism and the Lord's Supper, and for praying with and for the congregation. With the ruling elders, they are to encourage people in the worship and service of God; to equip and enable them for their tasks within the church and their mission in the world; to exercise pastoral care, devoting special attention to the poor, the sick, the troubled, and the dying; to participate in governing responsibilities, including leadership of the congregation in implementing the principles of participation and inclusiveness in the decision-making life of the congregation, and its task of reaching out in concern and service to the life of the human community as a whole. With the deacons they are to share in the ministries of compassion, witness, and service. In addition to these pastoral duties, they are responsible for sharing in the ministry of the church in councils higher than the session and in ecumenical relationships.

a. Installed Pastoral Relationships

The installed pastoral relationships are pastor, co-pastor, and associate pastor. A minister of the Word and Sacrament may be installed in a pastoral relationship for an indefinite period or for a designated term determined by the presbytery in consultation with the congregation and specified in the call. When a congregation determines that its strategy for mission under the Word so requires, the congregation may call additional pastors. Such additional pastors shall be called co-pastors or associate pastors, and the duties of each pastor and the relationship between the pastors of the congregation shall be determined by the session with the approval of the presbytery. When a congregation has two pastors serving as co-pastors, and the relationship of one of them is dissolved, the other remains as pastor. The relationship of an associate pastor to a congregation is not dependent upon that of a pastor. An associate pastor is ordinarily not eligible to be the next installed pastor of that congregation.

b. Temporary Pastoral Relationships

Temporary pastoral relationships are approved by the presbytery and do not carry a formal call or installation. When a congregation does not have a pastor, or while the pastor is unable to perform her or his duties, the session, with the approval of presbytery, may obtain the services of a minister of the Word and Sacrament, candidate, or ruling elder in a temporary pastoral relationship. No formal call shall be issued and no formal installation shall take place.

Titles and terms of service for temporary relationships shall be determined by the presbytery. A person serving in a temporary pastoral relationship is invited for a specified period not to exceed twelve months in length, which is renewable with the approval of the presbytery. A minister of the Word and Sacrament employed in a temporary pastoral relationship is ordinarily not eligible to serve as the next installed pastor, co-pastor, or associate pastor.

c. Exceptions

A presbytery may determine that its mission strategy permits a minister of the Word and Sacrament currently called as an Associate Pastor to be eligible to serve as the next installed pastor or co-pastor, or a minister of the Word and Sacrament employed in a temporary pastoral relationship to be eligible to serve as the next installed pastor, co-pastor, or associate pastor. Presbyteries that permit this eligibility shall establish such relationships only by a three-fourths vote of the members of presbytery present and voting.

REPORT OF THE STATED CLERK

FOR ACTION

1. 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, November 3, 2023. *(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.)*

MINISTER			DATE
Leonard Goering			October 16, 2023
Richard (Dick) Clippinger			January 24, 2024
Hubert (Huby) Newton			February 5, 2024
S. Ann Richards			February 16, 2024
Charles Willming			March 1, 2024
ELDER	CHURCH	CITY	DATE
Vera Grasser	Smith Memorial Presbyterian	Fairview, OR	October 18, 2023
Richard Davis	Christ's Church	Monmouth, OR	June 6, 2023
Sarah Collmer	Smith Memorial Presbyterian	Fairview, OR	October 31, 2023
Martha Borgman	Community Presbyterian	Waldport, OR	December 20, 2023
Charles Seldon	Community Presbyterian	Waldport, OR	April 30, 2023
Synthia Noble	First Presbyterian	Dallas, OR	January 12, 2023
Milliejean (Midge) Ila Harris	Mt. Scott Park Presbyterian	Portland, OR	November 25, 2023
Alice Ruth Bacon	First Presbyterian	Lebanon, OR	December 3, 2023
John Hull	First Presbyterian	Corvallis, OR	February 6, 2024
Ann Leonard	Brookings Presbyterian	Brookings, OR	October 28, 2023
Doreen Gatley	Mt. Tabor Presbyterian	Portland, OR	January 23, 2024
Marian McBride	Westminster Presbyterian	Eugene, OR	January 26, 2024
Becky Diane Frazier	Plymouth Presbyterian	St. Helens, OR	February 22, 2024

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

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

Kathryn Scott, member of COM-NE	October 25, 2023
Susan Dingle, member of COR	March 6, 2024
Marsha Johnson, member of COM-NE	March 19, 2024

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

Appendix D Cont.

3.) REPORTS OF ADMINISTRATIVE COMMISSIONS [Consent Agenda]

The Administrative Commission for **Mt. Laki Presbyterian Church, Klamath Falls, OR**, requests dismissal effective April 19, 2024, as it has concluded the affairs of the corporation and transferred all known property to the Presbytery.

Members of the Administrative Commission to be dismissed are:

CRE Mike Hubbard, First PC, Medford

Ruling Elder Evonne Hubbard, First PC, Medford

Teaching Elder Beverly Hovenkamp, Board of Trustees

Ruling Elder Paul Lewis, First PC, Ashland and New Ministries Team

Motion: dismiss the Administrative Commission for Mt. Laki Presbyterian Church, Klamath Falls, Oregon with gratitude to the commissioners for their service.

FOR INFORMATION

1.) UPCOMING MEETINGS OF THE PRESBYTERY

July 12 – 13, 2024 Online via Zoom

November 1 – 2, 2024 TBD

2.) 2023 Financial Report for the Ministerial Assistance Fund:

It is presbytery policy that the offering taken at services of ordination and installation be designated for the Ministerial Assistance Fund to help ministers and candidates during times of need. The following details the account activity for 2023:

January 1, 2023 Balance: \$ 10,741.72

Plus 6 Ordination/Installations: \$ 4,058.00

Total before Disbursements: \$ 14,799.72

Less Disbursements: \$ 6,000.00

December 31, 2023 Balance: \$8,799.72

3.) UPDATE ON SESSION RECORD REVIEWS --

No further session records have been reviewed since the November meeting. The stated clerk will work with churches who have not had records reviewed for 2023 to complete this task and report back for the summer 2024 meeting.

4.) MINISTER ID CARDS

Minister ID cards are available from the stated clerk. You may pick your card up at the meeting. If you do not pick up your card at the meeting you can email statedclerk@potc.org and request your card (please allow three weeks for processing and delivery).

5.) MINISTER BIOGRAPHICAL INFORMATION FORMS

Available on the website are copies of the Presbytery's Biographical Information Form which the clerk uses when reporting the death of a member of the presbytery. If you are certain that the information on file with the presbytery is current and accurate (or if you are absolutely certain that the clerk will not need to write about you during the coming year), you need not complete a biographical information form. If you are not certain about one or the other, please complete a form and provide it to the Stated Clerk.

REPORT OF THE TREASURER

Introduction to Presbytery of the Cascades 2023 Financial Statements

The Statement of Financial Position and the Statement of Financial Activities below cover January through December 2023 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”. These are similar to the statements with the same titles found in reports to Presbytery before 2019 (when we converted accounting systems).

We are continuing to track Program vs. Administrative income and expenses on the Statement of Financial Activities, and will continue to budget Administrative items vs. per capita income and Program items vs. Partnership Giving and other sources of revenue. During 2023, we recognized the totals expected for per capita income and Partnership Giving as income up front each year and then treat anything not collected yet as an Account Receivable. Look for the totals actually collected in the Giving to Presbytery Report below.

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.

Appendix E Cont.

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, \$30.53 is given to Cascades Presbytery, \$5.22 to the Synod and \$9.85 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 Laurelhurst, Cherry Park, Colonial Heights and Cooper Mountain Presbyterian Churches. Laurelhurst and Cherry Park are 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 December 31, 2023

	<u>Total</u>
ASSETS	
Current Assets	
Bank Accounts	
11100 Umpqua Checking	\$33,191
11800 Ultra-rate Savings	\$0
1210 Synod of the Pacific Demand Acc	\$248,472
1212 Synod CDs	\$152,098
Total Bank Accounts	<u>\$433,761</u>
Accounts Receivable	
13101 Per capita Receivable	\$3,934
13102 Partnership Giving Receivable	\$65,321
13106 Non-church Receivables	\$2,004
Total Accounts Receivable	<u>\$71,258</u>
Other Current Assets	
15100 Prepaid Expenses	\$285
15150 Prepaid per capita	-\$3,010
15200 Prepaid Workers' Compensation	\$374
Total Other Current Assets	<u>-\$2,351</u>
Total Current Assets	<u>\$502,669</u>
Other Assets	
16100 Long Term Assets	
14240 Hope Korean PC Contract Rec.	\$175,006
14250 Allowance for Contr. Receivable	-\$1,877
14260 Oakland Property Note Rec.	\$119,743
14440 Accrued Interest Rec.- Hope Kor	\$13,044
Total 16000 New Covenant Funds 698	\$1,183,774
16250 Trinity Bldg M-Barnabas PF 271	\$9,015
17100 NMT Cascades Inv. NCF 644 Endow	\$746,755
17102 NMT Perm. Endwmnt PF 990	\$10,507
17104 NMT Greenhoot Perm PF 573	\$6,292
17400 PF Mem. Fund-W. Lobitz PF 340	\$6,516
17410 PF Eastminster End. Fund PF 850	\$8,534
17420 PF Mem. Fund Oscar Payne PF 980	\$5,599
17430 PF Good Samaritan Fund PF 652	\$326,464
17500 Int. Pooled Income Fund PF 083	\$20,305
17502 Int. Payne Pooled Inc. Fund PF	\$1,984
1760 Fidelity Investments Main 819	
17602 Fidelity-Cascades Gen Endow F4	\$1,727,960
17604 Fidelity-NMT Faith/Springfield	\$81,182
17606 Fidelity-Oakland Crist Bequest	\$25,000
Total 1760 Fidelity Investments Main 819	<u>\$1,834,142</u>

Appendix E Cont.

17610 Fidelity-Oakland Perp. Fund 267	\$28,227
17620 Fidelity-Designated Funds 607	\$2,243,881
17640 Charles Schwab - Personnel End.	\$1,254,204
Total 16100 Long Term Assets	\$7,992,116
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	-\$887,871
18530 Accum. Depr. Electronic Equip.	-\$44,408
18540 Accum. Depr. FF&E	-\$340
18810 Interchurch Center	\$14,043
18830 Riverside Grave Sites	\$200
18880 Acquired Church Building	\$4,183,887
18890 Acquired Church Property	\$1,245,443
Total 18100 Other Assets	\$4,780,529
Total Other Assets	\$12,772,646
TOTAL ASSETS	\$13,275,314
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Total Accounts Payable	\$4,222
Total Credit Cards	\$4,868
Total 2158 Personnel Payables	\$17,777
Total 2400 GA Giving Liability	-\$561
2580 Future Gen. Coll. Ref. Deposit	\$4,000
2585 The Chapel refundable deposit	\$1,450
Total Other Current Liabilities	\$22,666
Total Current Liabilities	\$31,756
Long-Term Liabilities	
30100 Long Term Liabilities	
2710 Loans Acquired	\$47,383
Designated	
30102 Admin. Res. Unrestricted N. A.	\$857,342
30104 Program Reserves Unrestr. N.A.	\$723,222
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	\$9,662

Appendix E Cont.

36103 Vitality Grants	\$113,515
37102 NMT- Program/Personnel	\$127,000
37135 NMT Reserves	\$701,433
Total Designated	\$9,058,035
Permanent Restricted (Endowment)	
32122 Good Samaritan Fund- Col. Hts.	\$314,061
32141 Eastminster Endowment- General	\$5,505
32145 Pooled Income Funds- PF	\$20,305
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	\$8,415
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	\$60,352
Unrestricted	
31990 Cherry Park Property	-\$4,873
31992 Colonial Heights Property	-\$3,159
32100 Klamath Falls Mt. Laki property	-\$6,933
32101 Laurelhurst Property	-\$31,417
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	\$307,216
Total Long-Term Liabilities	\$9,904,139
Total Liabilities	\$9,935,894
Equity	
Total Equity	\$3,339,420
TOTAL LIABILITIES AND EQUITY	\$13,275,314

Presbytery of the Cascades

Statement of Financial Activities vs. Budget UNAUDITED

January through December 2023

	Total Endowment & Reserves			TOTAL
	Total Program	Total Admin		
	Jan - Dec 23	Jan - Dec 23	Jan - Dec 23	Jan - Dec 23
Income				
40100 • Per Capita Revenue	0	539,851	0	539,851
40150 • Allowance Per Capita Default	0	-57,125	0	-57,125
40200 • Presbytery Partnership Support	447,733		0	447,733
40250 • Allowance Partnership Default	-1,041			-1,041
40300 • Directed Giving and Offerings	7,607	35,340	12,980	55,927
40400 • Grant Revenue	47,864	0	208,377	256,241
42100 • Interest Revenue	0	8,645	26,396	35,042
42200 • Investment Revenue	0	0	140,262	140,262
42400 • Rental Property Revenue	0	17,010	54,833	71,843
44400 • Miscellaneous Income	0	2,002	3,389	5,391
44500 Assets Cont. Church Dissolution			1,617,500	1,617,500
88100 • Unrealized Gain/Loss on Invest.	0	0	741,128	741,128
88200 • Gain/Loss on Sale of Property	0	0	315,013	315,013
Total Income	502,163	545,723	3,119,879	4,167,765
Gross Profit	502,163	545,723	3,119,879	4,167,765
Expense				
Administration Expenses				
5010 • GA Per Capita Expense	0	116,053	0	116,053
50200 • Synod Per Capita Expense	0	61,502	0	61,502
5311 • Grant/Mission Support	0	35,340	147,551	182,891
7000 • Events Expenses	1,229	2,245	0	3,474
7100 • Meetings Expenses	0	2,388	0	2,388
7219 • Professional Services	0	52,978	21,678	74,656
8010 • Building Rent	0	16,671	0	16,671
8070 • Property Insurance	0	228	0	228
8120 • Bank and Advisory Fees	0	361	25,488	25,849
8149 • Admin. Office Expenses	0	12,141	4	12,145
8319 • Equipment Expenses	0	2,463	0	2,463
84100 • Depreciation- Building	0	1,512	0	1,512
84200 • Depreciation- FF&E	0	3,990	0	3,990
8610 • Miscellaneous	0	0	0	0
8620 • Bad Debt Expense	0	1,877	0	1,877
Administration Expenses - Other	0	0	0	0
Total Administration Expenses	1,229	309,747	194,721	505,696
Personnel Expenses				
6000 • Elected Staff Salary/Hsing/SECA	194,000	97,208	0	291,207
6020 • Appointed Staff Salary	173,042	44,466	0	217,508
6100 • Benefits Expense	125,077	57,484	0	182,561

Appendix E Cont.

	Total Endowment & Reserves			TOTAL
	Total Program	Total Admin		
	Jan - Dec 23	Jan - Dec 23	Jan - Dec 23	Jan - Dec 23
6315 - Staff Expenses	12,421	2,703	0	15,124
Personnel Expenses - Other	0	0	0	0
Total Personnel Expenses	504,540	201,861	0	706,401
Program Expenses				
51100 - GA Support	111,024	0	0	111,024
5120 - Synod Support	22,204	0	0	22,204
5310 - Grant/Mission Support	34,598	0	151,611	186,209
7001 - General Program Expenses	8,950	0	0	8,950
Total Program Expenses	176,776	0	151,611	328,387
Rental Property Expenses				
8890 - Property Expenses	0	0	102,611	102,611
8891 - Rental Property Depreciation	0	0	120,892	120,892
Total Rental Property Expenses	0	0	223,502	223,502
Total Expense	682,545	511,608	569,834	1,763,987
Net Income	-180,382	34,116	2,550,045	2,403,779

Appendix E Cont.

Presbytery of the Cascades
Balances of Designated Funds -- Unaudited
as of 12/31/23

as of 12/31/23	12/31/22	Balance	Additions	Subtractions	12/31/23 Balance
30102 · Admin. Res. Unrestricted N. A.	953,600.51	545,723.52	641,981.84	857,342.19	
30104 · Program Reserves Unrestr. N.A.	215,829.52	1,113,646.42	606,254.10	723,221.84	
32107 · Bisbee Grant	6,413.66	13,877.24	5,885.00	14,405.90	
32109 · Christian Education- POINT	50.00			50.00	
32111 · Church Educators	167.50			167.50	
32113 · Clergy Assistance	10,741.72	3,673.08	6,000.00	8,414.80	
32115 · Congregations Resource	243.21	6.87	250.08	0.00	
32116 · Cross-Cultural Ministry	15,000.00		8,000.00	7,000.00	
32117 · Hispanic Ministry	3,342.72			3,342.72	
32119 · Disaster Assistance	4,313.41	439.05	3,663.41	1,089.05	
32123 · Lectionary Retreat	8,700.00		8,700.00	0.00	
32125 · Mission Conference	8,976.24		764.88	8,211.36	
32126 · New Normal Ministry	1,800.00		1,800.00	0.00	
32127 · Older Adult Ministries	750.00			750.00	
32133 · Peacemaking Program	30,210.86	9,606.75	10,000.00	29,817.61	
32135 · Self Development of People	18,158.74	7,500.00	20,462.88	5,195.86	
32137 · Seminary Relations Network	628.53			628.53	
32139 · Youth Ministry	3,736.35			3,736.35	
32140 · Youth Triennium	36,500.88			36,500.88	
33100 · Legal Reserves	50,000.00			50,000.00	
34100 · ICC Investment	62,493.35		4,881.75	57,611.60	
35100 · Personnel Endowment	0.00	1,184,490.96		1,184,490.96	
36100 · Technology Fund	10,515.01	61,570.30	14,000.00	58,085.31	
36102 · Barnabas Fund	0.00	124,263.01	114,601.18	9,661.83	
36103 · Vitality Grants	406.67	124,263.01	11,155.00	113,514.68	
36104 · New Ministries Team	31,035.13		31,035.13	0.00	
37135 · NMT Reserves	343,973.05	480,179.92	122,720.14	701,432.83	
Total 30100 · Long Term Liabilities	1,817,587.06			3,874,671.80	

Appendix E Cont.

Per Capita and Partnership Giving 2023		12/31/21	2023 Per Capita	2023 Per	2023 Undesignated & Designated Partnership Pledge	2023 Undesignated & Designated Partnership Paid	Total Giving Per Member for PC and PPG
As of 12/31/23		Members	Apportionment	Capita Paid			
Albany	United	190	8,664.00	8,664.00			45.60
Aloha	Reedville	40	1,824.00	1,824.00	1,000.00	3,425.00	131.23
Ashland	First	102	4,651.20	4,651.20	10,000.00	9,999.96	143.64
Astoria	First	40	1,824.00	1,820.00		1,500.00	83.00
Aurora	Aurora	44	2,006.40	2,006.40		3,000.00	113.78
Bandon	First	49	2,234.40	2,188.80		7,500.00	197.73
Beaverton	Korean PC	25	1,140.00	1,140.00			45.60
Beaverton	Southminster	170	7,752.00	7,752.00		13,231.79	123.43
Bend	First	751	34,245.60	34,246.00		35,000.04	92.21
Brookings	Brookings	60	2,736.00	2,736.00	5,000.00	5,000.00	128.93
Camas	St John's	67	3,055.20	3,055.20			45.60
Central Point	First	72	3,283.20	3,100.70	1,500.00	1,500.00	63.90
Clatskanie	PC of Clatskanie	29	1,322.40	1,322.40			45.60
Corvallis	First	296	13,497.60	13,498.00		18,500.00	108.10
Corvallis	Korean PC	40	1,824.00	1,824.00			45.60
Cottage Grove	First	85	3,876.00	3,876.00		4,500.00	98.54
Creswell	First	74	3,374.40	3,374.40			45.60
Dallas	First	42	1,915.20				0.00
Eagle Creek	Eagle Creek	19	866.40	775.20		3,043.40	200.98
Estacada	Springwater	33	1,504.80	1,504.60		8,939.00	316.47
Eugene	Central	118	5,380.80	5,381.00		13,200.00	157.47
Eugene	Peace	37	1,687.20	1,687.20		1,000.00	72.63
Eugene	Westminster	216	9,849.60	5,324.51		8,320.00	63.17
Fairview	Smith Memorial	122	5,563.20	5,563.20			45.60
Florence	PC of the Siuslaw	84	3,830.40	3,830.40	12,438.00	11,400.50	181.32
Gold Beach	First	15	684.00	684.00			45.60
Grants Pass	Bethany	73	3,328.80	1,360.00	3,000.00	3,000.00	59.73
Gresham	Covenant	48	2,188.80	2,188.80	10,000.00	10,000.00	253.93
Hillsboro	Hillsboro	95	4,332.00	4,332.00	1,200.00	1,200.00	58.23
Hillsboro	Orengo	306	13,953.60	6,000.00			19.61
Hillsboro	Tualatin Plains	146	6,657.60	6,657.50			45.60
Keizer	John Knox	33	1,504.80	1,505.00	7,392.00	7,392.00	269.61
Klamath Falls	Mount Laki	8	364.80	364.80			45.60
Lake Oswego	Lake Grove	1,089	49,658.40	30,000.00		10,000.00	36.73
Lakeside	Lakeside Community	11	501.60				0.00
Lakeview	First	38	1,732.80	1,732.80		750.00	65.34
Lebanon	First	35	1,596.00	1,596.00	400.00	400.00	57.03

Appendix E Cont.

As of 12/31/23	Per Capita and Partnership Giving 2023	12/31/21 Members	2023 Per Capita Apportionment	2023 Per Capita Paid	2023 Undesignated & Designated Partnership Pledge	2023 Undesignated & Designated Partnership Paid	Total Giving Per Member for PC and PPG
Lincoln City	Chapel by the Sea	68	3,100.80	3,100.80	1,500.00	1,500.00	67.66
Malin	Basin Community	44	2,006.40	2,006.40			45.60
McMinnville	First	167	7,615.20	7,615.20	18,000.00	18,000.00	153.38
Medford	First	165	7,524.00	7,113.60	12,500.00	10,000.00	103.72
Mill City	Mill City	29	1,322.40	1,322.40	2,100.00	2,100.00	118.01
Milwaukie	Milwaukie	145	6,612.00	6,520.80		8,000.00	100.14
Milwaukie	Oak Hills	147	6,703.20	6,566.40		1,000.00	51.47
Monmouth	Christs Church	23	1,048.80	1,049.20	800.00	800.00	80.40
Moro	Community	41	1,869.60	1,869.60			45.60
Myrtle Creek	Tri City	15	684.00	684.00	1,000.00	1,000.00	112.27
Myrtle Point	First	25	1,140.00	1,140.00			45.60
Newberg	First	53	2,416.80	2,521.36		6,000.00	160.78
Newport	First	111	5,061.60	5,000.00			45.05
North Bend	First	76	3,465.60	3,192.00		1,000.00	55.16
Pacific City	Nestucca Valley	42	1,915.20	1,915.20	500.00	4,000.00	140.84
Phoenix	First	13	592.80				0.00
Portland	Bethany	184	8,390.40	8,390.40		2,200.00	57.56
Portland	Calvary	31	1,413.60	1,413.60		3,500.00	158.50
Portland	First	474	21,614.40	21,614.40	38,000.00	38,000.04	125.77
Portland	Grace	21	957.60	957.60			45.60
Portland	Hope Korean	30	1,368.00	1,000.00			33.33
Portland	Kenilworth	31	1,413.60	1,368.00		1,100.00	79.61
Portland	Moreland	178	8,116.80	8,208.00	8,200.00	8,200.00	92.18
Portland	Mt. Scott Park	39	1,778.40	1,778.40	1,425.00	1,425.00	82.14
Portland	Mt. Tabor	49	2,234.40	2,234.40			45.60
Portland	Multnomah	149	6,794.40	6,794.40		2,000.00	59.02
Portland	Piedmont	32	1,459.20	1,459.20			45.60
Portland	Rose City Park	162	7,387.20	7,387.20		20,000.02	169.06
Portland	Savage Memorial	125	5,700.00	5,699.97		5,850.00	92.40
Portland	St. Andrews	176	8,025.60	8,025.60		12,500.00	116.62
Portland	Valley Community	275	12,540.00	12,540.00	8,000.00	8,000.00	74.69
Portland	Westminster	636	29,001.60	29,001.60	35,000.00	36,900.00	103.62
Prineville	Prineville	68	3,100.80	3,100.80	2,000.00	2,000.00	75.01
Redmond	Community	221	10,077.60	10,078.00			45.60
Reedsport	United	16	729.60	729.60			45.60

Appendix E Cont.

As of 12/31/23	Per Capita and Partnership Giving 2023	12/31/21 Members	2023 Per Capita Apportionment	2023 Per Capita Paid	2023 Undesignated & Designated Partnership Pledge	2023 Undesignated & Designated Partnership Paid	Total Giving Per Member for PC and PPG
Roseburg	First	166	7,569.60	7,570.00	15,041.00	15,041.00	136.21
Saint Helens	Plymouth	59	2,690.40	2,691.00	1,200.00	1,197.00	65.90
Salem	First	255	11,628.00	11,628.00		13,200.00	97.36
Salem	Westminster	348	15,868.80	5,000.00		10,000.00	43.10
Tigard	Calvin/Rise	296	13,497.60	13,497.60			45.60
Trout Lake	First	23	1,048.80	1,048.80			45.60
Tualatin	Tualatin	274	12,494.40	12,494.40	10,000.00	10,000.08	82.10
Vancouver	Cascades	93	4,240.80	4,240.80			45.60
Vancouver	Columbia	652	29,731.20	29,731.23		3,000.00	50.20
Vancouver	East Woods	77	3,511.20	689.20			8.95
Vancouver	First	360	16,416.00	16,416.00		4,000.00	56.71
Vancouver	Vancouver Korean	100	4,560.00	4,560.00			45.60
Waldport	Community	27	1,231.20	1,231.20			45.60
Walterville	McKenzie Valley	16	729.60	545.00			34.06
Warm Springs	Warm Springs	25	1,140.00	1,140.00			45.60
Warrenton	Pioneer	30	1,368.00	1,368.00			45.60
West Linn	Emmanuel	81	3,693.60	3,694.00		5,500.00	113.51
Woodburn	First	52	2,371.20	2,371.12	2,000.00	2,500.00	93.68
Yachats	Community	46	2,097.60	2,098.00		3,250.00	116.26
	Individuals			1,138.40			
			93 congregations	87 paid per capita	26 pledged PPG	55 paid PPG	
	Collected at 12/31/23		Per capita	\$484,117	PPG	\$444,565	

2023 Year-End Balance Sheet Highlights

Bank Accounts	\$433,761	Investment Accounts	\$7,992,116
Accounts Receivable	\$71,258	Contracts Receivable	\$71,258
Total Current Cashflow Assets	\$502,669	Church Property & Equipment	\$4,780,529
Total Assets \$13,275,314			

Total Liabilities (All Current) \$31,756

2023 Year-End Statement of Financial Activities Highlights

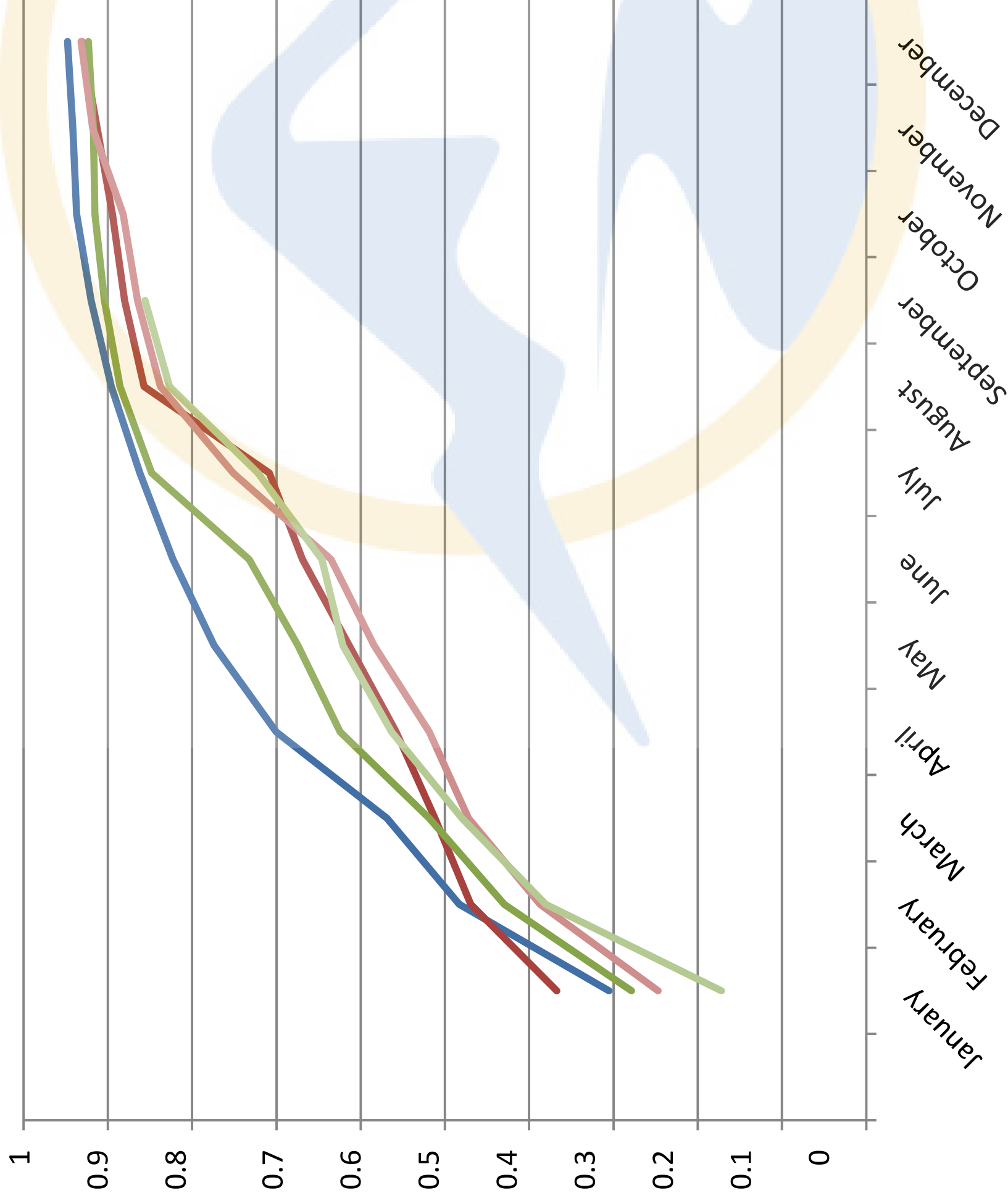
Income		Expenses	
Administrative Budget	\$545,723	Administrative Budget	\$511,608
Program Budget	\$502,163	Program Budget	\$682,545
Net Income		Administrative Budget	\$34,116
		Program Budget	\$(180,383)

2024 Grant Funds

2024 Grants as of January 2024

	Bisbee	Cross-Cultural	Peacemaking	SDOP	Technology	Barnabas	Vitality	NMI
Funds Balance	\$14,406	\$ 7,000.00	\$ 29,818.00	\$ 5,196.00	\$58,085	\$9,662	\$ 113,515.00	\$ 701,433.00

% Attainment of Year's Per Capita



2023.

Per Capita Giving

Snapshot

2023 Budgeted Per Capita

\$488,906

(Includes allowance for default)

2023 Per Capita Actual

\$484,117

Summary Questions

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

Yes, short term assets is ahead of short term liabilities at a 8:1 ratio

Are we Meeting Our Per Capita Goals?

2023 was an excellent year for our per capita giving, reaching **99%** of our budgeted per capita, with **93.5%** of congregations paying per capita, and 80% paying their full per capita pledge! Well done everyone!

Was 2023 Within Budget?

No, there was a program budget deficit of \$180,383

Trustees Report

FOR ACTION:

The Trustees bring **two motions for action by presbytery** at this meeting. The action items are found in the body of the report.

The Board of Trustees held two stated and three special meetings since the November 2023 presbytery meeting.

Property Management and Sales

Leases:

Approved and submitted to PLC for approval on behalf of the presbytery:

The Trustees approved leases between First Presbyterian Church, Astoria, and The Pacific Unitarian Universalist Fellowship and between Valley Community Presbyterian Church and Oregon Shalom Mission Church. Both were submitted to the Presbytery Leadership Commission for action on behalf of the presbytery at its March 13, 2023, and they were approved.

The Trustees approved a lease agreement between Grace Presbyterian Church, Portland, and The C3 Church. The PLC approved this agreement on behalf of the presbytery at its April 10, 2024 meeting.

Property Sales:

FOR ACTION: Approve request to permit St John's Presbyterian (Camas) to sell two homes it owns.

The Trustees voted to recommend approving this sale at a special meeting held on April 5, 2024. The congregation no longer has the time or energy to manage two houses on property across the street from their building. The houses were purchased in anticipation of a need to expand parking many years ago. That plan was not implemented, and the congregation has been renting the homes at a below market rate as a mission to provide affordable housing in the community.

Mt Laki Church Property Sale

The presbytery gave permission to sell the property of a dissolved congregation at its Special Meeting on Nov 28, 2023. We received a cash offer for the asking price (\$285K) in March from a private buyer that will donate it to become a Missionary Baptist church. The tenant living in the manse on the property will be allowed to stay in her home. The sale is scheduled to close on April 30, 2024.

Colonial Heights, On the Market, But Damaged

Regrettably, the January storm damaged the vacant Colonial Heights Presbyterian Church in Portland building extensively. Pipes between the first and second floor burst, destroying ceilings, damaging all the interior walls, and light fixtures on the first floor of the building. The water damage exacerbated the existing mold problem caused by two roof leaks that had been present long before the storm. The presbytery's insurance claim for \$234K in damages was denied. A remediation company was working on the building, but had problems and work stopped in February. (POTC owes \$75K for that effort.) The building is uninhabitable and in such poor condition that our realtor advises against letting anyone tour it until it has been cleaned out. Despite this, we did receive an offer from a Montessori school, and inquiries from another private school and several congregations. We look forward to showing it to all who have expressed interest soon.

This situation demonstrates the risk of holding vacant property. The congregation stopped worshiping in the

Appendix F Cont.

building in 2022 and was dissolved at the January 2023 Presbytery Meeting. The Vacant Property Policy of the presbytery gives the new Ministries Team six months “to recommend to the PLC how property may be used as witness to Jesus Christ serving in the geographic area which it is located.” In this instance, the New Ministries team requested and was granted an additional six months to work on an option that was eventually deemed not viable. If the property had been placed on the market last summer, when the New Ministries Team’s first six months of exploration of future uses ended, it is likely the building would have been sold to the same party that made the offer we received. As it stands now, the net proceeds from the sale of this building will be hundreds of thousands of dollars less than it could have been.

Budget and Finance

At our April 5, 2024, Special Meeting, the Trustees voted to bring the following motion to the Presbytery regarding the proceeds of the sale of the Mt Laki property:

FOR ACTION: Suspend the Vacant Property Policy allocation of real estate sales for the net from the sale of Mt Laki and distribute one third to unrestricted program reserves to offset the budget deficit, one third to replenish the Barnabas Grant Fund, and one third to the personnel endowment to offset future budget deficits.

The Trustees believe this motion to be the best use of these funds at this time, even though it does not fall in line with the distribution described in the Vacant Property Policy. This allocation addresses the three most immediate needs within the presbytery.

Our projected budget deficit for the current year is nearing the \$200K. The other grant programs funded by real estate sales have healthy balances, but the Barnabas Fund has been depleted severely. Future budget deficits will likely be as large or larger than the one we face this year, as congregations continue to shrink and partnership and per capita giving shrink with them. We need to take measures to build our investment accounts when we can so that we can reach a sustainable position.

The distribution of funds from real estate sales is part of a larger issue needs to be addressed. A budget task force is wrestling with this larger issue and we look forward to hearing their recommendations to make changes necessary to produce a viable budgeting process that addresses the sporadic income from property and the presbytery’s expenses.

Grants and Loans

Grants:

The Trustees facilitated six grant requests to Presbyterian Disaster Assistance for six congregations that sustained significant damage to their buildings during the week-long January ice storm. The congregations received a total of \$22K. We are thankful for the diligence of staff member Thomas Lundy, who collected information from the congregations and made the requests on their behalf.

In normal business, the Trustees approved:

- A \$7500 Vitality Grant to the Presbyterian Church of the Siuslaw for an indoor play area to facilitate closer relationships with neighborhood families.
- A \$10,000 Vitality Grant for Hope Korean Presbyterian Church to help purchase a church van.
- A \$4410.60 Barnabas Grant for Malin Basin Community Presbyterian Church to repair its manse.
- A \$5,415.91 Barnabas Grant to Reedville Presbyterian Church to repair its heating system.

Appendix F Cont.

Loans:

The sole loan approved in this period was an unsecured \$24,999 Synod loan for First Presbyterian Church, Bend, to fund a portion of the cost of a new HVAC system.

Partners for Sacred Places “Cohort”

Twelve POTC congregations participated in an eight-session program run by Partners for Sacred Places, a non-profit that specializes in helping houses of worship find appropriate missional uses of excess property. Because the M.J. Murdock Charitable Trust funded this program as a pilot for future workshops in the Pacific Northwest, there was no cost to our congregations that participated.

The congregations that participated are: Multnomah; Kenilworth; Rose City Park; First Presbyterian, Newport; Tri City Presbyterian Church; Aurora Presbyterian Church; First Presbyterian, Woodburn; John Knox; First Presbyterian, Medford; Emmanuel; Mt. Scott Park; and Rise Church. There were two participants from other denominations, Central Lutheran and First Congregational United Church of Christ, both in Portland.

The Trustees sought feedback on the value of the program and are exploring ways to help the congregations involved make use of what they learned. Currently, we are working to supply guidance about circumstance that dictate what federal, state, or local property taxes may be due when a church rents space to a for-profit entity. This information will be available to all our congregations on the POTC website.

The Trustees also see the need to create an additional lease template that addresses renting space to a for-profit tenant. Our stated clerk obtained the sample for-profit lease used by two presbyteries in Washington state. We will be working to create one for Oregon congregations in the coming weeks. We look forward to working with and learning more from our Partners for Sacred Places cohort congregations as they put what they learned to use.

Partners for Sacred Places is exploring the possibility of holding another set of workshops in the Pacific Northwest in 2024. We are tracking that effort and will keep the presbytery informed.

Commission on Ministry Report

For Action (requires two-thirds vote):

After examination of the Rev. Joan Schmidt, member in good standing of the *Christian Churches and Churches of Christ*, on her statement of faith and suitability of fit with our presbytery, transfer Rev. Joan Schmidt's membership and enroll her as a minister member of the Presbytery of the Cascades in accordance with the provisions of G-2.0505a(2).

- Rev. Schmidt has submitted a request for validation of ministry of her work serving as Lead Chaplain for Peace Harbor Medical Center in Florence, OR. The COM-C has approved this initiative as a validated ministry, pending Rev. Schmidt's examination and enrollment in the presbytery.
- The COM-CC has verified Rev. Schmidt's credentialing and good standing within the Christian Churches and Disciples of Christ, completed a criminal background check, and performed a professional reference check on Rev. Schmidt, in accordance with our Presbytery's policies. Likewise, Rev. Schmidt has received our Presbytery's policies on ethical conduct, and she has affirmed her willingness to uphold these standards.
- The COM-CC has evaluated Rev. Schmidt's educational background, professional training, and service in another denomination and deemed them to satisfactorily meet the criteria of ordination in the PC(USA). In accordance with G-2.0502a(2)- "A minister of another Reformed church who has been ordained for five or more years may be granted an exemption for some or all of the examinations required of candidates for ordination by a two-thirds vote of the presbytery"- the COM-CC requests that the Rev. Schmidt be exempted from all of the ordination exams required of candidates for ordination based upon her more than five years of ordained service as a minister.

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.

Appendix G Cont.

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 **three non-regional based teams**, each led by a paid team leader hired by the presbytery. These three teams support the work of the Commissions on Ministry in **Conflict Management, Pastoral Transitions, and Care of Pastors**. (see below for names)

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

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

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:

Cont. next page

- a. The Commission on Ministry (COM) liaison consults with the session, congregation and the Pastor

Appendix G Cont.

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, in the course of 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

The Commission on Ministry celebrates the Retirement of:

- The Rev. Sung Man Kim
- The Rev. Audrey Schindler

Retirement Information follows in this report.

NEW MINISTERIAL MEMBERS

The Presbytery has received the following new Ministerial Members since our last Presbytery meeting on November 3 - 4, 2023:

- The Rev. Gerald Poole
- The Rev. Tyler McQuilkin

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

**SECOND REPORT
ACTIONS OF THE COMMISSION ON MINISTRY CENTRAL REGION**

The COM-CENTRAL took this additional action:

April 2, 2024 Commission on Ministry Central Actions, completed by electronic vote

Rev. Joan Schmidt, Minister Member of Christian Churches and Churches of Christ

Motion passed to validate the ministry of Rev. Joan Schmidt as Lead Chaplain for Peace Health, Florence, OR, pending her successful examination by the Presbytery of the Cascades and approval for transfer of ordination and membership.

God is the greatest mystery. God is vast enough to encompass qualities that seem paradoxical to us; compassion and justice, righteousness and mercy, salvation and judgment, wisdom and an upside-down economy of salvation that is foolishness in human eyes. Questions and paradox need not be feared, but are a call to seeking deeper relationship with God and trust in God's love. Despite the disparity between God's perfection and humans' flaws, God loves us and wants to be in relationship with us. God has lovingly chosen to reveal God's nature through the Bible, prayer, experience, nature, art, and other human beings.

There is one God in three persons: Father, Son, and Holy Spirit. God is eternal, omnipotent, omniscient, omnipresent, and created all that is. Jesus is God the Father's begotten son, firstborn of all creation, fully human and fully divine, Savior, Redeemer, Conqueror, Friend, Brother, God-with-us. Jesus is "the maker and model of our faith (Heb 12:2)," showing us how to live and work through his ministry and words on earth and in relationship with us today in prayer. Jesus reconciles us to God through his death, burial, resurrection, and ascension. The Holy Spirit has always called, comforted, guided and empowered those who love and follow God.

Human history is a record of God's love story with humanity. It is marked with God's unfailing faithfulness and humanity's failing faithlessness. Humans are made in God's image and thus are each precious and uniquely gifted. However, because humans all sin, they need salvation in death, burial, resurrection, and ascension of Jesus Christ to be restored to right relationship with God and one another. Salvation is also the opportunity to live and work in God's kingdom, in this world and the next.

God's creation is as connected and intricate as a spider's web; God has delighted in making it beautiful and marvelous. Like most of God's gifts to us, creation is a responsibility to cherish and nurture as well as a privilege to enjoy. We are part of it, connected to each other and to our world. God is also in it all; everything has some potential to connect us or teach us about God or each other.

Sacraments connect us with God spiritually and communicate a special grace through physical rituals. God's part is the grace and our part is obedience and desire to become more Christ-like.

- Communion: the Eucharist allows us to connect with God and with our community. It is a means of receiving grace, forgiveness, and healing. It is a remembrance of Jesus's death and a celebration and thanksgiving for Jesus's sacrifice for our salvation. It is meant to be practiced frequently and in community. It is Christ's table and all those who confess Jesus Christ as Lord and Savior are welcome.
- Baptism: initiation to the family of God and an important step in God's redeeming and transforming. It is the response of the Christian upon their conversion and decision to receive the gift of a new identity and salvation in Jesus Christ. The reformed tradition recognizes infant baptism as bringing a child into the family of God. It recognizes that God first chooses humans even before they can choose God. Physically, baptism is a sign and seal of salvation; spiritually, we participate in Jesus Christ's death, burial, and resurrection through the waters of baptism.

The work of the Church is to be the Body of Christ and the family of God. The Communion of Saints transcends time and space and doctrinal boundaries. The Church is Jesus's physical presence on earth and as such carries on his work in bringing forward the Kingdom of God. The Holy Spirit comforts, guides, and empowers the church. As individuals and as a whole, the Church must strive to live a holy life, worship God faithfully, and perform acts of justice and compassion. The Church has been charged with making disciples through prayer, teaching, work, and study of scripture. Participation in a local congregation offers us the opportunity to serve, to grow, and to disciple others as well as to engage in corporate worship. Worship is part of our calling and connects us to God and one another. Worship can include our daily actions and conversations as well as the obvious music and liturgy.

All scripture is useful in the life of the Christian. It is also transmitted through humans in a particular time, place, and culture. It is a gift God has given us to reveal God's nature, desires, and ways to us.

We are responsible for using all the tools, including study and the voices of Christian tradition, at our disposal to understand it. It is essential to understand scripture as a whole and take each passage in context as it contains checks and balances and self-interpretation. It is also important not to create immovable doctrines on matters not addressed in Scripture. Beyond these cognitive tools at our disposal, we must each listen to the voice of the Spirit as we interpret Scripture. Here, too, we need humility and wisdom as we interpret the Bible as a great community of faith, each bringing our own understanding and experience of the Spirit.

Proclamation is an essential function for all Christians; our words and our actions must proclaim the same message. It is an opportunity to share the overflow of our joy in Jesus Christ with others. We also proclaim God's truth in love to our world. Preaching is proclamation in worship. It should be based in scripture and the message should always include the Good News of Jesus Christ. Preaching is a significant responsibility and the preacher should bring the best of their intellect and creativity and diligence to the preparation.

God has promised to be present with us and to care for us for eternity. We don't know how or when our end will come as a species, but we have the promise that God will be faithful to us and the call to be faithful to God through whatever tribulations we experience. The same is true for me as an individual: some day I will meet my end, and God will be there to care for me. In the meantime, my job is to be faithful to my calling in Christ Jesus.

While it is valuable to be able to articulate my faith and theology, my relationship with the three persons of God is greater and simpler than my cognitive understanding and carefully crafted statement. It is the music I dance to, and it sounds a lot like "Jesus loves me, this I know, for the Bible tells me so." It is my life-task to learn and execute the steps to the dance that best express that truth.

The Rev. Joan Schmidt

Work and Education History

Certification

2015 Board Certified Chaplain; Association of Professional Chaplains

2013 Endorsed by Christian Churches and Churches of Christ, Independent

2009 Ordination at Alvadore Christian Church

Education

2010 CPE Residency, Johnson City Medical Center

2009 Master of Divinity in the area of Christian Care and Counseling Emmanuel School of Religion

Awards: Theta Phi Scholarship, Theta Phi member, Award of Excellence in the Area of Christian Care and Counseling, Student representative on Admissions Committee; 3.95 GPA

1999 B.S. of Elementary Education; George Fox University

Awards: Presidential Scholar, Honors graduate 3.65 GPA

One unit of Clinical Pastoral Education at Johnson City Medical Center. 10/06 – 5/07

Work Experience

Lead Chaplain, Peace Harbor Medical Center; 2023 – Present

- Provide spiritual care to patients, families, and staff, including end of life care, bereavement, trauma response, brief counseling at rural critical access hospital. Accompany patients, families, and staff in accessing their spiritual resources and finding hope and meaning. Clinical scope includes ICU, medical/surgical unit, obstetrics, surgical, emergency, trauma, orthopedics, skilled nursing (through swing bed program), outpatient, special emphasis in aging related issues such as dementia and loss of identity.
- Create in house and on call schedule for local chaplains and communicate about said schedule with network leadership
- Manage programs sponsored by spiritual care, including Helping Hands for employee financial assistance, Dignity Fund for patient assistance, No One Dies Alone, Healing Blankets,
- Coordinate spiritual care led events and contributions such as blessings and memorial services
- On-site spiritual care leader and representative at hospital meetings such as leadership meetings, Patient Experience Committee, mass casualty incident drills, Action Response Team meetings to create plan of care for patients with special needs

Appendix G Cont.

- Provide administrative support for department including stocking supplies and written materials
- Local department Super User in Epic Care Connect; responsibilities include participating in group and individual learning and training other chaplains in the use of Care Connect.
- On-site trainer and coordinator for onboarding chaplains
- Clinical partner for Clinical Pastoral Education students, providing training, support, and guidance for student chaplains.
- Lead Spiritual Care team in patient experience improvement project
- Member of Ethics Committee; attend ethics meetings and trainings and participate in ethics consults. On-site contact for ethics and assist in ethical decision making.
- Assist patients and families with making end of life decisions and Advance Directives.

Staff Chaplain; Peace Harbor Medical Center; 2013 – 2023

- Provide spiritual care to patients, families, and staff
- Create in house and on call schedule for local chaplains and communicate about said schedule with network leadership
- Manage programs sponsored by spiritual care
- Coordinate spiritual care led events and contributions
- On-site spiritual care leader and representative within hospital leadership
- Provide administrative support for department
- Local department Super User in Epic Care Connect
- On-site trainer and coordinator for onboarding chaplains
- Clinical partner for Clinical Pastoral Education students, providing training, support, and guidance for student chaplains.
- 2017-2021 Staff liaison for Patient and Family Advisory Council
- Lead Spiritual Care team in patient experience improvement project
- Member of Ethics Committee
- Assist patients and families with making end of life decisions and Advance Directives.

Per Diem Chaplain; Holston Valley Medical Center; 2012-2013

- Provide Spiritual Care to patients, families, and staff at Level 1 trauma center. Focus on crisis response for families in emergency room and end of life inpatients.

Resident Chaplain; Johnson City Medical Center; 2010

- Provide pastoral care to patients, families, and staff members , including end of life and bereavement care, ministry of presence, and listening. Clinical experience includes trauma, rehabilitation, mental health, orthopedics, neurology, pediatrics, oncology, and stroke.
- Lead worship services as needed

Appendix G Cont.

- Assist patients, families, and staff in completion of Advance Healthcare Directives and ethical decision making.
- Accurately perform administrative and record keeping duties

Accounting Manager; Courtyard Richmond Airport; 3/03 – 8/04

- Manage hotel petty cash; prepare deposits; reconcile deposits
- Prepare and code payables invoices for central accounting office.
- Manage and reconcile accounts receivable
- Resolve customer credit card disputes
- Inventory supplies in restaurant and bar and prepare reports on such
- Maintain personnel files, e.g. hire and termination paperwork, insurance forms, etc; assist personnel with human resources paperwork
- Prepare payroll to be processed by central accounting office
- Reconcile in house revenue reports

Honorably Retired Information Form

Full Name:	Sung Man Kim
Date of Retirement:	Feb. 1 st , 2024
Seminary:	Louisville Presbyterian Seminary
Date of Ordination:	04/09/1992
Presbytery of Ord:	Ulsan Presbytery

Work History (Indicate how long at each position):

Senior pastor at Central Washington Korean PC (Central Washington Pres) – 10 years
Senior pastor at Calvary Presbyterian Korean Presbyterian Church (Cascades Pres) – 10 years
Chaplain at Providence Health – 10 years

Family:

Wife for 37 years: Hannah Kim
Two sons (Samuel & Sean), Daughter in law (Meredith), and two grandchildren (Skyler & Aiden)

Retirement plans:

Continues to serve for PPNK, Presbyterian Peace Network for Korea

Honorably Retired Information Form

Full Name:	Audrey L. Schindler
Date of Retirement:	May 31, 2024
Seminary:	Princeton for M.Div.
Date of Ordination:	July 13, 1986
Presbytery of Ord:	Presbytery of the Twin Cities, Minnesota

Other post-seminary studies:

Emory/Candler for M.A. interdisciplinary in Literature and OT Wisdom Literature
Luther for D. Min. in Preaching

Work History:

Alpharetta Presbyterian, GA, 6 years, founding co-pastor
Leighmoor Uniting Church, Melbourne, Australia, 5 years, pastor
Otira Continuing Education College, Synod of Victoria/Tasmania, 5 years, director
Theological Hall (Seminary), Uniting Church, Melbourne, 3 years, dean
First Presbyterian, Salem, 2 years, interim pastor
Westminster Presbyterian, Eugene, 5 years, pastor
First Presbyterian, Portland, 10 years, pastor

Service to governing bodies:

COM, Presbytery of Atlanta
Moderator of Nepean Presbytery, Uniting Church, Melbourne Australia
Chair of Intern Year Task Group, GA of Uniting Church
Christian Education Committee, Synod of Victoria & Tasmania
Chair of COM, Uniting Church, Melbourne
Chair of COM-NW, Cascades
Presbytery Judicial Commission, Cascades
Personnel & Administration, Cascades

Additional Involvements:

Wrote "Finding Common Ground" for Uniting Church on discussions of inclusion
Developed Intern Phase for Uniting Church, "Finding a Heart of Wisdom"
Chaired Princeton Seminary Alumni/ae Council, served as rep to the Board of Trustees
Rep to GA from Cascades, 2010; voting to include all who are called to ministry

Family:

Husband, Bruce Felix, in the wine industry as a distributor of cork to wineries Step-
Children, Jordan, Jess, Jennah and their spouses Allie, Anson, and Mike
Grandchildren, Nasahli and Leo in Philomath, Sylvah in Silverton
Mother, Lynn in Portland

Retirement plans:

Enjoying time with family, including weekends!
Reading the many books that have accumulated in full years
Renewing an interest in music, learning to paint
Traveling, hope to include travels to Australia
In time, service of some kind
Enjoying sunsets over the coastal range at our new house

Gerald K Poole

Statement of Faith

The heart of my faith is my commitment to Jesus Christ as Lord of my life. Fully human, yet fully God, he is our teacher, our example, our redeemer. He is the one who preached good news to the poor, proclaimed release to the captives, who heals our diseases.

I believe in the Lord God, Creator of heaven and earth, and of all life. Just as he formed Adam and Eve, he shaped and molded me. I treasure the Westminster Shorter Catechism's (Q4) magnificent description of God as: "a spirit, infinite, eternal and unchangeable in His being, wisdom, power, holiness, justice, goodness and truth."

Just as the first humans chose to sin, wanting to take God's place, we have continued to pursue darkness rather than light. We have rebelled against our maker, and in the words of "A Brief Statement of Faith," "Refusing to love God and neighbor, corrupting ourselves, exploiting others and threatening death to the planet entrusted to our care." But even when we are faithless, God remains faithful still.

In God's time Jesus Christ became human and lived among us. He took upon himself the sin of the world. He chose to die, that Scripture might be fulfilled, that sin and death might be defeated. Through this birth, life, death and resurrection, He brings about the relationship between God and humanity that God always intended.

God's Word, Jesus Christ, comes to us through Scripture, our infallible rule of faith and life, as it is read and faithfully interpreted and through the sacraments.

As Jesus ascended into heaven He sent us the Holy Spirit, the comforter, counselor, the presence of God today, and at Pentecost the Christian Church came into being. The Church is the body of Christ, the people of God, and the gathered community of the redeemed. As the church, Christians worship God and celebrate Baptism and the Lord's Supper, the two sacraments instituted by Jesus Christ. As the Church, Christians gather to nurture their faith in Jesus Christ, to encourage one another in joy and in sorrow. Then they go out into the world to proclaim the gospel in word and in deed that all may hear and respond. They strive to mend wounded lives, to work for justice, to proclaim truth and the one who is Truth. By the Holy Spirit Christians are called to exercise their God-given talents for God's glory rather than their own.

I pray that one day people worldwide will describe Christ's followers in this way: "See how they loved one another." For we are called to be a people of reconciliation, "that people might be reconciled to God and to one another." C67

I conclude with this word from the Heidelberg Catechism: "My only comfort, in life and in death, is: That I belong-Body and soul, in life and in death – not to myself but to my faithful Savior, Jesus Christ, who at the cost of his own blood has fully paid for all my sins and has completely freed me from the dominion of the devil, that he protects me so well that without the will of my Father in heaven not a hair can fall from my head; indeed, that everything must fit his purpose for my salvation. Therefore, by his Holy Spirit, he also assures me of eternal life, and makes me wholeheartedly willing and ready from now on to life for him."

Vocational History / Gerald K Poole

Early history: Born 07-29-1952, raised in Yakima, WA. Family attended First Presbyterian Church. Baptized there on March 23, 1967.

Education: Graduated from Eisenhower HS, Yakima, WA June 1970

BS Psychology, Washington State University, Pullman, WA June 1974. cum laude

Enrolled at Fuller Theological Seminary, Pasadena, CA in Sept 1976.

Earned MDiv in Theology August 1979, included two units of CPE.

Called as assistant pastor, First Pres. Great Falls, MT June 1980. (Glacier Pby)

Ordained by Central WA Presbytery 6-26-1980. Promoted to Assoc. Pastor June 1981.

Married Paula Junkermier on June 30, 1983 in GF, MT. at First Presbyterian

Son Jeffrey born 5-10-1985, and daughter Lauren born 2-16-1988.

Moved with family to Edmonds, WA in March 1990.

Woodland Park Presbyterian (Seattle, WA) Interim Senior Pastor 1991-1992.

Emmanuel Presbyterian (Bothell, WA) Interim Pastor, 1993-1996.

Lake City Presbyterian (Seattle, WA) Interim Senior Pastor 1996-97.

Japanese Presbyterian (Seattle) Interim Pastor 1997-2000.

Celebration Presbyterian (Redmond, WA) (NCD) Designated Pastor 2000-2002

Redmond Presbyterian Church, Interim Pastor, 2002-04.

First Presbyterian, (Tacoma, WA) Interim Senior Pastor 2005-6. (Olympia Presbytery)

Interim Executive Presbyter (Seattle Presbytery) Sept 2006 – Aug 2008. (serving between Boyd Stockdale and Scott Lumsden)

St. James Presbyterian, (Bellingham, WA) Interim Pastor 2008-2011. NPS Presbytery

In 2011 when the Presbyterians were in schism the Methodists called me.

Cornerstone UMC, Covington, WA Interim Pastor, July 2011 to Jan 2012.

First UMC, Kennewick, WA Interim Senior Pastor, Feb 2012. In Feb 2013 Bishop Grant Hagiya appointed me the church's permanent pastor. Though I anticipated retiring in June 2019, Bishop Elaine Stanovsky asked me to serve one more year at the church listed below. I agreed because I felt God confirming her call.

Edmonds UMC (WA) Interim Lead Pastor July 2019 to June 30, 2020, when I retired from ministry. My credentials are current to date. 02-04-2024 (Corrected edition)

Tyler McQuilkin
Statement of Faith

I believe in one God, as Creator, Son, and Holy Spirit.

I believe in God the Creator, who created everything in the world and created all of humanity in God's image. I believe that through covenants established in the Old Testament, and despite humanity's unfaithfulness to God and these covenants, God remains faithful toward creation. Even in the unfaithfulness of Israel, continued through in the New Testament, I believe God remains faithful to God's promises. We, as individuals and communities, turn from God and toward sin. Despite this sin, God the Father remembers the covenants and continues to give away love and grace and works to redeem and restore the church and humanity.

I believe that Jesus Christ was at the beginning of creation and elected himself to enter the world as the God-man to show humans what it means to be human by living a life totally dependent on God the Father. Through his life and ministry, Jesus calls us as humans to a new life. Through his life, death, and resurrection we see God's love for creation. His life perfectly shows his rejection of sin, desire for humanity to thrive, and his love for others, especially those marginalized, overlooked, and rejected in society. In his death, we see his suffering, humanity, and rejection of power, and gives his followers a look into the heart of God. In his resurrection, we see his conquering of sin and death in the world that provides hope for his followers and all the world. Through Christ, humanity enters a new communion with the triune God.

I believe the Holy Spirit was given to the disciples, continues to guide believers in life, and connects us to the body of Christ throughout the world. The Holy Spirit calls the church to testify to the Word of God, Christ, so that all may come to believe, know, and participate in the love and grace of God that is freely and unconditionally given to creation. I believe that as the Spirit guides the body of Christ on earth, the Church is brought forward to be the body of Christ in the world here and now.

I believe the Old and New Testament scriptures that witness to the revelation of God's working in the world. The scriptures tell of God's creating work, covenants, love, and revelation through Christ to all of the world. The scriptures guide and help us as we work to know and love God and neighbor with our whole selves. Because God has revealed Godself to us through Christ and the scriptures, we are able to know and love God.

I believe humanity was created good and in the image of God. Because of the diversity of humanity, the image of God is inclusive of all this diversity so that all humans bear this divine image. Though sin enters the lives of all humans, God always has the last word in our lives to reconcile and redeem humanity. As humans live in the world, we long for the future hope promised in Christ that all creation will be restored and all things will be made new.

Appendix G Cont.

I believe the Church to be the bride of Christ and is comprised of sinful humans in need of God's grace. The Church is a gathering of believers that come together in the name of Christ. The Church is called to be united, holy, catholic, and apostolic. The Church is called to bear witness to Jesus Christ and to participate in his work of love in the world. In the life of the Church, they seek communion with God and with each other.

I believe the sacraments and proclamation are crucial to the life of the Church. The sacraments of Baptism and the Lord's Supper are visible embodiments of God's grace to creation. Baptism initiates and signifies our life in and belonging to Christ, while the Lord's Supper sustains and grows baptized believers in the life of Christ. Proclamation allows believers to hear the Word of God and respond in faith and obedience. Proclamation is words about God that witness to the incarnate Word of God in Jesus Christ. When the Word is proclaimed, the good news of Jesus Christ is proclaimed to those who hear, and this proclamation is a new witness in our present context of the work and will of God.

Tyler McQuilkin
Academic and Professional Experience

Formal Education:

Princeton Theological Seminary (2019-2022) - Master of Divinity - Graduation date: May 28, 2022

Whitworth University (2012-2016) - B.A. Theology; Minor in Leadership Studies - Graduation date: May 2016

Mt. Spokane High School (2008-2012) — General Education - Graduation date: June 2012

Ministry Experience

Nassau Presbyterian Church – Youth ministry; Princeton, NJ; September 2020-June 2022

Trenton Psychiatric Hospital – Chaplain intern; Trenton, NJ; Summer 2021

Whitworth Church – Interim youth director, middle school director, youth intern; Spokane, WA; August 2016-May 2019

Project Six19 – Program coordinator; Spokane, WA; non-profit ministry; September 2016-June 2018

Camp Spalding Summer Staff - Program coordinator for summers of 2014, 2015, and 2018. Compass discipleship/leadership co-leader during the summer of 2016; Newport, WA.

Whitworth University Chapel - Small group coordinator for university chapel; August 2013-May 2015; Spokane, WA.

ACTIONS OF THE COMMISSION ON MINISTRY CENTRAL REGION

October 19, 2023 Commission on Ministry Central Actions

Prineville PC, Prineville, OR

It was moved and adopted to concur in the action of Prineville Presbyterian Church, Prineville, OR, taken at a session meeting moderated by The Rev. Dawn Linder, to invite The Rev. Dawn Linder [EOD # 105] to serve as their part time, 75% interim pastor beginning October 1, 2023, with annual terms as follows:

Salary	-o	Housing	\$30,000
Professional Expense	\$3,500	Vacation	Four Weeks
Continuing Education	\$6,500	Study Leave	Two Weeks
Other 403B	\$10,000	Other	
Full pension coverage under the Board of Pensions.			

Affirmative Action/Equal Employment Opportunity requirements have been met.

Sexual Misconduct Policy sign-off has been received.

The Rev. Tyler McQuilkin:

It was moved and adopted to receive the transfer of The Rev. Tyler McQuilkin from Inland Northwest Presbytery and enroll as a member of the Presbytery of the Cascades.

November 16, 2023 Commission on Ministry Central Actions

CRE Shela Sullivan

It was moved and adopted to allow CRE Shela Sullivan to serve the communion at our churches within the bounds of COM-Central.

First PC, Creswell, OR

The mid-year report from Rev. Zane Buxton, supply pastor at Creswell, First PC, was received.

February 1, 2024 Commission on Ministry Central Actions

First Presbyterian, Creswell, OR

A motion passed to appoint the Rev. Zane Buxton, temporary pastor of First Pres, Creswell, OR, to train specific ruling elders of the church to administer the Sacrament of the Lord's Supper in accordance with G-3.0301b for when the congregation is without a pastor.

A motion passed to authorize ruling elders Joan Kelley, Jacque Robertson, and Sheryl Webb to administer the Lord's Supper at worship services of the First Presbyterian Church of Creswell when a minister is not available and when requested by the session.

First Presbyterian Church, Newport, OR

A motion passed to receive the triennial report completed by COM Liaison, Mike Hachquet, on November 18, 2023. Pastor Kathy Keener, Clerk Mike Eastman were in attendance along with 5 session members.

Appendix G Cont.

Community PC, Waldport, OR

A motion passed to concur in the covenant between the Rev. Wendy Olson and Community PC, Waldport, for 2024 as she continues to serve as their part time (8 hours/week or 20%) supply pastor (EOD 108) with annual terms as follows. Compensation to be reviewed annually:

Salary	\$9,168.75	Housing	\$3,056
Professional Expense	\$700	Vacation	Five Weeks
Continuing Education	\$300	Study Leave	Two Weeks

Community PC, Waldport, OR

A motion passed to concur in the covenant between the Rev. Mark Olson and Community PC, Waldport, for 2024 as he continues to serve as their part time (8 hours/week or 20%) supply pastor (EOD 108) with annual terms as follows. Compensation to be reviewed annually:

Salary	\$9,168.75	Housing	\$3,056
Professional Expense	\$700	Vacation	Five Weeks
Continuing Education	\$300	Study Leave	Two Weeks

The Rev. Heidi Bolt

A motion passed to validate the ministry of The Rev. Heidi Bolt as Interim Pastor at St. Mark Lutheran Church, Salem, OR.

The Rev. Lori Hedlund

A motion passed to receive the Member at Large Annual Report from the Rev. Lori Hedlund. (EOD #797). [To be reviewed annually.]

First PC, Woodburn, OR

A motion passed to concur in the covenant between the Rev. Cynthia O’Brien and First PC, Woodburn, for 2024, as she continues to serve as their half-time (20 hours/week or 50%) supply pastor (EOD 108) with annual terms as follows. Compensation to be reviewed annually:

Salary	\$11,119	Housing	\$28,185
Professional Expense	\$1,500	Vacation	Four Weeks
Continuing Education	\$750	Study Leave	Two Weeks

McKenzie Valley PC, Walterville, OR

A motion passed to concur in the request by CRE Karen Keady to moderate a congregational meeting on Sunday, March 3, at McKenzie Valley Presbyterian church.

The Rev. Jennifer Butler

A motion passed to receive the Member at Large Annual Report from the Rev. Jennifer Butler, middle school teacher in the Springfield public school district. EOD# 797

Appendix G Cont.

March 21, 2024 ***Commission on Ministry Central Actions***

First PC, Creswell, OR

Motion passed to appointment the Rev. Brad Kent as the new moderator of First PC, Creswell, OR.

Motion passed to dissolve the 108 Temporary Supply relationship with the Rev. Zane Buxton as of February 15, 2024.

Community Presbyterian Church, Redmond, OR

Motion passed to appoint the Rev. Ann Bowersox as the moderator of Community Presbyterian Church, Redmond, OR.

Dallas, First PC

Motion passed to waive the limitation of term limits for ruling elders at First Presbyterian Church, Dallas. The Dallas Session had requested the waiver in compliance with the Book of Order, G-2.0404 Terms of Service.

ACTIONS OF THE COMMISSION ON MINISTRY NORTHEAST REGION

January 16, 2024 Commission on Ministry Northeast Actions

Westminster PC, Portland, OR

Concur in the request of the Rev. Chris Dela Cruz and Westminster Presbyterian Church, Portland, OR, taken at a congregational meeting held December 10, 2023, moderated by The Rev. Greg Neel, to dissolve the Associate Pastoral relationship between them effective December 31st, 2023. **MSP**

The Rev. Chris Dela Cruz

Validate the ministry of The Rev. Chris Dela Cruz as the Director of Youth Initiatives for Together Lab, an independent ministry supported by the Oregon Synod of the ELCA and the Ecumenical Ministries of Oregon that equips faith-based justice movements throughout Oregon. Update Rev. Chris Dela Cruz’s EOD # to **703** (Staff Serving Other Institutions) **MSP**

February 20, 2024 Commission on Ministry Northeast Actions

No actions were taken.

March 19, 2024 Commission on Ministry Northeast Actions

Westminster PC, Portland, OR M/S/A

Concur in the action taken by the session to renew the supply covenant with the Rev. Lindsey Groves, as their (full time/100%) Supply Pastor [EOD #108] beginning February 1, 2024, to January 31, 2025, with annual terms as follows. This action in accord with action taken by the session February 27, 2024, with the Rev. Gregg Neel serving as moderator.

Salary	\$33,000	Housing	\$42,000
Professional Expense	\$3,500	Vacation	Five Weeks
Continuing Education	\$1,500	Study Leave	Two Weeks
Medical and Retirement through the Board of Pensions			

The Rev. Sun Mook Jhee M/S/A

Transfer the membership of the Rev. Sun Mook Jhee, HR, to National Capital Presbytery upon their request.

Community PC, Moro. M/S/A

Receive the reports submitted by Scott Crane and Phil King for their visit to conduct leader training on February 25, 2024. Authorize ruling elders Tim Clemenson, Brenda Padget, Gladys Wesley, and Patty Burnett to administer the Lord’s Supper at worship services of the Community Presbyterian Church of Moro, OR when a minister is not available and when requested by the session of the church. COM expresses great appreciation to Scott and Phil for all the effort in putting this together and supporting the congregation in Moro.

ACTIONS OF THE COMMISSION ON MINISTRY NORTHWEST REGION

October 26, 2023 Commission on Ministry Northwest Actions

Valley Community PC, Portland, OR

M/S/P to concur in the action of Valley Community Presbyterian Church, Portland, OR, taken at a session meeting held October 17, 2023, moderated by The Rev. Robin Garvin, to renew the Interim Covenant between them [EOD #105] and continue to serve as their full time (100%) Interim Pastor for 1 year beginning December 1, 2023, with annual terms as follows:

Salary	\$36,000	Housing	\$46,308
Professional Expense	\$3,500	Vacation	Four Weeks
Continuing Education	\$2,000	Study Leave	Two Weeks
Full pension, medical, disability and death coverage under the Board of Pensions.			

Hillsboro PC, Hillsboro, OR

M/S/P to approve the MDP approved by the session on October 23, 2023, in their search for a pastor.

December 7, 2023 Commission on Ministry Northwest Actions

Plymouth PC, St. Helens, OR -

M/S/P – to concur in the action taken by the session of Plymouth PC, St. Helens, OR, to call the Rev. Peter Blank as their part time (25%) temporary pastor [EOD #108] beginning January 1, 2024, with annual terms as follows. This action is in accord with action taken by the session on November 8, 2023 with the Rev. Pat Berger serving as moderator.

Salary	\$11,049	Housing	\$10,000
Professional Expense	\$2,500	Vacation	Four Weeks
Continuing Education	\$1,500	Study Leave	Two Weeks
Other		Sabbatical	After 6 Years
Board of Pensions—N/A			

- A. Grant The Rev. Peter Blank permission to moderate the session.
- B. Affirmative Action/Equal Employment Opportunity requirements have been met.
- C. Sexual Misconduct Policy sign-off has been received.

The Rev. Tom Nolen

M/S/P – to validate the ministry of the Rev. Tom Nolen as Hospice Chaplain at Kaiser Permanente [EOD # 701]. To be reviewed for renewal annually.

January 25, 2024 Commission on Ministry Northwest Actions

This COM-NW action was taken by email vote prior to the meeting: The Minister Assistance Fund – Grant a Minister Member \$3,000 from the Minister’s Assistance Fund to cover unexpected hardship.

Appendix G Cont.

Hillsboro PC, Hillsboro, OR - Concur in the action taken by Hillsboro PC, Hillsboro, OR, on December 7, 2023, to appoint the Rev. Kelly Dickson, as their half time (50%) Bridge Pastor[EOD #108] for 6 months beginning January 1, 2024, with 6-month terms as follows:

Salary (6 months)	\$20,000	Housing	-0-
Utilities	n/a	Social Security Allowance	\$1,530
Professional Expense	\$1,750	Vacation	Four Weeks
Continuing Education	\$750	Study Leave	Two Weeks
Other—Cell Phone	\$50/month	Other	
Full pension and death coverage under the Board of Pensions.			

- A. Grant the Rev. Kelly Dickson permission to moderate the session.
- B. Affirmative Action/Equal Employment Opportunity requirements have been met.

Hillsboro PC, Hillsboro, OR

MSC to receive the report for the Triennial Visit conducted by Chris Macfarlane, COM Liaison and Mark Rainey, COM Member, at Hillsboro PC on December 12, 2023.

Multnomah PC, Portland, OR

MSC to appoint The Rev. Jennifer Ackerman as their quarter time (25%) Temporary Transitional Pastor for 1 year beginning January 1, 2024, with annual terms as follows. This action is in accord with action taken by the session on November 28, 2023, with the Rev. Jennifer Ackerman serving as moderator.

Salary	\$14,000	Housing	-0-
Professional Expense	N/A	Vacation	N/A
Continuing Education	N/A	Study Leave	N/A
Full pension and death coverage under the Board of Pensions.			

Considered a contract position rather than an employee of MPC.

This position will not be assigned an EOD number.

Lake Grove PC, Lake Oswego, OR

MSC to concur in the decision adopted by the session on January 9, 2024, to renew the Stated Supply relationship between Lake Grove PC, Lake Oswego, OR, and the Rev. Susan Graham. This is a full time (100%) Supply Pastor position [EOD #108] effective for one year beginning January 11, 2024, and to be renewed annually. Annual terms are:

Salary	\$33,750	Housing	\$33,000
Retirement Acct. Contrib.	\$5,525	Social Security Allowance	\$5,556
Professional Expense	\$3,500	Vacation	Four Weeks
Continuing Education	\$3,000	Study Leave	Two Weeks
Dental	\$1,753	Misc. Expenses	\$3,500
Full pension and death coverage under the Board of Pensions.			

Pioneer PC, Warrenton, OR

MSC to concur in the decision adopted by the session on December 20, 2023, to renew the Stated Supply relationship between Pioneer PC, Warrenton, OR and the Rev. Jerry R. O'Neill. This is a part time (75%) Supply Pastor position [EOD #158] effective for one year beginning January 1, 2024 to July 3, 2023. Annual terms are:

Appendix G Cont.

Salary	\$16,960	Housing	\$20,000
Retirement Acct. Contrib.	\$5,525	Social Security Allowance	\$2,879
Professional Expense	\$2,625	Vacation	Three Weeks
Continuing Education	\$3,000	Study Leave	One Weeks
Medical	\$5,040		

February 22, 2024 Commission on Ministry Northwest Actions

The Rev. Gerald Poole

M/S/P to request the transfer of The Rev. Gerald Poole, HR [EOD # 299] from the Northwest Coast Presbytery and enroll as a member of the Presbytery of the Cascades upon receipt of transfer.

Tualatin Plains PC, Hillsboro, OR

M/S/P to concur in the action of Tualatin Plains PC, Hillsboro, OR, taken at a session meeting held January 30, 2024, moderated by the Rev. Tracie Bullis, to renew a parish associate relationship with remuneration with Commissioned Ruling Elder, Christine Macfarlane. [To be reviewed for renewal annually.]

First PC, Portland, OR

Action: M/S/P to grant permission to the session to begin search for an Interim Pastor with recommended timeline.

March 21, 2024 Commission on Ministry Northwest Actions

Rise Church, Tigard, OR

Receive the triennial report conducted at Rise Church on February 21, 2024, by Janet Cruz and Kathie Huddleston.

Tualatin PC, Tualatin, OR

M/S/P to concur in the action of Tualatin Presbyterian Church, Tualatin, OR, taken at a session meeting held March 5, 2024, moderated by the Rev. Ken Henry, to continue to serve as their full time (100%) Interim Pastor beginning March 1, 2024, for 1 year with annual terms as follows:

Salary	\$45,000	Housing	\$30,000
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. Dental & vision paid by TPC			

First PC, Portland, OR

M/S/P to approve the Interim position description as presented by First PC, Portland, OR. Grant permission for the session to begin search for an Interim Pastor.

Commissioned Ruling Elder Coordinating Committee (CRE-CC)

Receive the report from the CRE-CC, recognizing that Ruling Elder Heather Hellman of Multnomah Presbyterian Church, Portland, OR has satisfactorily completed her training and demonstrated her preparedness to be fully commissioned to serve as a Commissioned Ruling Elder (CRE) within the Presbytery of the Cascades.

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Multnomah Presbyterian Church, Portland, OR

M/S/P to concur in the action of Multnomah Presbyterian Church, Portland, OR, taken at a session meeting on March 18th, 2024, and moderated by the Rev. Jennifer Ackerman to establish a covenant with Ruling Elder Heather Hellman to serve as their full time (40 hrs/week) Commissioned Ruling Elder beginning April 1, 2024, for one year, with annual terms as follows:

Salary	\$77,771	Housing	\$0
Professional Expense	\$3,500	Vacation	Six Weeks
Continuing Education	\$1,500	Study Leave	Two Weeks
No Medical or Pension Benefit Provided (Heather has medical insurance coverage from another source).			

M/S/P to commission elder Heather Hellman to serve pastorally as a Commissioned Ruling Elder for the duration of her contract at Multnomah Presbyterian Church. Heather Hellman is hereby commissioned to Moderate the Session, Administer the Sacraments, and officiate at marriages where permitted by state law when an expression of the ministry of Multnomah Presbyterian Church. Heather is granted voice and vote in meetings of the Presbytery of the Cascades as a Ruling Elder Commissioner for Multnomah Presbyterian Church.

M/S/P to recognize The Rev. Audrey Schindler’s retirement.

ACTIONS OF THE COMMISSION ON MINISTRY SOUTH REGION

October 27, 2023 Commission on Ministry South Actions

The Rev. Laura Nile Tuell

MSP at the request of the Rev. Laura Nile Tuell, transfer her membership from the Presbytery of the Cascades to Olympia Presbytery as she has started a new call at Lakewood Presbyterian Church in Olympia, WA.

January 26, 2024 Commission on Ministry South Actions

The Rev. Dan Fowler

MSP a motion to concur in the action of First PC, Ashland, OR, taken at a congregational meeting and moderated by The Rev. Dan Fowler to approve a 3-month sabbatical leave for The Rev. Dan Fowler with full pay, to be taken April 1 to July 1, 2024.

The Rev. Mary Gillespie (HR)

MSP a motion to authorize the Rev. Mary Gillespie to serve communion at The Manor per her request.

First PC, Medford, OR*

MSP a motion to Concur in the renewal of the Commissioned Ruling Elder Covenant for Mike Hubbard adopted by the session on January 23, 2024, with terms as follows. Compensation based on a part-time (37.5%) basis, 15 hours per week:

Salary	\$22,400	Housing	
Professional Expense	\$1,360	Vacation	Four Weeks
Continuing Education	\$563	Study Leave	Two Weeks

Full pension, medical disability & death coverage under the Board of Pensions.

*** This portion of the meeting was moderated by Lori Boehning; she will sign the covenant as chair pro tem**

February 23, 2024 Commission on Ministry South Actions

No actions were taken.

March 22, 2024 Commission on Ministry South Actions

Community PC, Lakeside, OR

Receive the report for the Triennial Visit conducted with the session on February 25, 2024, by Bobbi Neason and Isabelle Davis.

Appendix H

NEW MINISTRIES TEAM (NMT)

FOR INFORMATION

The New Ministries Team (NMT) took these actions since our last meeting:

October 26, 2023

Mt. Laki Church Property

A motion was made and seconded to recommend to PLC that we proceed to enter negotiations with potential buyer Margaret McCadden. The motion passed unanimously.

Liaison Reporting

Motion made and seconded that liaison reporting occur quarterly until 1 year after the grant is disbursed or until all funds are spent whichever is longer. Motion passed unanimously.

November 30, 2023

Seeds of Multiculturalism

It was moved and seconded that on behalf of the POTC, the NMT endorses this **1001 New Worshipping Community seed grant application** to the Presbyterian Mission Agency. The motion passed unanimously.

Recovery Café, Calvary PC, Portland

It was moved and seconded that on behalf of the POTC, the NMT endorses this **1001 New Worshipping Community seed grant application** to the Presbyterian Mission Agency. The motion passed unanimously.

February 22, 2024

The Team met in February 2024, but no actions were taken.

1001 New Worshipping Communities in 2023

In 2023, 1001 New Worshipping Communities of the PCUSA approved the following grants for our new worshipping communities in the Presbytery of the Cascades. These grants were then matched by our New Ministries Team:

Maker’s PDX	\$30,000 Investment Grant
soma.digital	\$10,000 Seed Grant
Shalom Collective	\$10,000 Seed Grant

Presbytery Leadership Commission (PLC)

November, 2023 – March, 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		

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)	

The PLC meets via Zoom on the 2nd Wednesday of each month and takes action on behalf of the Presbytery between its meetings.

FOR ACTION:

- 1.) **Recommend that the Synod of the Pacific provide for the transfer of the Moro, Community (Sherman County), and Lakeview, First (Lake County), congregations to the Presbytery of Eastern Oregon with an overture the 226th General Assembly to approve the geographic district of the Presbytery of the Cascades as follows:**

The geographic district of the Presbytery of the Cascades consists of the county of Siskiyou (the census county division of Tulelake) in the State of California, the counties of Benton, Clackamas, Clatsop, Columbia, Coos, Crook, Curry, Deschutes, Douglas, Hood River, Jackson, Jefferson, Josephine, Klamath, Lake, Lane, Lincoln, Linn, Marion, Multnomah, Polk, Sherman, Tillamook, Wasco, Washington, and Yamhill, all in the state of Oregon; and the counties of Clark, Klickitat (that portion west of the White Salmon River), and Skamania, all in the state of Washington.

Rationale

1. In the spring of 2022, Eastern Oregon Presbytery Executive Stephen Kliewer approached Cascades Presbytery, Presbyter Brian Heron proposing that “some of Cascades congregations could be better served by Eastern Oregon Presbytery”.
2. Two things are driving this conversation about transferring churches. First, Eastern Oregon Presbytery has 14 congregations and is close to falling below the minimum of 10 churches needed to remain a presbytery. Secondly, small agricultural town churches in Central Oregon find a greater affinity with the churches in Eastern Oregon and geographically may be better served by associating with the Presbytery of Eastern Oregon.
3. Heron and Kliewer discussed which congregations might fit better in Eastern Oregon Presbytery and came up with five: Moro, Prineville, Mt. Laki, Basin Community and First, Lakeview.
4. Heron reached out to the five churches and 3 responded with interest in the possibility: Moro, Community; Malin, Basin Community; and Lakeview, First.

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5. Upon recommendation by PLC, Heron, Kliwer and a representative from the Commission on Ministry visited the three congregations in late winter, 2023. Moro and Lakeview responded with enthusiasm at the possibility of switching presbyteries. Basin Community was reluctant to make the move. [See full report here.](#)
6. Stated Clerk, Paul Belz-Templeman was tasked with moving this work forward. the sessions of the three churches were asked to vote on whether they would approve transferring presbyteries and report it back to the presbytery.
 - Basin Community's session voted to remain in Cascades.
 - First, Lakeview's session voted to concur with a transfer.
 - Moro's session met voted to concur transfer.

Implications of the Proposed Transfer

- Cascades will reduce from 90 congregations to 88.
- Presbytery membership will decline by 73 members (Lakeview=34, Moro=39)
- Both congregations usually pay per capita. The amount of per capita presbytery will retain from these congregations in 2024 is \$2,198 (this is after the pass through to GA and Synod).
- Lakeview and Moro will likely receive the same or a higher level of service from Eastern Oregon Presbytery.

Presbytery Boundaries

The second paragraph on the presbytery boundaries does three things:

1. It removes Lake and Sherman Counties from boundaries in line with the transfer of Lakeview and Sherman. The only PCUSA congregation in Lake County is Lakeview, First. The only PCUSA congregation in Sherman County is Moro, Community. If the transfer is approved these counties will be included in the Presbytery of Eastern Oregon boundaries.
2. It includes Clatsop County in the Presbytery Boundaries (Astoria and Warrenton) which was not included in the 1974 boundaries listed by the General Assembly.
3. It moves the far Northeast boundary from Rock Creek (which doesn't bisect the North Klickitat county line) to White Salmon River (which does bisect the county line). To be clear, Trout Lake, First remains in the Presbytery of the Cascades.

Effects of Affirmative Vote

With an affirmative vote on this overture to the Synod of the Pacific, the will vote on the overture at its May 2 meeting and then, in turn, overture the General Assembly. The General Assembly meets this summer and can approve the transfer and the restated boundaries of the Presbytery.

FOR INFORMATION:

Completion of Referred Business - Laurelhurst Property

At the November 3, 2023, Stated Presbytery Meeting the Presbytery tasked the Presbytery Leadership Commission with ensuring that the four conditions for the transfer of the Presbyterian Church of Laurelhurst Property were met. The four conditions were part of the following motion:

In the spirit of repair and healing toward the indigenous community, work toward the transfer of the site of the Presbyterian Church of Laurelhurst, Portland, to the Future Generations Collaborative for \$1, once the following conditions have been met:

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1. Receipt of satisfactory documentation that the entity receiving the property is duly incorporated and legally capable of owning the property.
2. Receipt of satisfactory documentation that the property shall not be sold or otherwise alienated except to an organization controlled by Native Americans.
3. Satisfactory legal documentation protecting Presbytery from future liabilities.
4. With full adherence to the Transfer Agreement drafted by legal counsel working on behalf of the Presbytery of the Cascades.

On March 13, 2024, the Presbytery Leadership Commission determined that the four conditions for transferring the Laurelhurst Property had been satisfied and acted to complete the transfer of the property to Future Generations Collaborative.

A report on this action will be uploaded as a supplementary background paper before the stated meeting.

Other Actions Taken on Behalf of Presbytery

November 8, 2023 Presbytery Leadership Commission Actions

Presbytery Minutes Approved

The minutes of the Special Presbytery meeting on 10/17/2023.

The minutes of the Stated Presbytery meeting on 11/03/2023.

December 13, 2023 Presbytery Leadership Commission Actions

Presbytery Minutes Approved

The minutes of the 11/28/2023, Special Presbytery Meeting as presented.

Presbytery Treasurer Stipend

Approved a stipend to Thomas Lundy of \$200/mo starting October 15, 2023 (\$100 for October) in recognition of additional duties as Treasurer for POTC and to continue for the duration of his service as Treasurer was adopted.

Portland, Grace Lease

Permit the lease between Portland, Grace and Bethel Eternal Life Church commencing 12/31/2023 with month to month tenancy was adopted.

Redmond, Community

Awarded Technology Grant of \$4,000 to Redmond, Community towards the overhaul of their AV system was adopted.

Portland, Colonial Heights Property

Inform the Trustees that they may sell the Colonial Heights property in accordance with the motion passed by the Presbytery at their meeting in April 2023.

Portland, Laurelhurst Property

Authorized staff to engage presbytery legal counsel and a professional parliamentarian to find a right and proper course of action regarding the motion made by Presbytery at the November 3, 2023, meeting and its legality in relationship to the Presbytery's bylaws.

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January 17, 2024 Presbytery Leadership Commission Actions

Bisbee Grants

Awarded Katherine Bisbee Fund grants to:

- **Portland, Mt. Scott Park** - \$1,000 towards keyless entry system
- **Hillsboro, Orenco** - \$1,500 towards security cameras
- **Walterville, McKenzie Valley** - \$2,349.99 towards emergency kitchen for disaster preparedness
- **Roseburg, First** - \$2,300 towards a security system to provide safe environment for staff and church users

Laurelhurst Property Transfer

Appointed property transfer team to work with Future Generations Collaborative to satisfy the conditions of the property transfer with the following members: Gail Black, Steve Hammond, Mark Olson (Trustees), Bill Stewart (Trustees) with Thomas Lundy staffing the group.

February 21, 2024 Presbytery Leadership Commission Actions

Peacemaking Grant, Bend, First

Approved the Peacemaking grant submitted by Bend, First in the amount of \$2,618 for a Guns to Gardens event contingent on evidence of satisfactory insurance having been obtained for an event of this type.

Synod Grant, Enneagram Retreat

Supported consideration of awarding an opportunity grant to *the Knowing Ourselves: An Introduction to the Enneagram* workshop pending a church session agreeing to be fiscal sponsor.

Farmington Road Property (Leaven Community Land & Housing MOU)

Determined that the Memorandum of Understanding with Leaven Community Land & Housing for the Farmington Road Property not be renewed for 2024.

March 13, 2024 Presbytery Leadership Commission Actions

January Storm Initial Assistance Grant

Authorized PLC chair to create a task force of three to six people to develop a plan to disburse the \$7,500 in Presbyterian Disaster Assistance Initial Assistance Grant funds throughout affected areas of the presbytery.

Synod Grants, Recovery Café Roseway

Supported consideration of the Synod of the Pacific Hilda M. Thompson Medical Ministry Grant for the Recovery Café Roseway sponsored by Portland, Calvary.

Agreed to serve as sponsor of Recovery Café Roseway for the Opportunity Grant and to support consideration of the Synod of the Pacific Opportunity Grant for Recovery Café Roseway, sponsored by Portland, Calvary.

Presbytery Docket

Delegate to the “Presbytery Meeting Planning Team” the responsibility to develop the docket and recommend its adoption by the presbytery. The Presbytery Meeting Planning Team consists of Jennifer Martin, Susan Graham, Chris Murphy, Beth Neel, Brian Craker and Paul Belz-Templeman.

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Astoria, First lease with Pacific Unitarian Universalist

Permitted Astoria, First, to lease their worship space (and other spaces) to the Pacific Unitarian Universalist Fellowship for use from 12 PM-2PM on Sundays and other days as needed with a term of March 1, 2024 to December 31, 2024.

Portland, Valley Community lease with Oregon Shalom Mission Church

Permitted Portland, Valley Community, to lease their worship space (and other spaces) to Oregon Shalom Mission Church for use from 12:30-2:30 pm On Sundays and 6:30-8:30 pm on Wednesdays with a term of March 1, 2024 to February 28, 2025.

Portland, First funds from Presbyterian Foundation to Menucha

Approved the request of Portland, First to withdraw money from the corpus of the Stirling Fund which is held by the Presbyterian Foundation and transfer the money to Menucha, a 501(c)(3) corporation now separated from the church.

226th General Assembly Overture - Plastics

For Action:

Concur with the “**On Becoming Free from Plastic Pollution Overture**” to the 226th General Assembly.

The Session of First Presbyterian Church, Corvallis requests that the Presbytery concur with this overture from the Presbytery of Susquehanna Valley:

Overture: On Becoming Free from Plastic Pollution

The Presbytery of the Cascades overtures the 226th General Assembly (2024) of the Presbyterian Church (U.S.A.) to commit ourselves as a church, a people of faith and a social organization embodying Christian values, to:

1. Encourage all our settings to commit to changing from a disposable culture to a reusable, sustainable one.
2. Encourage education within our congregations and in our communities to advocate for alternatives to single use plastics, whether through mitigation efforts and campaigns or by supporting local and state bans on single use plastics, and
3. Encourage all settings of the Church to determine the best pathway forward for strategies and actions to mitigate plastic pollution, using as examples the following resources:
 - a. The Story of Plastics, (95-minute documentary)^[i]
 - b. Sierra Club Solutions to Plastic Pandemic^[ii]
 - c. Ten Towns –Ten actions Toolkit of New Hampshire^[iii]
 - d. National Environmental Education Foundation (NEEF): Join the Fight for Reducing Plastic Pollution^[iv]
 - e. Break Free Plastics: resources, articles, list of the worst corporate polluters and suggestions for actions^[v]
 - f. The Five Actions Congregations Can Take from the United Church of Christ^[vi]
 - g. Presbyterians for Earthcare webinar and resources on becoming free from plastics^[vii]
4. Reduce the use of single-use plastics and packaging.
5. Commend all settings of the church to join in possible opportunities for participation in addressing plastic pollution including to:
 - a. Encourage all settings of the Church to commit to change from the throwaway and disposable culture and consumptive practices to reusable and compostable products.^[viii]
 - b. Encourage replacement of single use plastics such as cutlery, plates, cups, straws, lids, and bottles with bioplastics, reusable, truly recyclable (like aluminum or paper) or compostable substitutes.
 - c. Preach on ecological sustainability principles articulated by Sallie McFague on responsible use of ecological resources^[ix] and the sustainable goal of mitigating single-use plastics.
 - d. Educate on the importance of mitigation of single-use plastics and plastic straws as well as plastic bottles at our churches, their events, and gatherings.

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- e. Educate on the toxicity of plastic pollutions and microplastics to the health of our environment, to our own health, and the health of non-human life.
 - f. Educate on policies and practices of local recycling and composting services and advocating for better practices.
 - g. Organize low or zero waste events in collaboration with local organizations and infrastructures.
 - h. Support businesses that use sustainable practices such as reusable containers and reusable bags.
 - i. Participate in public cleanup of God's creation, including all bodies of water, parks, and beaches.[x]
 - j. Install fountains for water bottles in church campuses, wherever possible.
 - k. Actively support and lobby for local, state, national, and international legislation and policies that align with the intention of this resolution including bans of or fees on single use plastics.
 - l. Encourage the Mission Responsibility Through Investment Committee of the PC(USA) to engage with companies and corporations to reduce their production and use of plastics, particularly eliminating single-use plastics wherever possible.
6. Acknowledge that accommodations in expectations need to be made for certain impacted groups such as those who are disabled or unhoused.
7. Encourage people in all settings to speak truth to the public square against plastic pollution of our planet.

Rationale

The 222nd General Assembly overwhelmingly agreed that “caring for God’s creation” should be part of our constitution and this received concurrence of 150 Presbyteries[xi]. Our Book of Order now states “God sends the Church to share in the stewardship of creation, preserving the goodness and glory of the earth God has made”[xii] and includes “caring for God’s Creation” in the commitment to participate in Christ’s mission. In keeping with this, all Presbyterians should seek to reduce the use of plastics, especially single-use plastics, in their homes, churches, workplaces, communities, states and nation.

In 2023, our sisters and brothers in the United Church of Christ (UCC) General Synod passed the overture “Free from Plastic Pollution: A Resolution of Witness”. [xiii] We overture the 226th General Assembly (2024) of the Presbyterian Church (U.S.A.) to join them. The UCC’s Rationale can be found in their Resolution.

The PC(USA) General Assembly has affirmed that creation care is a fundamental part of who we are as Presbyterians. The biblical mandate for the overture “On Amending G-1.0304, The Ministry of Members, by Adding “Caring for God’s Creation”[xiv] by Dr. William P. Brown (William Marcellus McPheeters Professor of Old Testament at Columbia Theological Seminary) applies to our need to become free from plastic pollution as well:

The fundamental biblical mandate for creation care comes from Genesis 2:15, where God places Adam in the garden to “till it and keep it” (NRSV). A better translation from the Hebrew is “to serve it and to preserve it.” In Genesis 1:26–28, God blesses humankind with dominion over the earth. Human “dominion” as intended in Genesis is best practiced in care for creation.

In Christ “all things hold together” (Colossians 1:17), and “every creature under heaven” is to receive God’s good news (v. 23). According to Revelation, God’s work in the world is “make all things new” (21:5), to bring about a new

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creation that does not destroy the old but transforms it, renews it. If the church is the sign of the new creation, then the church must lead the way in caring for creation.

Since the UCC General Synod passed their Resolution of Witness, further evidence of the danger of plastics to God's Creation have been realized. Studies have found plastics in almost every food they tested, often at high levels.[xv] Water from disposable water bottles contains about 240,000 nanoparticles per liter.[xvi] Plastics in our bodies can have serious impacts on our health and inhaled plastics have been correlated with lung inflammation, shortness of breath and a higher risk of lung cancer.[xvii] These impacts disproportionately fall on vulnerable and disadvantaged communities. Mary Johnson (Harvard T.H. Chan School of Public Health) said, "Vulnerable populations are at even greater risk of the negative health impacts from the production, use and degradation of plastics".[xviii]

Approximately 99 percent of plastic comes from fossil fuels, generating 3.4% of global greenhouse gas emissions.[xviii] Petrochemical companies have undertaken a massive increase in plastic production referred to as "Plan B for the fossil fuel industry".[xviii] Expanded the use of plastics serves to increase demand for fracked gas.[xix] Leaked methane, the largest component of fracked gas, has 28 times as much impact on warming the climate as does carbon dioxide[xx] and is responsible for about 30% of the rise in global temperatures since the Industrial Revolution,[xxi] resulting in 2023 being the warmest year on record, by far.[xxii] And while governments and international bodies are trying to limit plastic production, petrochemical industries are working to weaken legislation and international treaties.[xxiii]

Currently, 430 million tons of plastic is produced yearly resulting in a production of 11 billion metric tons of plastic in the last century, surpassing the biomass of all animals on earth. Despite efforts to convince people recycling is effective, only 9% of the plastic ever produced has been recycled, and 19% has been incinerated.[xxiv] Plastics are now one of the largest environmental disasters on our planet, polluting the Earth we are passing on to our children and subsequent generations.

God placed Adam in the garden to serve it and to preserve it. It is time for the Presbyterian Church (USA) to preserve creation by becoming free from plastic pollution.

Citations

i The Story of Stuff, <https://www.storyofstuff.org/movies/the-story-of-plastic-documentary-film/how-to-watch/>

ii Resources on Plastic Pollution Solutions, Sierra Club Maryland Chapter, <https://www.sierraclub.org/maryland/zero-waste/story-of-plastic>

iii Ten Towns Toolkit, <https://www.10towns.org/>

iv National Environmental Education Foundation, <https://www.neefusa.org/nature/water/join-fight-reduce-plastic-pollution>

v #BreakFreeFromPlastic, <https://www.breakfreefromplastic.org/>

vi Free from Plastic Pollution: Five Actions Congregations Can Take, United Church of Christ, 2023 <https://www.ucc.org/free-from-plastic-pollution-five-resolution-resources/>

vii Resources for Webinar Free from Plastic Pollution: A United Church of Christ Resolution of Witness, 2023, <https://presbyearthcare.org/free-from-plastic-pollution/>

viii The Solving of the Plastics Issue, Yes Magazine, <https://www.yesmagazine.org/issues/solvingplastic> Also see eco-friendly alternatives, Eco-Friendly Alternatives for Disposable Plastic Water Bottles | Cedar Springs Blog (cedarspringswater.ca)

ix McFague, A New Climate for Theology

x Greenpeace, <https://www.greenpeace.org/international/campaign/toolkit-plasticfree-future/>

xi Minutes of the General Assembly 2016, Presbyterian Church (USA), <https://www.pcusa.org/resource/minutes-general-assembly-2016/>

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xii Book of Order 2023-2025, Presbyterian Church

(USA), https://www.pcusa.org/site_media/media/uploads/oga/pdf/boo_2023-2023_publishedversion_cover_and_boo_complete.pdf, W-5.0305 pp. 133-134

xiii Free from Plastic Pollution: Five Actions Congregations Can Take, United Church of Christ, 2023, <https://www.ucc.org/free-from-plastic-pollution-five-resolution-resources/>

xiv On Amending G-1.0304, “The Ministry of Members,” by Adding “Caring for God’s Creation”—From the Presbytery of New Castle. <https://www.pc-biz.org/#/search/6285>

xv The Plastic Chemicals Hiding in Your Food, Consumer Reports, 2024, <https://www.consumerreports.org/health/food-contaminants/the-plastic-chemicals-hiding-in-your-food-a7358224781/>

xvi Rapid single-particle chemical imaging of nanoplastics by SRS microscopy, Proceedings of the National Academy of Science, 2024, <https://www.pnas.org/doi/10.1073/pnas.2300582121>

xvii Microplastics Are Everywhere. What Are They Doing to Our Health? Discover Magazine, 2023, <https://www.discovermagazine.com/environment/microplastics-are-everywhere-what-are-they-doing-to-our-health>

xviii How the fossil fuel industry is pushing plastics on the world, CNBC, 2022, <https://www.cnbc.com/2022/01/29/how-the-fossil-fuel-industry-is-pushing-plastics-on-the-world-.html>

xix Ibid. xx Overview of Greenhouse Gases, US Environmental Protection Agency, <https://www.epa.gov/ghgemissions/overview-greenhouse-gases>

xxi Global Methane Tracker 2023, International Energy Agency, <https://www.iea.org/reports/global-methane-tracker-2023>

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xxiii Fossil-Fuel Interests Try to Weaken Global Plastics Treaty, Scientific American, 2023, <https://www.scientificamerican.com/article/fossil-fuel-interests-try-to-weaken-global-plastics-treaty/>

xxiv Think that your plastic is being recycled? Think again. MIT Technology Review, 2023, <https://www.technologyreview.com/2023/10/12/1081129/plastic-recycling-climate-change-microplastics/#:~:text=Only%209%25%20of%20the%20plastic,and%2019%25%20has%20been%20incinerated>

226th General Assembly Overture - Utah National Monuments

For Action:

On Adopting "Protecting Utah's National Monuments and Wildlands for Ecology and Justice"

The Presbytery of Utah overtures the 226th General Assembly (2024) of the Presbyterian Church (U.S.A.) to commit ourselves as a church, a people of faith and a social organization embodying Christian values, to:

- 1 join with denominations and faith leaders in the US and Utah who are urging the ongoing protection of the restored Bears Ears National Monument and Grand Staircase-Escalante National Monument, by signing the Interfaith Joint Statement on the Care of Creation & the Perpetual Preservation of Utah Wilderness, for example.**
- 2. ask the Office of Public Witness to advocate as a national body and on behalf of the PCUSA for America's Red Rock Wilderness Alliance and to advocate for tribal sovereignty in the co-management of Bears Ears National Monument.**
- 3. encourage congregations, individual members of congregations, and Presbyteries to take the opportunity to listen and learn about Bears Ears National Monument from the tribes that proposed the monument and organizations that are working to protect this landscape, and advocate for the environmental justice issues involved.**

Rationale:

The 222nd General Assembly agreed that "caring for God's creation" should be part of our constitution and this received concurrence from 150 Presbyteries[xi]. Our Book of Order now states "God sends the Church to share in the stewardship of creation, preserving the goodness and glory of the earth God has made" [xii] and includes "caring for God's Creation" in the commitment to participate in Christ's mission.

With this rationale we as Christians are called to care for all of Creation and respect the interdependent web of all existence of which our fragile Earth is a part. In the opening chapters of the Hebrew Bible, God creates the Earth before creating humanity and subsequently assigns to humanity the role of guardian of God's creation (Genesis 2:15). We have been taught – through the Gospel lessons of Jesus and the prophets of the Hebrew Bible– the lessons of pilgrimage into the wilderness and the vital role that an appreciation of God's magnificent creation can play in our own spiritual formation. Our stewardship of the Earth requires us to think deeply about the many ways in which our activities affect the planet, including through climate change, environmental degradation, and loss of biodiversity.

The urgent, existential threat posed by our warming planet and a 1,000-year drought disproportionately and negatively impacts the underserved, underprivileged and indigenous people. In Utah federal lands such as national parks, national forests, national monuments, and wilderness areas that make up 66% of the land area. Utah's wild lands contain some of the world's richest concentrations of sacred sites important to the spiritual well-being of Native American cultures that endure, despite challenges, including the Ute Indian Tribe, Ute Mountain Ute, White Mesa Community, Confederate Tribes of the Goshute, Skull Valley Goshute, Northwestern Band of the Shoshone, Paiute Tribe of Utah, San Juan Paiute, Pueblo of Zuni, Hopi Tribe, and the Navajo Nation. These lands are deeply valued by people from many different spiritual traditions as places of inspiration, connection, renewal, and solace.

These public lands also provide habitat for endangered or sensitive wildlife, including desert bighorn sheep, cougar, and the Mojave Desert tortoise, as well as for elk, deer, mountain lion, bear, coyote and many other animals. These public lands are at the heart of the Colorado River watershed, which provides water to 40 million people – making it the second largest source of freshwater in the United States. The publicly owned wild lands of Utah belong to everyone, and the protection of our public lands works to the benefit of current and future generations. The federal designation of publicly owned wild lands as national monuments or wilderness areas helps to provide vital protection for these sacred and fragile places. In Utah, America's Red Rock Wilderness Act embodies these protections. Within the State of Utah, Grand Staircase-Escalante National Monument and Bears Ears National Monument protect areas of outstanding natural beauty and the complex and sensitive ecosystems they encompass. Both national monuments also contain priceless and fragile paleontological, cultural, and historical resources. The preservation of these ecosystems and resources closely aligns with our Biblical mandate to preserve and protect God's creation.

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The Presbytery of Utah asks the General Assembly to pass this overture as an important sign for

- a) protecting God's creation,
- b) offering allyship and support with the people who call this area their sacred place and home,
- c) showing solidarity with the ongoing issues of ecological and cultural justice the Presbytery of Utah faces, both during the 226th General Assembly and beyond.

Personnel & Administration Report (P&A)
November, 2023 – March, 2024

The Personnel & Administration Committee is composed of the following people:

Lisa Snodderly, Chair	Ann Bowersox	Evonne Hubbard
John Hubbard	David Mote	Chris Montovino
Milt Plocher	Roberta Schlechter	

Transitional Executive Presbyterian Brian Craker provides staff support to the committee.

FOR ACTION [consent agenda item 4]:

- a. Offer a 403B match of up to 4% to all benefited employees retroactively effective 1/1/24 to come into compliance with the IRS rules and regulations. Employees become eligible for this match when they become eligible for a pension plan (either Synod or Board of Pensions). Benefited ordained employees are eligible upon hire and benefited non-ordained employees are eligible at the one-year mark.
- b. Request that the Presbytery Leadership Commission approve all conforming changes to terms of call and the Presbytery’s Personnel Manual

Rationale

- All employees can already contribute to the 403B hosted by the Board of Pensions and managed by Fidelity Investments.
- The match portion of this benefit is not in compliance with IRS regulations. The IRS requires us to provide the same benefits for all employees in the same category of employment. Historically, we were providing a 403B match to, our Executive Presbyterian and the Advocate for Congregations and Clergy. The Stated Clerk was offered this benefit as well, but at the time opted out. By not offering this match to all employees in the same category of employment, in this case our benefitted employees, the POTC is out of compliance.
- The P&A committee recommended that we pursue offering the 403B match to all benefited employees. To move this process forward, a small group (Brian Craker, Paul Belz-Templeman, Lisa Snodderly, Alan Brady, Chris Montovino) was formed to explore the requirements and the total cost to the Presbytery. That group and P&A recommended to PLC the following:
 - 1. To come into compliance with the IRS rules and regulations, POTC to offer a 403B match of up to 4% to all benefited employees retroactively effective 1/1/24.
 - 2. Employees become eligible for this match when they become eligible for a pension plan (either Synod or Board of Pensions). This means ordained employees are eligible upon hire and non-ordained employees are eligible at the one-year mark.
- The estimated (new/un-budgeted cost) to the Presbytery for 2024 for the 403B match will be \$13,829. This assumes a 4% match for all benefitted employees once eligible. For benefited ordained staff the 4% is based on total effective salary as defined by the Board of Pensions (effective salary does not include the “50% of SECA” offset that the presbytery pays to ministers). This requires adjustments to current terms of call since compensation is changed by this action.

COMMISSION ON PREPARATION FOR MINISTRY

FOR INFORMATION:

Matthew Heisler, Inquirer

The commission reports that after having met on January 23, 2024, with applicant Matthew Heisler, they voted unanimously to enroll him as an Inquirer.

Don Choi, Candidate

The commission reports that they completed an annual review with Candidate Don Choi on March 12, 2024. Don's growth objectives have been updated and he 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, 1 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.

Appendix M Cont.

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].