

**PRESBYTERY OF THE CASCADES  
MINUTES OF STATED MEETING  
June 25, 2025**

A Stated Meeting of The Presbytery of the Cascades was held on June 25, 2025, on Zoom. The Reverend Chris Murphy, 2024-2025, 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 88 congregations. Thus, the quorum for this meeting was 9 ruling elders representing 9 congregations of the Presbytery and an equal number of minister members.

**144** presbyters registered attendance at the meeting. Presbyters in attendance were **74** minister- members of the Presbytery, **54** elder commissioners from **39** of the congregations of this Presbytery, and **16** elders enrolled as commissioners by virtue of Presbytery service. A list of the Presbyters registering attendance is attached as **Appendix A**.

The meeting was convened at 6:01 pm by Moderator Murphy with a land acknowledgement and prayer. First time commissioners were introduced.

**CONSENT AGENDA**

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

- 1.) Approved lease agreement submitted by Vancouver, First for use of church property by a local non-profit, Little Acorn Preschool, July 1, 2025-June 30, 2030, found in the Trustees Report**
- 2.) Approved lease agreement submitted by Portland, Calvary for use of church property including sanctuary by Portland SE Rim Church, April 1, 2025-December 31, 2025.**
- 3.) Approved lease agreement submitted by Woodburn, First to lease a portion of their building to their local Head Start Program affiliate, July 1, 2025- June 30, 2030.**
- 4.) Approved Portland, Rose City Park application for Synod Green Loan of \$200,000 to support energy efficient repairs and improvements to the roof, windows, walls and flooring of the congregation's building.**
- 5.) Approved the actions found in the Stated Clerk Report found in Appendix B.**
- 6.) Approved the 2025-2026 Equalization formula found in Appendix C.**

**MEETING BUSINESS**

Transitional Executive Presbyter

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

Advocate for Congregations and Clergy

Clark Scalera reported on his work in the Presbytery.

### Treasurer

Treasurer Dave Baca reported on the April 2025 financial statements for the Presbytery.

### Personnel and Administration

Chair Lisa Snodderly reported, noting the timeline for evaluating the work for the Transitional Executive Presbyter.

### Nominations and Elections

Nominations from the Presbytery Leadership Commission, Personnel and Administration, Nominating Committee and from the floor were received before nominations were closed and all were elected by acclamation (there being no other nominations). Those elected are found in Appendix E.

### Commission on Ministry South and Central

The motion from the Presbytery Leadership Commission (PLC) moved by Chair Jennifer Martin, **in order to support the work of COM-C and COM-S, as it is not possible for them to accomplish their work strictly by those residing in their regions, the PLC recommends that the Presbytery suspend Standing Rule J.2 in order that Central and South can be considered as members of both commissions for the 2025-2026 year;** was adopted by a vote of 123 in the affirmative and 1 in the negative.

### Commission on Ministry

After discussion, the motion made on behalf of the Commission on Ministry Coordinating Commission by Clark Scalera (Advocate for Congregations and Clergy) to **adopt the 2026 Minimum Pension and Medical Benefits for Ministers and Commissioned Ruling Elders**, was adopted by a vote of 103 in the affirmative and 14 in the negative. The motion is attached as Appendix F.

After discussion, the following motion made on behalf of the Commission on Ministry Coordinating Commission by Dan Vetter, chair of Commission on Ministry, Northeast was adopted by a vote of 112 in the affirmative and one in the negative:

**Permit the congregation of Mt. Scott Park Presbyterian Church to merge their membership into the membership of Oak Hills Presbyterian Church, effective September 7, 2025.**

**Create an Administrative Commission with original jurisdiction for Mt. Scott Park Presbyterian Church to accomplish the following:**

- a. Winding down the affairs of the corporation for the purpose of completing the merger;
- b. Granting authorization to list and oversee the sale of church property and work directly with the Board of Trustees to finalize the sale and transfer of the property;
- c. Distributing all assets in alignment with the MSPPC Disbursement Plan; and
- d. Officially closing the corporation of MSPPC with the State of Oregon.

**Approve listing the Mt. Scott Park Presbyterian Church for sale, and the Board is providing the plan for distribution of the net from the sale as approved.**

The motion made by Stated Clerk Paul Belz-Templeman **to authorize the moderator of Presbytery to appoint members to the Administrative Commission for Mt. Scott Park Presbyterian Church** was adopted by a vote of 107 in the affirmative and one in the negative.

The motion made by Stated Clerk Paul Belz-Templeman **to authorize the distribution of net proceeds from the Mt. Scott Park (MSPPC) property sale as follows:**

**10% to the Presbytery designated for annual expenses of Warm Springs Presbyterian Church.**

**10% to be split between current MSPC Ministry Partners**

- Mt. Scott Learning Center
- Transitional Projects (Laurelwood Center)
- Future Generations Collaborative

**10% to create Mt. Scott Park Legacy Fund to be administered by session of Oak Hills Presbyterian Church (OHPC)**  
**70% transferred to OHPC to be used as follows:**

- **\$50,000 to be added to existing Children and Youth Designated Funds**
- **Approximately \$450,00 to pay off remaining OHPC mortgage on new sanctuary space**
- **Remaining proceeds to be split evenly between**
  - **OHPC Building Fund**
  - **Creation of new Community/Ministry Venture**

was adopted with 117 in the affirmative and 2 in the negative.

The report of the Commission on Ministry is attached as **Appendix G**. The report on the Mt. Scott Park Presbyterian Church merger into Oak Hills Presbyterian Church is attached as **Appendix H**.

#### Board of Trustees

Chair Marilyn Howe reported on the activities of the Board of Trustees.

The report of the Board of Trustees is attached as **Appendix I**.

#### Warm Springs

Chair Beverly Crow reported on the excitement of the Warm Springs Presbyterian Church as the manse renovation is nearing completion.

#### Synod of the Pacific

Commissioner Rebecca Jewel reported on the work of the Synod Assembly in May of 2025.

#### Stated Clerk

Stated Clerk Paul Belz-Templeman notified the presbytery that the Investigating Committee formed to investigate allegations against a minister member had concluded its work and would not file charges against the minister.

The report of the Stated Clerk is attached as **Appendix B**.

#### Moderator

The moderator thanked those who worked to make the meeting successful.

#### Installation

The following officers were installed to office: Moderator Margaret Mitsuyasu, Moderator Elect Gail Black, Vice Moderator-Northeast Kris Voss-Rothmeier, Vice Moderator-Central Anne Montgomery and Stated Clerk Paul Belz-Templeman.

The meeting adjourned with prayer by Moderator Murphy at 8:40 pm.



Paul Belz-Templeman  
 Stated Clerk

#### **Appended**

<b>A. Attendance</b>	<b>5</b>
<b>B. Stated Clerk</b>	<b>7</b>
<b>C. Equalization Formula</b>	<b>11</b>
<b>D. Transitional Executive Presbyter</b>	<b>12</b>

<b>E. Elections</b>	<b>15</b>
<b>F. 2026 Minimum Pension &amp; Medical Benefits for Ministers &amp; Commissioned Ruling Elders</b>	<b>20</b>
<b>G. Commission on Ministry</b>	<b>21</b>
<b>H. Mt. Scott Park Merger into Oak Hills</b>	<b>43</b>
<b>I. Board of Trustees</b>	<b>47</b>
<b>J. Presbytery Leadership Commission</b>	<b>49</b>

**Appendix A****June 25, 2025 Presbytery Stated Meeting Attendance****RULING ELDER COMMISSIONERS**

<b>Name</b>	<b>City, Church</b>	<b>Name</b>	<b>City, Church</b>
Cole, Jim	Albany, Albany United	Saxowsky, Denvy	Monmouth, Christ's Church
Reid, Allison	Albany, Albany United	Whitehurst, Anna	Newport, First
Lewis, Paul	Ashland, First	Smith, Dennis	North Bend, First
Miller, Deborah	Ashland, First	Rack, Jo	Pacific City, Nestucca Valley
Ositis, Kim	Aurora, PC	Woo, Nancy	Portland, Calvary
Elmendorf, Becky	Bend, First	Vanden Bosch, Pete	Portland, First
Miller, Donna	Central Point, First	Jewel, Rebecca	Portland, Kenilworth
Gough, Judy	Corvallis, First	Hall, Cathy	Portland, Moreland
Missar, Chuck	Cottage Grove, First	Taylor, Jill	Portland, Moreland
Robertson, Jacques	Creswell, First	Rothery, Elizabeth	Portland, Mt. Scott Park
Seeger, Joanne	Eagle Creek PC	Trapp, Nancy	Portland, Mt. Scott Park
Ingamells, Debbie	Estacada, Springwater	Belt, Kate	Portland, Rose City Park
Cagney, Nanette	Eugene, Central	Reinhardt, Linda	Portland, Rose City Park
Cookson, Barbara	Eugene, Central	Pomeroy, Lucas	Portland, Savage Memorial
Harrison, Krista	Gresham, Covenant	Woodfill, Kevin	Portland, Savage Memorial
Lett, Diedre	Gresham, Covenant	Brown, Margi	Portland, Westminster
Stubbs, Mary	Hillsboro, Orenco	Miller, Tracy	Portland, Westminster
Macfarlane, Chris	Hillsboro, Tualatin Plains	Wish, Mary Ann	Portland, Westminster
Curtis, Bronwyn	Keizer, John Knox	Berry, Nancy	Redmond, Community
Emmett, Mary Jo	Keizer, John Knox	Mehlhoff, Pat	Roseburg, First
Robinson, Anna	Keizer, John Knox	Kandra, Steve	Salem, Westminster
Evers, Sharon	Lake Oswego, Lake Grove	Norby, Patricia	Vancouver, East Woods
Knorr, Kelley	Lake Oswego, Lake Grove	Ortiz, Lyn	Vancouver, First
Stradley, Tannor	Malin, Basin Community	Presson, John	Vancouver, First
Hubbard, Mike	Medford, First	Adams, Charles	Waldport, Community
Johnson, Dan	Medford, First	Dobney, Mark	Warrenton, Pioneer
Hilkey, Becky	Mill City, PC	Brivic, Glennell	West Linn, Emmanuel

**ATTENDING BY VIRTUE OF SERVICE**

<b>By Virtue of Service</b>	<b>Committee or Commission</b>	<b>By Virtue of Service</b>	<b>Committee or Commission</b>
Sheelar, Eileen	Communications & Technology Team	Brenner, Connie	Nominating
Vetter, Dan	Commission on Ministry	Hubbard, Evonne	Personnel & Administration
Putnam, Jackie	Commission on Ministry	Snodderly, Lisa	Personnel & Administration
Dee, Amy	Commission on Ministry	Clements, Amy	Trustees
Ziel, Sharon	Commission on Ministry	Thornton, Larry	Trustees
Hasenjaeger, Sharon	Committee on Representation	Howe, Marilyn	Trustees
Envela, Ted	Committee on Representation	Black, Gail	Vice Moderator
Birnie, Cam	Nominating	Eckerd, Carole	Vice Moderator

**MINISTERS OF THE WORD AND SACRAMENT**

<b>Name</b>	<b>Name</b>	<b>Name</b>	<b>Name</b>
Ackerman, Jennifer	Brown, Dwayne	Clark, Aric	Delaney, Amy
Allen, Marilyn	Brown, Vicky	Craker, Brian	Dornack, Dave
Belz-Templeman, Paul	Bullis, Tracie	Crane, Scott	Dunham, Joshua
Berger, Patricia	Buxton, Zane	Crow, Beverly	Dunn, Joanna
Bolt, Heidi	Campbell, Barbara	Cruz, Chris	Flach, Graig

**Page 2 MINISTERS OF THE WORD AND SACRAMENT (Cont.)**

<b>Name</b>	<b>Name</b>	<b>Name</b>	<b>Name</b>
Fowler, Dan	Jewel, David	Murphy, Chris	Sanderson-Doughty, Sarah
Frey, Mark	Keener, Kathy	Neason, Bobbi	Scalera, Clark
Friesen, Carley	Kent, Brad	Neel, Beth	Schindler, Audrey
Garber, Debbie	Kokjer, Dean	Neel, Gregg	Stebe, Bob
Garvin, Robin	Lewis, Brandon	Newman, Laurie	Stelle, Sue
Gough, Matt	Lewis, Maggie	Nolen, Tom	Tindall, Susan
Graham, Susan	Linder, Dawn	O'Brien, Cynthia	Van Nostran, Bill
Grewe, Chris	Marsh, Brian	Paroulek, Ben	Voss-Rothmeier, Kris
Hagan, Rob	Martin, Jennifer	Peters, Danny	Wallace, Jim
Hamilton-Sutherland, Kristen	Miller, Joan	Polk, Christy	Wallace, John
Horn, David	Mitsuyasu, Margaret	Poole, Gerald	Wilson, Mike
Hovenkamp, Beverly	Mixon-Weller, Paulette	Robeck, Lisa	Winslea, Elizabeth
Ireland, Suzan	Moon, Sandra	Rowley, Josh	Winslea, Timothy
		Russell, Bill	Zomermaand, Conley

**VISITORS**

Ocampo, Desiree-Eden	Portland, Rose City Park
Terrel, Donna	Portland, Mt. Scott Park
Capi Reed	Portland, Moreland

## REPORT OF THE STATED CLERK

### Actions Adopted by the Presbytery

#### 1.) NECROLOGY REPORT

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

MINISTER	DATE
Margaret (GuiGui) Roberts	December 1, 2020

MINISTER SPOUSE	DATE
Jan Falconer (Charles Falconer)	March 1, 2025

ELDER	CHURCH	CITY	DATE
Diane Barry	Tualatin PC	Tualatin, OR	March 2, 2025
James Marion Waddell	Emmanuel PC	West Linn, OR	April 5, 2025
Joe Benjamin Zaerr	First PC	Corvallis, OR	March 19, 2025
Glenn Chilcote	Lake Grove PC	Lake Oswego, OR	April 20, 2025
Ruth Lois Hermance	Smith Memorial PC	Fairview, OR	March 30, 2025
Julie Stanley Verbeck	First PC	Lebanon, OR	April 25, 2025
Tom Clarke	United PC	Reedsport, OR	May 13, 2025
Frances Schwaniger Morse	Yachats Community PC	Yachats, OR	May 10, 2025
Nina Toepher	Waldport Community PC	Waldport, OR	April 19, 2025
John Toepher	Waldport Community PC	Waldport, OR	April 26, 2025

**Action:**

#### 2.) REPORT OF RESIGNATION FROM SERVICE

Dan Myer, Personnel & Administration

February 12, 2025

**Action:** Accepted this resignation with appreciation for the service given.

#### 3.) MODERATOR APPOINTMENTS [Consent Agenda]

Matt Johnson, Chair of NMT, Class of 2028

March 12, 2025

**Action:** Accepted this appointment with appreciation for service to come.

#### 4.) REPORTS OF ADMINISTRATIVE COMMISSIONS [Consent Agenda]

The following Administrative Commissions have reported the accomplishment of the work of their Commissioning:

##### Junha Kim Ordination

The Administrative Commission appointed to **ordain Junha Kim as Minister of Word and Sacrament** on March 2, 2025 at Church of Peace, Los Angeles, has reported the accomplishment of its work as commissioned. Junha has been ordained to Associate Pastor for Youth, Mission, and Community Engagement at Westminster PC, Portland, OR. The members of the Administrative Commission were:

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Junha Kim Ordination AC Cont.

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The Rev. Beth Neel, Commission Chair, Westminster PC, Portland, OR  
The Rev. Gregg Neel, Westminster PC, Portland, OR  
Elder Melinda Hinkley, Ruling Elder, Portland, Westminster  
Corresponding Members are:  
Elizabeth Elli Lee, Ruling Elder, Church of Peace, Los Angeles  
Minha Peter Kim, Ruling Elder, Church of Peace, Los Angeles  
The Rev. Samuel Chung, Presbytery of the Pacific  
The Rev. Keedae Kim, Presbytery of the Pacific  
The Rev. Jennifer Pattee, Stated Clerk, Presbytery of the Pacific

The Administrative Commission to **install the Rev. Paul Davidson** as Pastor at **First PC, Astoria, OR**, on Sunday, March 16, 2025, has reported the accomplishment of its work as commissioned. The members of the Commission are:

The Rev. Amy Delaney, Vice Moderator, Presbytery of the Cascades  
Mark Dobney, Ruling Elder, Pioneer Presbyterian Church, Warrenton, OR  
Rebecca Duffy, Ruling Elder, First Presbyterian Church, Astoria, OR  
The Rev. Joanna Dunn, Pastor of Bethany Presbyterian Church, Hillsboro, OR  
The Rev. Paul Belz-Templeman, Stated Clerk of Cascades Presbytery  
The Rev. Jim Wallace, Rise Church, Tigard, OR  
Corresponding Members are:  
The Rev. Nicole McKnight, Olympia Presbytery  
The Rev. Jerry O'Neal, Honorably Retired ELCA Minister  
The Rev. Shannon Borgman, Northern Kansas Presbytery

The Administrative Commission to install the **Rev. Amanda Golbek** as Pastor at **Mt. Tabor PC**, Portland, OR, on Sunday, March 30, 2025, at 10am has reported the accomplishment of its work as commissioned. The members of the Commission are:

Gail Black, Vice Moderator, Presbytery of the Cascades  
The Rev. Joan Miller, Calvary PC, Portland, OR  
The Rev. Andrew Turner, Veterans Administration Chaplain, Portland, OR  
The Rev. Melinda Merkley King, Pastor, Cornerstone PC, Cary, NC  
Greg Balmer, Ruling Elder, Rose City Park PC, Portland, OR  
Paul Smith, Ruling Elder, Mt. Tabor PC, Portland, OR

The Administrative Commission to install the **Rev. Lindsey Groves** as Associate Pastor at **Westminster PC**, Portland, OR, on Sunday, April 6, 2025, at 10:30am has reported the accomplishment of its work as commissioned. The members of the Commission are:

Gail Black, Vice Moderator, Presbytery of the Cascades  
The Rev. Dr. Aimee Moiso, Mid Kentucky Presbytery  
The Rev. Chris Dela Cruz, Together Lab, Validated Ministry, Portland, OR  
The Rev. Clark Scalera, Advocate for Congregations and Clergy, Cascades Presbytery  
The Rev. Deana Reed, Redwoods Presbytery  
The Rev. Eileen Parfrey, Parish Associate, Westminster PC, Portland, OR

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The Rev. Gregg Neel, Pastor, Westminster PC, Portland, OR  
Tracy Miller, Ruling Elder, Westminster PC, Portland OR  
Sharon Hasenjaeger, Ruling Elder, Emmanuel PC, West Linn, OR  
Eliz Roser, Ruling Elder, Westminster PC, Portland, OR

The Administrative Commission to install the **Rev. Lisa Robeck** as Pastor at **Tualatin PC**, Tualatin, OR, on Saturday, May 3, 2025, at 2pm has reported the accomplishment of its work as commissioned. The members of the Commission are:

The Rev. Amy Delany, Vice Moderator, Presbytery of the Cascades  
The Rev. Jennifer Ackerman, Multnomah PC, Portland, OR  
The Rev. Susan Tindall, Valley Community PC, Portland, OR  
The Rev. Steven Parker, Retired, Presbytery of the Cascades  
Greg Owen, Ruling Elder, Tualatin PC, Tualatin, OR  
Dave Widen, Ruling Elder, First PC, McMinnville, OR

The Administrative Commission to install the **Rev. Scott Dalgarno** as Pastor at **Southminster PC**, Beaverton, OR, on Sunday, May 25, 2025, at 10am has reported the accomplishment of its work as commissioned. The members of the Commission are:

The Rev. Amy Delaney, Vice Moderator, Presbytery of the Cascades  
The Rev. Jeff Sievert, Retired, Presbytery of the Cascades  
The Rev. Eileen Parfrey, Parish Associate, Westminster PC, Portland, OR  
Amy Patton, Ruling Elder, Lake Grove PC, Lake Grove, OR  
Louise Jones, Ruling Elder, Westminster PC, Portland, OR

The Administrative Commission to install the **Rev. Junha Kim** as Associate Pastor at **Westminster PC**, Portland, OR, on Sunday, June 8, 2025, at 10:30am has reported the accomplishment of its work as commissioned. The members of the Commission are:

Gail Black, Northeast Region, Vice Moderator  
The Rev. Samuel Chung, First Presbyterian Church of San Pedro, CA  
The Rev. Gregg Neel, Westminster PC, Portland, OR  
The Rev. Eileen Parfrey, Westminster PC, Portland, OR  
The Rev. Lindsey Hubbard-Groves, Westminster PC, Portland, OR  
Robin Rolfe, Westminster PC, Portland, OR  
Fredric Locke, Westminster PC, Portland, OR  
Kate Thompson, Westminster PC, Portland, OR  
Bill Scott, Westminster PC, Portland, OR  
Janet Palin, Westminster PC, Portland, OR  
Rebecca Jewel, Kenilworth PC, Portland, OR

**Action:** Received the report of these commissions and dismissed them with the gratitude of the Presbytery.

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## 5.) 2025 – 2026 EQUALIZATION FORMULA [Consent Agenda]

**Action:** Adopt the Equalization Formula for 2025 -2026 as shown in Appendix C.

*Note that unless otherwise amended, the formula now permits every congregation to send an additional racial-ethnic elder commissioner (in Presbyterian parlance, racial/ethnic refers to anyone who is not white) in addition to the number found in the formula.*

## FOR INFORMATION

### 1.) Report on Investigating Committees

- a. The Investigating Committee (2025-01) formed March 18, 2025, to investigate allegations against a ruling elder after the Permanent Judicial Commission of the Presbytery agreed to accept jurisdiction is continuing its investigation.
- b. The Investigating Committee (2025-02) formed April 14, 2025, to investigate allegations against a Minister of the Word & Sacrament has completed its work after determining not to file charges.

### 2.) UPCOMING MEETINGS OF THE PRESBYTERY

DATE	FORMAT	REGION	Site
October 24-25, 2025	In-Person	Central	Salem, Westminster
January 29-30, 2026	Online	N/A	N/A
April 24-25, 2026	In-Person	Northeast	TBD
June 18, 2026	Online	N/A	N/A

### 3.) MINISTER ID CARDS

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

**APPENDIX C****2025- 2026 EQUALIZATION FORMULA**

This Equalization Formula reports the number of Ruling Elder Commissioners that each congregation may send to presbytery meetings for the period after adjournment of the June, 2025, Stated Meeting through the end of the summer 2026 Stated Meeting. This formula aims to achieve numerical parity between Minister Members and Ruling Elder Commissioners who vote at meetings in accordance with G-3.0301.

The number of Ruling Elder Commissioners each congregation may send is listed below. Numbers are based on reported 12/31/24 membership. Every congregation receives 2 commissioners plus an additional commissioner for every 250 members.

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

**NUMBER OF ELIGIBLE ELDER COMMISSIONERS BY  
CHURCH July 1, 2025 THROUGH SUMMER MEETING, 2026**

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

**Appendix D**

**Transitional Executive Presbyter  
Report to Presbytery  
June 25, 2025**

They say time flies when you're having fun...or are really busy. My first 18 months on the job have gone by quickly, and I'm guessing the speed is a mix of both busy and fun. The last 6 months especially have been focused on some big projects and needs, so every week has been especially full yet fulfilling. I will be sharing some of those bigger items in this report.

As a reminder, my ultimate goal as TEP is to help our presbytery look ahead to what our churches and members will be needing in the next 5-10 years, align our form and function to match those needs, and help us move into fully living out our core DNA and mission in helping our congregations embody God's love in Jesus Christ. Some of this work is moving us in that direction, while other work is part of what "being the Presbytery" is all about.

For this report, I am going to focus on three specific areas of focus since our March 2025, meeting: Church Merger, PLC Restructuring, and looking ahead at the Transitional Timeline for our Presbytery.

**Church Merger: Mt. Scott Park & Oak Hills Presbyterian Churches**

While there will be a more complete presentation and discussion on this topic at our June Presbytery meeting, I wanted to take a moment to reflect on the process and experience that brought about this merger. In February 2024, just 6 weeks into my job, I got a call from the Rev. Sue Van Stelle, inviting me to meet with the Session of Mt. Scott Park (MSPPC). The Session shared with me an update about their congregation and financial situation: They were a small but strong and vibrant congregation, but their wonderful but aging facility was quickly eating up their financial reserves. They had been working hard since Spring 2021 to find alternative methods for raising income through building use, but unfortunately their age and layout of their church building made it very difficult to attract and retain tenants. Then in early 2024 in a time of intentional prayer, the Session discerned that God was not calling them to "save the building." The Session wanted to begin exploring other options with the Presbytery, and I was excited to be asked to be a part of that journey with them to see what God had in mind for their future.

From that first conversation began a slew of meetings and meals together, not unlike one might experience when leading a Mission Study process. Together we came up with 10 different options for MSPPC, and in the end, they decided that a passive merger was the best option with their limited resources and lay-leadership capacity. Current membership was plotted on a map, and from there we identified other area churches (both Presbyterian and mainline) that could be potential partners. More study, discussion, phone calls, and prayers for discernment narrowed the list of potential partners, before one church in particular became clear... Oak Hills Presbyterian Church (OHPC). A sister church in a neighboring community, with similar worship style, theology and missional heart, with a particular missional focus on helping schools and education in their community. In November 2024, the Sessions of MSPPC and OHPC got together for an informal time of conversation, and very quickly a mutual respect and admiration developed. Both Sessions admitted they felt the Spirit at work in this process, and by March of 2025, a formal meeting between the two Sessions helped cement the plan for merger, and a joint worship service was planned for May 18<sup>th</sup>, 2025.

The MSPPC Session brought their proposal to their congregation, with the invitation to the joint worship service in May. That worship service, hosted at OHPC, was a beautiful thing to behold. Two choirs singing together, two pastors preaching together, and a sanctuary completely full of congregants ranging from 1 to 98 years of age, with children having to sit on laps to make room for more adults. After the service was a meal in the fellowship space with members of both congregations mixing and sharing stories. An hour after the service, the space was still full, the room filled with conversations, laughter, and people slow to leave. It was an honor just to be there and experience that sacred moment.

Not that I have any favorites in this Presbytery, but since coming on as TEP, I have spent more time at MSPPC than any other church, but for good reason. Sometimes, in order to DO THE WORK of the Presbytery, we must be physically present during critical times in the life of a church. As I sat in worship at MSPPC on June 1<sup>st</sup>, I could feel the difference

in the room from previous months. The anticipation of the congregational meeting, knowing that God was bringing a close to their time as a church family on SE 73<sup>rd</sup> Ave in Portland, but possibly moving them to a new blended family on SE Thiessen Rd. in Milwaukie. In the end, the vote was nearly unanimous, but not without grief. For over 120 years, MSPPC has been a beacon of light in the Mt. Scott neighborhood, but thankfully their church family, and their stories, will continue on in a new chapter, shared with a church who has also been a beacon of light on the Thiessen Hill of North Clackamas.

This process could never have happened without multiple Presbytery leaders coming together to help MSPPC and OHPC in this work. COM-NE and their COM liaisons, Trustees, and nearly every POTC staff member has been involved in this process. Not to mention a team of volunteers from Vetter Learning who have been helping Pastors Sue Van Stelle and Christy Polk with process, communication and event planning. This process has been a glowing example of what it means to be the Connectional Church, discerning God's will together and then working together with the Spirit's help. It has been a blessing beyond words to have been a part of this process, and to God be the glory.

### **PLC Restructuring**

My ultimate goal as TEP (as mentioned at the top of this report) actually come directly from the first objective in my contract, “[to] study and determine if current Presbytery form/function and mission/vision are still viable long-term.” A significant portion of my first year on the job was the study of our current presbytery structure and assessing the efficacy of its form and function. One thing that became clear early on is our lack of clarity in mission, purpose, and goals as a presbytery, and it became necessary to identify the source of that deficiency.

Since the current POTC organizational model was established around 2015, our Presbytery has lacked a clear missional body. In our local churches, that body that determines the mission/vision/purpose/goals of the organization is the Session, and in the presbytery, that would typically be the council or in our case, the Presbytery Leadership Commission (PLC). The stated purpose of the PLC is to be “a leadership council [that] shall serve as the leadership team of the Presbytery, monitoring/adjusting/challenging/leading the total mission and program of the Presbytery while overseeing its ecclesiastical, strategic, and fiduciary responsibilities.” The PLC, in its current round-table format of 23+ members, has been functioning less as a mission discernment body, and instead more as a business coordinating body, handling macro-level technical challenges, coordinating Presbytery business, and providing some fiduciary oversight, mostly grant awards. In this round-table format, the current PLC has struggled with the time and capacity to engage in much needed missional conversations regarding the present and future needs of our Presbytery. This deficiency was brought to attention in the recent CART Report and discussed at the PLC retreat in Fall 2024, a conversation was started about addressing the current mission, vision and values deficiencies in our presbytery, recognizing that these deficiencies were stemming from our current council structure.

In early 2025, the Moderators and Vice-Moderators, along with the Stated Clerk and myself, began meeting to study these deficiencies, and how a potential restructuring of the PLC could begin to remedy some of these issues. The work including identifying priorities and potential benefits, studying similar presbytery councils and learning best practices. From this work, the group created a proposal to change to the purpose and structure of our council (PLC). This proposal would bring a shift from a round-table appointment model that focuses on technical problems and financial issues to an intentional commission of members who have both ability and capacity to discern our mission and vision. This restructuring of the PLC will create a body that can provide direction, clarity of values, and set goals and objectives for the remaining commissions, teams and staff of the Presbytery. The proposal was presented to the PLC on June 5, 2025, and was voted overwhelmingly to bring the proposal to the Presbytery for full consideration on July 9, 2025. More information will come soon, including the proposal report and a video presentation to preview the proposal ahead of the July 9<sup>th</sup> meeting.

### **Updated Transitional Timeline for the Presbytery**

A lot has happened in my 18 months into my role as TEP, and it's time to provide an update on our Transitional Timeline as a Presbytery. As a reminder, I was hired as the TEP specifically because of my expertise in Transitional Ministry and Organizational Development, so a major component of my work has been to assess and study the form and function of our Presbytery in alignment with the identified current and future needs of our churches and propose appropriate

mission/vision clarification and restructuring if needed. Once this work is deemed complete, we will begin to draw the transitional timeline to a close and begin the search for our new Executive Presbyter. When I was hired, the timeline was expected to take between 4-5 years, due to our size and complexity as a presbytery, and it appears that timeline will be on target.

Here is a summary of the remaining major steps in our transitional timeline:

- **Summer-Fall 2025:** Presbytery to vote on PLC Restructure Proposal, if passed, begin implementation of new PLC structure and leadership training.
- **Fall 2025-Spring 2026:** PLC begins new focus on Mission/Vision/Value/Purpose of Presbytery, reports to Presbytery in Spring 2026.
- **Spring 2026-Fall 2027:** PLC begins study on current and emerging needs of our churches, restructuring entire presbytery, including reevaluating current regions, commissions/team, and update staffing plan accordingly. Review/Revise/Update all by-laws of Presbytery, bring into alignment with current needs and restructuring plan.
- **Fall/Winter 2028:** Bring Restructuring Plan and Updated By-Laws to Presbytery for introduction and review. Solicit feedback from Presbytery.
- **Spring 2028:** Present updated Restructuring Plan, By-Laws, and updated staffing plan to Presbytery for vote. Elect Search Team for new Executive Presbyter.
- **Summer 2028:** Implement new presbytery-wide structure, post MDP for new Executive Presbyter. Goal to hire new Executive Presbyter by end of 2028.

#### Update on Warm Springs Presbyterian Church

Since our mission congregation, Warm Springs PC is currently without a pastor, I will be providing updates in my reports until they have their next leader.

Normally I have a written update to share from WSPC before a meeting, but the timing with our major projects was such that I was unable to procure enough information by the report submission deadline. I will include our WSPC update during the verbal report at our June 25<sup>th</sup> Presbytery meeting.

Blessings!  
Brian Craker

## Elections

The **Presbytery Leadership Commission** nominated and Presbytery elected the following persons to serve on the Nominating Committee:

### **Nominating Committee**

#### **Class of 2026- Elect 2**

Nancy Berry, Ruling Elder, Community PC, Redmond, OR  
Vacant\*

[C]

#### **Class of 2027- Elect 1**

Vacant\*

#### **Class of 2028-Elect 4**

Spencer Parks, Teaching Elder, Retired  
Kate Belt, Ruling Elder, Rose City Park PC, Portland  
Vacant\*  
Vacant\*

[NE]

[NE]

The **Personnel & Administration Committee** nominated and Presbytery elected the following person for reelection to service:

### **Stated Clerk**

#### **Class of 2030**

Paul Belz Templeman

The **Nominating Committee** nominated and the Presbytery elected the following nominees for election to service:

## **Other Officers & Chairpersons**

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

### **Moderator-Elect**

#### **Class of 2026**

Ruling Elder, Gail Black, Rose City Park PC, Portland, OR

### **Vice Moderator – Northeast Region**

#### **Class of 2027**

Kris Voss Rothmeier, Teaching Elder, Validated Ministry

### **Vice Moderator – Central Region**

#### **Class of 2027**

Anne Montgomery, Ruling Elder, First PC, Cottage Grove, OR

**Chair, Board of Trustees\***

**Class of 2026**

Mark Olson, Teaching Elder, Chapel by the Sea, Lincoln City

*\*Elected annually as required in bylaws*

**Chair, Commission on Ministry, South**

**Class of 2026**

Bobbi Neason, Teaching Elder, Retired

**Chair, Commission on Ministry, Northwest**

**Class of 2026**

Amy Dee, Ruling Elder, Valley Community PC, Portland

**Chair, Commission on Preparation for Ministry**

**Class of 2028**

Steven Dietrich, Teaching Elder, Validated Ministry [C]

**Chair, Committee on Representation**

**Class of 2026**

Ted Envela, Salem First PC, Salem, OR [C]

**Chair, Nominating Committee**

**Class of 2027**

Cam Birnie, Ruling Elder, First PC, Portland, OR [NW]

**Chair, Personnel and Administration**

**Class of 2026**

Zane Buxton, Teaching Elder, Retired [C]

**Chair, Communications and Technology Team**

**Class of 2028**

Eileen Sheelar, Ruling Elder, John Knox PC, Keizer, OR [C]

**Commission and Committee Members**

**Synod Commissioner**

**Class of 2028 - Elect 1**

Rebecca Jewel, Ruling Elder, Kenilworth PC, Portland, OR Elected Incumbent

**Board of Trustees**

**Class of 2026 - Elect 1**

Vacant\*

**Class of 2028 - Elect 4**

Larry Thornton, Ruling Elder, Community PC, Waldport, OR Elected Incumbent [C]

Kelly Wadsworth, Teaching Elder, Westminster PC, Salem, OR Elected Incumbent [C]

Amanda Golbek, Teaching Elder, Mt. Tabor PC, Portland [NE]

Dennis Slattery, Ruling Elder, First PC, Ashland, OR [S]



**Commission on Ministry, Central**

**Class of 2026 - Elect 1**

Vacant\*

**Class of 2027 - Elect 2**

Vacant\*

Vacant\*

Cont. next page

**Class of 2028 - Elect 4**

Brad Kent, Teaching Elder, Retired

Elected Incumbent

Michael Lamb, Teaching Elder, First PC, Corvallis

Elected Incumbent

Mike Wilson, Teaching Elder, Retired

Elected Incumbent

Vacant\*

**Commission on Ministry, Northeast**

**Class of 2027 - Elect 1**

Vacant\*

**Class of 2028 - Elect 3**

Jennifer Ackerman, Teaching Elder, Validated Ministry

Elected Incumbent

David Dornack, Teaching Elder, Retired

Elected Incumbent

Vacant\*

**Commission on Ministry, Northwest**

**Class of 2028 - Elect 4**

Sharon Ziel, Ruling Elder, First PC, Portland

Elected Incumbent

Joanna Dunn, Teaching Elder, Bethany PC, Portland

Elected Incumbent

Gina Harrington, Ruling Elder, Plymouth PC, St. Helens, OR

Bill Chancellor, Teaching Elder, Retired

**Commission on Ministry, South**

**Class of 2026 – Elect -2**

Beverly Hovenkamp, Teaching Elder, At Large

Vacant\*

**Class of 2027 – Elect -3**

Vacant\*

Vacant\*

Vacant\*

**Class of 2028 – Elect - 4**

Vacant\*

Vacant\*

Vacant\*

Vacant\*

**Commission on Preparation for Ministry**

**Class of 2026 - Elect - 1**

Karen Young, Ruling Elder, Westminster PC, Eugene

[C]

**Class of 2028 - Elect 3**

Dan Fowler, Teaching Elder, First PC, Ashland, OR	[S]
Chris Von Lobedan, Teaching Elder, Retired	[S]
Brian Marsh, Teaching Elder, Moreland PC, Portland	[NE]

**Committee on Representation (COR)**

**Class of 2026 - Elect 1**

Chauncey Handy, Teaching Elder, Validated Ministry	[NE]
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**Class of 2028 - Elect 1**

Desiree Ocampo, Ruling Elder, Rose City Park PC, Portland	[NE]
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**Personnel and Administration (P&A)**

**Class of 2027 – Elect 1**

Linda Loving, Teaching Elder, Retired	[NW]
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**Class of 2026 – Elect 1**

Kathy Darnielle, Ruling Elder, Savage Memorial PC, Portland	[NE]
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**The Stated Clerk nominated and the Presbytery elected the following readers of Standard Ordination Exams for 2025-2026:**

- Dennis Smith, Ruling Elder, First PC, North Bend
- Michael Lamb, Ruling Elder, Salem, OR First PC
- Kate Belt, Ruling Elder, Rose City Park PC, Portland, OR
- Young Hyun, Teaching Elder
- Susan McDougall, Teaching Elder
- Victoria Bethel, Teaching Elder

## THANK YOU!!

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

**Jennifer Martin, Chair of the PLC and former Moderator**  
**Marilyn Howe, Chair of Board of Trustees**  
**Sharon Hasenjaeger, Chair of Committee on Representation**  
**Lisa Snodderly, Chair of Personnel & Administration**  
**Jim Wallace, Chair of Commission on Ministry Northwest**  
**Eric Lindsey, Chair of Commission on Ministry South**  
**Elizabeth Winslea, Chair, Commission on Preparation for Ministry**  
**Dawn Champoux and Paula Cooper, Nominating Committee**  
**Bruce Farnsworth and Gregg Neel, Trustees**  
**Gretchen Williver and Karen Young, COM-C**  
**Tom Hering, COM-NE**  
**Audrey Schindler, COM-NW**  
**Debbie Miller, Isabelle Davis and Lori Boehning, COM-S**  
**Linda Jackson Shaw, COR**  
**Gail Black, Northeast Region Vice Moderator**  
**Steve Hammond, Central Region Vice Moderator**

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

## BACKGROUND INFORMATION

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

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

The Presbytery Leadership Commission nominates members to populate the nominating committee. (Standing Rule D.4)

## FOR ACTION

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

#### The 2026 Minimum Board of Pensions standard for Ministers and Commissioned Ruling Elders (“CREs”)

<p>Installed Ministers -AND- Stated Supply, Transitional Ministers &amp; CRE’s at 30 hours or more</p>	<p><b>BOP Congregational Pastors Package @ 27.5% of Effective Salary (“ES”)*</b></p> <ul style="list-style-type: none"> <li>• <b>Pastor Medical @ 17.5%</b></li> <li>• <b>Pension, Death &amp; Disability, Temporary Disability @ 10%</b></li> </ul> <p><i>If Spouse or Family Coverage is Needed:</i> 100% of BOP Transitional Pastors Participation** (47%) of Effective Salary in 2026) -OR- 100% of BOP Coverage for Pastor and negotiated cost-sharing for the spouse and/or dependents, with church paying at least 12.5% of the Effective Salary in healthcare costs for spouse and/or family.</p> <p><i>If Spouse or Family Coverage is NOT Needed:</i> Negotiate with Pastor to redistribute plan savings below 40% of Effective Salary towards other benefits including:</p> <ul style="list-style-type: none"> <li>• HSA Plan***</li> <li>• Additional Retirement Benefits</li> <li>• Additional Study or Travel Funds</li> <li>• Fund for Sabbatical Expenses</li> </ul>
<p>Installed Ministers under 30 hours -AND- Stated Supply, Transitional Ministers &amp; CRE’s Between 20-29.9 hours</p>	<p><b>BOP Congregational Pastors Package @ 27.5% of ES*</b></p> <ul style="list-style-type: none"> <li>• <b>Pastor Medical @ 17.5%</b></li> <li>• <b>Pension, Death &amp; Disability, Temporary Disability @ 10%</b></li> </ul> <p><i>If Pastor Medical Coverage is NOT Needed:</i> Negotiate with Pastor to redistribute 17.5% towards other benefits including:</p> <ul style="list-style-type: none"> <li>• FSA/HSA/HRA***</li> <li>• Additional Retirement Benefits</li> <li>• Additional Study or Travel Funds</li> <li>• Fund for Sabbatical Expenses</li> <li>• IF NEEDED: Encouraged to offer partial spouse or family coverage, or HSA toward other plan coverage, as church is able.</li> </ul>
<p>Stated Supply, Temporary Supply &amp; CRE’s Under 20 hours</p>	<p><b>BOP Covenant Package not available; no required benefit minimum</b></p> <ul style="list-style-type: none"> <li>• <i>Opening a BOP 403(b)(9) retirement plan allows both the church and minister/CRE access to additional BOP benefits and grants.</i></li> </ul>

\* BOP Congregational Pastors Package subject to minimums and maximums.

Visit: <https://www.pensions.org/decisionguide/> for more information.

BOP Congregational Pastors Package is required for all installed ministers, regardless of hours. (G-2.0804)

\*\*BOP Transitional Pastors Participation is only available to ministers already enrolled with BOP before Dec. 31, 2024. All ministers entering new calls or coverage after Jan. 1, 2025, will have to enroll in the Congregational Pastors Package.

\*\*\* Medical Coverage may be obtained through BOP, an ACA Plan, or an FSA/HAS/HRA to help with plan costs through spouse or eligible family member. Additional benefit plans, including medical, dental and vision, may be available through the Synod of the Pacific. <http://synodpacific.org>

Note: Previous COM/BOP Exceptions will still be in effect.

## FOR INFORMATION

### 1.) **Minimum Effective Salary for Ministers and Commissioned Ruling Elders**

By Presbytery rule,<sup>1</sup> the minimum FTE effective salary for Pastors, Commissioned Ruling Elders and Certified Christian Educators for 2026 is **\$59,640**. This is a 4.5% increase from the 2025 minimum of \$57,096.

### 2.) **Cost of Living Adjustment for Ministers and Commissioned Ruling Elders**

By Presbytery rule,<sup>2</sup> the recommended 2026 Cost of Living Adjustment for all Pastors, Commissioned Ruling Elders and Certified Christian Educators is **2.1%**.

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

Rev. Heidi Bolt (Validated Ministry)

Rev. Eric Lindsey (North Bend, First)

Elder Steve Roe (Grants Pass, Bethany)

Elder Eileen Sheelar (Keizer, John Knox)

Rev. Bob Stebe (Retired)

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

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<sup>1</sup>Minimum effective salary is set at 80% of the previous year's median salary in the Synod of the Pacific using the data from the Board of Pensions publication [Living by the Gospel](#) (see page 20 and 21). Since the median salary is not provided for the Synod, it is estimated using this formula (found in Appendix 7b of the COM Manual):

*Synod Median Salary = Church-wide Median Salary X (Average Synod Salary/Average Church-wide Salary)*

#### **2024 Church-wide Effective Salary**

(1)	Average Salary	\$	77,109
(2)	Median Salary		67,100

#### **2024 Synod of the Pacific Effective Salary**

(3)	Average Salary		85,686
(4)	Median Salary- estimate = (2) x [ (3) / (1) ]		74,563
(5)	<b>80% of the Synod Median Salary = 0.8 x (4)</b>		<b>\$59,650</b>

<sup>2</sup>The Presbytery recommends a Cost-of-Living Adjustment based on the change in CPI-U West from May to April.

## INTRODUCTION AND OVERVIEW OF COMMISSION ON MINISTRY

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

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

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

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

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

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

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

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

The Commissions on Ministry have also established two non-regional based teams, each led by a paid team leader hired by the Presbytery. These teams support the work of the Commissions on Ministry in **Conflict Management and Care of Pastors**.

Here are the 2 Commission on Ministry **Support Team Leaders**:

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

**Pastoral Care:** Position is currently vacant.

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**

The Rev. Ken Hood

**COM-NORTHWEST**

The Rev. Jim Wallace

**COM-NORTHEAST**

Ruling Elder, Dan Vetter

**COM-SOUTH**

The Rev. Eric Lindsey

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

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

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

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

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

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

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

Typically, reports of COM to Presbytery include:

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

## **RETIREMENTS**

The Presbytery has retired two ministers since our last meeting on January 29, 2025:

- The Rev. Victoria Bethel

**A Retirement Information form follows in this report.**

## **NEW MINISTER MEMBERS**

- The Rev. Linda Loving
- The Rev. Sandra Moon

**Statement of Faith and Work History follow for each in this report.**

## **2025 MINISTER COMPENSATION REPORT**

At the summer meeting of the Presbytery, the COM report includes a report of compensation for all serving pastors. It's found in APPENDIX A of this COM Report.





### Retirement Information Form

<b>Full Name:</b>	Victoria Lee Bethel
<b>Date of Retirement:</b>	June 1, 2025
<b>Seminary:</b>	Austin Presbyterian Theological Seminary
<b>Date of Ordination:</b>	January 17, 1999
<b>Presbytery of Ordination:</b>	Indian Nations Presbytery
<b>Othe post seminary studies:</b>	RUAH School of Spiritual Guidance, Richmond Hill, Richmond VA 2018-2020

**Work History:** Associate Pastor, First Presbyterian Church of Norman OK (1 year); Supply Pastor, Vernon Presbyterian and Smyrna-Monroe Presbyterian Churches In southern Indiana (2 years); Pastor, Portage Lake United Church, Houghton MI (6 years); Covenant Pastor/Director of Christian Formation, Westminster Presbyterian Church, Charlottesville VA (5 years); Supply Pastor, Milford Presbyterian Church, Milford VA (1 year); Pastor, Brett-Reed Presbyterian Church, West Point VA (2 years); Resident Chaplain, University of Virginia Medical Center, Charlottesville VA (1 year); Resident/Coordinator of the Micah Initiative/Associate Pastor for Hospitality, Richmond Hill Ecumenical Retreat Center, Richmond VA (3 years); Pastor, St. Andrews Presbyterian Church, Newark DE (2 years); Pastor, Tri City Presbyterian Church, Myrtle Creek OR (2 years, 9 months)

**Service to governing bodies:** Presbytery of Mackinac: COM Committee, Vice-Moderator (2005), Moderator (2006), Chair of Coordinating Council (2007); Presbytery of the James: Committee on Preparation for Ministry; General Assembly Minister Commissioner (2006)

**Special honors, awards or accomplishments:** Austin Presbyterian Theological Seminary—Jean Brown Scholar (1995-1998); Janie Maxwell Morris Fellowship (1998, for post graduate studies)\

**Family:** Three grown children: Sean, Claire, and Anna; six grandchildren\

**Retirement plans:** Moving to Salem at the end of June to be closer to my children and their families in Portland OR and Oak Harbor on Whidbey Island in WA. I hope to rediscover my interests in writing and music. I'm considering part-time ministry in spiritual guidance and retreat leadership and developing my connection with Queen of Angels Monastery in Mount Angel OR as a Benedictine oblate and spiritual companion. And, importantly, travelling and spending time with my children and grandchildren!

## **Statement of Faith and Ministry**

**Sandra Moon**

February 19, 2025

I cannot remember a time in my life when I did not believe in a loving God. As a cradle Presbyterian who was born into a church-going family, I do not take this for granted. While the core of my faith has remained steadfast, my theology and understanding of various Christian doctrines has changed over time. As I have grown in my knowledge and experiences, I have also grown in my relationship with God, trusting God more than ever. My common response when people ask me about my faith is that with each year that passes, the less sure I am about anything, but the more comfortable I am in that uncertainty, knowing that God is with me and that God loves me. I have been accused in the past of having a theology that is only mildly, maybe even questionably, Reformed, and yet I find myself called time and time again into ministries in the Reformed tradition.

These are the beliefs that I profess at this stage of my faith journey:

My faith is rooted in one foundational belief: I believe that God is love.

I believe that through love, and because of love, God created and continues to create all things seen and unseen. Creation is a gift from God for which we should give thanks and praise. Humankind was created in God's image. Being created in God's image means that at our core, we are good. Everyone is created in God's image—not only those whom society lifts up as “worthy,” but all individuals. All of humankind carries an element of the divine within them, and I believe that part of loving others means that we must recognize God in each person.

Being created in God's image does not mean we have the right to exert dominion over the rest of creation and to exploit it for our benefit. I believe it means just the opposite. By being made in God's image, we are entrusted with the responsibility not only to love and care for other people, but to care for the whole of creation. This means that we must be good stewards of the earth. Just as God loves and cares for the lilies in the field, so must humankind. I believe that part of loving and caring for creation means that we must make responsible decisions in our consumption of the earth's resources and the creation of waste. We must recognize that by destroying our natural world, we are destroying divine creation. Caring for creation is one way that we can express our love and deep gratitude to God.

While we were created in God's perfect image, we have the choice whether or not to follow God's example of love. We can choose to walk the path of love, or we can choose to go astray. Given the gift of free will, humanity has proven time and time again that we have the tendency to sin, or to turn away from God. Sin disrupts our relationship with God, with others, with creation, and with our own selves. Sin has real consequences during our lives, and its ripple effects can continue to impact the generations that follow.

I believe that our sins create a need for reconciliation that can only come through the forgiveness and grace of God. Only through God can all our broken relationships can find healing and one

day be restored. I believe in Jesus Christ, God incarnate, who came to earth to offer us the forgiveness and grace that leads to reconciliation. Jesus came to walk besides us in our struggles, encourage us with hope, challenge us in our selfishness and apathy and oppressive systems, and teach us how to live as God intended us to live. Jesus did not concern himself with the strict letter of the law, but he taught his disciples how to live and act according to the spirit of the greatest law—to love God and to love neighbor. Through Christ's life and ministry, the disciples were taught that love knows no boundaries. Regardless of age, sex, gender, ability/disability, social status, nationality, or other barriers that are defined by humankind, God's love knows no bounds.

Through Jesus Christ's death and resurrection, we were redeemed and born into hope. Christ died for our sins and conquered death, so that we may be free to live. There is nothing we did to deserve our redemption. Like creation, it is a gift from God. Jesus redeemed humanity through his ultimate act of love in dying on the cross, and he continues to redeem us and forgive us whenever we turn from God. Having faith in this undeserved redemption this is very freeing. This freedom allows us to focus on the gift of the here and now as a people of faith to love God and love others. We no longer have to fear death. Instead, we can live each day fully and faithfully in a way that reflects and embodies the mercy, grace, and love of God.

I believe in the Holy Spirit who sustains us in our daily living and connects all of creation. The Spirit guides us and leads us into the life that God has intended for us. When we go astray because of the choices we make, the Spirit is there to challenge and comfort us, and to lead us back to God. The Spirit justifies us by grace through faith. It is the Spirit who is guiding us towards the Kingdom—to a condition where creation has been restored in all its beauty, perfection, and glory, which is attained when we are fully reconciled to God, to others, to creation, and to ourselves.

I believe that the Bible is a unique and authoritative witness for people of the Christian faith. I believe that the Bible is a collection of stories and accounts from certain times, cultures, and voices, that is inspired by the Spirit and relevant in our lives today. I do not believe that the Bible has to be literally true or inerrant in order to contain truth. In the stories of the Bible, no matter how short humanity has fallen, the truth remains that God is forgiving, and that no matter what, God's love is steadfast. The Bible gives us history and stories about our ancestors' relationship with God, and it also teaches us how to be a faithful people today. Through the words of the prophets, Jesus, and the apostles, we learn how to live as God intended us to live. The Spirit teaches us and inspires us through the Bible how to love God and others. There are other religious texts that may speak the truth to those in other faith traditions. I believe that each person's relationship to God is unique, and that God speaks to different people in different ways. Growing up in the Christian tradition, however, the Bible rings true to my life and relationship to the Holy. It is my foundation for understanding God.

My understanding of ministry is also rooted in Bible. I have come to rely most on Jesus' words to his disciples in my understanding of ministry and the church. I believe that if we love God, we must care for God's sheep. I believe that caring for God's sheep means caring for each other and all of creation. I believe that God in God's holy wisdom created us each with different gifts that we can use in ministry. Some are called to care for creation through gifts of healing,

some through teaching, some through music, some through preaching—the gifts of the Spirit are many. To live as God intends means to use our God-given gifts in loving and caring for all of creation.

We engage in our ministry not by ourselves as individuals, but through community. I understand the church to be a community of believers, each bringing our unique gifts, who gather together to worship God, and to grow in relationship with God and with one another. I believe that the Holy Spirit is actively at work when we gather as the church. The Spirit—the Ruah, the Breath—moves in us as we pray, give praise, and celebrate the sacraments. In baptism, the Holy Spirit seals us as God's own and unites us with God and with the church. In the celebration of the Eucharist, the Spirit joins us to God and to all the saints of every time and place through a meal of remembrance in which all are welcome.

I believe in the one triune God of love. I trust that God will continue to walk with me, challenge me, encourage me, forgive me, inspire me, shape me, and lead me throughout my life's journey. In my ministry and in my life, I rejoice with believers in every time and place and believe that nothing in life or death can separate us from the love of God.

## **REV. SANDRA MOON (she/her)**

### **PROFESSIONAL EXPERIENCE**

#### **Presbyterian Foundation**

*Ministry Relations Officer*

**Jeffersonville, Indiana (Remote)**

*February 2022 – Present*

Responsible for resourcing and equipping congregations and other ministries in their stewardship efforts by offering seminars and workshops, developing gifts and fundraising plans, preaching sermons on generosity, and providing consultative and coaching services to finance, stewardship, and endowment committees. Currently serving the Northwest Region, which includes AK, ID, MT, OR, UT, WA, and WY.

#### **Sandra Moon Law, PLLC**

*Owner, Attorney*

**Louisville, Kentucky**

*December 2015 – Present*

Practicing primarily in the areas of family law and estate planning in Kentucky and Indiana.

#### **Louisville Presbyterian Theological Seminary**

*Director of Admissions*

**Louisville, Kentucky**

*December 2018 – January 2022*

Developed and implemented strategies for recruiting graduate students preparing for ministry, non-profit, and counseling-related vocations, including targeted recruitment of traditionally underrepresented populations; represented LPTS at graduate school fairs, conferences, and community events; facilitated and managed the application and admissions process, planned and executed New Student Orientation, and maintained the budget for the Office of Admissions. Also served on various campus committees, including the Title IX committee, community life committee, and Wabash Symposium antiracism committee, and worked collaboratively with other student support services administrators and faculty towards enrollment and retention goals. Supervised a support staff of 3-4.

#### **Louisville Presbyterian Theological Seminary**

*Director of Alum, Church, and Community Engagement*

**Louisville, Kentucky**

*December 2015 – November 2018*

Established and maintained alum and congregational relationships, including a portfolio of approximately 150 individuals and organizations, for the purpose of fundraising and friendraising for the seminary; planned and implemented engagement events on and off campus including the annual Festival of Theology & Alum Reunion; wrote grant applications; created and delivered educational programming/workshops about giving, stewardship, and planned gifts; provided general oversight for and worked closely with the Alum Board of Directors; supervised the Myrtle Collaboration—a grant project funded by the Lilly Endowment Inc. to provide resources to congregations around the topic of Christian vocation.

#### **Louisville Presbyterian Theological Seminary**

*Director of the Women's Center*

**Louisville, Kentucky**

*August 2015 – January 2016*

Responsible for campus programming on women's and gender issues and fundraising for the Women's Center.

#### **Ascension Lutheran Church**

*Director of Youth and Young Adult Ministries*

**Louisville, Kentucky**

*November 2011 – August 2015*

Planned youth group events including domestic and international mission-service-immersion trips, retreats, fundraising events, and volunteer projects; developed curriculum and taught high school Sunday school; created and led the young adult fellowship group; recruited youth, young adults, and volunteers to participate in and assist with the youth program; served as a mentor to youth; planned worship and preached 3-5 times per year.

**Eddins-Domine Law Group**

*Associate Attorney*

Practiced in the areas of family law, estate planning, probate, commercial and residential real estate, landlord/tenant disputes, and business transactions in Kentucky and Indiana.

**Louisville, Kentucky**

*October 2011 – November 2015*

**Eddins-Domine Law Group**

*Law Clerk*

**Louisville, Kentucky**

*October 2009 – September 2011*

**Central Presbyterian Church**

*Seminary Intern*

**Louisville, Kentucky**

*September 2007 – May 2008*

**Luther Luckett Correctional Complex**

*Seminary Intern*

**LaGrange, Kentucky**

*September 2006 – May 2007*

**Presbyterian Church (U.S.A.)**

*Young Adult Volunteer*

**Belfast, Northern Ireland**

*August 2005 – August 2006*

**Vanderbilt University**

*Resident Adviser*

**Nashville, Tennessee**

*August 2003 – May 2005*

**Westminster Presbyterian Church**

*Youth Intern*

**Nashville, Tennessee**

*September 2003 – May 2005*

**EDUCATION**

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**University of Louisville Brandeis School of Law**

*Juris Doctor, May 2011*

**Louisville, Kentucky**

**Louisville Presbyterian Theological Seminary**

*Master of Divinity, May 2011*

**Louisville, Kentucky**

**Vanderbilt University**

*Bachelor of Arts, May 2005*

**Nashville, Tennessee**

## STATEMENT OF FAITH

Rev. Linda C. Loving February 2025

I believe in the magnificent mystery and goodness of God who creates, sustains and redeems humanity. God's sovereignty is the only ultimate reality. We are blessed by God's omnipresence and omnipotence – as close as our next heartbeat; as distant as the furthest star. Human experiences of love, wisdom, creativity, mercy, joy, compassion, and justice offer encounters with this holiness. The Trinity – the unity of God, Jesus Christ, Holy Spirit – compounds the mystery: God the Parent of all that is and was and ever shall be, moving in revelation and relationship toward us through the gift and grace of his son Jesus Christ and through the inspiration and transformation of the Holy Spirit. Wonder of wonders.

Our response is our deep and daily commitment to trying to live as Jesus did, as Jesus taught. We fall short in ways both known and unknown to us. Our stumblings and sin alienate us from one another and from our truest selves-yet God remains steadfast. The life, death, resurrection of Jesus Christ saves us from ourselves by bridging the gaps we create; healing the wounds we inflict and receive, making us whole and new each day. In Jesus, God dwelt among us and in Jesus we dwell in God. This mystery is grounded in Jesus' humble birth, obedient life, and cruel death-transformed by God's endless love and resurrection. This sacred rhythm points to the new creation God intends.

We are all children of God, born with a longing to live and understand these mysteries more fully. Scripture and sacraments offer us – by grace and the inspiration of the Holy Spirit – insight, revelation, justice, truth. The Bible shows us how God worked in history and what God promises for the future. The meaning of God's Word continues to unfold in the context of current events, research, community, prayer, discernment. The sacraments of Baptism and the Lord's Supper - instituted by Christ - are symbols and celebrations of the community of the church and of God's promises. Through memory and mystery these sacraments "seal upon our hearts" the knowing that Jesus Christ is our Lord and Savior. The unity experienced at Font and Table inspires and strengthens us to respond to the needs of God's children everywhere, and blesses us as peacemakers, stewards of God's precious creation, champions of fairness and hope. The Risen Christ at work in all these things.

As Presbyterians our traditions of order, thoughtfulness and renewal guide us toward the common good. Our polity intends faithful consistency, creativity, well being, vision. The representational, connectional, and confessional stance of our denomination offers a model in great contrast to the upheaval of our current times. The grace of God alone allows for any and all good that is done in every time and place - to God be the glory. And may God "grant us wisdom, grant us courage, for the living of these days".

Outline of Work and Educational History – submitted to Presbytery of the Cascades  
Rev. Linda C. Loving – Honorably Retired by Twin Cities Presbytery in 2004

I have been a member of Santa Fe Presbytery 2015-present. During that time I served as Parish Associate at First Pres – Santa FE; as Stated Supply for Embudo Presbyterian Church in Dixon NM; as regular member of Preaching Team for Laguna Pueblo.

My retirement years have also included service as Sabbatical Supply Pastor for First Pres – Bozeman MT; First and Franklin Presbyterian Church, Baltimore; Stillwater Presbyterian Church, MN. I had (partial) Interim Training for brief service at Rolling Bay Pres, Bainbridge Island. As well I served for 2 years as Parish Associate at Community Church Lake Forest/Lake Bluff IL and 3 years as Minister for Evangelism at Fourth Pres, Chicago.

Prior to retirement I was Head of Staff at House of Hope Presbyterian – St Paul, MN 1999-2004; Head of Staff at Oakland, First – CA 1995-1999; Associate Pastor Fourth Pres, Chicago 1986-1995; Assistant Pastor, First Pres Lake Forest IL. 1984-5. Field Education year at Lincoln Park Pres, Chicago.

From 1989-2023 I performed the one-woman drama “Julian” by J. Janda, bringing to life the great wisdom of this medieval mystic in 100 performances around the country and in England. In 2005 I produced a DVD of the drama in her cell in Norwich, England which was distributed through my business Spirited-Voices LLC. My business (closed in 2023) also distributed the workbook I wrote for women in faith-based communities after my breast cancer treatments : “A New Song to Sing: Breast Cancer as Journey of Spirit” publ:2017.

Prior to my years as ordained clergy, I spent 10 years working in various jobs at Columbia Hospital in Milwaukee WI. By the time I left to attend seminary I had received graduate certification in Hospital Administration from Trinity University in San Antonio and was the hospital’s Director of Communication and Community Outreach. I was also a certified EMT.

My Master of Divinity degree is from McCormick Theological Seminary where I later served on the Board of Directors for 9 years and was adjunct preaching faculty.

My undergraduate degree is from the University of Michigan – a double major in Art History and Theatre (acting.) Prior to my days of church work (as well as after retirement) I acted professionally with Michigan Summer Repertory, Milwaukee Rep, Sunset Playhouse, Milwaukee Chamber Theatre, Splinter Group, Milwaukee Shakespeare in the Park and Santa Fe Playhouse.

I attended 2 years of High School in Tripoli, Libya – perhaps the greatest education of all!

I welcome one more adventure as the need to live at lower altitude has led me to Portland.



## ACTIONS OF THE COMMISSION ON MINISTRY CENTRAL REGION

### March 27, 2025 Commission on Ministry Central Actions

#### First PC, Bend, OR

Concurred, with one abstention, in the action taken by the session of First PC, Bend, OR, on March 17, 2025, to invite the Rev. Sharon Edwards to be their Stated Supply Associate Pastor for Spiritual Formation, Justice and Mission and Online Ministry (EOD 108). This is a full time, 40 hours/ week position beginning April 1, 2025, with compensation as follows:

Salary	\$42,000	Housing	\$42,000
Dental	\$923	SECA Allowance	\$6,426
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.			

To be reviewed annually.

The meeting was moderated by the Rev. Steven Koski.

### April 24, 2025 Commission on Ministry Central Actions

#### First PC, Newport, Oregon

Concurred with the action taken by the session on March 24, 2025, of First PC, Newport, to renew the supply covenant with the Rev. Kathryn Keener, as their part time (50%) [EOD #108], beginning September 11, 2024 to January 31, 2026, with the Rev. Kathryn Keener serving as moderator and terms as follows:

Salary	\$3,062	Housing	\$25,000
Professional Expense	\$2,475	Vacation	Four Weeks
Continuing Education	\$1,250	Study Leave	Two Weeks

#### McKenzie Valley PC, Waltherville, OR

Concurred in the renewal of the CRE Covenant between McKenzie Valley PC, Waltherville, OR and Ruling Elder, Karen Keady, as their part time (50%) CRE pastor[EOD #107] for 3 years beginning March 12, 2025, with annual terms as follows. This action is in accordance with action taken by the session on March 12, 2025:

Salary	\$25/hr, Max \$300/month	Housing	\$12,600
Professional Expense	-0-	Vacation	*
Continuing Education	-0-	Study Leave	**
Pension under the Board of Pensions. 10% of effective Salary or \$5,760			
* to be scheduled as needed			
** to be scheduled with academic courses as needed			
Will be reviewed annually by the COM			

#### The Rev. Lorne Bostwick

Approved the transfer the Rev. Lorne Bostwick to the Presbytery of Florida upon their request.

**May 29, 2025**    **Commission on Ministry Central Actions** *(approved by email vote)*

**Community PC, Redmond, OR**

Concurred with the Transitional Consulting Pastor Covenant, established between Community PC, Redmond, OR, and the Rev. Spencer Parks, effective June 1 to November 30, 2025. MSP

## ACTIONS OF THE COMMISSION ON MINISTRY NORTHEAST REGION

### *March 13, 2025 Commission on Ministry Northeast Actions*

#### **The Rev. Leonard Sponaugle (MSP)**

Validate the ministry of the Rev. Leonard Sponaugle as Interim Pastor at both Holy Cross and Christ of the Good Shepherd Lutheran Churches in Salem Oregon. (EOD 505)

#### **The Rev. Andrew Turner (MSP)**

Upon receipt and review of the annual report, renew the validated ministry of Rev. Andrew Turner, Chaplain at Veterans Affairs in Portland, OR.

#### **The Rev. Chris Dela Cruz (MSP)**

Upon receipt and review of the annual report, renew the validated ministry of Rev. Chris Dela Cruz at *Together Lab*, a ministry under the direction of the Oregon Synod of the Evangelical Lutheran Church of America (ELCA).

#### **Westminster PC, Portland, OR (MSP)**

Appoint the following Administrative Commission to install The Rev. Linsey Hubbard Groves as associate pastor (EOD 103) of Westminster PC, Portland, OR, on Sunday April 6 at 10:30am:

- Vice Moderator Northeast Region, Gail Black
- Ruling Elder Phil Brooke, First Pres, Portland
- Ruling Elder Tracy Miller, Westminster PC, Portland
- Ruling Elder Eliz Roser, Westminster PC, Portland
- Teaching Elder, Chris Dela Cruz
- Teaching Elder, Eileen Parfrey
- Teaching Elder, Gregg Neel
- Guests of the commission: Rev. Dr. Deanna Reed, Rev. Dr. Aimee Moiso

### *April 10, 2025 Commission on Ministry Northeast Actions*

#### **The Rev. Sandra Moon (MSP)**

Concur in the request to transfer the Rev. Sandra Moon from the Presbytery of Mid- Kentucky and enroll as a member of the Presbytery of the Cascades.

#### **St. John's PC, Camas, WA (MSP)**

Receive the Triennial Report for the visit conducted by COM Liaison Jennifer Ackerman and COM member Jackie Putnam at Camas, St. John's PC on March 23, 2025. The meeting took place during a stated meeting of their session.

#### **Vancouver Korean, Vancouver, WA (MSP)**

Receive the Triennial Report for the visit conducted by COM Liaison Joanne Seeger and COM member Bill Russell to Vancouver Korean PC on March 18, 2025.

#### **Grace PC, Portland, OR (MSP)**

Concur in the request of **Grace Presbyterian Church** and in compliance with the Book of Order 2023-2025, G-2.0404 Terms of Service, requesting a "waiver of limitation of terms" for two elders who recently rotated off session but are still willing to serve.

#### **Mt Tabor PC, Portland, OR (MSP)**

Concur in the Administrative Commission which installed the Rev. Amanda Golbek on Sunday, March 30 at 10am at Mt. Tabor PC, Portland:

Gail Black, Vice Moderator, Northeast Region, Presbytery of the Cascades  
The Rev. Joan Miller, Calvary PC, Portland  
The Rev. Andrew Turner, Veterans Administration Chaplain  
The Rev. Melinda Merkley King, New Hope Presbytery  
Greg Balmer, RE, Rose City Park PC, Portland  
Paul Smith, RE, Mt. Tabor PC, Portland

**May 8, 2025      Commission on Ministry Northeast Actions**

**Kenilworth PC, Portland, OR (MSP)**

- Approval of the Rev. Susan McDougall resignation as Stated Supply Pastor at Kenilworth PC, Portland, and the change of her EOD from 108 Supply Pastor to a 797 Member at Large effective May 1, 2025.
- Appoint the Rev. Sue Van Stelle as moderator of session.

**Minister Compensation for 2025 (MSP)**

Approval of the Minister Compensation for all NE church pastors with the exception of Warren Williams whose terms as showing on the Compensation Report are incomplete at this time.

**Vancouver, Cascades PC (MSP)**

Receive the Triennial Report for a visit conducted there by COM-NE Chair Dan Vetter and the Rev. Phil King with the Cascades session on March 11, 2025.

## ACTIONS OF THE COMMISSION ON MINISTRY NORTHWEST REGION

### *March 27, 2025 Commission on Ministry Northwest Actions*

#### **St. Andrews PC, Portland, OR**

MSP Concur in the action of St. Andrew's PC, Portland, OR, taken at a session meeting held February 20, 2025, moderated by the Rev. Sarah Sanderson-Doughty, to establish a parish associate relationship with remuneration with the Rev. Jan Reynolds. She will receive the usual pulpit supply rate. [To be reviewed for renewal annually.]

#### **Multnomah PC, Portland, OR**

MSP Concur in the Temporary Transitional Pastor Covenant between Multnomah PC, Portland, and the Rev. Jennifer Ackerman, as confirmed at a session meeting on March 25, 2025. Annual compensation based on part-time, 10 hours per week: \$14,518.

#### **Multnomah PC, Portland, OR**

Concur in the action of Multnomah Presbyterian Church, Portland, OR, taken at a session meeting on March 25, 2025, to renew the CRE covenant with Ruling Elder Heather Hellman to serve as their full time (40 hrs/week) Commissioned Ruling Elder beginning April 1, 2025, for one year, with annual terms as follows:

Salary	\$80,648	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).			

#### **The Rev. Linda Loving**

MSP to request the transfer of The Rev. Linda Loving from the Presbytery of Santa Fe and enroll her as a minister member [HR] of the Presbytery of the Cascades upon receipt of transfer.

### *April 24, 2025 Commission on Ministry Northwest Actions*

#### **Tualatin PC, Tualatin, OR**

**M/S/P** to appoint the following Administrative Commission to install the Rev. Lisa Robeck as pastor of Tualatin PC, Tualatin, OR, on Saturday, May 3 at 2pm:

Amy Delaney, Vice Moderator, Presbytery of the Cascades The  
Rev. Jennifer Ackerman  
The Rev. Susan Tindall  
The Rev. Steve Parker  
Ruling Elder, Dave Widen, McMinnville  
Ruling Elder, Greg Owen, Tualatin PC

#### **First PC, Portland, OR**

**M/S/P** to concur in the action of First PC, Portland, OR, taken at a session meeting held April 9, 2025, moderated by The Rev. Heidi Bolt, to establish a parish associate relationship with remuneration with The Rev. Aaron Morris, as found in our meeting folder. [To be reviewed for renewal annually.]

### First PC, Portland, OR

**M/S/P** to concur in the action taken by the session of First PC, Portland, OR, at a session meeting moderated by the Rev. Heidi Bolt, to re-appoint the Rev. Carmen Goetschius as their part-time (63% - 25 hours per week) Supply Pastor beginning April 1, 2025, with annual terms as follows:

Salary	\$40,934	Housing	-0-
Social Security Allow.	\$3,131	Other	n/a
Professional Expense	\$2,205	Vacation	Four Weeks
Continuing Education	\$945	Study Leave	Two Weeks
Full pension under the Board of Pensions.			

### First PC, Portland, OR

**M/S/P** to concur in the action taken by the session of First PC, Portland, OR, at a session meeting moderated by the Rev. Heidi Bolt, to re-appoint the Rev. Brenna Dykman as their full time (100%) Supply Pastor beginning April 1, 2025, with annual terms as follows:

Salary	\$38,010	Housing	\$38,101
Social Security Allow.	\$5,646	Other	n/a
Professional Expense	\$3,500	Vacation	Four Weeks
Continuing Education	\$1,500	Study Leave	Two Weeks
Full pension and health insurance under the Board of Pensions.			

### Hope Korean PC, Portland, OR

**M/S/P** to concur in the action taken by the administrative commission established for Hope Korean PC, Portland, OR, at an AC meeting held February 20, 2025, moderated by the Rev. Paul Belz-Templeman, to renew the covenant with the Rev. Wesley Yoon as their half time (50%) Supply Pastor beginning February 20, 2025, with annual terms as follows:

Salary	\$12,000	Housing	\$24,000
Professional Expense	\$4,560*	Vacation	Four Weeks
Continuing Education	\$0	Study Leave	Two Weeks
Full pension and health insurance under the Board of Pensions.			
* \$380 for phone and car			

Approved as is, but Jim will clarify the Professional Expense and Continuing Education figures listed above.

### Rise Church, Tigard, OR

Approved the job posting for the Interim Pastor position at Rise Church, once the edits recommended by the COM are incorporated. **MSP**

**M/S/P** to allow Rise Church, Tigard, to move forward with their Interim search.

**May 22, 2025**

***Commission on Ministry Northwest Actions***

**Beaverton, OR, Southminster PC**

**M/S/P** to concur in the action taken by Southminster PC, Beaverton, OR, at a congregational meeting held on January 26, 2025, moderated by the Rev. Scott Dalgarno, to convert his pastoral call from a Designated Pastor (EOD #191) to a Called & Installed Pastor [EOD #101] beginning May 10, 2025, with annual terms as follows:

Salary (combined with housing)	\$102,790	Housing	n/a
Professional Expense	\$3,500	Vacation	Four Weeks
Continuing Education	\$2,000	Study Leave	Two Weeks
Three months sabbatical at full pay after each six years of service.			

**M/S/P** to appoint the following Administrative Commission to install the Rev. Scott Dalgarno as Head Pastor at Southminster Presbyterian Church, Beaverton, OR, on Sunday, May 25, 2025, at 10am:

The Rev. Amy Delany, Vice Moderator, Presbytery of the Cascades The Rev.  
Jeff Sievert, Retired, Presbytery of the Cascades  
The Rev. Eileen Parfrey, Parish Associate, Westminster PC, Portland, OR Amy  
Patton, Ruling Elder, Lake Grove PC, Lake Grove, OR  
Louise Jones, Ruling Elder, Westminster PC, Portland, OR

**First PC, Portland, OR**

**M/S/P** to concur that The Rev. Carmen Goetschius will conclude her service to First PC, Portland effective July 1, 2025. Her covenant will be dissolved, and her EOD will change from a 108 to a 797, Member at Large.

**Minister Compensation for 2025**

**M/S/P** to concur in the Minister Compensation for all NW church pastors as showing on the Compensation Report found in the meeting folder.

**Rise Church, Tigard, OR**

**M/S/P** to concur in the request of the Rev. Dr. James L. Wallace and Rise Church, Tigard, OR, taken at the congregational meeting held May 4, 2025, moderated by the Rev. Dr. James L. Wallace, to dissolve the pastoral relationship between them effective July 31, 2025.

- Accrued unused vacation time will be paid upon the dissolution of the pastoral relationship.
- The Presbytery of the Cascades Separation Ethics has been signed and will be in effect beginning August 1, 2025.
- Grant permission to the session to search for an Interim / Stated Supply pastor.
- Appoint the Rev. Terri Sutton as moderator of session, until a transitional pastor is named.
- Retirement Information Form was previously submitted and can be found in the March 2025 COM-NW meeting folder.
- Grant the status of Honorably Retired to the Rev. Dr. James L. Wallace and change his EOD to 299.

## ACTIONS OF THE COMMISSION ON MINISTRY SOUTH REGION

### *April 30, 2025      Commission on Ministry South Actions*

#### **First United PC, Myrtle Point, OR:**

Received the Triennial Visit report conducted by Isabelle Davis and Bobbi Neason at the session meeting held on March 9, 2025 as presented. (MSP)

#### **First PC, Phoenix, OR:**

Received the Triennial Visit report conducted by Steve Roe at the session meeting held on March 19, 2025, as presented. (MSP)

### *May 30, 2025      Commission on Ministry South Actions    (approved by email vote)*

#### **The Rev. Michael Grunwald**

Granted the status of "retired" to the Rev. Michael Grunwald as of May 1, 2025. **MSP**

#### **Bandon PC, Bandon, OR**

Concurred in the request of the Rev. Jim Vickery and First PC, Bandon taken at a congregational meeting held May 18, 2025 to dissolve the pastoral relationship between them effective May 31, 2025. **MSP**

#### **Tri-City United PC, Myrtle Creek, OR**

Concurred in the request of Victoria Bethel and Tri-City United, Myrtle Creek, OR, to dissolve the designated pastoral relationship between them effective May 31, 2025. **MSP**

#### **2025 Minister Compensation**

Concurred with the South Region minister compensation report in the meeting folder. **MSP**

#### **First PC, North Bend, OR**

Approved the Job Description and Terms of Call for Dennis Smith, CRE, with the change to Job Title: Parish Associate for Education and Community Connection. **MSP**



COMMISSION ON MINISTRY MINISTER COMPENSATION REPORT						
Church	Pastor	Hours per week	Effective Salary	Professional Expenses	Study Leave	Total Salary
<b>Central Region Churches</b>						
United PC, Albany	Brandon Lewis	40	\$95,333	\$3,500	\$1,500	\$100,333
Aurora PC	Cynthia O'Brien	40	\$49,020	\$1,750	\$750	\$51,520
First PC, Bend	Steven Koski	40	\$131,615	\$3,000	\$2,000	\$136,615
First PC, Bend	Sharon Edwards	40	\$91,349	\$3,500	\$1,500	\$96,349
First PC, Corvallis	Scott Crane	30	\$57,408	\$2,500	\$1,500	\$61,408
Korean PC, Corvallis	Young Hyun	Not available before the meeting				
First PC, Cottage Grove	Karen Hill	40	\$78,977	\$3,500	\$1,500	\$83,977
First PC, Creswell	Vacant					
First PC, Dallas	Vacant					
Central PC, Eugene	Jennifer Martin	Not available before the meeting				
Peace PC, Eugene	Glenn Edwards	20	\$26,400	\$3,500	\$0	\$29,900
Westminster PC, Eugene	Marta Ukropina	30	\$77,726	\$3,500	\$1,500	\$82,726
Westminster PC, Eugene	David Ukropina	30	\$61,858	\$3,500	\$1,500	\$66,858
PC of the Siuslaw, Florence	Greg Wood	40	\$63,551	\$3,500	\$1,500	\$68,551
John Knox PC, Keizer	Maggie Lewis	20	\$29,140	\$1,750	\$750	\$31,640
First PC, Lebanon, OR	Vacant					
CBTS, Lincoln City	Wendy Olson	20	\$37,644	\$1,750	\$750	\$40,144
CBTS, Lincoln City	Mark Olson	20	\$37,644	\$1,750	\$750	\$40,144
First PC, McMinnville	Matthew Johnson	40	\$88,415	\$3,500	\$1,500	\$93,415
Mill City PC	LaVonne Alexander	40	\$58,430	\$3,500	\$1,500	\$63,430
Christ's Church, Monmouth	Steven Mitchell	20	\$36,000	\$1,800	\$750	\$38,550
First PC, Newport	Kathryn Keener	20	\$28,062	\$2,475	\$1,250	\$31,787
Nestucca Valley PC, Pacific City	Kenneth Hood	30	\$50,593	\$3,500	\$1,500	\$55,593
Prineville PC, Prineville	Dawn Linder	30	\$45,000	\$3,500	\$1,500	\$50,000
Community PC, Redmond	Vacant					
Salem First PC	Greg Bolt	40	\$90,275	\$3,500	\$1,500	\$95,275
Westminster PC, Salem	Kelly Wadsworth	Not available before the meeting				
Community PC, Waldport	Wendy Olson	8	\$12,427	\$700	\$300	\$13,427
Community PC, Waldport	Mark Olson	8	\$12,427	\$700	\$300	\$13,427
McKenzie Valley PC, Waltherville	Karen Keady	4	\$12,600	\$1,800	\$750	\$15,150
First PC, Woodburn	Cynthia O'Brien	Not available before the meeting				
Community PC, Yachats	Robert Barrett	50	\$88,330	\$3,500	\$1,500	\$93,330
<b>Northeast Region Churches</b>						
St. John's PC, Camas	Char Mace	40	\$66,200	\$8,500	\$1,500	\$76,200
Eagle Creek PC	Erik Huget	13	\$26,525	\$1,750	\$750	\$29,025
Springwater PC, Estacada	Debbie Garber	20	\$28,800	\$2,000	\$1,500	\$32,300
Smith Memorial, Fairview	Bradley Busiek	40	\$80,436	\$3,600	\$3,000	\$87,036
Covenant PC, Gresham	Joshua Dunham	40	\$61,828	\$3,500	\$1,500	\$66,828
Milwaukie PC, Milwaukie	Katherine Pate	40	\$77,209	\$3,500	\$1,500	\$82,209
Oak Hills PC, Milwaukie	Christy Polk	40	\$81,071	\$3,500	\$1,500	\$86,071
Calvary PC, Portland	Joan Miller	20	\$30,000	\$1,750	\$750	\$32,500
Grace PC, Portland	Blair Cash (Pulpit Supply)					
Kenilworth PC, Portland	Susan McDougall	20	\$33,973	\$1,750	\$750	\$36,473
Moreland PC, Portland	Brian Marsh	40	\$88,701	\$3,500	\$1,500	\$93,701
Mt. Scott Park PC, Portland	Susan Van Stelle	40	\$67,844	\$3,500	\$1,500	\$72,844
Mt. Tabor PC, Portland	Amanda Golbek	30	\$55,620	\$3,500	\$1,500	\$60,620
Piedmont PC, Portland	Sarah Lewis	10	\$16,800	\$1,750	\$750	\$19,300
Rose City Park PC, Portland	Liz Leavitt	40	\$93,567	\$3,500	\$1,500	\$98,567
Savage Memorial, Portland	Chris Grewe	40	\$90,842	\$3,500	\$1,500	\$95,842
Westminster PC, Portland	Lindsey Groves	40	\$88,180	\$3,500	\$1,500	\$93,180
Westminster PC, Portland	Junha Kim	40	\$76,775	\$3,500	\$1,500	\$81,775
Westminster PC, Portland	Gregg Neel	40	\$116,030	\$3,500	\$1,500	\$121,030
First PC, Trout Lake	Warren Williams	Not available before the meeting				
Cascades PC, Vancouver	Chris Montovino	40	\$92,229	\$5,900	\$1,500	\$99,629
Columbia PC, Vancouver	Matt Overton	40	\$123,073	\$3,500	\$2,000	\$128,573
Columbia PC, Vancouver	Scott Petersen	40	\$103,212	\$3,500	\$2,000	\$108,712
East Woods PC, Vancouver	Joyce Emery	40	\$101,434	\$3,500	\$1,500	\$106,434
First PC, Vancouver	Josh Rowley	40	\$89,420	\$3,500	\$1,500	\$94,420
First PC, Vancouver	Margaret Mitsuyasu	40	\$77,992	\$3,500	\$2,500	\$83,992
Korean PC, Vancouver	Sungmin Song	40	\$54,000	\$3,500	\$1,500	\$59,000
Warm Springs PC	Vacant					

**COMPENSATION REPORT Cont.**

Church	Pastor	Hours per week	Effective Salary	Professional Expenses	Study Leave	Total Salary
<b>Northwest Region Churches</b>						
Reedville PC, Aloha	Paulette Mixon-Weller	30	\$52,372	\$3,500	\$1,500	\$57,372
First PC, Astoria	Paul Davidson	40	\$58,025	\$3,500	\$1,500	\$63,025
Southminster PC, Beaverton	Scott Dalgarno	40	\$102,790	\$3,500	\$2,000	\$108,290
Clatskanie PC	Derek Richman	40	\$39,644	\$1,750	\$750	\$42,144
Hillsboro PC, Hillsboro	Rachel Guevara	30	\$48,822	\$2,625	\$1,125	\$52,572
Orenco PC, Hillsboro	Mark Rainey	40	\$75,650	\$4,500	\$1,500	\$81,650
Tualatin Plains PC, Hillsboro	Tracie Bullis	40	\$75,000	\$5,000	\$3,000	\$83,000
Lake Grove PC, Lake Oswego	Susan Graham	40	\$75,333	\$7,145	\$1,500	\$83,978
Lake Grove PC, Lake Oswego	Graig Flach	40	\$86,175	\$7,145	\$3,000	\$96,320
First PC, Newberg	Chris Murphy	40	\$92,485	\$3,500	\$1,500	\$97,485
Bethany PC, Portland	Joanna Dunn	40	\$106,000	\$3,965	\$1,782	\$111,747
First PC, Portland	Carmen Goetschius	25	\$42,782	\$2,205	\$945	\$45,932
First PC, Portland	Brenna Dykman	40	\$79,452	\$3,500	\$1,500	\$84,452
First PC, Portland	Heidi Bolt	40	\$110,482	\$3,500	\$4,000	\$117,982
Hope Korean PC, Portland	Wesley Yoon	20	\$36,000	\$4,560	\$0	\$40,560
Multnomah PC, Portland	Heather Hellman	40	\$80,648	\$3,500	\$1,500	\$85,648
Multnomah PC, Portland	Jennifer Ackerman	10	\$14,518	\$0	\$0	\$14,518
Oregon Yedam, Portland	David Kim	45	\$54,000	\$0	\$1,500	\$55,500
St. Andrew's PC, Portland	Sarah Sanderson-Doughty	40	\$106,092	\$4,100	\$1,500	\$111,692
Valley Community PC, Portland	Susan Tindall	40	\$80,000	\$3,500	\$1,500	\$85,000
Plymouth PC, St Helens	Peter Blank	19	\$6,780	\$2,500	\$1,500	\$10,780
Rise Church, Tigard	Jim Wallace	40	\$95,135	\$3,500	\$1,500	\$100,135
Tualatin PC, Tualatin	Lisa Robecheck	40	\$80,000	\$3,500	\$1,500	\$85,000
Pioneer PC, Warrenton	Vacant					
Emmanuel PC, West Linn	Laurie Sponaugle	40	\$81,789	\$3,500	\$1,500	\$86,789
<b>South Region Churches</b>						
First, Ashland	Dan Fowler	40	\$77,560	\$3,500	\$1,500	\$82,560
First PC, Bandon	Vacant					
Brookings PC, Brookings	Bruce Jarvis	30	\$52,995	\$1,625	\$1,125	\$55,745
First PC, Central Point	Vacant					
First PC, Gold Beach	Vacant					
Bethany PC, Grants Pass	Tom Berry	40	\$74,581	\$3,500	\$1,500	\$79,581
Community PC, Lakeside	Vacant					
Basin Community PC, Malin	Tannor Stradley	30	\$48,384	\$3,500	\$1,500	\$53,384
First PC, Medford	Michial Hubbard	40	\$64,950	\$3,500	\$1,500	\$69,950
Tri-City PC, Myrtle Creek	Victoria Bethel	40	\$61,913	\$3,500	\$1,500	\$66,913
First United PC, Myrtle Point	Vacant					
First PC, North Bend	Eric Lindsey	40	\$72,670	\$3,500	\$2,500	\$78,670
First PC, Phoenix	Vacant					
United PC, Reedsport	Lloyd (Buck) Tohill	Not available before the meeting				
First PC, Roseburg	Victoria Brown	40	\$79,647	\$3,500	\$2,000	\$85,147

## Church Merger Request from Mt. Scott Park Presbyterian Church

**Summary:** The congregation of Mt. Scott Park Presbyterian Church (MSPPC, SE Portland) has formally requested permission to merge their congregation into the congregation of Oak Hills Presbyterian Church (OHPC, Milwaukie/Clackamas). This merger request would include the transfer of all membership of MSPPC into the membership of OHPC, and the transfer of all remaining assets after the sale of the current Mt. Scott Park church building.

**Required Actions:** A church merger is a complex process, and requires recommendations from multiple bodies, and action on multiple motions. The following is a list of the recommendations and motions that the Presbytery will need to discuss and take action on at this meeting. The following actions will be presented together as an omnibus report by COM-NE Chair, Dan Vetter, with the first two motions from COM-CC and the third motion from the Board of Trustees.

### FOR ACTION

1. Permit the congregation of Mt. Scott Park Presbyterian Church to merge their membership into the membership of Oak Hills Presbyterian Church, effective September 7, 2025.
2. Create an Administrative Commission with original jurisdiction for Mt. Scott Park Presbyterian Church to accomplish the following:
  - a. *Winding down the affairs of the corporation for the purpose of completing the merger;*
  - b. *Granting authorization to list and oversee the sale of church property and work directly with the Board of Trustees to finalize the sale and transfer of the property;*
  - c. *Distributing all assets in alignment with the MSPPC Disbursement Plan;*
  - d. *Officially closing the corporation of MSPPC with the State of Oregon.*
3. Approve listing the Mt. Scott Park Presbyterian Church for sale, and the Board is providing the plan for distribution of the net from the sale as approved.

**Background:** In April 2021, Pastor Sue Van Stelle and the Session of Mt. Scott Park Presbyterian formed a “Forward Focus” team. While the congregation was small but strong, they began to realize that costs for their church building were slowly eating away at their reserves. The intention of the team was to get a realistic assessment of what possibilities may exist for building use or potential rental income to help offset building costs. The following year, they began meeting with other Portland area churches, gathered by Brian Heron, to listen to each other’s needs as urban churches, look into the future, and discuss creative uses of their collective church buildings. This was the first time the idea of a merger was floated.

In the Fall of 2023, Pastor Sue and some elders attended the Partners for Sacred Spaces workshop. While the workshop was helpful, the Session of MSPPC was still struggling with identifying and retaining renters for their church building. Building costs continued to rise, and they were digging deeper into their reserve funding. In the Winter of 2023-24, the Session began a time of “discerning prayer,” to seek God’s calling for the future of MSPPC. It was from this time of discernment that it became clear that God still had a plan for the congregation of MSPPC, but that God “was not calling us to save the building.” It was at this point that Pastor Sue reached out to Brian Craker, Transitional Executive Presbyter (TEP), and Clark Scalera to formally ask for assistance with their strategic planning.

Starting in Spring 2024, Brian Craker began meeting regularly with the Session of MSPPC to conduct a modified mission study, review the health of the church, its financial standing, congregational needs, and missional objectives. This study helped to identify options that would allow the congregation to continue outside of their current church building. By summer 2024, the Session determined that a merger was their best option, and they began to research potential church merger partners, including mainline churches in the community and neighboring POTC churches. Come September, the Session had narrowed down their list of potential church merger partners and began watching online services or quietly visiting worship services. One church merger partner quickly rose to the top: Oak Hills Presbyterian (OHPC) in Milwaukie. The Session determined that not only is OHPC a similar style church to MSPPC in terms of worship style, theology, and missional objectives, but that over half of the MSPPC congregation lives in closer proximity to OHPC. The Session of MSPPC subsequently sends a request to meet with the Session of OHPC.

On November 9, 2024, the Sessions of MSPPC and OHPC held an informal meeting to discuss the idea of MSPPC merging into the life of OHPC. The meeting lasted nearly 3 hours, and it was clear to all present that the Spirit was leading this process, as both Sessions could see the potential vision of this idea. They spent time in prayer together and committed to continued conversation and prayer. The winter of 2025 held continued conversation and planning between the pastors and elders of both congregations, and representatives from the Presbytery. On March 13, 2025, the two Sessions held an official meeting and agreed to a framework of merger, which includes an elder from MSPPC having a seat on the OHPC Session, and another elder from MSPPC being invited to join the Pastor Nominating Committee (PNC) to assist in the search for a new Senior Pastor at OHPC. A joint worship service was planned, as well as dates set to give presentations about the potential merger to the respective congregations.

On April 27, 2025, both Sessions held Congregational Meetings at their respective churches to share the proposal for merger and the plan for a joint worship service together. On May 18, 2025, the joint worship service was held at OHPC, with both choirs singing and both pastors sharing the preaching time. The service was a wonderful celebration and was followed by a lunch gathering. Both the service and the lunch gathering were well attended and well received, with many still engaged in fellowship over an hour after the service had ended. The following Sundays, the elders of MSPPC hosted Q&A times for their members to ask questions and discuss any concerns they had about the merger, in preparation for their next Congregational Meeting on June 1<sup>st</sup> to vote on the merger.

On June 1, 2025, the Congregation of MSPPC voted overwhelmingly to merge into OHPC. The congregation voted on motions requesting the Presbytery take action on their behalf for the transfer of membership, the sale of their church building, and to form an Administrative Commission to assist current Session elders with completing the required financial and corporate affairs with the State of Oregon. The congregation also voted on a Strategic Disbursement Plan (SDP) that designates how the net funds from their church building sale will be used, partly in missional gifts, and the remaining transferred with them to OHPC. (See SDP at the end of this document.)

During the month of June, the COM-NE, COM-CC, and the Board of Trustees all held respective meetings and took actions to recommend their portions of business regarding the merger proposal to the Presbytery. Now the merger proposal comes to the Presbytery on June 25, 2025, for review and to consider action on the motions. If approved, the congregation of MSPPC would plan to hold a final worship celebration on August 31, 2025, which would also include a celebration for Rev. Sue

Van Stelle completing her time as pastor of MSPPC. Then on September 7, 2025, the two congregations will worship for the first time as a merged congregation at OHPC, and the two MSPPC elders will begin service in their respective new positions on the OHPC Session and OHPC PNC.

If the merger is approved at this meeting, then an Administrative Commission will be formed, and the AC Moderator will confirm the current elders of MSPPC as part of the new AC and appoint additional members from the Presbytery to assist in financial, process, and corporate needs, until the merger is complete on all ends. The AC Moderator would also have the ability to excuse members from the AC once their area of service is complete and their services are no longer needed by the AC. The AC will be dissolved at the completion of all corporate tasks and transfer of all remaining MSPPC assets to OHPC.

### **Timeline (Historical and Future):**

**April 2021:** Session of MSPPC creates “Forward Focus” team, assessment building use possibilities.

**Spring 2022:** Meet with Portland area churches and Brian Heron, first mention of merger.

**Fall 2023:** Attend Partners for Sacred Spaces workshop. Struggling with identifying and retaining renters for building.

**Winter 2023-24:** Session of MSPPC begins a time of “discerning prayer,” becomes clear God “not calling us to save the building.” Formally reach out to the Presbytery for assistance.

**Spring-Summer 2024:** TEP begins meeting regularly with Session of MSPPC, conducts modified mission study, begin identifying future options. Session determines merger is best option, begins research of potential church merger partners.

**Fall 2024:** MSPPC Session determines Oak Hills Presbyterian in Milwaukie as best potential merger partner, requests informal meeting. Nov. 9, 2024, informal joint meeting of both Sessions, potential vision becomes clear, commit to prayer and continued conversation.

**March 13, 2025:** Sessions hold an official meeting and agree to framework of merger. A joint worship service is planned, and schedule for presentations to both congregations.

**April 27, 2025:** Both congregations hold congregational meetings to share proposal for potential church merger, plan for Joint Worship Service at OHPC.

**May 18, 2025:** Joint Worship Service held at OHPC. Both choirs sing, and both pastors share the preaching time. Service is concluded with a lunch gathering. Service and lunch gathering were both well attended and well received.

**June 1, 2025:** Congregation of MSPPC vote overwhelmingly to merge into OHPC. The vote on motions requesting the Presbytery take action on their behalf for the transfer of membership, the sale of their church building, and assistance from the Presbytery in completing their corporate affairs with the State of Oregon.

**June 2025:** The COM-CC and the Board of Trustees review and take actions to recommend to Presbytery their motions regarding the merger request of MSPPC.

**June 25, 2025:** The Presbytery reviews the request of merger, considers action on the motions presented.

### **[If Merger is Approved by Presbytery...]**

**July 2025:** Administrative Commission is formed to assist current MSPPC Session elders in the affairs of completing the merger, selling the building, and completing the corporate affairs of the church with the State of Oregon.

Mt. Scott Park church building to be listed for sale (using Presbytery real estate agent).

**August 31, 2025:** MSPPC to hold their final worship celebration inside the Mt. Scott Park church building and celebrate pastoral service of Rev. Sue Van Stelle. Members of OHPC and the POTC will be present and part of the celebration.

**September 7, 2025:** First Merged Worship Service at OHPC. Membership of MSPPC congregation and elders transferred to OHPC. Elders from MSPPC begin service in respective positions on OHPC Session or OHPC PNC.

**Fall 2025-Winter 2026:** AC works to complete the financial and corporate needs of MSPPC, consider real estate offers as they come in, and work with Board of Trustees to complete sale of the MSPPC church building.

**Winter-Spring 2026:** The AC to complete all financial and corporate tasks, file final merger corporation paperwork with the State of Oregon. AC will then be dissolved.

### **Strategic Disbursement Plan (Net Proceeds from Sale of Mt. Scott Park Church Building)**

On June 1, 2025, the Congregation of Mt. Scott Park Presbyterian Church voted unanimously on a Strategic Disbursement Plan (SDP), specifying the use of net proceeds from the anticipated sale of their church building. This SDP was created in alignment with the guidelines from the POTC Board of Trustees of the appropriate use of real estate proceeds for an existing congregation. Final proceed amounts will be determined from the net sale, after all transaction fees and expenses have been reimbursed to the appropriate parties. The SDP was reviewed by the Board of Trustees on June 13, 2025, and is forwarded to the Presbytery for information as part of the merger actions to be taken at the June 25<sup>th</sup> Stated Meeting.

### ***The Congregation of MSPPC voted unanimously to approve the following Strategic Disbursement Plan (SDP) of the potential net proceeds of their church building:***

- 10% to the Presbytery (Designated to offset annual expenses for the POTC Mission Congregation of Warm Springs Presbyterian Church)
- 10% to be split evenly between current MSPPC Ministry Partners:
  - Mt. Scott Learning Center
  - Transitional Projects (Laurelwood Center)
  - Future Generations Collaborative (Barbie's Village Project)
- 10% to create Mt. Scott Park Legacy Fund (which will replace the current MSPPC Service Fund and will be administered by the Session of OHPC).
- Remaining 70% would then transfer to OHPC to be used as follows:
  - \$50,000 to be added to existing Children and Youth Designated Funds
  - ~\$450,000 to pay off remaining OHPC mortgage on New Sanctuary Space
  - Remaining proceeds of 70% to be split evenly between:
    - OHPC Building Fund (for future building needs)
    - Creation of new Community/Ministry Venture

## Trustees Report

### FOR ACTION

1. Taken up during the Mt. Scott Park-PC-Oak Hills PC Merger Report:  
**Listing Mt. Scott Park**  
Approve listing Mt Scott Presbyterian Church for sale and the Board is providing the plan for distribution of the net from the sale as approved.
2. Placed on the Consent Agenda
  - a. **Lease Approval First Presbyterian Church Vancouver**  
**Motion:** Approve lease agreement submitted by Vancouver, First for use of church property by a local non-profit, Little Acorn Preschool, July 1, 2025-June 30, 2030.
  - b. **Lease Approval Calvary Presbyterian Church**  
**Motion:** Approve lease agreement submitted by Portland, Calvary for use of church property including sanctuary by Portland SE Rim Church, April 1, 2025-December 31, 2025.
  - c. **Lease Approval Woodburn Presbyterian Church**  
**Motion:** Approve lease agreement submitted by Woodburn, First to lease a portion of their building to their local Head Start Program affiliate, July 1, 2025- June 30, 2030.
  - d. **Loan Approval Rose City Park Presbyterian Church**  
Approve Portland, Rose City Park application for Synod Green Loan of \$200,000 to support energy efficient repairs and improvements to the roof, windows, walls and flooring of the congregation's building.

### FOR INFORMATION

#### Property Actions

The Book of Order states: The property of the Presbyterian Church (U.S.A.), of its councils and entities, and of its congregations, is a tool for the accomplishment of the mission of Jesus Christ in the world. –G-4.0201D-3. The following three leases and one loan were approved by the Trustees at their meeting on June 13, 2025, and are submitted to the presbytery membership for approval:

- **First PC, Vancouver**, to lease church property to Little Acorn Preschool, a local non-profit for five years, beginning July 1, 2025.
- **Calvary PC, Portland**, to lease worship space to Portland SE Rim Church on Sunday afternoons, and other portions of their building during the week.
- **First PC, Woodburn**, to renew a five-years lease with a Head Start Program in their building.
- **Rose City Park PC, Portland**, application for a Synod Green Loan of \$200,000 to support energy efficient repairs and improvements to the roof, windows, walls and flooring of the congregation's building.

#### Grants

The Trustees approved 10 grants from the Barnabas Fund, totaling \$74,480.00 for our congregations in their June 13 meeting. The maximum grant award this year was \$8000.00. The grants awarded are as follows:

Creswell PC	\$8,000.00
Savage Memorial PC	\$5,480.00
Christ's Church Methodist Pres. United	\$8,000.00



#### Barnabas Grants Awards Cont.

Chapel by the Sea PC	\$5,000.00
Rose City Park PC	\$8,000.00
Yachats Community PC	\$8,000.00
First PC, Astoria	\$8,000.00
First PC, Myrtle Point	\$8,000.00
Lake Grove PC	\$8,000.00
First PC, Corvallis	\$8,000.00

After awarding these grants, the presbytery will have \$84,840.92 remaining in the Barnabas Fund. Grants from this fund help congregations lower barriers to participation by complying with Americans with Disabilities Act guidelines, repair or restore buildings after unforeseen events like a major storm or wildfire, and in some other very limited circumstances to deal with other mission-based needs. Grants can also fund up to fifty percent of larger-scale maintenance projects for church property.

At the June meeting, the Trustees also approved an additional grant of \$2,500 submitted by Mt. Tabor PC for travel expenses incurred through congregation's on-going participation in the **Building 4 Hope Program**. The grant was forwarded from the New Ministries Team, which is currently too small to vote on the use of its grant funds. In this instance, the Trustees vetted the expenditure to comply with the presbytery's bylaws to allow the funds to be drawn from money allocated to the New Ministries Team. Other congregations participating in this program will be invited to apply for reimbursement of some of their travel costs in the future.

#### Stewardship Action and Issues

The members present at the Special Meeting on April 24, 2025, voted unanimously to accept an offer from the Troutdale Community Church to purchase the former Cherry Park Presbyterian Church campus at 348 SW Cherry Park Rd, Troutdale, OR 97060, for \$1,220,000. This sale should close on or about August 20, 2025.

At the Trustees request, our auditors, Hoffman, Stewart & Schmidt, P.C, supplied the Presbytery Leadership Commission with information about the best way to set up a grant award process. This is intended to help those working on the proposed grants commission develop a process that complies with Generally Accepted Accounting Principles and is not vulnerable to fraud or abuse.

The Budget and Finance Committee, Chairperson, Treasurer and Missional Resource Manager the met with Paul Grier, Vice President of the Presbyterian Foundation, and Rev. Sandra Moon, the Foundation's Ministry Relations Officer for the Northwest Region to discuss future financial plans for the presbytery. Mr. Grier provided valuable perspective on the financial challenges presbyteries across the country are facing as membership declines. This discussion included the changing importance of revenue streams for presbyteries, the challenges of defining their role, the need for metrics to inform decisions, and some suggestions on what presbyteries our should use as benchmarks.

The Trustees thank First Presbyterian, Corvallis, for hosting a one-day workshop provided by Partners For Sacred Places on Saturday, May 10. The workshop focused on helping congregations see new uses for their building within the context of their surrounding community. It was provided free of charge due to funding from the M.J. Murdock Charitable Trust.



## **REPORT OF THE PRESBYTERY LEADERSHIP COMMISSION**

The Presbytery Leadership Commission (PLC) serves as a coordinating body for the mission of presbytery, for advising the presbytery on budgeting, for meetings of the presbytery, and for amendments and overtures. The PLC shall have responsibility for strategic planning and management, for personnel matters on the recommendation of the Personnel and Administration Committee, and for action on behalf of the presbytery between meetings of the presbytery on recommendations of the Board of Trustees or as directed by the presbytery.

The current membership of the PLC (until adjournment of this stated meeting) is:

Jennifer Martin, Chair	Gail Black, Vice Moderator NE	Eileen Sheelar, Communication & Technology
Eric Lindsay (Chair COM-S)	Steve Hammond, Vice Moderator C	Sharon Hasenjaeger, Representation
Dan Vetter (Chair COM-NE)	Carole Eckerd, Vice Moderator S	Dave Baca, Treasurer
Jim Wallace (Chair COM-NW)	Amy Delaney, Vice Moderator NW	Margaret Mitsuyasu, Mod. Elect
Ken Hood (Chair COM-C)	Lisa Snodderly, Personnel	Elizabeth Winslea, Preparation for Ministry
Chris Murphy, Moderator	Marilyn Howe, Trustees	

### **FOR INFORMATION**

#### **March 13, 2025- Action Taken on Behalf of Presbytery**

##### Technology Grant- Waldport, Community

Awarded a Technology Grant to Community Presbyterian Church of Waldport for \$4,000 towards an upgraded sound system, hearing assistance system, new computer and security cameras.

#### **April 10, 2025- Action Taken on Behalf of Presbytery**

##### Synod Grant Endorsement- Vancouver, East Woods

Endorsed the Synod of the Pacific Hilda V. Thompson Medical Grant from Vancouver, East Woods.

##### Request Call of Special Presbytery Meeting

Authorized the moderator to call a special meeting of the presbytery to Sell the former Cherry Park Presbyterian Church property located at 348 SW Cherry Park Road, Troutdale, Oregon 97060.

#### **June 5, 2025 - Action Taken on Behalf of Presbytery**

##### Presbytery Leadership Commission Restructure

Adopted motion to recommend a restructure of the Presbytery Leadership Commission to the Presbytery at a later meeting and requested the moderator to call a special meeting (See proposed structure following on page 2 of this report.)

## **Phase 1: PLC Restructuring Proposal**

### **Special Presbytery Meeting: July 9<sup>th</sup>, 2025**

**Summary:** The moderators and vice-moderators brought a proposal to the PLC to change to the purpose and structure of the PLC (Presbytery Leadership Commission). This proposal is to shift from a round-table appointment model that focuses on technical problems and financial issues to an intentional commission of members who have both ability and capacity to discern our mission and vision. This restructuring of the PLC will create a body that can provide direction, clarity of values, and set goals and objectives for the remaining commissions, teams and staff of the Presbytery.

**Background:** Since the current POTC organizational model was established around 2015, our presbytery has lacked a clear missional body. The stated purpose of the PLC is to be “a leadership council [that] shall serve as the leadership team of the Presbytery, monitoring/ adjusting/challenging/leading the total mission and program of the Presbytery while overseeing its ecclesiastical, strategic, and fiduciary responsibilities.” We need a missional body with both the time and capacity to engage in in-depth conversations about our mission and values, wrestle with adaptive challenges, research the emergent needs of our churches, discern God’s will for our collective future, and provide clear direction of purpose and goals to the rest of the presbytery.

The current PLC round-table model brings together 23+ volunteers and POTC staff by appointment. Ten of these volunteers already serve in significant leadership roles as commission/team chairs, alongside their other ministry and/or life responsibilities. The last decade has seen the work of the PLC functioning more as a business coordinating body; handling macro-level technical challenges and some fiduciary oversight, mostly of grant awards. For the most part, the current PLC structure has lacked both the time and the capacity for addressing missional and adaptive challenges with our presbytery, much less tackling the values vacuum and lack of missional clarity that has been spotlighted in both the Pneumatrix and CART reports.

At the PLC Retreat in Fall 2024, a conversation was started about addressing the current mission, vision and values deficiencies in our presbytery, recognizing that these deficiencies were stemming from our current council structure. The Moderators and Vice-Moderators, along with the Stated Clerk and Transitional Executive Presbyter, began meeting to study these deficiencies, and how a potential restructuring of the PLC could begin to remedy some of those issues. The work including identifying priorities and potential benefits, studying similar presbytery councils and learning best practices. From this work, the group came to agreement on the following PLC Restructuring Proposal to present to the PLC in June, and to the Presbytery at an upcoming meeting.

**Priorities:** The group set the following priorities to help guide the PLC restructuring proposal:

1. The PLC needs to be reestablished as an authoritative body that provides missional direction and clarity of purpose to remaining POTC commissions and teams.
2. The PLC needs to refocus its work on adaptive challenges of our presbytery.
3. The PLC needs to be a smaller group that can allow space for all members to contribute.
4. The PLC should be made up of group members who do not serve or lead other commissions or teams. The PLC would be their primary area of service to the Presbytery, allowing more time and capacity for mission discernment and strategic planning.
5. The PLC should ideally be made up of members who:

- a. Have previous presbytery leadership experience, or similar business/non-profit leadership experience.
  - b. An understanding of the workings and challenges of our presbytery.
  - c. Or are experts with a needed skill set the PLC has identified.
  - d. Demonstrate the ability to listen well, communicate clearly, and develop trusting relationships with a team environment.
  - e. Are committed to the work of spiritual discernment as a leadership practice.
6. Any new PLC structure still needs to allow for coordinating time with other commission/team chairs to share their macro-level needs and concerns.
  7. PLC would elect their own chair and would have the option of serving as chair for multiple years, to provide for continuity of leadership.

### Proposal:

#### Part 1: Restructure the composition of the PLC

The recommendation is to change the composition of the PLC from the current roundtable model (by appointment) to an intentionally mission/executive model with members elected specifically to serve on the PLC.

Current PLC Structure	Proposed New PLC Structure
<ul style="list-style-type: none"><li>• 3 Moderators</li><li>• 4 Vice-Moderators</li><li>• Treasurer</li><li>• 4 Regional COM Chairs</li><li>• 6 Commission/Team Chairs (Trustees, P&amp;A, COR, CPM, NMT, CATT)</li><li>• 5 POTC Staff (non-voting)</li></ul> <b>PLC Total = 23 (18 voting)</b>	<ul style="list-style-type: none"><li>• 3 Moderators</li><li>• 4 Vice-Moderators</li><li>• Treasurer</li><li>• <b>3 At-Large Members</b></li><li>• <b>3 POTC Staff</b> (non-voting) (Transitional Executive Presbyter, Stated Clerk, Assoc. Cong. &amp; Clergy)</li></ul> <b>PLC Total = 14 (11 voting)</b>
<ul style="list-style-type: none"><li>• Rotating PLC Chair (Prev. Moderator of Presbytery)</li></ul>	Elect PLC Chair, able to serve multiple years.

**New “At-Large Members”:** Nominating Committee would target individuals with skills and experience listed in #5 of the Priorities section. They would serve traditional 3-year terms, eligible for 6 years max. To start, the 3 new members would be brought in under staggered classes (Class of 2026, 2027, 2028) to allow for even turn-over.

#### Part 2: New PLC Meeting Schedule and Focus

- A. Continue with Monthly PLC Meetings with the new structure.
  - Live into the defined purpose of Leadership Council: “to serve as the leadership team of the Presbytery, monitoring/adjusting/challenging/leading the total mission and program of the Presbytery while overseeing its ecclesiastical, strategic and fiduciary responsibilities.
  - First-Year Goals and Agenda: Begin discussions of values, missional objectives, and adaptive challenges. First year goal: provide clarity of purpose, shared values, and set goals and directives for rest of Presbytery.
  - Navigating the needs of the transitional period, time to focus on CART and Pneumatrix recommendations.
- B. Begin Quarterly Coordinating Meetings.
  - Move current monthly round-table group with commission/team chairs to quarterly meetings, with reports submitted ahead of time.

- Chairs/Leads will share highlights from their ministry areas, bring items they would like to see PLC discussion and/or input.
- Can discuss and vote on any technical items needing PLC action.

Proposal Timeline:

**Goal: To implement new structure with incoming PLC Class (Summer/Fall 2025)**

1. Plan presented to PLC on June 5 for discussion and vote.
  2. Call Special Presbytery meeting on July 9<sup>th</sup> for discussion and vote on PLC Restructure Proposal; preview of proposal to be presented during TEP Report at June 25<sup>th</sup> Presbytery meeting, video presentation of proposal to be sent out via Cascades Connections.
  3. If approved by Presbytery, implement summer 2025, train new PLC body in summer, smaller PLC retreat in fall. First Quarterly Coordinating Meeting would be in Fall 2025.
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**Looking Ahead: Phase 2: Presbytery-Wide Restructuring Plan (After Phase 1 Implementation)**

**Fall 2025-Spring 2026:** Implement Phase 1, PLC completes work on updated Mission/Vision/Value/ Purpose, reports to Presbytery in Spring 2026.

**Spring 2026-Fall 2027:** PLC begins study on restructuring entire presbytery, including current and emerging needs of our churches, reevaluating current regions, commissions/team, and update staffing plan accordingly. Review updated PLC structure. Review/Revise/Update all by-laws of the Presbytery to bring into alignment with restructuring plan and current needs. (Expected timeline: 15-18 months.)

**Fall/Winter 2028:** Bring Restructuring Plan and Updated By-Laws to Presbytery for introduction and review. Solicit feedback from Presbytery.

**Spring 2028:** Present updated Restructuring Plan, By-Laws, and updated staffing plan to Presbytery for vote. Elect Search Team for new Executive Presbyter.

**Summer 2028:** Implement new presbytery-wide structure, post MDP for new Executive Presbyter.