

**COMMITTEE ON MINISTRY - Presbytery of Seattle
December 11, 2008 –Approved
Presbytery Offices at Beacon Hill**

PRESENT

Tom Fox	Randy Roberts	Wes Nordman	Janine Moriarty
Jennifer Juncker	Gary Barckert	Larry Grounds	Tim Snow
Madeleine Brenner	Grant Jensen	Dick Erickson	Helen Nash
Chet Gean	Cal Uomoto	Chris Griggs	Claudia Rowe
Dianne Thompson	Kolinus Buntaran	Jiyon Kim	Howard Strickler
*Shelley Dahl	*Scott Mann	*Bob Wallace	*Members-elect

ABSENT

Steve Bass*	Fred Davis*	Jane Pauw*	Elaine Swigart
Barbara Jirsa*			

STAFF

Dennis Hughes, Stated Clerk	Barbara Ranta, Assoc Std Clerk	Scott Lumsden, EP
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The Meeting was opened with prayer at 4:05 pm by the Chair, Tom Fox. Minutes of the November 13, 2008, Meeting were approved as distributed.

ORDER OF THE DAY/ Sammamish PNC Prosecuting Call to Rev. Jeffrey Lincicome

Elders Jerry Hall, Sue Erland, and Greg Robinson reported on the PNC process, their call to Rev. Jeff Lincicome, member of Milwaukee Presbytery, and submitted a report form #2 on Affirmative Action/Equal Opportunity procedures observed in the search.

***It was voted to approve the call of the congregation (G-11.0502h) of Sammamish PC to the Rev. Jeffrey Lincicome, Presbytery of Milwaukee, effective January 15, 2009 on the following terms:**

Salary	\$49,000		
Housing	\$45,000	Study Allowance	\$3,000
Dental BOP	\$ 1,217.09	Prof Expenses	\$2,000
BOP Dues	\$29,993.38		
	Reasonable and customary moving expenses		
	Up to a \$75,000 loan for housing per terms of written agreement		

AAEEO Report: 103 dossiers received
 - 91 male / 12 female / 0 Clergy Couples / 2 racial/ethnic
 98 candidates considered
 - 87 male / 11 female / 2 racial/ethnic
 5 candidates interviewed
 - 5 male

Report of the Exam Team that met with Rev. Lincicome September 20, 2008

The COM exam team reported favorably on their interview with Rev. Lincicome on September 20, 2008.

****It was voted to recommend that Presbytery receive and enroll the Rev. Jeffrey Lincicome as a member upon receipt of his papers from the Presbytery of the Milwaukee.***

UNIVERSITY PNC

Representatives from the PNC at University PC working to fill the Designated Associate Pastor position and Certified Candidate David Hallgren were present to discuss issues that arise when PNC wish to consider an internal candidate for the ordained call. [See Minutes of June 12 and July 10, 2008 for background.] David Hallgren spoke to his discernment process.

After discussion, it was agreed that David Hallgren is a qualified candidate for this position, and that, because of the congregation's immediate need to fill this Designated Associate Pastor position and Mr. Hallgren's particular suitability in the position, **** COM will recommend to Presbytery that the "6 month" rule be set aside to allow David Hallgren to be considered for this position.*** It was further recognized that, in this situation, Mr. Hallgren is such a strong match for the position, considering other candidates impartially may not be possible. The PNC was granted permission to proceed with the call process with the understanding that should they decide not to consider other candidates, the Designated Associate position cannot be converted in the future.

SEATTLE FIRST REDEVELOPMENT

Scott Lumsden and Wes Nordman met with the Seattle First Task Force to discuss the presentation that was made to Presbytery in November and the January presentation to be made. A Frequently Asked Questions document has been prepared and the actual Request for Proposal will be submitted to Presbytery for review well in advance of the January 20 meeting. This material was distributed to COM for information.

A recommendation to amend the motion to appoint a Joint Task Force will be brought to COM on January 10 for discussion and vote. It will be recommended that a Committee of Presbytery be approved instead of a Joint Task Force.

REPORT ON CHURCHES / MINISTER MEMBERS

Rolling Bay

The congregation voted on November 23, 2008 to eliminate the Associate Pastor position at Rolling Bay PC, as recommended by the Ministry Design Team. [The CIF for the recently filled pastor position clearly identified the position being filled as Solo Pastor, not Pastor, Head of Staff.]

****It was voted to recommend to Presbytery that the Associate Pastor position at Rolling Bay PC be eliminated.***

Negotiations over severance compensation for the Interim Pastor and Interim Associate Pastor have been resolved.

Report on Inglewood PC – Madeleine Brenner

The financial situation for Inglewood PC continues to be very difficult. The severance package for the former pastor (1 year) has taken a heavy toll. The hiring of an interim pastor cannot occur until after April, 2009 when this obligation has been paid. Madeleine proposed the possibility of a half time temporary supply pastor from January through April 2009 to provide more care and stability for the congregation to be paid for by a partnership grant from Presbytery. Presbytery would pay 75% and the congregation would pay 25%. Estimated cost for four months of half time compensation including BOP dues is about \$22,300. Madeleine proposed that the presbytery portion be funded by some COM mission dollars and some Church Extension Fund dollars. This would require support from and approval by the Council.

It was voted to authorize the hiring of a part time temporary pastor for Inglewood PC from January through April 2009 to be funded by a grant from presbytery (COM and Council) for 75% of compensation, to the extent that funds are available. This action paves the way for further conversation with the Inglewood Session and the Council related to funding the position and identifying 2 or 3 candidates to serve.

Report on John Knox – Scott Lumsden and Madeleine Brenner

Meetings with the Session have led to agreement to seek an Interim Associate Pastor to fill the vacancy left by Chris Tweitmann first. This would be a short term contract while the search for an Interim Pastor proceeds. Upon arrival of the Interim Pastor, the Interim Associate contract could be extended.

A Moderator for the Session will be presented for action at the January 10 COM meeting.

Report on Bethel/Thomsen

The Session was informed on December 2 that Rev. Peter Thomsen has accepted a call to serve a congregation in Bishop, CA. He anticipates his last Sunday at Bethel to be January 11, 2009. The Session is setting a date for the congregational vote to end the pastoral relationship at Bethel. Actions related to dissolution of the pastoral relationship, approval of the new call, naming of a liaison, Moderator of Session, and permission to fill the pulpit will come to the January 10 COM meeting.

REPORT FROM THE TRANSITION TEAM

- **Magnolia** – Pastor. Interim Pastor, Elaine Swigart. Liaison Jane Frissell. PNC elected. Mission Study completed. Writing CIF. CIF approved. **Receiving dossiers.**
- **Wabash** – Pastor. Rev. Ron McHattie, Interim. Colleen Chinen is Liaison.
- **Madrona** – Pastor. Interim Pastor is Rev. Larry Low. Ivan Ellis and Howard Strickler are liaisons. Permission to elect a PNC. PNC has been elected 9/08. **Working on Mission Study.**
- **Lake City** – Pastor. Interim Pastor Barbara Schacht. Liz Cedergreen is Liaison. PNC elected. Mission Study completed. **CIF is being read.**
- **Central Kitsap** – Interim Pastor Rev. Hallack Greider. Liaison is Paul Middents. PNC elected and will do the mission study.
- **Japanese** – Associate Pastor. Dick Erickson is Liaison. CIF approved. **Receiving dossiers.**
- **Korean Community Church** – Associate Pastor for English ministry. Candidate has been selected. Minister of another denomination. **Stated Clerk is working with church and minister on requirements that must be met for transfer to Seattle Presbytery and approval of the position. Liaison needed**_____
- **University** – Designated Associate Pastor. PNC elected. CIF approved October 2009. **Need Liaison**_____

CONSENT AGENDA

1. *It was voted to recommend that Presbytery extend the Parish Associate relationship between Capitol Hill PC and the Rev. Skip Viau for 2009. Rev. Viau's ministry is primarily with Senior Adults. No remuneration.
2. It was voted to dismiss the Rev. Jerry Poole to the Presbytery of North Puget Sound under authority granted by G-11.0502h. Rev. Poole has begun service as Interim Pastor at St. James PC, Bellingham, WA.
3. It was voted to name the Rev. Rebecca Blackwell member-at-large. Her service as Interim Pastor at Rolling Bay PC has ended.
4. It was voted to name the Rev. Thomas Masters member-at-large. His service as Interim Associate Pastor at Rolling Bay PC has ended.
5. It was voted to concur with the request of the pastor and Session of Wedgwood PC to engage the pastoral services of the Rev. Amy Delany and the Rev. Dennie Carcellie (HR) who will share a half-time temporary supply position for a six week period, December 10, 2008 through January 21, 2009 during Rev. Karen Breckenridge's parental leave. Each will preach about half of the time. Rev. Carcellie will moderate the Session and work with the committees of Session. Rev. Delaney will provide pastoral care and work with the Deacons. Remuneration is being finalized by the Session and will be in the form of housing allowance.

6 pm ADJOURN WITH PRAYER at 6:20 p.m. by Wes Nordman. Preceding the prayer, Wes expressed deep appreciation to Tom Fox for his leadership of COM especially during these years of transition, and led the committee in a liturgy of recognition and gratitude to Tom and Steve Bass who are completing their terms service.

UPCOMING MEETINGS: January 10, 2009 8:45am at Mercer Island PC

2009 Meeting Schedule

Saturday, January 10, 2009	Annual Retreat and Business Meeting, Mercer Island
Thursday, February 5, 2009	4pm at Mercer Island PC
Thursday, March 5, 2009	4pm at Mercer Island PC
Thursday, April 2, 2009	4pm at Mercer Island PC
Thursday, May 7, 2009	4pm at Mercer Island PC
Thursday, June 4, 2009	4pm at Mercer Island PC
Thursday, July 9, 2009	4pm at Mercer Island PC
Thursday, September 3, 2009	4pm at Mercer Island PC
Thursday, October 1, 2009	4pm at Mercer Island PC
Thursday, November 5, 2009	4pm at Mercer Island PC
Thursday, December 3, 2009	4pm at Mercer Island PC

Committee on Ministry Report

Task Force re: Seattle First Property Development Proposal

November 1, 2007

Representatives from Seattle First have made two presentations, one to the Council on April 28, 2007, and another to a joint meeting of COM and Finance on June 7, 2007. The representatives included pastors, staff and session members from SFPC, as well as UPC Elder Russ Johnson and Mercer Island Elder Jack Van Hartesvelt.

The SFPC representatives presented the following at the April 28 Council meeting to support the proposed property development:

“SFPC is called to create a ‘mission outpost’ that equips members of the congregation, Presbytery and the larger body of Christ for ministry in the city and around the world. The facility must accommodate new urban realities of a center-city location, with both local and global strategic significance. SFPC leadership envisions building a new gathering space in a complex of multi-use buildings,* creating a ‘church in an urban village.’ This gathering space could also be home to the Presbytery, Bakke Graduate University of Ministry, and urban ministry partners, ideally located to bring together the larger Christian community in ministry. The entire multi-use complex would bridge downtown and First Hill, cultivate community, provide services to the city and place a missional church in its midst, making Christ practically and powerfully relevant to the city. SFPC’s property would allow the church to own its new facility, debt-free, and fund mission initiatives for years to come.”

*A “complex of multi-use buildings” envisions some or all of church property sold or leased for development, providing gathering space for the congregation aligned with its mission, integrated with space for services to the community, possibly including (but by no means limited to) such uses as retail, medical, shelter, recreational, educational, mixed-use housing, hotel, office, etc. and any other potential services that might emerge in the process that align with the church’s purpose both for its ministry and the entire development project.

The preliminary list of responsibilities for the task force:

- Understand SFPC’s vision, mission and ministry plans. The resources of the congregation such as staff, budgets, facilities should be supportive of the vision, mission, and ministry plans. The facility plans will need to be aligned with the ministry plans since the facilities exist to support the ministries.
- Assess the strengths and weaknesses of the congregation, including their history and current status, to implement the ministry plans and to carry out the ministry visions
- Assess the long term viability of the congregation, the dependency on current pastoral leadership, and the long term commitment of the leadership
- Understand the redevelopment proposal, including the basic assumptions that are being made and will guide the request for proposals, as well as the areas that may be unknown at this time, but will be filled in or refined during the proposal process.
- Understand the long term management plan for the redeveloped facilities
- Understand if the congregation has the appropriate experience and giftedness to carry out this project, both during the development and during the long term management, and to what extent the congregation will need to supplement their staff, or have long term arrangements with outside consultants and management companies
- Understand how the money that will be provided to the church would be managed and used to further the work of the church

- Assess if the proposed plans provide for the “most effective witness to the broader community” (G-11.0103b) and appropriate stewardship of the property
- Provide a report to COM, council and other committees of the Presbytery, as well as sharing in open forums for Presbytery members.
- Provide other findings or recommendations that may result from the completion of the other responsibilities

We have included the second and third items because of the Presbytery’s unfortunate experience at Celebration PC, where a lack of sufficient leadership and congregational support resulted in the decline of the congregation, which resulted in the closure of the church and the sale of the property.

We expect that the task force will have significant conversation with the leadership of SFPC, including the session, pastors and staff to complete this work.

The basis for these responsibilities are in the Book of Order:

- G-11.0103 - The presbytery is responsible for the mission and government of the church throughout its geographical district. It therefore has the responsibility and power
- a. to develop strategy for the mission of the church in its area consistent with G-3.0000;
 - b. to coordinate the work of its member churches, guiding them and mobilizing their strength for the most effective witness to the broader community for which it has responsibility;
 - c. to initiate mission through a variety of forms in light of the larger strategy of the synod and the General Assembly;
 - y. to consider and act upon requests from congregations for permission to take the actions regarding real property as described in G-8.0000;

G-8.0201 - All property held by or for a particular church, a presbytery, a synod, the General Assembly, or the Presbyterian Church (U.S.A.), whether legal title is lodged in a corporation, a trustee or trustees, or an unincorporated association, and whether the property is used in programs of a particular church or of a more inclusive governing body or retained for the production of income, is held in trust nevertheless for the use and benefit of the Presbyterian Church (U.S.A.).

The following persons have agreed to serve on this Task Force:

For COM

Rev. Tim Snow
 Rev. Gary Barckert
 Elder Ivan Ellis (Trinity)
 Elder Randy Roberts (Steel Lake)

For FI / Council

Elder Steve Judd (Bethany)
 Elder Karen Cunningham (Redmond)

From the Presbytery at Large

Rev. Hallack Greider
 Rev. Adrienne Schlosser-Hall
 Elder Gary King (Bellevue First)