

Synod of the Sun Presbyterian Church (U.S.A.)



2020
Minutes & Records

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Synod of the Sun

2019 Minutes & Records

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OFFICE OF THE GENERAL ASSEMBLY

The 2018 Minutes of the Synod of the Sun were approved by the 224th General Assembly (2020) with no exceptions or comments.

The General Assembly thanks the Synod for providing minutes in paper and electronic format.

Co-Moderator, 224th General Assembly (2020)

Reverend Dr. J. Herbert Nelson, II
Stated Clerk of the General Assembly
Presbyterian Church (U.S.A.)

July 23, 2020



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**Synod Spring Stated Meeting
ZOOM Conference Call
March 23, 2020**

Synod Moderator Mitch Miller, called the meeting to order at 1:00 p.m. and in accordance with the Bylaws, Sec. 3.1.3 whereby 50% or more of the elected commissioners constitutes a quorum, a quorum was declared with 24 of 27 Commissioners present. The meeting was opened with prayer by Moderator Miller.

ATTENDANCE

First Name	Last Name	Presbytery	Committee assignment	Status
Margaret	Alsup	Arkansas		Commissioner - FTE
Dzandria	Chiphe	South Louisiana		Commissioner – MRE
Jeff	Cranton	Eastern Oklahoma		Commissioner – MTE
Sharon	Curry	Grace	Moderator, Connecting	Commissioner – FRE
Denise	Haley	Mission	Moderator, Grants and Scholarships and Moderator, Personnel	Commissioner – FRE
Shelley	Hernandez	New Covenant	Vice Moderator, Connecting and Coordinating Team Chair	Commissioner – FRE
Stephen	Hill	New Covenant		Commissioner – MTE
Edith	Hill	Pines		Commissioner – FRE
Earnest	Isch	Indian Nations		Commissioner – MRE
Mitch	Miller	Indian Nations	Moderator	Commissioner – MTE
Rick	Mills	Cimarron		Commissioner – MRE
Katharine	Nipp	Cimarron		Commissioner – FRE
Kristy	Rogers	Eastern Oklahoma		Commissioner – FRE

Bill	Rose	Tres Rios	Vice Moderator, Empowering	Commissioner – MRE
Nancy	Ruff	Palo Duro		Commissioner – FRE
Seth	Saathoff	Mission		Commissioner – MTE
Janice	Six	Palo Duro		Commissioner – FTE
Winona Bryant	Williams	Arkansas		Commissioner – FRE
Arita	Battiest	Eastern Oklahoma		Commissioner At-Large – FRE
Harry	Cooper	Pines		Commissioner At-Large – MTE
Bok Soon	Egbert	South Louisiana	Moderator Elect	Commissioner At-Large – FRE
Jesse	Gonzalez	Grace	Moderator, Equipping	Commissioner At-Large – MTE
Ron	Hankins	Tres Rios		Commissioner At-Large – MRE
Isabel	Rivera-Velez	New Covenant		Commissioner At-Large – FRE
Tim	Blodgett	Eastern Oklahoma		Executive Presbyter
Scott	Campbell	Palo Duro		Executive Presbyter
Gordon	Edwards	Cimarron		Executive Presbyter
Lynne	Hargrove	New Covenant		Executive Presbyter
Joe	Hill	Pines		Executive Presbyter
Stewart	Smith	Arkansas	Moderator, EP Forum	Executive Presbyter
Ron	Sutto	South Louisiana		Executive Presbyter
Sallie	Watson	Mission		General Presbyter
Hailey	Malcom	Tres Rios		Corresponding Member

<i>Leslie</i>	<i>Belden</i>	<i>Arkansas</i>		<i>Corresponding Member</i>
Kay	Long	Tres Rios		Corresponding Member
Leigh	McCaslin	Eastern Oklahoma		Corresponding Member
Mark	Southard	Cimarron		Corresponding Member
Carol	Davis			PW Moderator
Bruce	Goodlock	Mission	Moderator, Committee on Representation	
Ernie	Higginbotham	Grace	Assistant Stated Clerk	Synod Staff
Valerie	Young	Grace	Synod Leader & Stated Clerk	Synod Staff
Thomas	Riggs		Communications & Administration Coordinator	Synod Staff
Rick	Young		Visitor	President, Texas Presbyterian Foundation
Rob	Fohr		Visitor	MRTI
Katie	Carter		Visitor	MRTI
Nanette	Cagney	South Louisiana	Visitor	Commissioned Pastors Network
EXCUSED				

David	Stipp-Bethune	Pines	Vice Moderator, Equipping	Commissioner – MTE
Tracy	Spencer-Brown	Tres Rios		Commissioner – FTE

Motion was made, Seconded, and Approved to seat all as Corresponding members with voice, but no vote. Visitors were also welcomed and approved to seat with voice, but no vote.

Motion and Second to adopt the docket was Approved

	Monday, March 23, 2020
	Opening Prayer
1:00pm	Welcome & Introductions <ul style="list-style-type: none"> · <i>Open with Worship</i> · <i>Roll Call & Declaring a Quorum</i> · <i>Seating of Corresponding Members and visitors</i> · <i>Acknowledgment of First People</i> · <i>Adoption of the Agenda</i> · <i>Moderator's Comments</i>
	Report: Synod Leader/Stated Clerk <i>Valerie Young</i>
1:30pm	Devotion
1:45pm	Impact Assessment
2:00pm	Committees Meet
3:50pm	Break
4:00pm	Plenary <ul style="list-style-type: none"> · <i>Investment in Fossil Fuels</i> · <i>MRTI – Rob Fohr and Katie Carter, Office of Faith-Based Investing & Corporate Engagement</i> · <i>TPF – Rick Young, President</i>
4:30pm	Network Reports/Celebrations <ul style="list-style-type: none"> · <i>Solar Under the Sun – Jim Freeman</i> · <i>Commissioned Pastors Network – Nanette Cagney</i>

5:00pm	Report: Administrative Commission to Indian Nations Presbytery <ul style="list-style-type: none"> · <i>Rev. Janice Six</i>
4:30pm	Plenary – Committee Harvesting <ul style="list-style-type: none"> · <i>Connecting Report – Sharon Curry</i> · <i>Equipping Report – Jesse Gonzales</i> · <i>Empowering Report – Bill Rose</i> · <i>Representation Report – Bruce Goodlock</i> · <i>Presonnel Report – Denise Haley</i>
11:00am	Report: Coordinating Team - <ul style="list-style-type: none"> · <i>Nominations</i> · <i>Finance</i> ·
Noon	Adjourn with prayer <div><i>Mitch Miller</i></div>

Welcome and Introductions

After opening with prayer, a roll call was taken, and a quorum was declared by the Stated Clerk. Having introduced and seated the Corresponding Members and visitors, Seth Saathoff moved that the Corresponding Members and visitors be seated with voice and no vote. Shelley Hernandez seconded. The Motion passed. The Moderator called for the adoption of the agenda. Shelley Hernandez moved the adoption, Sharon Curry seconded. Motion passed.

Acknowledging of First Peoples – Moderator Mitch Miller reported on the history of those who first lived on the lands of Shreveport, LA, where our meeting was originally slated to be held, and Edmond, OK, from where Mitch was located.

Report: Synod Leader/Stated Clerk --

In her comments, Valerie Young, Synod Leader and Stated Clerk of Synod of the Sun, was going to report on her recent trips to Spanish Immersion camp and the Central American Migrant Trail Travel Study Seminar (*Attachment A*). But recent events surrounding the Coronavirus (COVID-19) Pandemic, have changed the trajectory of the ministry of Synod. We are quickly moving to a priority of enabling Presbyteries and churches to meet the challenges of connection and ministry.

Devotional –

The Rev. Janice Six lead us in a devotional that helped us see that for last Sunday and the upcoming Sundays, we are all “home bound.” We look forward to the day where we move forward in ministry when we are so far apart.

Impact Assessment -- (Attachment B)

Moderator Mitch Miller and Coordinating Team Chair Shelley Hernandez informed the Assembly that the Synod of the Sun is conducting an Impact Assessment that will be presented at General Assembly. The Assembly will divide the list of persons to be contacted in order to get their feedback on this Assessment.

Mission Responsibility Through Investment -- (Attachment C)

As an Order of the Day, those assembled heard from Rob Fohr and Katie Carter from the Office of Faith-Based Investing and Corporate Engagement about the work of MRTI in scoring and making recommendations regarding fossil fuel investment. The presentation included recommendations that MRTI will make to GA 224. After their presentation, Rick Young, President of the Texas Presbyterian Foundation, presented their standards regarding investment in fossil fuels.

Network Reports/Celebrations

The Assembly heard from Jim Freeman of Solar Under the Sun. Jim reported that Elizabeth Brineagar has been hired as Director of Operations for SUTS and is already doing a great job! For the second year in a row, a trip to Honduras had to be cancelled, first because of weather and this year because of the Coronavirus (COVID-19) Pandemic. Solar School in October is planned. Jim also reported about a successful Solar School in Puerto Rico. Jim suggested that Solar Schools might take places in other part of the Synod.

The Assembly heard from Nanette Cagney of the Commissioned Pastors Network, who reported on the upcoming Empowering Commissioned Pastors Network. The Network has decided to postpone the May conference until October or November. The group is working with plenary speakers and workshop speakers to set a new date. The group will host online workshops between now and the new date. There are already 130 participants signed up.

Report of Administrative Commission to Indian Nations Presbytery – (Attachment D)

Janice Six, Moderator of the Administrative Commission, reported on INP's steps moving forward. The transition team had done a great job in communication. The Commission reported that an interim presbytery pastor search has begun and the next phase of the restructuring plan will begin soon.

Committee Harvesting

Connecting – (Attachment E)

Sharon Curry reported on behalf of the committee. The Connecting Team recommended that the Synod Assembly concur with all presented Overtures (*Attachment F*). The motion passed. The committee is looking at ways that they can strengthen communication ties with the Synod's Networks.

A Gathering at the Table ZOOM conference is being sought by the committee. This conference being a safe place to share.

The Committee organized the Impact Assessment phone calls and will compile the information for GA 224.

Equipping – (Attachment G)

Jesse Gonzalez reported on behalf of the committee. In addition to the business of electing a person to the Personnel Committee, the team organized themselves to contact persons on the Impact Assessment calling list. Jesse also reported on the successes of the Communication Services Plan.

Empowering – (Attachment H)

Bill Rose reported on behalf of the committee. The committee selected a member for the Personnel Committee, discussed the work of the Empowering Women Network and allocated funds for the Oklahoma Presbytery Network, and prepared to contact persons for the Impact Assessment.

Representation – (Attachment I)

Bruce Goodlock reported on behalf of the committee. A report has been assembled for General Assembly.

Personnel – (Attachment J)

Denise Haley reported on behalf of the committee.

MOTION from the committee: Personnel Committee and Coordinating Team manage adjustments as necessary to Synod Leader Valerie Young's upcoming Sabbatical because of travel and quarantine restrictions. The motion passed.

Report: Coordinating Team – (Attachment K)

Shelley Hernandez reported on behalf of the Coordinating Team.

Items Approved by the Coordinating Team to bring to the Assembly:

Received: 2019 Year End financial report. Shelley Hernandez moved, Jesse Gonzalez seconded. Motion approved. *(Attachment L)*

Received: 2019 Audit scheduled for April 1. Shelley Hernandez moved, Jesse Gonzalez seconded. Motion approved.

Received: Final Budget for 2020. Moved by Steven Hill and Kristy Rodgers. Motion approved. *(Attachment M)*

MOTION: Create a COVID Rapid Response Commission consisting of Shelley Hernandez (CT Chair), Bruce Goodlock (CT member) and Synod Leader, Valerie Young to have authority over

the following designated funds for use in support of presbyteries and congregations as needed, through the end of 2020 to make disbursements as appropriate: (*Attachment K*)

- Church Extension & Development
- Aid for Pastors
- And budget line: Emergency COVID19 Response

Motion approved

MOTION: Utilize the unspent Budget Funds for 2019 as follows: (*Attachment K*)

- a. Passo de Fe Mission - \$5000
- b. National Hispanic Conference - \$5000
- c. National Korean Caucus - \$5000
- d. Translation Fund - \$35,000
- e. Unrestricted Fund - \$6000 (approximate balance)

Motion passed.

MOTION: The Coordinating Team moved the adoption of the Final Budget for 2020. Motion passed.

NOMINATIONS (*Attachment K*):

For election to Presbyterian Historical Society of the Southwest Board:

- i. Henrietta Harris – South Louisiana Presbytery
- ii. Carolyn Miller – Tres Rios Presbytery

For election to Chair of Empowering Committee

- i. Bill Rose, RE, Tres Rios Presbytery

For election to Presbyterian Pan American School:

- i. F. Clark Williams, Jr. (Alumni), Class of 2022
- ii. Marie Mickey, Palo Duro Presbytery, Class of 2022
- iii. Jim Currie, New Covenant Presbytery, Class of 2020
- iv. David Fletcher, Grace Presbytery, Class of 2021
- v. Liz Anzaldúa, Mission Presbytery, Class of 2021

For AFFIRMATION to the Board of Evergreen Life Services (*Attachment N*).

NOMINATION to Synod of the Sun Permanent Judicial Commission:

- i. Julie MacLemore Wells, New Covenant Presbytery, Class of 2025

NOMINATION for election to the Synod Personnel Committee

- i. Jeff Cranton, Equipping Committee
- ii. Rev. Janice Six, Empowering Committee

NOMINATION FOR SYNOD MODERATOR 2022:

- i. Kristy Rogers – Eastern Oklahoma Presbytery

MOTION: Motion to close nominations was made by Jeff Cranton and seconded by Jesse Gonzalez. Motion passed. Moderator Mitch Miller declared the slate elected by acclamation.

Following the conclusion of business, Moderator Mitch Miller closed the meeting with prayer.

Submitted by,

Valerie Young
Synod Leader & Stated Clerk

These minutes have been read and approved by Moderator Mitch Miller and Moderator-Elect Bok Soon Egbert

Synod Leader & Stated Clerk Report

March 2020

Two weeks ago I was preparing to report on an active February. Two weeks of continuing education spent learning basics of Spanish and 12 days as part of the Central American Migrant Trail Study Seminar. While issues of immigration are still just as pressing, it seems that there are other, more timely things for us to discuss now.

My written report provides some information on places where I have represented the synod since our last meeting in November. What that list won't tell you is how, in the last week and a half, we have been working to respond to the needs of presbyteries and congregations. In that time the synod's Coordinating Team has had two called meetings and adjusted the proposed 2020 budget for your approval twice, based on the unknown of COVID19.

What does the synod have to do with the current situation in the world and COVID19?

The synod's mission is to Connect, Equip, and Empower, and we do this because *"we believe when we work together, we make visible the Good News and find wholeness as the of the body of Christ. In our common calling, we impact lives together."*

G-3.04 of the Book of Order says this: *"Synod is responsible for the life and mission of the church throughout its region and for supporting the ministry and mission of its presbyteries as they seek to support the witness of congregations, to the end that the church throughout its region becomes a community of faith, hope, love and witness."* The eleven presbyteries in this synod are working diligently to help pastors and congregations in this time of uncertainty. It is the role of the synod to support and uplift those efforts and be there for the leadership of the presbyteries when and how we are needed.

It's providential then, that the Vision and Coordinating Teams have planned for a year of fewer programmatic efforts and instead a time of assessing the

EP Forum, Nov 2019
Whitney Plantation, New Orleans

Indian Nations Presbytery
Resource to Search Committee

Grace Presbytery
December 2019

Grants & Scholarships Commission

Synod Executives Forum,
January 2020
Puerto Rico

Coordinating Team Retreat
January 2020, Mo Ranch

Palo Duro Presbytery
January 2020

APCE conference
January 2020

Continuing Education
Spanish Language Immersion
February 2020

Central American Migrant Trail
Travel Study Seminar, February
2020

Tres Rios Presbytery
March 2020

Permanent Judicial Commission
Training, March 2020

TRAVEL STOPPED

EP Forum Zoom meetings
Weekly

Multiple online training sessions for

impact of the synod's work. That plan has enabled us to "loosen the purse strings" as much as possible to be creative and helpful in this time of quarantines and uncertain need. You will see that reflected in the budget being brought forward for approval today. If the way be clear, the synod will have the availability of time and money to assist in presbyteries' efforts.

Last week I assisted several pastors in learning the intricacies of Zoom and, at the request of presbytery leaders, committed the synod to paying for subscriptions to aid with worship and meetings for a few of those congregations. Thomas Riggs, our Communications & Administration Coordinator, has been working to keep the websites and social media of fourteen presbyteries up to date. As Thomas has said, we never imagined a time when there would be the need for *simultaneous* disaster related communications in all fourteen of our contracted partners. We are all grateful for his tireless efforts on behalf of the whole Church and pray that it all slows down soon.

In the next few hours, I hope you will see glimpses and opportunities for even more connection and help us to realize other ways in which the synod might continue to serve in the coming weeks and months. I hope you will share your thoughts and ideas.

Lastly, many commissioners are new to synod work this year. Please know that, as hard as we try, service at the synod level is not always clearly defined. It can be like a muddy bog one day and the next, be as clear as the canals of Venice, Italy after a month of quarantine. But that's what it's like to be a flexible and responsive body, and that's what we had in mind when we discerned the newest vision for the synod. I hope that you will become engaged, I hope that you will reach out for help if you need it.

If I can be of any assistance to you, please contact me at any time. We are so grateful you are with us today!

Valerie Young

Assessment Questions—Draft 9/7/19

What's your role?

- a. Commissioner
- b. Network
- c. Foundation
- d. Grants & scholarships
- e. COR
- f. PJC
- g. EP forum
- h. Presbytery Stated Clerk
- i. Network
- j. Conference Attendee
- k. Conference Planning Team
- l. Co-Opt member
- m. CSP client
- n. Covenant Partner
- o. Grant recipient
- p. Administrative Commission
- q. Other—option to type

The Synod of the Sun of the Presbyterian Church (USA) serves Christ by connecting, equipping, and empowering Presbyterians for Christ's mission within and beyond the Synod's bounds.

1. Does the Synod work? Yes or no option with IDK option
How well does the Synod work? 1-5 scale with IDK option
How well does the Synod work together? 1-5 scale with an IDK option
2. In what ways has the Synod crossed/attempted to cross boundaries? Narrative
3. What are the intentional/direct; unintentional/indirect ways the Synod has made visible the Good News? Narrative
4. How has the Synod promoted wholeness in the Body of Christ? Narrative
5. What does the Synod need to do better? Narrative
6. Tell us about a time when the Synod has failed to impact lives in a positive way.
7. Tell us about a time when the Synod has impacted lives in a positive way.
8. What missional needs do you see that the Synod has yet to address or that the Synod could address in the future?



Mission Responsibility Through Investment: Response to the 223rd General Assembly Directive on Applying Environmental Policy and Recommending Selective Divestment

Rob Fohr and Katie Carter

Office of Faith-Based Investing and Corporate Engagement

March 23, 2020



Original GA Goals for MRTI (1971)

This GA policy established the Committee on Mission Responsibility Through Investment (MRTI) with the following mission goals:







- Pursuit of peace
- Pursuit of racial justice
- Pursuit of economic and social justice
- Achievement of environmental responsibility
- Pursuit of justice for women



PCUS Foundational Policy, 1976

- Establishment of a policy on socially responsible investing
- Declares “no investment is neutral.”
- Social concerns listed include:
 - Recognition of human worth and dignity in employment policies and practices
 - Honest and fair practices in the production and marketing of goods and services
 - Stewardship of natural resources and the environment

MRTI Background: Structure

-  At-Large members, elected by GA
-  Advisory Committee on Social Witness Policy
-  Advocacy Committee on Women's Concerns
-  Advocacy Committee on Racial Ethnic Concerns/ (Racial Equity Advocacy Committee)
-  Board of Pensions
-  Presbyterian Foundation
-  Presbyterian Mission Agency



MRTI's Directive from 223 GA (2018)

Direct MRTI to continue its engagement process with deliberate haste and continue to utilize its Guideline Metrics with corporations in the 2019 and 2020 proxy seasons and report back three years of metrics to the 224th General Assembly (2020) with divestment recommendations for the companies who are not moving towards compliance with the General Assembly's criteria established by the 222nd General Assembly (2016). Companies previously identified by MRTI for this focused engagement include, but are not limited to, **Chevron, ExxonMobil, ConocoPhillips, Marathon Petroleum, Valero Energy, Phillips 66, Duke Energy, Ford, General Motors.**



Presbyterian Church (U.S.A.)
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Escalating urgency

October 2018: “Major Climate Report Describes a Strong Risk of Crisis as Early as 2040”

(Report: Intergovernmental Panel on Climate Change)

May 2019: “A million species are at risk of extinction. Humans are to blame.”

(UN’s Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services)





MRTI Recommendations to 2020 GA

1. Recognize the need for urgent and robust responses to the existential threat of the climate crisis...
2. Commend the investing agencies of the Presbyterian Church (U.S.A.) for their work to provide options for congregations, mid councils, and individuals working for a fossil fuel-free future
3. Direct MRTI to continue its engagement process with deliberate haste through Climate Action 100+ and utilize its Guideline Metrics with corporations in the 2021 and 2022 proxy seasons...
4. Direct MRTI to add **Occidental Petroleum, American Airlines, Delta Airlines, and United Airlines** to its list of companies previously identified by MRTI for this focused engagement which included, but was not limited to: Chevron, ConocoPhillips, Duke Energy, Ford, General Motors, and Philips 66.



MRTI Recommendations to 2020 GA

5. Approve the following resolution:

“The Committee on Mission Responsibility Through Investment... attempted to engage and evaluated companies using its Guideline Metrics in an effort to improve the companies’ governance, strategy, implementation, transparency and disclosure, and public policy with respect to climate change. In the cases of ExxonMobil, Marathon Petroleum, and Valero Energy, this process of engagement produced no substantial change or movement towards compliance with the General Assembly’s criteria. Under the church’s regular process of corporate engagement...**we direct that ExxonMobil, Marathon Petroleum, and Valero Energy, be placed on the General Assembly Divestment/ Proscription List** until their actions are in compliance with the General Assembly’s established criteria.”



Theological rationale

1. MRTI's role as a committee is to be guided by the Holy Spirit.
2. Climate change is undeniable and is one of the most pressing moral and theological problems of our time.
3. The undeniable urgency of climate change warrants a response at every religious, social, political and economic level. There are no silver bullets, quick fixes, or simple solutions.
4. We prioritized listening to the voices of those historically marginalized and engaged corporations in dialogue, seeking resolutions to address the ways oil and gas companies hasten climate change.



Corporate engagement

Companies	Correspondence	Dialogues	Shareholder Resolutions	Summary of Engagement
Chevron	4	6	1	Climate crisis strategy; greenhouse gas reduction; human right to water and concerns of community impacts
ConocoPhillips	3	6	0	Stakeholder and community engagement; greenhouse gas reduction; engagement with indigenous communities; risk of stranded assets.
Duke Energy	3	3	1	Greenhouse gas reduction; community engagement; impact of coal ash on neighboring communities.
ExxonMobil	5	2	2	Greenhouse gas reduction; climate crisis.
Ford	5	5	0	Public policy lobbying; vehicle electrification plans; greenhouse gas reduction.
General Motors	3	2	1	Worker issues in plants; public policy lobbying; vehicle electrification plans; greenhouse gas reduction.
Marathon Petroleum	9	0	1	Company refused engagement
Phillips 66	3	5	0	Human rights policy development and implementation; greenhouse gas reduction and climate reporting; community impacts.
Valero Energy	3	2	0	Greenhouse gas reduction and climate reporting; climate crisis strategy.



Guideline Metrics

MRTI Guideline Metrics - Company Scoring Evaluation January 2020

ExxonMobil Marathon Petroleum Valero Energy	Does not adequately acknowledge importance of environmental, social and governance (ESG) issues.
Chevron Phillips 66	Acknowledges importance of ESG issues, may not adopt policies to address issues.
ConocoPhillips Duke Energy General Motors	Begins to implement ESG policies with programs, goals & targets.
Ford	Company benchmarks its progress on ESG issues against others in sector.
	Actively addresses ESG issues with few concerns.

Approved by the Committee on Mission Responsibility Through Investment
on January 16, 2020

Summary of company scores

Company (organized by highest to lowest)	Summary of score
Ford	Score remained stable between June 2019 and December 2019. While viewed as industry laggards in vehicle electrification, company released a 2018/2019 scenario analysis in June and has clear plans in place to improve energy efficiency of its fleet. They also joined Honda, Volkswagen, and BMW in reaching a deal with California on air emissions, while GM lobbied against it. This difference is the main difference in scoring between GM and Ford.
General Motors	Score dropped from blue to yellow between June and December 2019. While GM clearly has energy efficient investments and is doing more than Ford on vehicle electrification, the recent public policy advocacy against California air emissions standards hurt GM's governance and climate strategy scores.
Duke	Score increased since June 2019 but remains in yellow range. Increase due primarily to Duke's announcement in September 2019 that it's aiming to achieve net-zero emissions by 2050. Company continues to rely on coal-generated power plants in near-term and has had some recent controversies regarding coal ash pollution. Community engagement score increased because of the development of local advisory councils in all of Duke's jurisdictions.

Summary of company scores

Company (organized by highest to lowest)	Summary of score
ConocoPhillips	Score dropped since June, remains in yellow. Drop due primarily to recent Carbon Tracker reports, citing ConocoPhillips as one of the companies with the largest undeveloped oil and gas portfolio at risk in a low-carbon future. While company has great record of disclosures and engagement, the actual strategy doesn't match. The company has strong community involvement programs and board governance.
Chevron	Score dropped since June 2019, remains in orange. Drop due to reports MRTI received in Dec. about lingering impacts of a pipeline project in Cameroon with Exxon and Chevron. Chevron has made clear they don't intend to set reduction goals or targets for use of their products. Compared to Exxon, Chevron has slightly better environmental policies, board governance, strategy disclosure, and more evidence of energy efficient investments which puts them at higher score.
Phillips66	Score increased to orange since June. Increase due to additional disclosures related to climate risks in company's 2018 climate report (released June 2019, after June scores were finalized). Phillips also showed improvement in some of Sustainability criteria. The company has stronger human rights policies in place compared to peers.

Summary of company scores

Company (organized by highest to lowest)	Summary of score
ExxonMobil	Score moved from orange to red because: 1) Lack of alignment with goals and expectations of CA100; 2) stories received Dec 2019 from mission partners in Cameroon describing how past operations from Chevron and Exxon decimated local fishing communities, hurting local economies in the following years; and 3) once Mr. Fohr was confirmed as fact witness (July 2019) in NY State AG's suit against Exxon, Exxon ceased direct engagement and dialogue with PCUSA and MRTI.
Marathon Petroleum	Extremely poor record of shareholder engagement; poor community relations record (neighborhoods around Detroit refinery); actively lobbied against CAFÉ standards and against tax credits for electric vehicles; scores very poorly on social metrics; has no strategy in place for aligning business operations with a low-carbon future.
Valero Energy	While Valero has a track record of shareholder engagement, they've done little to disclose how they are aligning business strategy with a low-carbon future. Company scores very poorly on Sustainability social metrics and is the lowest scoring company of the GA, mostly for limited disclosure, weak GHG programs, and lack of human rights policies/ disclosures.

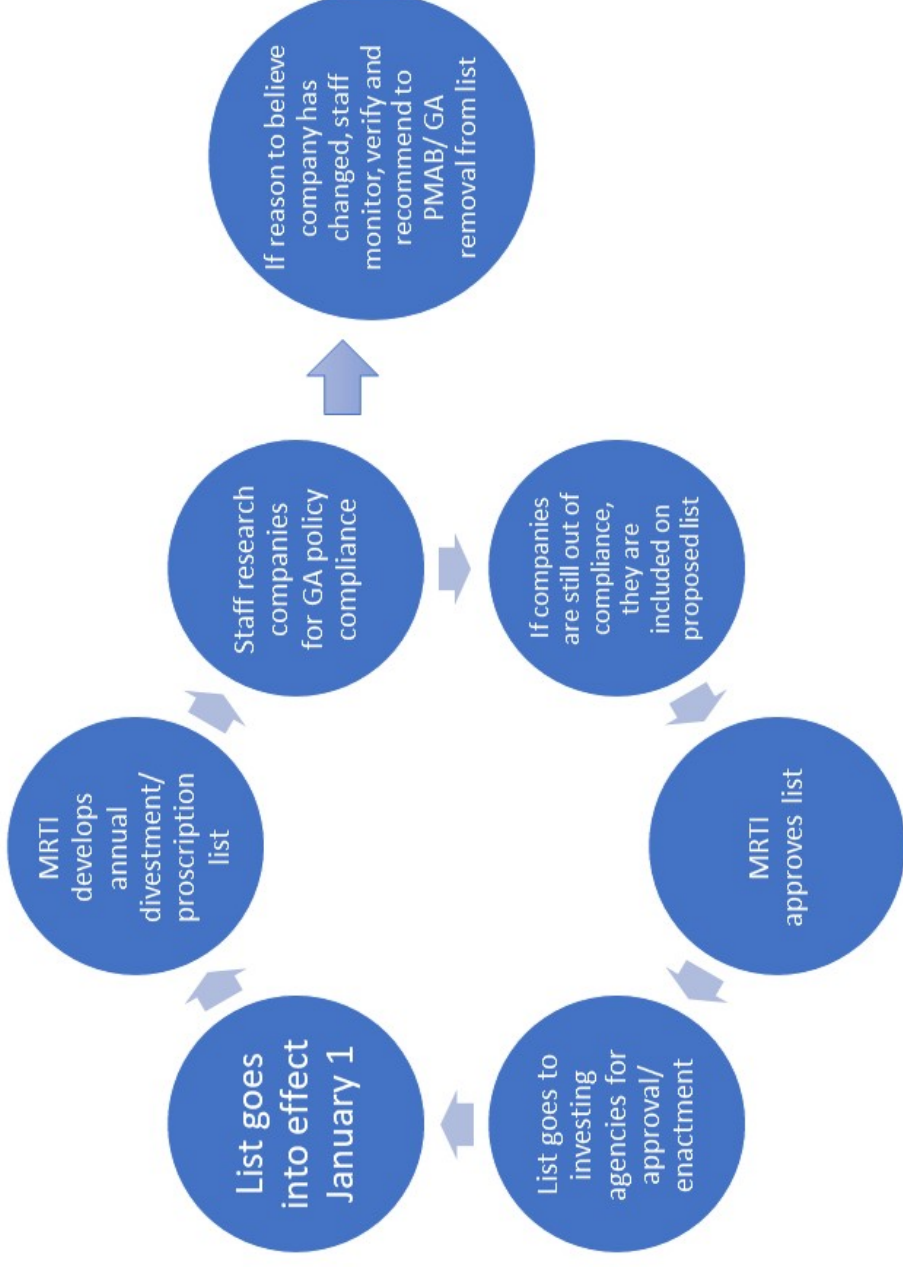


Use of Divestment as Ethical Strategy, 1984

1. Issue reflects central aspects of faith
2. Requires extensive engagement
3. Incorporates thorough analysis, cogent strategy and defined goals
4. Acts in consultation with ecumenical partners
5. Shows respect for dignity of those communities affected
6. Permits precise measurement and evaluation of impact
7. Provides for communication, interpretation and care



Process after divestment





What does this mean?

- If the GA approves MRTI's recommendations, PCUSA becomes the first major investor to **selectively** divest for **policy reasons only**.
- Individual companies will be singled out for their actions, rather than being able to hide behind a categorical call.
- MRTI's recommendations are in-line with both GA policy and the policies of the Board of Pensions and the Foundation.
- Both investing agencies CAN enact MRTI's recommendations because MRTI followed the appropriate GA process.



Continuing engagement

- MRTI recommends continuing engagement with: Chevron, ConocoPhillips, Duke energy, Ford, General Motors, and Phillips 66.
- MRTI recommends adding these companies for focused engagement: American Airlines, Delta Airlines, United Airlines, and Occidental Petroleum. These are on the CA100 list and are in the portfolios of the Board of Pensions and/or Foundation.



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

Questions?



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

Stay in touch

- Follow us on Facebook @PresbyterianMRTI
- Contact Rob Fohr at Rob.Fohr@pcusa.org

[OVT-052] On Learning About and Starting the Process of Divestment from Fossil Fuels

Source: Presbytery

Committee: Unassigned

Event: 224th General Assembly (2020)

Sponsor: Arkansas Presbytery

Type: General Assembly Full Consideration

Recommendation

The Presbytery of Arkansas overtures the 224th General Assembly (2020) to:

1. Encourage all congregations and presbyteries to learn about and start the process of divestment from fossil fuels through the Presbyterian Foundation and the Board of Pensions using the Carbon Underground 200 and the S&P Global Industry Classification Standard's list of publicly traded companies engaged in coal, oil, and gas exploration, extraction, and production as the criteria to identify which companies are considered to be fossil fuel companies.
2. Direct Mission Responsibility Through Investment to add all companies on the Carbon Underground 200 and the S&P Global Industry Classification Standard's list to the divestment list and recommend divestment to the Board of Pensions.
3. Recognize that the fossil fuel industry has long provided employment for many, including members of our denomination, and therefore:
 - a. Affirm that working in the fossil fuel industry is a necessity for many and assure our members that divestment is not a condemnation or judgment of their choice of employment.
 - b. Direct the Presbyterian Mission Agency (PMA) to be in conversation with presbyteries whose members are most dependent on the fossil fuel industry, in order to discern ways that we can support them as our society transitions away from our dependence on fossil fuels and jobs are inevitably lost.
4. Recognize that the fossil fuel industry has also caused a climate crisis, and that many around the world are already suffering the impact of climate change, including many within our own denomination, and therefore direct the PMA to be in conversation with presbyteries whose members are most affected by climate change to discern ways we can continue to support them and minimize the impact of climate change in their lives and communities as we divest from fossil fuels

Rationale

Although human use of fossil fuels has caused economic and social growth, burning fossil fuels has already raised the average temperature of the earth by 1°C (1.8°F). The latest report from the Intergovernmental Panel on Climate Change¹ (IPCC) shows the extent of the damage we will cause to creation if we allow the earth's temperature to rise by 1.5–2°C, the targets agreed to by all nations of the world under the Paris Agreement of the United Nations Framework Convention on Climate Change.² Even at 1.5°C of warming, we can expect to see the extinction of more than 300,000 species of animals, have an ice-free Arctic in most summers, expose 14 percent of people to extreme heat waves (especially in the Global South), expose 250 million people to severe drought, and raise sea levels by at least 1.3 feet.

Thus, knowing we must keep climate to 1.5°–2°C of warming, we are limited to how much fossil fuel can be burned and how much time we have to use our prophetic and moral voices as people of faith called by God to love people and all creation.

We have about ten years after the 224th General Assembly (2020) to stay within these warming limits. However, the fossil fuel industry's own estimates³ show that burning the proved reserves of fossil fuels will release almost three times the carbon budget at 2°C⁴ and an astounding five times the 1.5°C budget—CO₂ that will remain in the atmosphere for hundreds of years. Despite these dire realities, oil and gas production is increasing, and PC(USA)'s money has helped allowed oil and gas companies to spend more than \$114 billion in 2017⁵ to acquire new deposits of oil and gas that we can't afford to burn. We cannot trust the industry to listen to us and to respond with urgency.

Climate change is no longer some future threat that we will have to contend with at a later date. The effects of climate change are already being seen around the world by a nearly incalculable number of people who are already experiencing—due to the natural disasters—malnutrition, pollution, disease, and death that are also caused by overconsumption of fossil fuels and climate change.

This number is rising every year as we continue to consume fossil fuels at an unsustainable rate. Natural disasters such as hurricanes, floods, and wildfires are becoming more common and more deadly. In 2017, Hurricane Maria caused the deaths of more than 4,600 people in Puerto Rico.⁶ That same year Hurricane Harvey caused an estimated \$125 billion of damage in Texas.⁷ Of California's ten most destructive wildfires in history, six happened over a ten-month period in 2017–2018.⁸ Droughts in Latin America are decimating crops, causing a spike in migration north towards the U.S./Mexico border.⁹

We simply cannot continue to invest in fossil fuels at the rate that we have been if we want to stop the damage already being done to the environment and the millions of people already suffering the impacts of climate change.

Our investments must switch to renewable energy now, before it is too late. That being said, many within our denomination rely on the fossil fuel industry as their main source of income. Just as our members in places already feeling the brunt of the damage from climate change worry about their futures, our members who work in the fossil fuel industry worry about their own futures, as they wonder how they will earn a living as jobs in the fossil fuel industry disappear. Jobs in the fossil fuel industry are already on a decline, as mining resources like coal become less profitable. Whether or not the PC(USA) divests from fossil fuels, these jobs will inevitably disappear as our society makes the necessary transition to renewable energy. Just as we must continue to support those in our denomination most impacted by climate change, we must also begin searching for ways to support those who will lose their jobs as fossil fuels become obsolete.

Endnotes

1. IPCC, 2018: *Summary for Policymakers*. In: "Global Warming of 1.5°C." An IPCC Special Report on the impacts of global warming of 1.5°C above pre-industrial levels and related global greenhouse gas emission pathways, in the context of strengthening the global response to the threat of climate change, sustainable development, and efforts to eradicate poverty [Masson-Delmotte, V., P. Zhai, H.-O. Pörtner, D. Roberts, J. Skea, P.R. Shukla, A. Pirani, W. Moufouma-Okia, C. Péan, R. Pidcock, S. Connors, J.B.R. Matthews, Y. Chen, X. Zhou, M.I. Gomis, E. Lonnoy, T. Maycock, M. Tignor, and T. Waterfield (eds.)]. https://www.ipcc.ch/site/assets/uploads/sites/2/2019/05/SR15_SPM_version_report_LR.pdf.

2. United Nations Framework Convention on Climate Change 2015. Report of the Conference of the Parties on its twenty-first session, held in Paris from 30 November to 13 December 2015. <https://unfccc.int/process-and-meetings/the-paris-agreement/the-paris-agreement>.

3. *BP Statistical Review of World Energy 2019*. 68th edition. <https://www.bp.com/content/dam/bp/business-sites/en/global/corporate/pdfs/energy-economics/statistical-review/bp-stats-review-2019-full-report.pdf>

4. Richard Heede and Naomi Oreskes 2016. *Global Environmental Change*. Potential emissions of CO₂ and methane from proved reserves of fossil fuels: An alternative analysis. doi: 10.1016/j.gloenvcha.2015.10.005.
5. Robert Rapier 2018. *Forbes*. "Oil Company Spending and Oil Reserves Are on the Rise." <https://www.forbes.com/sites/rrapier/2018/07/27/oil-company-spending-and-oil-reserves-are-on-the-rise/#207559c54a31>.
6. Arelis R. Hernandez and Laurie McGinley 2018. *Washington Post*. "Harvard Study Estimates Thousands Died in Puerto Rico Because of Hurricane Maria." https://www.washingtonpost.com/national/harvard-study-estimates-thousands-died-in-puerto-rico-due-to-hurricane-maria/2018/05/29/1a82503a-6070-11e8-a4a4-c070ef53f315_story.html?noredirect=on.
7. nhc.noaa.gov/news/UpdatedCostliest.pdf.
8. Chris Dolce 2018. *The Weather Channel*. "Six of California's Most Destructive Wildfires Have Struck in the Past 10 Months." <https://weather.com/news/news/2018-07-30-california-20-most-destructive-wildfires-carr-fire>.
9. Miranda Cady Hallet 2019. *Latino USA*. "How Climate Change Is Driving Emigration from Central America." <https://www.latinousa.org/2019/09/09/climatechange/>.



Valerie Young <valerie.young@synodsun.org>

Presbytery Meetings and the Need for a Concurrence on an Overture Prior to the April 21 Deadline

1 message

Leslie Belden <lesliebeld@aol.com>

Thu, Mar 12, 2020 at 2:53 PM

To: Valerie Young <valerie.young@synodsun.org>, Valerie Young <vyoung@synodsun.org>, Thomas Riggs <thomas.riggs@synodsun.org>

Cc: "Rev. Leigh McCaslin" <leigh@eokpresbytery.org>, Mark Southard <wmsouthard@me.com>, Tracy Evans <tracylevans4@sbcglobal.net>, "pinesstatedclerk@gmail.com" <pinesstatedclerk@gmail.com>, Ron Sutto <ron@pbysouthla.org>, Gerry Tyer <gerry@gracepresbytery.org>, David Kemp <dgkemp@sbcglobal.net>, Tricia Tedrow <statedclerk@missionpbpy.org>, Kay Long <kaylong9@sbcglobal.net>, Thomas Riggs <thomas.riggs@synodsun.org>, Lynn Hargrove <lhargrove@pbpyofnewcovenant.org>

Valerie and all Synod of the Sun Stated Clerks,

The Presbytery of Arkansas approved sending an overture to General Assembly at our meeting last weekend (March 6-7) that has been posted as OVT-052 "On Learning About and Starting the Process of Divestment from Fossil Fuels." I am sending this email to the Stated Clerks in the Synod of the Sun after receiving a note from Kate Duffert, Program Assistant for General Assembly Business, warning me that so many presbyteries are cancelling meetings that it may be difficult to get a concurrence before the April 21, 2020 deadline. She encouraged me to contact presbyteries that will be meeting between now and then to urge any who might wish to concur to please do so. Unfortunately she also said that the Office of the General Assembly does not have a calendar of when presbyteries meet to assist me in that process.

So, she and I agreed that my best option is to contact other Stated Clerks in what way I can. My responsibility as Stated Clerk to provide the opportunity for a presbytery to concur has apparently changed with fewer presbyteries meeting. I am including the overture below. If your presbytery is meeting between now and April 21 and perhaps resonates with this overture please give your governing body the opportunity to choose whether to concur or not. The Synod itself could also consider concurring I believe. It is controversial, but adds nuances that another overture on divestment before GA does not - namely, it puts the responsibility for divestiture on MRTI rather than individual entities such as the Board of Pensions and Presbyterian Foundation, and it lifts up the issue of pastoral care of those affected. MWS Ainsley Herrick is the Overture Advocate and would be happy to assist with your deliberations. Her contact info is 501.289.8082 or pastorainsley@gmail.com.

Please let me know if this could possibly make the docket of your presbytery and when you are meeting. Also, do not feel badly at all if this sort of overture is not your presbytery's "thing," or if concurring with overtures isn't something that you want to get into.

Blessings,

Rev. Dr. Leslie Smith Belden
Stated Clerk
Presbytery of Arkansas
9221 N. Rodney Parham Road
Little Rock, Arkansas 72227
lesliebeld@aol.com

2 attachments

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**Indian Nations Presbytery Stated Meeting
Administrative Commission Report
February 28-29, 2020**

**Representing the INP-AC: Frances Carlton, Sandra Watson, Janice Six
Consultant: David Sawyer**

We were greeted with smiles, handshakes and words of welcome. Members of INP expressed their appreciation for our presence—not for the same reasons they were relieved to see us at the first presbytery meeting we attended by in 2016. Now their appreciation appeared to be for our ongoing support and our faithfulness to continue to walk with them through the process of examining and restructuring the presbytery model and rebuilding trust throughout the presbytery. While we had thought the work of the Administrative Commission might span one or two years, we are now about to complete year four. The transformation of INP has been amazing and inspiring to watch.

The Transition Task Force, working with David Sawyer, has never let up from the task they were assigned to carry-out. They have faithfully followed through and attentively and thoroughly sought input from members of the presbytery and listened to the concerns and expectations. But they didn't stop with this. They actually took what had been shared in listening groups across the presbytery and during table discussions at presbytery meetings and used it to develop a new model for the presbytery structure. The model clearly addresses the primary concerns voiced throughout the presbytery. Now that the new model has been implemented the response has been incredibly positive.

David Sawyer lead a table discussion early in the meeting and asked everyone to identify what's healthy about INP. He then asked each table to report. Below are the healthy characteristics and actions identified by the group:

- Restoring trust in INP between congregations and the presbytery office and also trust between congregations.
- Open to a new model and a willingness to try new ways of being in community
- Inclusive
- Welcoming
- Encouraging discussion and welcoming input as evidenced by the table discussion during presbytery meetings. The round tables received high marks for facilitating full participation by all at the tables.
- INP exhibits JOY and Community!
- Sense of belonging and “ownership” of the presbytery by the member congregations

One elder shared with the entire presbytery that a few members of the COM had recently attended the session meeting of this man's congregation and he was impressed with their sincere desire to be of help to the congregation. He encouraged other congregations to invite the COM to a session meeting and see for themselves the desire of the presbytery leaders to be

of encouragement and help to congregations as they carry out the goals they set for themselves. The elder closed by saying, “It’s a new era” in INP.

Next, David also asked the table groups to talk about how the presbytery and/or their congregations might be “stuck.” Table groups were asked to think about what is slowing down or hindering the presbytery or congregations at this time. The groups noted the following:

- Under-utilized space in churches across the presbytery.
- People being “maxed-out” at both the local and presbytery levels.
- Congregations (specifically small congregations) not feeling informed about options for applying the rules of PC(USA) and knowing possible exceptions to the rules that may be of help to smaller congregations.
- The ongoing sense of division between city and rural congregations.
- Fear of taking risks, stepping outside the comfort zone, and letting go of “sacred cows” that are no longer as effective as new ways of being the presbytery
- Difficulty getting aging members and congregations to be involved and do things for others.
- Grudges that some people hang onto for as many as 30 years!
- Limited potential for growth in rural areas.

Later in the day, David Sawyer addressed the presbytery by sharing with everyone his perception regarding the transformation of INP over the past 3 years since he has been working with INP. He then went on to share thoughts on how to stay healthy as a presbytery. One comment he made was observing God’s faithfulness to open new opportunities—give a nudge and an invitation to imagine newness in situations where we feel “stuck.”

Advice for keeping the presbytery healthy. The main points shared are as follows:

- Keep community immune system healthy
 - Keep structures (rules and roles) clear, strong, consistent
 - Honor structures
 - Do regular check-ups and “tweak” as needed. Be flexible and willing to make adjustments as needed.
- Build accountability into the structure
 - Willing to share observations about presbytery when correction may be needed, “We don’t treat each other that way here.”
 - Watch for symptoms of “stuck-ness.”
 - Out of proportion reactions to matters at hand
 - Over and under functioning
 - Scapegoating or projecting problem/blame onto one person or group
- Continue to agree on civility
 - Recognize the difference between finite and infinite games
 - Finite – always playing to win.
 - Infinite – playing with the intent of building and continuing relationships and sharing time together in the future.
 - Continue to listen and learn—to be open to conversation and new ideas

- Take the identity and personality of INP and “grow it!”—Imagine what INP wants to be known for.
 - Imagine new initiatives to serve this area of Oklahoma and beyond then act on them.
- Networks of INP – Mitch Miller defined “networks” and encouraged presbyters to get involved by identifying shared interests among congregations and working together to carry-out activities, mission efforts, advocacy. A network is to consist of at least three congregations who share a common interest/passion. Currently there are three networks in INP: Youth Network; Pastoral Care Network; Congregational support Network. Each of the three networks reported on what they are doing and upcoming events/activities.

Observation: It was refreshing and characteristic of the tenor of the meeting to hear unsolicited compliments given to various committees on the work they have been doing. The finance committee was complimented on the transparency of the financial report. Compliments were expressed for the presbytery staff and the work being done by each member of the staff.

There was an expressed excitement about the direction INP is moving. More than once, different individuals mentioned that it is now a “joy” to attend presbytery meetings.

In short, the transformation of INP has been amazing to behold! Anyone attending the stated meeting this past weekend, would find it hard to imagine that there was once a time when the tension was palpable and the trust level was practically null.

David Sawyer, in his closing remarks, shared a story about a monastery that had declined down to five monks. One day while visiting with a rabbi, one of the monks expressed concern about the future of the monastery, since there seemed to be no younger men interested in becoming monks. In response, the rabbi said, “The Messiah is one of you.” Upon hearing this, and not knowing to which of them the rabbi was referring, all five monks began treating each other with great respect. Over time the reputation of the monastery was transformed. Once again young men were attracted to the monastic way of life and the monastery was revived. Interestingly, yet it came as no surprise, that no explanation of this story was needed.

Hopefully, an interim presbytery pastor will be called soon and implementation of the next phase of the restructuring plan will begin. Members of the Transition Task Force and Consultant David Sawyer are to be commended for their dedication throughout the long but necessary process.

Submitted by: Janice Six, Moderator of the Administrative Commission
for Indian Nations Presbytery

SYNOD ASSEMBLY CONNECTING COMMITTEE MEETING AGENDA

WELCOME

OPENING PRAYER

GETTING TO KNOW EACH OTHER

SETTING THE CIRCLE

REPRESENTATIVE TO PERSONNEL COMMITTEE – Denise Haley

OVERTURES TO THE GENERAL ASSEMBLY

[Synod of the Sun Draft Policy For the Consdieration of Overtures to the General Assembly](#)

Benefit equity among mid council executive staff –

[Overture from Mission Presbytery](#)

[Overture Concurrence](#)

COVENANT PARTNERS

Who are our Covenant Partners?

[Covenant Partners List](#)

Connecting with our covenant partners

In these uncertain, changing times how do we?

Be Visible

Be the Church

Do the Ministry

Review of Covenant Agreements Renewing in 2020

Presbyterian Pan American School

Austin Presbyterian Theological Seminary

Face to Face meeting with our Covenant Partners?

Bring our Covenant Partners together around a common mission, building relationships with each other and encouraging partners to take what they have learned and share in their own communities.

IMPACT ASSESSMENTS

[Assessment List](#)

Develop a plan

SYNOD SUNDAY

Coordinator/team

Key verse

SET DATES FOR FUTURE MEETINGS

Monthly Zoom day/time

In-Person

Day/time

Location

PLANNING CLOSING WORSHIP

CLOSING PRAYER

John Calvin Presbytery
February 6, 2020

Called Meeting
Southminster Presbyterian Church
Springfield, Missouri

On Benefit Equity Among Mid Council Executive Staff

The Presbytery of John Calvin overtures the 224th General Assembly (2020) to instruct the Board of Pensions to allow Ruling Elders serving in Mid Council Executive Staff positions the option of enrolling in the Pastor's Participation Plan of the Board of Pensions.

DEFINITION OF MID COUNCIL EXECUTIVE STAFF: For purposes of this overture, Mid Council Executive Staff is defined as any Ruling Elder employed by a Mid Council of the Presbyterian Church (USA) who, if ordained as a Teaching Elder / Minister of the Word and Sacrament, would qualify for enrollment in the Pastor's Participation Plan of the Board of Pensions. Descriptive (not prescriptive) examples include: Executive, General, Pastoral, or Associate Presbyter; Stated Clerk; Director or Coordinator.

Rationale

The Presbyterian Church (USA) has, both in polity and tradition, held parity between Ruling Elders and Teaching Elders / Ministers of the Word and Sacrament. As a denomination we have recognized that both Ruling and Teaching Elders bring unique gifts to the work of ministry at all levels of church leadership. In particular, Ruling Elders have a long history of serving the Mid Councils of our denomination as Executive Staff.

Until recently, Ruling Elders serving in Mid Council Executive Staff positions were eligible to participate in what is now termed the "Pastor's Participation Plan" of the Board of Pensions. However, with the introduction of the Menu Plan in 2017 this eligibility was ended and these individuals were shifted to the Menu Plan. While the Menu Plan offers the possibility of the same coverage as Pastor's Participation, in some cases the cost of this coverage is significantly higher. In the case of one executive staff person in John Calvin Presbytery the cost difference between the Menu Plan and Pastor's Participation was nearly \$20,000 per year for medical coverage alone.


In conversations between John Calvin Presbytery and the Board of Pensions, it was shared by the Board Representative that this experience is the minority experience and for many cases the Menu Plan is no more expensive than Pastor's Participation. John Calvin Presbytery is deeply thankful that this is a minority experience; however, in conversations with other Mid Council leaders, we understand that we are not alone in this experience. Our hope is by allowing the option (but not the requirement) for Ruling Elders in Mid Council Executive Staff positions to enroll in Pastor's Participation that we can minimize the financial impact of this minority situation.

In the latest edition of "Living by the Gospel," the Board of Pensions presents a Theology of Benefits on the first page, which states in part:

"The very character of God as revealed in the Scriptures compels those who worship and serve God to "maintain justice, and do what is right." Hence, from its inception the Church has affirmed just compensation for its servants. The Presbyterian Church (U.S.A.) has repeatedly confirmed this commitment to support its servants with compensation that includes salary, benefits, vacation, and opportunities for spiritual growth and renewal. ... We call people to varied forms of service and covenant to support them so they may devote their best gifts and energies to the work of God's kingdom."

By opening the option to enroll in Pastor's Participation to those Ruling Elders in Mid Council Executive Staff positions, we are making it possible for all Mid Councils to live up to the calling presented by the Board of Pensions in their Theology of Benefits, supporting all those who are called to "varied forms of service" as we "support them so they may devote their best gifts and energies to the work of God's kingdom." The current situation leaves some Mid Councils in the challenging position of having to choose between meeting budgetary obligations or providing benefits to Ruling Elders, or even worse, having to decide between the ideal individual for an Executive Staff position who happens to be a Ruling Elder or someone who might be a less-ideal fit, but who is cheaper to provide benefits for as a Minister of the Word and Sacrament.

Among ministers there is "call neutrality" when it comes to the provision of benefits to make it easier for a smaller congregation to call a qualified individual. It is the hope of John Calvin Presbytery that we could return to the pre-2017 pattern of a similar "neutrality" for Mid Council Executive Staff to empower our smaller Mid Councils to call the best person for the work of ministry in their context.

From: Valerie Young valerie.young@synodsun.org 
Subject: Fwd: Please consider concurrence with our Overture to General Assembly
Date: March 6, 2020 at 3:21 PM
To: Thomas Rigg thomas.riggs@synodsun.org



Please put the body of this email as an pdf in the packet as well.
Thanks,
V

----- Forwarded message -----

From: Beth Kick <bkick@jcpresbytery.com>
Date: Fri, Mar 6, 2020, 3:10 PM
Subject: Please consider concurrence with our Overture to General Assembly
To: Valerie.Young@synodsun.org <Valerie.Young@synodsun.org>
Cc: Malinda Spencer <mshpencer@jcpresbytery.com>, Chris Miller <cmiller@trinityspringfieldpcusa.org>

Dear Valerie,

On behalf of the Synod of the Sun, please consider concurring with the Overture [OVT-038] which John Calvin Presbytery has submitted to the General Assembly, "On Benefit Equity Among Mid Council Executive Staff." Attached is a pdf of this overture and our rationale. Please let me know if you have any questions. Alternately, our Overture Advocate, the Rev. Chris Miller (cmiller@trinityspringfieldpcusa.org) would be happy to discuss the overture with you.

We would greatly appreciate the Synod of the Sun's concurrence.

Thank you for your consideration.

Grace and Peace,
Beth

Beth Kick
Stated Clerk
John Calvin Presbytery
417-425-7604
bkick@jcpresbytery.com

My work is supported by per capita funds from congregations in John Calvin Presbytery, which also help unite all Presbyterians in sharing God's love through mission and ministry.



On Benefit
Equity...20.pdf

John Calvin Presbytery
February 6, 2020

Called Meeting
Southminster Presbyterian Church
Springfield, Missouri

[OVT-052] On Learning About and Starting the Process of Divestment from Fossil Fuels

Source: Presbytery

Committee: Unassigned

Event: 224th General Assembly (2020)

Sponsor: Arkansas Presbytery

Type: General Assembly Full Consideration

Recommendation

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1. Encourage all congregations and presbyteries to learn about and start the process of divestment from fossil fuels through the Presbyterian Foundation and the Board of Pensions using the Carbon Underground 200 and the S&P Global Industry Classification Standard's list of publicly traded companies engaged in coal, oil, and gas exploration, extraction, and production as the criteria to identify which companies are considered to be fossil fuel companies.
2. Direct Mission Responsibility Through Investment to add all companies on the Carbon Underground 200 and the S&P Global Industry Classification Standard's list to the divestment list and recommend divestment to the Board of Pensions.
3. Recognize that the fossil fuel industry has long provided employment for many, including members of our denomination, and therefore:
 - a. Affirm that working in the fossil fuel industry is a necessity for many and assure our members that divestment is not a condemnation or judgment of their choice of employment.
 - b. Direct the Presbyterian Mission Agency (PMA) to be in conversation with presbyteries whose members are most dependent on the fossil fuel industry, in order to discern ways that we can support them as our society transitions away from our dependence on fossil fuels and jobs are inevitably lost.
4. Recognize that the fossil fuel industry has also caused a climate crisis, and that many around the world are already suffering the impact of climate change, including many within our own denomination, and therefore direct the PMA to be in conversation with presbyteries whose members are most affected by climate change to discern ways we can continue to support them and minimize the impact of climate change in their lives and communities as we divest from fossil fuels

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This number is rising every year as we continue to consume fossil fuels at an unsustainable rate. Natural disasters such as hurricanes, floods, and wildfires are becoming more common and more deadly. In 2017, Hurricane Maria caused the deaths of more than 4,600 people in Puerto Rico.⁶ That same year Hurricane Harvey caused an estimated \$125 billion of damage in Texas.⁷ Of California's ten most destructive wildfires in history, six happened over a ten-month period in 2017–2018.⁸ Droughts in Latin America are decimating crops, causing a spike in migration north towards the U.S./Mexico border.⁹

We simply cannot continue to invest in fossil fuels at the rate that we have been if we want to stop the damage already being done to the environment and the millions of people already suffering the impacts of climate change.

Our investments must switch to renewable energy now, before it is too late. That being said, many within our denomination rely on the fossil fuel industry as their main source of income. Just as our members in places already feeling the brunt of the damage from climate change worry about their futures, our members who work in the fossil fuel industry worry about their own futures, as they wonder how they will earn a living as jobs in the fossil fuel industry disappear. Jobs in the fossil fuel industry are already on a decline, as mining resources like coal become less profitable. Whether or not the PC(USA) divests from fossil fuels, these jobs will inevitably disappear as our society makes the necessary transition to renewable energy. Just as we must continue to support those in our denomination most impacted by climate change, we must also begin searching for ways to support those who will lose their jobs as fossil fuels become obsolete.

Endnotes

1. IPCC, 2018: *Summary for Policymakers*. In: "Global Warming of 1.5°C." An IPCC Special Report on the impacts of global warming of 1.5°C above pre-industrial levels and related global greenhouse gas emission pathways, in the context of strengthening the global response to the threat of climate change, sustainable development, and efforts to eradicate poverty [Masson-Delmotte, V., P. Zhai, H.-O. Pörtner, D. Roberts, J. Skea, P.R. Shukla, A. Pirani, W. Moufouma-Okia, C. Péan, R. Pidcock, S. Connors, J.B.R. Matthews, Y. Chen, X. Zhou, M.I. Gomis, E. Lonnoy, T. Maycock, M. Tignor, and T. Waterfield (eds.)]. https://www.ipcc.ch/site/assets/uploads/sites/2/2019/05/SR15_SPM_version_report_LR.pdf.

2. United Nations Framework Convention on Climate Change 2015. Report of the Conference of the Parties on its twenty-first session, held in Paris from 30 November to 13 December 2015. <https://unfccc.int/process-and-meetings/the-paris-agreement/the-paris-agreement>.

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Valerie Young <valerie.young@synodsun.org>

Presbytery Meetings and the Need for a Concurrence on an Overture Prior to the April 21 Deadline

1 message

Leslie Belden <lesliebeld@aol.com>

Thu, Mar 12, 2020 at 2:53 PM

To: Valerie Young <valerie.young@synodsun.org>, Valerie Young <vyoung@synodsun.org>, Thomas Riggs <thomas.riggs@synodsun.org>

Cc: "Rev. Leigh McCaslin" <leigh@eokpresbytery.org>, Mark Southard <wmsouthard@me.com>, Tracy Evans <tracylevans4@sbcglobal.net>, "pinesstatedclerk@gmail.com" <pinesstatedclerk@gmail.com>, Ron Sutto <ron@pbysouthla.org>, Gerry Tyer <gerry@gracepresbytery.org>, David Kemp <dgkemp@sbcglobal.net>, Tricia Tedrow <statedclerk@missionpbpy.org>, Kay Long <kaylong9@sbcglobal.net>, Thomas Riggs <thomas.riggs@synodsun.org>, Lynn Hargrove <lhargrove@pbpyofnewcovenant.org>

Valerie and all Synod of the Sun Stated Clerks,

The Presbytery of Arkansas approved sending an overture to General Assembly at our meeting last weekend (March 6-7) that has been posted as OVT-052 "On Learning About and Starting the Process of Divestment from Fossil Fuels." I am sending this email to the Stated Clerks in the Synod of the Sun after receiving a note from Kate Duffert, Program Assistant for General Assembly Business, warning me that so many presbyteries are cancelling meetings that it may be difficult to get a concurrence before the April 21, 2020 deadline. She encouraged me to contact presbyteries that will be meeting between now and then to urge any who might wish to concur to please do so. Unfortunately she also said that the Office of the General Assembly does not have a calendar of when presbyteries meet to assist me in that process.

So, she and I agreed that my best option is to contact other Stated Clerks in what way I can. My responsibility as Stated Clerk to provide the opportunity for a presbytery to concur has apparently changed with fewer presbyteries meeting. I am including the overture below. If your presbytery is meeting between now and April 21 and perhaps resonates with this overture please give your governing body the opportunity to choose whether to concur or not. The Synod itself could also consider concurring I believe. It is controversial, but adds nuances that another overture on divestment before GA does not - namely, it puts the responsibility for divestiture on MRTI rather than individual entities such as the Board of Pensions and Presbyterian Foundation, and it lifts up the issue of pastoral care of those affected. MWS Ainsley Herrick is the Overture Advocate and would be happy to assist with your deliberations. Her contact info is 501.289.8082 or pastorainsley@gmail.com.

Please let me know if this could possibly make the docket of your presbytery and when you are meeting. Also, do not feel badly at all if this sort of overture is not your presbytery's "thing," or if concurring with overtures isn't something that you want to get into.

Blessings,

Rev. Dr. Leslie Smith Belden
Stated Clerk
Presbytery of Arkansas
9221 N. Rodney Parham Road
Little Rock, Arkansas 72227
lesliebeld@aol.com

2 attachments

PastedGraphic-3.tiff
19K

Overture from Mission Presbytery

Resolved that Mission Presbytery, a border presbytery, respectfully overture the 224th General Assembly (2020) of the Presbyterian Church (USA), working through appropriate ministry units of the General Assembly Council, to do the following as soon as possible:

1. Provide the whole church with information about conditions that precipitate migration, obstacles to care of refugees, and about detention and deportation practices;
2. Challenge violations of the 14th Amendment of the US Constitution, Refugee Act, Immigration and Nationality Act, and International Law;
3. Act on the beliefs expressed in *Declaration of Barmen* (1934). *Confession of Belhar* (1986) and the *Universal Declaration of Human Rights*, that the Church and its members may continue to be a prophetic witness against cruelty, hate and racism;
4. Advocate to United States Congress for legislative compassion in Immigration Reform.
5. Advocate to United States Administration for humane implementation of Immigration Law and Refugee Policy;
6. Advocate for the United Nations to develop resources to support refugees in Mexico and in other countries bearing the burden and privilege of refugee support;
7. Encourage the Stated Clerk, Office of Public Witness, and Office of Immigration Issues to work with others including ecumenical, interfaith and civil society agencies to develop resources for advocacy and welcoming for refugees;
8. Encourage congregations, presbyteries and synods to engage with the refugee community by participation in welcoming activities, advocacy for the development of helping public resources, and resistance to unlawful or unhelpful government activity;
9. Provide a toolkit for local congregation action for reasonable and compassionate treatment of refugees;
10. Establish a \$250,000 grant to be used to implement the provisions of this Overture;
11. Provide a report to the 225th General Assembly on progress toward achieving the goals of this Overture.

Rationale Section:

Our faith requires us to welcome strangers and foreigners, *Hebrews 13:2*:

The Presbyterian Church (U.S.A.) should renew its commitment to compassion and justice for those who have fled their homelands due to fear of political prosecution and for fear of the continuing cycle of violence;

Many times, in the past, General Assemblies have given endorsement to welcoming of refugees;

For at least three decades the USA government has engaged in tactics and strategies in dealing with immigration that violate the United States Constitution, Public Law and International Law;

Central Americans and others seeking asylum in the USA, are not admitted to the United States and are made to wait in Mexico, for periods of weeks, encouraging attempts at illegal entry;

Refugee status is denied to those fleeing domestic abuse in nations unable or unwilling to protect them;

For decades border enforcement has occasionally resulted in the arrest of adults attempting illegal entry into the USA, but in April 2018, the USA government initiated a “zero tolerance” policy that resulted in massive and unnecessary family separations;

USA government is incarcerating minors under the supervision of the U.S. Department of Health and Human Services and in private detention facilities, which are below the standards of human dignity;

USA government has allowed the following conditions to remain: Asylum applications take many years, sometimes including detention during the wait; longtime residents of the USA are in uncertain status because of the revocation of Delayed Action for Childhood Arrivals; immigration quotas have been lowered to unreasonable levels; and dishonest claims are made about migration activity, encouraging hatred and fear.

White supremacists, white nationalists and racists are spreading false stories about the dangers posed by asylum seekers and other migrating people.

At the time of this overture there are more refugees and displaced persons in the world than at any time since World War II.

We strongly believe God is still calling the Presbyterian Church (U.S.A) to be a prophetic voice in support of strangers in our land. This overture will demonstrate our denomination’s commitment to serve those who have been forced to leave their own country and cannot return.

1. STATEMENTS FROM STATED CLERK ON IMMIGRATION AND FAMILY SEPARATION

from 6. 16.2018: <https://www.pcusa.org/news/2018/6/16/stated-clerk-issues-statement->

Strong policy statement on immigration policy.

from 10.3.2015: <https://thinkprogress.org/donald-trump-claims-hes-a-presbyterian-so-church-leaders-are-calling-him-out-bbbbdd141597/>

Stated Clerk challenges Donald Trump's policies and his claim of being a Presbyterian

From 9.6.2018: <https://www.presbyterianmission.org/story/pcusa-stated-clerk-issues-statement-on-anniversary-of-daca-repeal/>

Stated Clerk urges steadfastness on the anniversary of DACA repeal.

From 8.26.18: <https://www.brickchurch.org/presbyterian-church-usa-stated-clerk-issues-statement-on-separated-immigrant-families/>

Stated Clerk condemn family separation policy.

2. ACTIONS BY GENERAL ASSEMBLY from website page: <http://oga.pcusa.org/section/mid-council-ministries/immigration/>.

Presbyterian Church (U.S.A.) joined with other organizations to oppose H.R. 4731, the "Refugee Program Identity Restoration Act of 2016." Read [the letter to the U.S. House Judiciary Committee Leadership](#) - March 15, 2016 (PDF).


Presbyterian Church (U.S.A.) joined with 272 organizations in a letter asking the Secretary of the U.S. Department of Homeland Security to designate El Salvador, Guatemala and Honduras for Temporary Protected status. This status would acknowledge the danger present for many families in those countries and allow for a temporary immigration status for those families who come here seeking protection but do not meet the narrow legal requirements for asylum.

[Letter to President Obama on Temporary Protection Status \(TPS\) for Northern Triangle Countries](#) - January 24, 2016 (PDF)

Presbyterian Church (U.S.A.) joins other organizations to voice opposition to Immigration and Customs Enforcement's plan to begin immigration raids of Central American families in 2016.

[Letter to President Obama on DHS round-ups of Central American families](#) - December 31, 2015 (PDF)

3, The above initiatives of the General Assembly of the Presbyterian Church (U.S.A.) were taking in concert with the other mainline Protestant Churches i.e. The Episcopal Church, The United Methodist Church, Lutheran Refugee Services, and the Baptist Peace Fellowship of North America. Presbyterian Church (U.S.A.) moral leadership was in cooperation with all major churches in this country.

From: Valerie Young valerie.young@synodsun.org 
Subject: Fwd: Overture concurrence
Date: March 6, 2020 at 1:09 PM
To: Thomas Rigg thomas.riggs@synodsun.org



Please put this email in pdf form and put it in the Packet folder for the upcoming synod meeting. Not the attachment, just the body.
Thanks!

V

----- Forwarded message -----

From: Seth Saathoff <saathoff.seth@yahoo.com>
Date: Mon, Oct 28, 2019, 4:47 PM
Subject: RE: Overture concurrence
To: Valerie Young <valerie.young@synodsun.org>

Madam Clerk,

I write to you as the Mission Presbytery Commissioner for the Synod of the Sun.

During a meeting of Mission Presbytery from October 25-26 at First Presbyterian Church in Victoria, TX, an overture was submitted from the Mission Outreach and Justice Committee to the General Council. Tom O'Meara, moderator of the committee, authored the overture.

The overture was approved by Mission Presbytery.

Since the overture deals directly with border justice and advocacy issues, I would like to present the overture to the convening body of the Synod of the Sun in McAllen, TX on October 31.

The Form of Government G-3.0302 says that presbyteries have the responsibility for, "proposing to synod such measures as may be of common concern to the mission of the church." While there is no constitutional requirement for overtures to receive synod concurrences, I do believe this overture constitutes a measure of common concern for the member congregations of the Synod of the Sun.

I have attached the latest packet from Mission Presbytery. The text of the overture and the rationale can be found on pages 43-46 of the document.

Thank you for your consideration.

In Christ,

Seth Saathoff

Mission Presbytery Synod Commissioner

From: [Valerie Young](#)
Sent: Monday, October 28, 2019 3:24 PM
To: [Seth Saathoff](#)
Subject: Re: Overture concurrence

Thanks Seth!

On Sat, Oct 26, 2019 at 10:03 AM Seth Saathoff <saathoff.seth@yahoo.com> wrote:

Valerie,

Yes, I believe that would be a fitting way to symbolically show our support.

I will submit the overture to you either today or tomorrow in an official capacity.

In Christ,
Seth

Sent from my iPhone

> On Oct 26, 2019, at 9:29 AM, Valerie Young <valerie.young@synodsun.org> wrote:

>

> Tricia,

>

> As synod is meeting in the RGV next week, it would be fitting for the body to consider the Overture on asylum seekers.

>

> In order to do that, the Overture would need to be submitted to me (as Stated Clerk) by a synod Commissioner. This needs to happen asap, since the meeting is Thursday.

>

> Blessings,

> Valerie Young

--

Valerie L. Young

Synod Leader
& Stated Clerk

Synod of the Sun, PC(U.S.A.)

214-390-1894

www.synodsun.org

We believe when we work together across boundaries, we make visible the Good News and find wholeness as the Body of Christ. In our common calling, we impact lives together.

Connecting · Equipping · Empowering



Presbytery
Packet.pdf

3.23.2020 EQUIPPING COMMITTEE ZOOM MEETING MINUTES

Welcoming and Opening Prayer by Jesse Gonzalez at 1:55pm

Introduction of those present: Jesse Gonzalez, Thomas Riggs, Bokson, Gordon Edwards, Edith Hill, Stephen Hill,, Hailey Malcom, John Hill, Jeff Cantron, Ron Sutto, Mark Southard, Maggie Alsup.

Excused: David Sipp-Bethune.

Explanation about what is the EP Forum by John Hill.

NO COM or Stated Clerks events scheduled for this year.

Explanation about what is the CSP by Thomas Riggs.

Equipping Committee Meetings: Quarterly on mornings between Tuesdays and Thursdays.

Equipping Committee Representative to Personnel Committee: Jeff Cantron.

IMPACT ASSESSMENTS

Equipping Committee wil conduct 4 Zoom Interview Meetings as follow:

Oklahoma Presbyteries – Jeff Cantron

Arkansas & Louisiana Presbyteries – Edith Hill

West Texas Presbyteries – Jesse González

Central/South/East Texas Presbyteries – Jesse González

Everybody will report to Jesse in time for the April 20th deadline to report to the CT.

3:10pm Closing Prayer by Stephen Hill

Notes taker: Jesse González

Welcome and Opening Prayer / Jesse Gonzalez

- Introduction of Committee Members

- What is the EP Forum? EP Representative

- What is the Communications Service Plan (CSP)? / Thomas Riggs

- Possible Events for this year: EP Forum, Stated Clerks Forum, COM & Leadership training

- Setting Monthly Committee Meetings Dates

- Closing Prayer / David Stipp-Bethune

Empowering Committee Report

Bill Rose, moderator, opened the meeting.

Introductions of members on the committee.

Mitch Miller gave a brief definition of what constitutes a network.

Tim Blodgett from Eastern OK presbytery presented a request from the Oklahoma Network.

Motion: Approve the request from OK Network for \$3500, which is the balance from the first-year funds plus the funds for the second year.

Empowering Women Network informed us that the Clergywomen Retreat at Ferncliff for April 14 – 16 did not make and had to be canceled. Of the \$1690 used for deposit, Ferncliff had to keep half or \$845. The other half will be used for campers by Eastern Oklahoma Presbytery this summer. The complete report is in the Dropbox for all to view.

Empowering committee representative to serve on Personnel Committee. Janice Six--Palo Duro Presbytery was nominated and elected to fill the unfulfilled term of the former representative to the committee.

Impact Assessment needs to be completed by April 21, 2020. Mitch clarified the purpose and process. Most on the list are associated with the Imagine Event. Discussed a plan for visiting with all the people on the Empowering list. The decision was to coordinate opportunities for small groups of the people on the list to participate in a conversation about these questions. This will be done by offering two afternoon meetings and two evening meetings via ZOOM. A couple of people from the committee will facilitate the conversation in each group and then share the responses from each group after the conversation has taken place. Mitch is going to compose a letter/questions to go out to the list of people, offering the April 1 and 2 at either 2 p.m. or 7 p.m. for a one-hour ZOOM meeting. They will register through Mitch. Members of the committee volunteered for one of the four times. Mitch will send out a list of all the people assigned to the Empowering committee.

Reviewed the Impact Assessment questions. Below are most of the comments made related to each of the questions.

- 1) Does the synod work? **Yes**
 - a. How well does the synod work? **4.9** (always room for improvement)
 - b. How well does the synod work together? **Example offered is work of synod AC -INP and the assistance given to INP during a difficult time.**
- 2) In what ways has the synod crossed/attempted to cross boundaries? **Commissioned Pastors Network and the Communications Service Plan are good examples of working across synod lines as well as presbytery lines.**
- 3) What are the intentional/direct; unintentional/indirect ways the Synod has made visible the Good News? **Being present at presbytery meetings; building relationships within the synod; being responsive to needs expressed.**

- 4) How has the Synod promoted wholeness in the Body of Christ? Being present is evidence of our connectedness; creating networks to bring people together with common passions from throughout the synod; meeting in various parts of the synod for stated meetings.
- 5) What does the synod need to do better? “Keep on keeping on.”
- 6) Tell us about a time when the Synod has failed to impact lives in a positive way. No example was offered.
- 7) Tell us about a time when the Synod has impacted lives in a positive way. Hosting the synod meeting in the Rio Grande Valley has raised awareness of how presbyteries and individuals can get involved and make a difference in people’s lives along the border; hosting an event in OK presbyteries regarding fossil fuels to clarify the intent and work; helping presbyteries and congregations set up ZOOM to serve congregations; Synod Youth Workshop has a strong reputation for connecting the youth of our denomination.
- 8) What missional needs do you see that the Synod has yet to address or that the Synod could address in the future? Establishing new networks; assist congregations that do not use technology of how to use it effectively; issues related to immigration; work with growing Hispanic culture in the Synod. The same with how to reach out to other groups of ethnicity throughout the synod; what is the role of the synod when working with the presbyteries as they work with rural and small congregations; growing number of small congregations and opportunities for them to be served by Commissioned Pastors; Identifying the next generation of pastors and how they can serve the smaller congregations in the presbytery and/or work with Commissioned Pastors in their presbyteries; helping smaller congregations be able to call a pastor or commissioned pastor by offering grants; working with commissioned pastors in terms of the need for benefits and their relationship with the Board of Pension.

Synod wants to help develop new networks. There is a list of questions that will be sent out to the assembly to prompt conversation about passions and callings in hopes that three or more presbyteries will discover a common call from which networks can be formed. The committee members were asked to consider these questions and begin thinking of ways we can promote networks throughout the synod.

THINGS WE NEED TO ADDRESS:

1. The training of what is a network, etc.
2. Request for money from OPN.
3. Update on Empowering Women Network
4. Representative from Empowering Committee to serve on Personnel
5. Assessment.

WE WANT TO EMPOWER YOUR MINISTRY

Do you have a passion for some aspect of ministry?

Do you sense a calling to make a difference?

Is an issue of justice speaking to your soul?

Do you yearn to share good news with an underserved population?

The Synod of the Sun wants to help empower your ministry!

We all know that we do ministry best with others.

Fresh ideas...courage to try new things...the wisdom of people coming together...It's the beauty of being part of a connectional church.

That's why we are focusing on NETWORKS.

What's a network? A group of people from at least two synods who are committed to a common cause. We have start-up funds to help get your new ministry off the ground.

Interested? Talk with Kim Rodrigue, Bill Rose, or Mitch Miller for more information.



Valerie Young <valerie.young@synodsun.org>

Network Support

1 message

Gordon Edwards <edwards.pax@gmail.com>

Mon, Mar 9, 2020 at 7:56 PM

To: revkrod@gmail.com, horseshoe1@aol.com, Valerie Young <valerie.young@synodsun.org>

Cc: Gordon Edwards <edwardspax@gmail.com>, Tim Blodgett <tim@eokpresbytery.org>, Tracy Evans <tracylevans4@sbcglobal.net>

Kim Rodrigue
Bill Rose
Valerie Young

Grace and Peace!

Sisters and Brother,

Today the Oklahoma Presbyterian Network (OPN) met and became aware that Synod networks receive "start up" funding for the first three years. As we understand, we have received \$2500 in 2018. We request the remaining \$3500 be forwarded to Eastern Oklahoma Presbytery which will be our repository.

We are grateful for the support of Synod and believe OPN is strengthening Christ's ministry in Oklahoma.

Grace and Peace!

Gordon

B. Gordon Edwards
General Presbyter
Cimarron Presbytery

Greetings from your Committee on Representation!

Each year we submit a report to the General Assembly Committee on Representation (GACOR). Attached you will find our report from 2019, based on data from 2018. Yes, that's how the system works.

But, we on COR like to keep up-to-date. In the 2019 report you will see that we need information from Executive Presbyters (or their equivalents) and from presbytery CORs. We hope to contact you soon and to work with you as circumstances permit.

I want to thank Synod of the Sun for embracing and lifting up the goal of diverse representation. We have not achieved the ideal, but it is always in our sights.

Like most committees of the greater church, we are always looking for more members. If you or someone you know is interested in being part of COR work, please contact me or Valerie.

Respectfully submitted,
Bruce Goodlock, COR chair

Welcome to the Synod Representation Report Survey
Year: 2018

Survey Created: Sept. 29, 2019, 4:47 p.m.
Survey Last Modified: March 13, 2020, 10:43 a.m.



COMMITTEE ON Representation

Synod	The Sun
Pin #	400
Role:	

Full contact information for the Chair/Moderator/Synod Leader for Representation for the Synods Committee on Representation or equivalent body:

Name	BRUCE GOODLOCK
Address	1602 FM 1781 Rockport, Tx 78382
Email	brucegoodlock@att.net
Phone Number	3617903612

Synod COR chairperson's beginning and ending term (month/year)

Beginning	1/2015
Ending	12/2020

Synod Staff, Committees, Boards, Organizing Bodies, Working Groups, and Cabinets: 2018

Gender and Ordination Status:

#	Unit/entity	T Total	Male T E	Male R E	Male Other	Female T E	Female R E	Female Other
1	Synod PJC	11	4	3	0	1	3	0
2	Synod Executive Cmte (Council)	8	3	1	0	2	2	0
3	Synod COR	3	0	1	0	0	2	0
4	Synod Nom Cmte	8	3	1	0	2	2	0
5	Synod Commissioners	17	3	4	0	4	6	0
6	Synod Staff	2	0	1	0	0	1	0
7	Commissioners At-Large	4	2	0	0	0	2	0
8	SOSPF Board	11	4	2	0	1	4	0
9	Grants & Scholarships	6	1	1	0	1	3	0

Synod Staff, Committees, Boards, Organizing Bodies, Working Groups, and Cabinets: 2018

Race/Ethnicity:

#	Unit/entity	T Total	AS Asian/Pacific Islander/Native Hawaiian	B Black/African American	AF African	H Hispanic/Latinx
1	Synod PJC	11	1	0	0	1
2	Synod Executive Cmte (Council)	8	0	0	1	1
3	Synod COR	3	0	1	0	0
4	Synod Nom Cmte	8	0	0	1	1
5	Synod Commissioners	17	0	0	0	0
6	Synod Staff	2	0	0	0	0
7	Commissioners At-Large	4	1	0	1	1
8	SOSPF Board	11	0	0	1	0
9	Grants & Scholarships	6	0	0	0	1

Synod Staff, Committees, Boards, Organizing Bodies, Working Groups, and Cabinets: 2018

Race/Ethnicity (continued):

#	Unit/entity	T Total	NA Native American/American Indian/Indigenous	ME Middle Eastern/North African	W White/European American	M Multiracial	O Other
1	Synod PJC	11	0	0	4	0	5
2	Synod Executive Cmte (Council)	8	0	0	6	0	0
3	Synod COR	3	0	0	2	0	0
4	Synod Nom Cmte	8	0	0	6	0	0
5	Synod Commissioners	17	1	0	16	0	0
6	Synod Staff	2	0	0	2	0	0
7	Commissioners At-Large	4	1	0	0	0	0
8	SOSPF Board	11	0	0	9	0	1
9	Grants & Scholarships	6	0	0	5	0	0

Synod Staff, Committees, Boards, Organizing Bodies, Working Groups, and Cabinets: 2018

Ability:

#	Unit/entity	T Total	DNA Persons w/ disability requiring NO accommodation(s)	DRA Persons w/ disability requiring accommodation(s)	ND Persons with NO DISABILITY	Not Reported
1	Synod PJC	11	0	0	0	11
2	Synod Executive Cmte (Council)	8	0	0	0	8
3	Synod COR	3	0	0	0	3

4	Synod Nom Cmte	8	0	0	0	8
5	Synod Commissioners	17	0	0	0	17
6	Synod Staff	2	0	0	0	2
7	Commissioners At-Large	4	0	0	0	4
8	SOSPF Board	11	0	0	0	11
9	Grants & Scholarships	6	0	0	0	6

Synod Staff, Committees, Boards, Organizing Bodies, Working Groups, and Cabinets: 2018

Age:

#	Unit/entity	T Total	Y ≤25	YA 26-35	A1 36-45	A2 46-55	MA 56-64	SA ≥65
1	Synod PJC	11	0	0	0	0	6	5
2	Synod Executive Cmte (Council)	8	0	0	0	0	4	4
3	Synod COR	3	0	0	0	0	2	1
4	Synod Nom Cmte	8	0	0	0	0	4	4
5	Synod Commissioners	17	0	0	0	5	6	6
6	Synod Staff	2	0	0	0	2	0	0
7	Commissioners At-Large	4	0	0	0	1	3	0
8	SOSPF Board	11	0	0	0	0	6	5
9	Grants & Scholarships	6	0	0	0	2	2	2

Narrative Section Questions:

Question 1 Response

Does your synod maintain a committee on representation?	Yes
---	-----

Question 1a and 1b Responses if Question 1 is Yes

How many persons serve?	3
What categories of membership are identified as important in your context? (Check all that apply.)	<div>women</div> <div>persons of color</div> <div>geographic (each region within the synod)</div>
Which particular race/ethnicities are included in your use of "persons of color" are identified as important in your context? (Check all that apply.)	<div>Black/African American</div> <div>Hispanic/Latino/a</div> <div>Asian/Pacific Islander</div> <div>Native American (American Indian/Indigenous)</div>

Question 1c Responses if Question 1 is No

Is there an alternative COR structure?	
--	--

If so, Please describe your alternative COR structure.	
Does the synod continue to do this work?	
If so, The synod assigned these functions to another body. (Select one.)	

Questions 2 - 16 Responses

How does your synod address the functions described in G-3.0103? (even if you do not have a committee on representation)	COR has a representative on nominations and council leadership
How often did your Synod COR (SCOR) meet in 2018?	Once a year
How are your Synod COR (SCOR) meetings conducted? (Check all that apply.)	<div>Face-to-face</div> <div></div> <div></div> <div></div>
How often did the committee make a report to the Synod in 2018?	Once a year
What form did the committee's report take?	Written
How does the Synod demonstrate it has "procedures and mechanisms for promoting and reviewing [the Synod's] implementation of the church's commitment to inclusiveness and representation" (G-3.0103 and F-1.0403)?	COR on nominations and council leadership, annual report to synod and to GA
How often is the plan (or means of demonstrating "procedures and mechanisms for promoting and reviewing [the Synod's] implementation of the church's commitment to inclusiveness and representation" reviewed)? (Select one.)	Once a year
How often is the plan (or means of demonstrating "procedures and mechanisms for promoting and reviewing [the Synod's] implementation of the church's commitment to inclusiveness and representation" revised and/or updated? (Select one.)	Every 3 years
How is the Synod COR involved in the reviews of the "procedures and mechanisms" and the Synod's implementation of the "commitment to inclusiveness and representation?"	reports to synod and to leadership council
What were the committee's goals for 2018? (List the two most important goals.)	<div>Goal A: seek out diverse representation</div> <div>Goal B: increase the number of minority representatives</div>
How well was Goal A achieved during 2018? (Select one.)	Somewhat Achieved
How well was Goal B achieved during 2018? (Select one.)	Somewhat Achieved
What will the committee's goals be for 2019? (List the two most important goals.)	<div>Goal A: gather information on age and disability categories of servants</div> <div>Goal B: review synod procedures and practices regarding representation</div>
Which of the following statements are true concerning the relationship between your synod's COR and your Synod's nominating committee? (Check all that apply.)	<div>In 2018, at least one member of the synod nominating committee is also a member of the synod COR.</div> <div></div> <div></div> <div></div>
Has the work of the Synod's COR had any impact in the past 2 years in increasing the diversity among the leadership of the synod's committees?	Yes
If yes, Please describe the impact.	synod seeks to balance gender/elder and ethnic representation
If yes, Please let us know to what you attribute your success.	synod leadership buys into representation as important
If no, What are the challenges faced by the Synod's COR?	
If no, What plans does your Synod's COR have for increasing its effectiveness?	

What were the joys and satisfactions of the Synod's COR's work during 2018?	slight advances in representation of minorities
What were the disappointments and frustration of the committee's work during 2018?	difficulty finding COR members
Which Presbyteries in your Synod had a COR in 2018? Presbyteries selected here will not show up in the following 2 questions.	
Which Presbyteries in your Synod merged COR functions with another body?	Mission
Which Presbyteries in your Synod do not have a COR or any body assigned the functions?	
If there are Presbyteries in your Synod without a COR, what reason(s) have been given for not having one? (Check all that apply.)	<div></div> <div></div> <div></div> <div></div> <div>Other (please specify) -> not sure</div>
What is the relationship of the synod COR (SCOR) with the presbytery CORs (PCOR)? (Check all that apply.)	<div></div> <div></div> <div></div> <div>Other (please specify) -> none</div>
What education and training opportunities has your COR provided in the last year? (Check all that apply.)	<div>None</div> <div></div> <div></div> <div></div> <div></div> <div></div> <div></div>
Who was the audience? (Check all that apply.)	<div></div> <div></div> <div></div> <div></div> <div></div>
How might GACOR or OGA help your synod COR (or responsible body) to fulfill its responsibilities?	pray for us and our work

Report submission details

Report submitted by	BRUCE GOODLOCK
Submitter's Email	brucegoodlock@att.net
Submitter's Phone Number	

Declaration of Completion

The Synod Of	The Sun
Survey Received	2019-10-31
Location	McAllen, Texas

Personnel Committee:

Recommend to the Synod Assembly that the Personnel Committee and Coordinating Team manage adjustments as necessary to Synod Leader Valerie Young's upcoming Sabbatical because of travel and quarantine restrictions. MOTION MADE, SECONDED AND APPROVED to make the recommendation to the Assembly that the Personnel Committee and Coordinating Team manage adjustments as necessary to Synod Leader Valerie Young's upcoming Sabbatical because of travel and quarantine restrictions

**Coordinating Team Report
March 23, 2020**

Attachment K

The Coordinating Team began 2020 with a Retreat at Presbyterian Mo-Ranch Assembly, in Hunt, TX. It was time spent on Enneagrams and “Checking In” with each other. It was time spent preparing meals and cleaning up meals. It was time spent on the “business” of the Synod and the “Why” of the Synod. It was time spent connecting, equipping, and empowering each other for the New Year.

Items Approved and Discussed by the Coordinating Team:

1. Approved the Exp. Budget as presented
2. Approved new bank signers for all Synod of the Sun Accounts and Synod of the Sun Investment Accounts
3. Approved a change in Auditors to Ratliff & Associates
4. Set up a Translation Fund for future Assemblies, Gatherings, etc.
5. Small Task Force volunteered to review/create necessary Policies and Procedures on various Financial Practices
6. Discussed procedures on Assessment to be completed by April 20
7. A separate Account at TPF has been set up for a scholarship endowment gift to The Synod of the Sun
8. Two New Commissioner Orientations were held via Zoom. One on Monday, March 9th at 1:00 pm and one on Thursday, March 12th at 5:00 pm. Attendees were Maggie Alsup, Isabelle Rivera, Ron Hankins, Kristy Rodgers, Nancy Ruff, Seth Saathoff, Chip Chiphe, Wynona Bryant-Williams, Katharine Nipp, and Arita Battiest

Items Approved by the Coordinating Team to bring to the Assembly:

1. 2019 Yearend financial report
2. 2019 Audit scheduled for April 1
3. Motion to Utilize the unspent Budget Funds for 2019 as follows:
 - a. Passo de Fe Mission \$5,000
 - b. National Hispanic Conference \$5,000
 - c. National Korean Caucus \$5,000
 - d. Translation Fund \$35,000
 - e. Unrestricted Fund \$6,000 (approximate Balance)
4. Final Budget for 2020
5. Nominations:
 - a. For election to Presbyterian Historical Society of the Southwest Board:
 - i. Henrietta Harris – South Louisiana Presbytery
 - ii. Carolyn Miller – Tres Rios Presbytery
 - b. For election to Presbyterian Pan American School:
 - i. F. Clark Williams Jr, (Alumn), Class of 2022
 - ii. Marie Mickey, Palo Duro Presbytery, Class of 2022
 - iii. Jim Currie, New Covenant Presbytery, Class of 2020
 - iv. David Fletcher, Grace Presbytery, Class of 2021

- v. Liz Anzaldua, Mission Presbytery, Class of 2021
- c. For affirmation to the board of Evergreen Life Services – (attached)
- d. For election to the Synod Permanent Judicial Commission:
 - i. Julie MacLemore Wells, New Covenant Presbytery, Class of 2025
- e. For election to the Synod Personnel Committee:
 - i. _____, Equipping Committee
 - ii. _____, Empowering Committee
- f. Nomination for Synod Moderator 2022:
 - i. Kristy Rogers - Eastern Oklahoma Presbytery

RE Shelley Hernandez, CT Chair



Synod of the Sun, PC(USA)

Balance Sheet
as of 12/31/2019

Attachment L

Account Number	Account Name	Amount
Assets		
Bank Accounts		
10100	Chase Bank Checking	\$1,150,794.30
10110	Chase - Payroll account	\$4,560.49
10200	Bank of America Checking	\$0.00
Total Bank Accounts		<hr/> \$1,155,354.79
Investments / Reserve accounts		
12111	PILP	\$250,000.00
12214	Gatewood Acct/TPF	\$502,710.82
12215	UNR Gains Gatewood	\$0.00
12218	MACC Trust Fund Acct	\$50,744.33
12219	UNR Gains MACC Tr	\$0.00
12220	MAPPA Scholarship Fund	\$5,617.31
12221	UNR Gains MAPPA Scholarship Fund	\$0.00
12223	Crisp Endowment/TPF	\$83,864.83
12224	UNR Gains Crisp Fund	\$0.00
12225	Crisp Scholarship/TPF	\$97,546.22
12226	UNR Gains Crisp Scholarship	\$0.00
12229	Ministry Reserves	\$19,361.56
12230	UNR Gain/Loss on Mi	\$0.00
12231	Year-End Reserves A	\$48,163.37
12232	UNR Gains Year-End	\$0.00
12233	Disaster Assistance	\$33,227.53
12234	UNR G/L Reserves for	\$0.00
12235	Muson & Kerr Scholarship Fund	\$0.00
Total Investments / Reserve accounts		<hr/> \$1,091,235.97
Fixed Assets		
15000	Equipment	\$3,996.00
15100	Accumulated Depreciation	\$-1,210.35
Total Fixed Assets		<hr/> \$2,785.65
Other Assets		
16000	Prepaid insurance	\$1,958.23
16100	Prepaid expense	\$0.00
Total Other Assets		<hr/> \$1,958.23
Accounts Receivable		
16101	Receivables	\$2,040.00
Total Accounts Receivable		<hr/> \$2,040.00
Total Assets		<hr/> \$2,253,374.64

Account Number	Account Name	Amount
Liabilities		
AP		
20000	Accounts payable	\$0.50
Total AP		<hr/> \$0.50
Payroll Liabilities		
20410	FICA withheld	\$0.00
20420	Income tax withheld	\$0.00
20425	403b Withheld Hunt	\$0.00
20430	403b Withheld Young	\$0.00
20431	SUTS ED BOP Withheld	\$0.00
20470	Medical savings - Young	\$0.50
20471	Dental - Young	\$0.00
20490	Dental - Riggs	\$0.00
20491	Admin Comm Coord BOP Withheld	\$0.00
20495	Optional benefits	\$0.00
Total Payroll Liabilities		<hr/> \$0.50
Current liabilities		
20500	Due to / from Solar Under the Sun	\$-3,792.51
22100	V Young Credit Card	\$5,223.33
Total Current liabilities		<hr/> \$1,430.82
Total Liabilities		<hr/> \$1,431.82
Equity		
Unrestricted		
30100	Donations	\$0.00
30110	Unrestricted Net Asset	\$199,502.85
30130	Pass Thru Funding	\$927.72
30140	Prepaid Workers Comp	\$0.00
30150	SYW Scholarship	\$0.00
Total Unrestricted		<hr/> \$200,430.57
Board Designated		
30120	Professional Devel Ex - Young	\$2,975.28
30121	Professional Devel Exp - Riggs	\$840.78
31100	Gatewood Fund Balance	\$502,710.82
31110	Ministry Reserve Fund	\$19,361.56
31120	Year-End Reserves	\$48,163.37
31130	Disaster Assistance Fund	\$28,227.53
31140	Spanish Translation	\$0.00
31150	Database Development	\$0.00
31160	Racial Ethnic Ministries	\$11,067.35
31170	Solar Under the Sun	\$0.00
31180	Special Meetings	\$6,992.02
31190	Synod Leadership Travel / CT approval	\$5,511.95
31200	Muticultural Youth	\$0.00
31210	Admin. Commission	\$5,808.86

Account Number	Account Name	Amount
31220	COR Network	\$471.10
31222	Commissioned Pastor Network Fund Balance	\$18,431.61
31230	Pbty giving for use odd years	\$1,697.63
31240	Pbty giving for use even years	\$128,064.80
31250	Promotional Swag	\$2,274.57
31260	Network Reserves	\$14,072.16
31270	Cross Cultural Intern	\$4,792.50
31280	Presbytery Leader Formation	\$10,500.00
31290	Mission Convocation event	\$0.00
31300	International mission trips	\$12,000.00
31310	Mission Network Grants	\$0.00
31320	Book Study by Video	\$0.00
32100	Synod Executives Forum	\$0.00
32110	Hospitality	\$0.00
32120	SOSP Disaster Network - Fund Balance	\$0.00
32130	Opioid Crisis - Fund Balance	\$500.00
Total Board Designated		\$824,463.89
Donor Restricted		
33100	MAPPA Fund Bal Hispanic American	\$5,617.31
33110	Crisp Scholar Fund Bal	\$97,546.22
33120	Crisp Endow Fund Bal	\$83,864.83
33130	David Robinson Fund	\$1,987.15
33140	Seminary Scholarship	\$38,214.90
33150	Volunteers in Mission	\$27,063.04
33160	Educational Programs	\$529.07
33170	Peacemaking	\$8,181.04
33180	Emergency Aid	\$0.00
33187	Aid for Pastors - Fund Balance	\$11,881.95
33188	Church Extension and Development - Fund Balance	\$19,832.31
33189	National Missions in Texas - Fund Balance	\$12,095.28
33190	TX National Missions (Synod Special Acct)	\$0.00
33200	Old Age Concerns	\$51,952.75
33210	Reserve for Higher Ed	\$31,850.95
33220	Child & Youth Schroeder	\$1,100.87
33240	Viola Williams Memorial	\$0.00
33250	MACC Fund Balance	\$50,744.33
33300	Munson & Kerr Scholarship Fund - Fund Balance	\$770,000.00
33900	SOSPF Scholarship - Fund Balance	\$0.00
Total Donor Restricted		\$1,212,462.00
Synod Youth Workshop		
37100	Synod Youth Workshop - Current year	\$0.00
37110	SYW Income/Loss Prior Year	\$12,936.19
37120	SYW Racial Ethnic Scholarship	\$1,650.17
37121	SYW Brad Phillips Fund Fund Balance	\$0.00
Total Synod Youth Workshop		\$14,586.36

Account Number	Account Name	Amount
Total Equity		\$2,251,942.82
Total Liabilities + Total Equity		\$2,253,374.64

2020 Budget Worksheet

Account Name		2018 Actual*	2019 Budget	2019 YE	2020 Prelim. Budget	2020 Exp. Budget	NOTES/QUESTIONS
Income							
Budgeted Revenue							
40001	PY Rollover/Retained earnings	0.00	0.00	0.00	0.00		
41000	Presbyteries	131,807.44	152,614.93	152,614.93	152,614.93	128,064.80	
42100	Contributions	3,314.77	4,000.00	771,643.63	4,000.00	4,000.00	
42110	SOSPF Endowment	223,315.00	251,200.00	251,200.00	251,200.00	259,300.00	
42200	Investment income						
42210	PILP Interest earned	3,205.09	2,985.58	3,205.09	2,985.58	3,000.00	
42230	TPF Interest earned	18,848.47	18,000.00	19,439.79	18,000.00	20,000.00	
Total 42200 - Investment income		22,053.56	20,985.58	22,644.88	20,985.58	23,000.00	
43000	Services Income						
43100	Communication Services Program	8,410.56	30,000.00	35,440.00	30,000.00	55,649.02	
Total 43000 - Services Income		8,410.56	30,000.00	35,440.00	30,000.00	55,649.02	
Total Budgeted Revenue		388,901.33	458,800.51	1,233,543.44	458,800.51	470,013.82	
Board designated income							
46230	Pbty giving for use next year			128,064.80			
Total Board designated income				128,064.80			

2020 Budget Worksheet

Expense	Account Name	2018 Actual*	2019 Budget	2019 YE	2020 Prelim. Budget	2020 Exp. Budget	NOTES/QUESTIONS
Budgeted Expense							
61000	Connecting						
61080	Presbyterian Women	0.00	500.00	500.00	500.00	500.00	
61100	Convenant relationships travel	2,185.28	4,000.00	1,434.02	4,000.00	4,000.00	
61110	Lyon College	100.00	100.00	100.00	100.00	100.00	
61120	Austin College	100.00	100.00	100.00	100.00	100.00	
61130	University of Ozarks	100.00	100.00	100.00	100.00	100.00	
61140	Schreiner University	100.00	100.00	100.00	100.00	100.00	
61150	Trinity University	100.00	100.00	100.00	100.00	100.00	
61160	Tulsa University	100.00	100.00	100.00	100.00	100.00	
61170	Pan American School	100.00	100.00	100.00	100.00	100.00	
61180	Austin Seminary	100.00	100.00	100.00	100.00	100.00	
61190	Pby. Children's Homes & Service	100.00	100.00	100.00	100.00	100.00	
61200	Evergreen Pby. Ministries	100.00	100.00	100.00	100.00	100.00	
61210	Vera Lloyd Home & Family	100.00	100.00	100.00	100.00	100.00	
61220	Goodland academy	100.00	100.00	100.00	100.00	100.00	
61230	Mo Ranch	100.00	100.00	100.00	100.00	100.00	
61240	Pres History Society of SW	100.00	100.00	100.00	100.00	100.00	
61250	TPF	100.00	100.00	100.00	100.00	100.00	
61260	Multi-Cultural Youth Conf.	3,500.00	3,500.00	3,500.00	3,500.00	3,500.00	
61300	National Conf Sponsorships	0.00	0.00	-	0.00	-	
61302.00	Connecting Initiatives		5,500.00	-	3,500.00	3,500.00	
61310	Critical Needs Fund	0.00	1,000.00	-	1,000.00	1,000.00	
61330	National Event Hospitality	5,465.48	5,000.00	2,835.68	7,000.00	7,000.00	
	Total Connecting Expenditures	12,650.76	21,000.00	9,769.70	21,000.00	21,000.00	

2020 Budget Worksheet

Account Name		2018 Actual*	2019 Budget	2019 YE	2020 Prelim. Budget	2020 Exp. Budget	NOTES/QUESTIONS
	Equipping						
61030	COM Event	0.00	0.00	-	0.00	0.00	
61070	EP Forum	4,690.03	5,000.00	5,051.62	5,000.00	5,000.00	
61280	Clerk Forum	0.00	4,000.00	1,744.57	4,000.00	4,000.00	
61290	Mission Convocation/Leadership event	4,967.73	7,000.00	7,573.52	7,000.00	0.00	
62000	Communication	0.00					
62010	Computer (Maint Svc Provider)	0.00	0.00	107.99	0.00	0.00	
62020	Webmaster	758.49	2,000.00	1,039.29	2,000.00	5,000.00	
62030	Communications Initiatives	3,491.80	5,000.00	2,247.54	5,000.00	5,000.00	
62040	Computer (Hardware & Software)	5,152.39	3,000.00	3,861.12	3,000.00	5,000.00	
62050	Communications (Mtgs, web exp)	1,115.42	1,500.00	1,529.50	1,500.00	2,500.00	
	Total Equipping Expenditures	20,175.86	27,500.00	23,155.15	27,500.00	26,500.00	

2020 Budget Worksheet

Account Name		2018 Actual*	2019 Budget	2019 YE	2020 Prelim. Budget	2020 Exp. Budget	NOTES/QUESTIONS
Empowering Expenditures							Value
61050	Network Nurture	25,103.17	27,000.00		27,000.00	20,000.00	
	Commissioned Pastors Network			-			
	COR Network			-			
	Empowering Women Network			-			
	Oklahoma Presbytery Network (OPN)			-			
	Hispanic Mission Ministries Network (HMMN)			-		0.00	
	Faithful Action on Climate Change Network			-		0.00	
	IMAGINE event			1,512.86		0.00	
	**Gulf Coast Disaster Preparedness Network			4,000.00		0.00	
	**Network for Justice					0.00	
61020	Solar Under the Sun						
	SUS Insurance		150.00	150.00	150.00	150.00	1,150.00
	SUS Bookkeeping	10,588.75	9,000.00	6,261.05	9,000.00	9,000.00	9,000.00
	SUS Audit		2,000.00	2,000.00	2,000.00	2,000.00	10,000.00
	BOP Commitment	6,192.26	0.00	-	0.00		
61270	Synod Youth Workshop	3,500.00	3,500.00	3,500.00	3,500.00	3,500.00	
	SYW Insurance						?
	SYW Bookkeeping						?
	CLC licensing						
	Child Protection Training						?
	Total Empowering Expenditures	45,384.18	41,650.00	17,423.91	41,650.00	34,650.00	

2020 Budget Worksheet

Account Name		2018 Actual*	2019 Budget	2019 YE	2020 Prelim. Budget	2020 Exp. Budget	NOTES/QUESTIONS
	Representation						
64090	Committee on Representation	0.00		92.00		2,000.00	
	Total Representation Expenditures	0.00	1,000.00	92.00	1,000.00	2,000.00	
	Coordinating Team						
61340	Moderator Expenses	2,708.00	3,500.00	2,253.08	3,500.00	3,500.00	
64000	Meeting and Book of Order Expenses			0.00			
64010	Stated Meeting, Fall	9,392.29	15,000.00	6,130.26	13,500.00	13,500.00	
64020	Stated Meeting, Spring	9,072.39	12,000.00	9,973.89	13,500.00	13,500.00	
64030	Mid-Year Committee Gathering	0.00		0.00			
64050	Administrative Commission	2,999.96	3,000.00	2,662.44	3,000.00	3,000.00	
64100	Other Committee Expenses	7,185.04	10,000.00	9,830.74	10,000.00	10,000.00	
66000	Office Expenses			0.00			
66010	Office rent	0.00	0.00	0.00	0.00	0.00	
66020	Telephone	3,100.74	4,000.00	2,275.88	4,000.00	4,000.00	
66030	Postage	433.69	700.00	630.30	700.00	700.00	
66040	Copiers	0.00	100.00	0.00	100.00	100.00	
66050	Supplies	2,318.70	3,000.00	2,459.18	3,000.00	3,000.00	
66060	File Retention/Storage	2,090.28	2,500.00	2,390.63	2,500.00	2,500.00	
66070	Bookkeeping services	17,064.25	21,000.00	19,826.95	21,000.00	21,000.00	
66071	Audit Fees	11,000.00	9,000.00	10,125.00	9,000.00	15,000.00	*timing issue
66090	Insurance	3,406.75	3,000.00	4,694.00	3,000.00	3,000.00	
66100	Bank charges	164.16	1,000.00	0.00	1,000.00	1,000.00	
66105	Aplos fees	572.90	600.00	480.00	600.00	600.00	
66110	Miscellaneous Charges	755.92	1,000.00	810.43	1,000.00	1,000.00	
66120	Contingency expense	458.17	1,000.00	0.00	1,000.00	1,000.00	
	Total Coordinating Team	72,723.24	90,400.00	74,542.78	90,400.00	96,400.00	

2020 Budget Worksheet

Account Name		2018 Actual*	2019 Budget	2019 YE	2020 Prelim. Budget	2020 Exp. Budget	NOTES/QUESTIONS
65000	Personnel						
65010	Synod Leader/SC Salary & House	90,000.12	92,700.00	92,700.12	92,700.00	92,700.00	
65020	Synod Leader/SC BOP	27,097.25	28,230.72	28,348.32	28,230.72	30,377.52	
65030	Synod Leader/SC FICA share	6,723.97	7,091.55	8,867.47	7,091.55	8,900.00	
65040	Synod Leader/SC Prof Expenses	1,201.03	1,500.00	936.28	1,500.00	1,500.00	
65050	Synod Leader/SC Prof Development	1,500.00	1,500.00	1,500.00	1,500.00	1,500.00	
65110	Comm. & Admin Coordinator Salary	41,250.00	48,000.00	48,007.04	48,000.00	50,000.00	
65120	Comm. & Admin Coordinator BOP	10,607.33	14,556.24	17,248.98	14,556.24	17,661.30	2019 Correction to employer paid benefits; 2020 Personnel Committee approved increase
65130	Comm. & Admin Coordinator FICA Share	2,795.79	3,672.00	2,073.81	3,672.00	3,825.00	
65140	Comm. & Admin Coordinator Prof Dev	1,500.00	1,500.00	1,500.00	1,500.00	1,500.00	
65220	Temp Staff & Other Staff expense	3,392.85	10,000.00	767.00	10,000.00	10,000.00	
65410	Personnel Committee	1,255.21	2,000.00	1,023.29	2,000.00	2,000.00	
65510	Synod Leader/SC Travel	23,591.43	28,000.00	30,075.19	28,000.00	29,000.00	
65520	Comm. & Admin Coordinator Travel	4,338.79	5,000.00	1,856.57	5,000.00	7,000.00	
	Total Personnel Expense	215,253.77	243,750.51	234,904.07	243,750.51	255,963.82	
	Grants & Scholarships						
61040	Mission Grants	7,184.00	30,000.00	29,400.00	30,000.00	30,000.00	
	Total Grants & Scholarships	7,184.00	30,000.00	29,400.00	30,000.00	30,000.00	
	Permanent Judicial Commission						
64040	Perm Jud Commission	13.40	3,500.00	29.80	3,500.00	3,500.00	
	Total Permanent Judicial Commission	13.40	3,500.00	29.80	3,500.00	3,500.00	
	Total Budgeted Expense	373,385.21	458,800.51	389,317.41	458,800.51	470,013.82	
	* Donor designated (not available for budget use)						
	Total Expense			770,000.00			
	Net Income (Loss)	15,516.12	0.00	74,226.03	0.00	0.00	

Evergreen Presbyterian Ministries, Inc.
Evergreen Life Services
2101 Highway 80, Haughton, Louisiana 71037

Board of Directors

Class of 2020

Jerald Adams	First Term
Julius Beckham	Second Term
Claire Brooks	First Term
Barry Chance	Second Term
Kem Hagood	First Term
Stephen Holland	Second Term
Zada Hyatt	First Term
William Marohn	First Term
Christopher Price	Second Term
Kenneth Sipiora	First Term
R. Lewis Smith	Second Term

Class of 2021

John Boudreaux	First Term
John Compton	Second Term
Maling Ebrahimpour	First Term
Joseph Henrick	Second Term
Larry McCoy	Second Term
Mary McMillan	First Term
Garland Rolling	First Term
Elizabeth Weiss	Second Term

Class of 2022

Rebecca Carson	Second Term
Frank Davis	Second Term
James R. Harding	First Term
Robert Malsbary	First Term
James Williams	First Term

Ernest Higginbotham	Synod Liaison
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Officers

Stephen Holland, Chairman	R. Lewis Smith, Chair Elect
Danny Gray, Immediate Past Chairman	Kem Hagood, Secretary/Treasurer

Evergreen Presbyterian Ministries, Inc.
 Evergreen Life Services
Board of Directors
 2020 Roster

<i>Chair</i> Stephen “Steve” Holland 3400 Hasland Drive Flower Mound, TX 75022 Res: 972-539-7217 Cell: 214-478-2428 Email: sammholl@verizon.net	<i>Immediate Past Chairman</i> Danny Gray 10 Cambridge Drive Texarkana, AR 71854 Res: 870-773-3741 Bus: 903-793-5588 Email: dgray@cableone.net
<i>Chair Elect</i> R. Lewis Smith, Jr. C/O RoseStone Financial Group 7330 Fern Avenue, Suite #1001 Shreveport, LA 71105 Res: 318-458-4281 Bus: 318-797-2995 Email: r.lewis.smith@ampf.com	<i>Secretary/Treasurer</i> Kem Hagood 22703 Arbor Stream Drive Katy, Texas 77450 Cell: 832-338-0979 Email: hagood.kem@gmail.com
<i>Synod Liaison</i> Ernest R. Higginbotham 313 South Pearl Expressway Dallas, TX 75201 Res: 214-528-7415 Cell: 214-394-1159 Email: ernest.higginbotham@evergreenls.org	Jerald “Jerry” Adams 26426 East McLemore Hollow Drive Stilwell, OK 74960-3558 Res: 918-458-0834 Cell: 918-207-2404 Email: aprild@fullnet.net
Dr. Julius E. Beckham 665 Ridgedale Road Dayton, OH 45406 Res: 937-278-4402 Cell: 937-313-8642 Email: juliusbeckham@sbcglobal.net	Rev. Major John S. “Jack” Boudreaux, Ret. 783 Place St. Etienne Covington, LA 70433 Cell: 504-319-9503 Email: jacks.boudreaux@gmail.com
Rev. Dr. Claire Brooks 7458 Garfield Street New Orleans, LA 70118 Cell: 504-481-4281 Email: cvbnola@gmail.com	Rebecca “Becky” L. Carson 14532 Farmcote Drive Frisco, TX 75035 Cell: 469-203-2823 Email: carson5@bellsouth.net

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Frank C. Davis, III 3219 Bryn Mawr Dallas, TX 75225 Res: 214-739-8560 Bus: 214-363-2188 Email: fcdavis@airmail.net	Dr. Maling Ebrahimpour 350 Ballentine Hall College of Business Administration University of Rhode Island 7 Lippitt Road Kingston, RI 02881 Cell: 401-265-0939 Email: mebrahimpour@uri.edu
Dr. James R. "JR" Harding 6027 Ox Bottom Manor Drive Tallahassee, FL 32312 Res: 850-907-0652 Cell: 850-510-4628 Email: jrfsu@comcast.net	Joseph "Joe" Henrick 12310 E. Los Reales Road Tucson, AZ 85747 Cell: 615-686-7922 Email: josephwhenrick@gmail.com
Zada Hyatt 325 Taylor Street, Apt 1049 Columbia, SC 29201 Cell: 770-361-8984 Email: zkhyatt31@gmail.com	Rev. Robert "Bob" Malsbary 92 Woodlake Boulevard Kenner, LA 70065 Res: 504-466-4929 Email: robertmalsbary@gmail.com
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Mary R. Mustaller McMillan 1220 Park Island Drive New Orleans, LA 70122 Cell: 716-553-6508 Email: marymustaller@gmail.com	Christopher "Chris" Price Sr. 1742 South Drive Madisonville, KY 42431 Cell: 270-871-5414 Email: price.chris62@gmail.com

Garland Rolling 319 Metairie Road Metairie, LA 70005 Bus: 504-835-2543 Cell: 504-554-5026 Email: mrolling@aol.com	Kenneth “Ken” Sipiora 2010 Hillcrest Ct McKinney, TX 75072 Cell: 978-741-7030 Email: ksipiora@deloitteired.com
Dr. Elizabeth “Beth” Weiss 16411 Yaupon Valley Helotes, TX 78023 Res: 210-695-8075 Cell: 504-782-8601 Email: weissbeth11@gmail.com	James “Jim” Williams 15700 Custer Trail Frisco, TX 75035 Res: 214-542-2061 Email: jwpetro57@gmail.com

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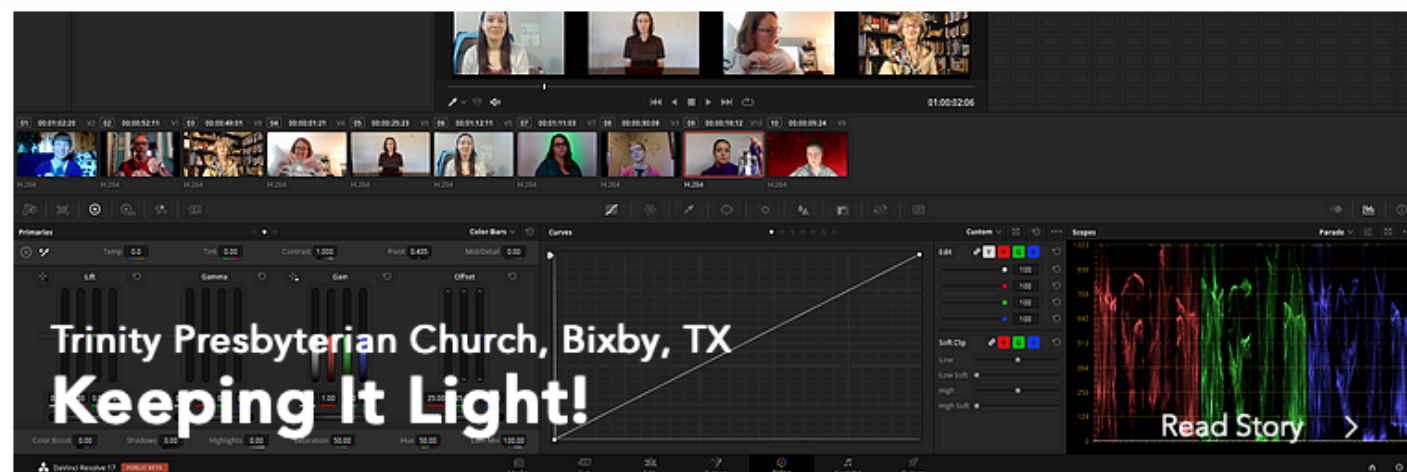


2020 Stories & Events of Synod of the Sun Presbyterian Church (U.S.A.)

Good News Stories

Amidst the changes and chances of the COVID-19 pandemic, churches and entities throughout the Synod of the Sun found ways to not only survive but also find unique and beautiful ways to minister to God's people in need. Mission and ministry takes form in supplying basic necessities to caring for the environment. Connections have been made via video feed and blankets. Love is supplied via learning how to read to drive-in diapers.

How has your community found ways to continue to minister when "the church has left the building"? Send us your Good News Stories ideas! Contact [Thomas Riggs](#), Communication and Administrative Coordinator or the [Rev. Matt Curry](#), author and story collector.





The Kerr-Munson Scholarship for Undergraduate Studies

Thanks to a generous donation, the Synod of the Sun is proud to offer the Betty Kerr Munson - John Steele Kerr Scholarship for selected students attending Austin College and Trinity University.

This scholarship is open to undergraduate students attending Austin College or Trinity University in the studies of education (female) or pre-medicine (male or female).

The primary purpose of this scholarship program is to support education (female students) and pre-medicine (male and female students) majors, primarily at Austin College, with funding for students at Trinity University, should funding be available.

The scholarship is multi-year, up to \$5000 per year, with a maximum of \$20,000 for four years.

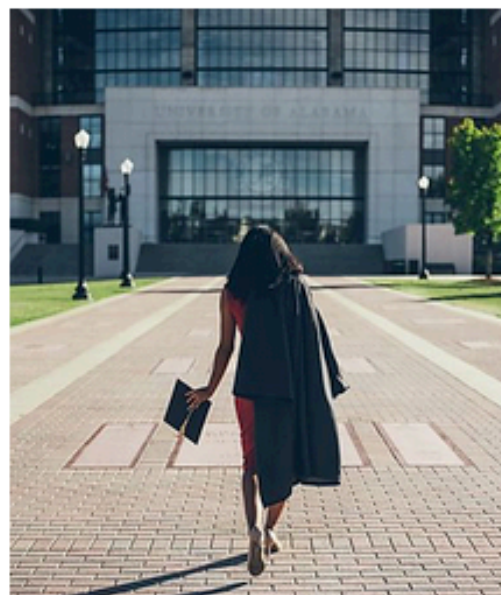
The following criteria must be met by each applicant:

- You must be enrolled at Austin College or Trinity University.
- A female applicant must be in pursuit of a major in education or pre-medicine (or their equivalents). A male applicant must be in pursuit of a major in pre-medicine (or its equivalents).
- An applicant must be a member in good standing of a Presbyterian Church, as determined by the Synod Grants and Scholarship Commission.

Complete details on how to apply and additional documentation needed can be found on the synod website at:

<https://www.synodsun.org/kerr-munson>

All scholarship materials must be received by June 15, 2020.



Add every Thursday at 2pm to your April calendar...

Synod to Offer PDA and BOP Seminars

The Synod of the Sun is offering three webinars, one for every Thursday in the month of April.



Building Resilience Webinar for Faith Leaders April 16, 2020 - 2pm



PRESBYTERIAN DISASTER ASSISTANCE

OUT OF CHAOS, HOPE

This one-hour program for Pastors and Commissioned Pastors is led by Presbyterian Disaster Assistance. The program is designed to increase participants' understanding of their own signs of stress and to teach in-the-moment tools to engage the relaxation response in body and mind. This webinar is designed for faith leaders in this season of COVID-19 and will engage participants in responding to questions and prompts to help create a personalized self-care and resilience-building plan, with attention to the particular issues facing faith leaders and awareness of the importance of the spiritual life which guides us all. Those attending will build on their experience while practicing new tools that have been shown to be effective in sustaining our capacity to serve in the midst of challenging circumstances.

Click [HERE](#) to register for April 16th Seminar



**Board of Pensions Emergency Response & 2021
New Offerings
April 23, 2020 - 2pm**

Kevin Keaton, Church Consultant for the Board of Pensions, will explain all of the latest efforts by the BOP to assist in the days of COVID-19, as well as discuss new changes for 2021.

Click [HERE](#) to register for April 23rd Seminar

**Building Resilience Webinar -
General Offering for Session
Members, Congregation Leaders,
Congregation Members
April 30, 2020 - 2pm**



**PRESBYTERIAN
DISASTER ASSISTANCE**

OUT OF CHAOS, [HOPE](#)

This one-hour program, led by Presbyterian Disaster Assistance, is designed to increase participants' understanding of their own signs of stress and to teach in-the-moment tools to engage the relaxation response in body and mind. This webinar is designed for anyone who is responding to the COVID-19 situation and will engage participants in responding to questions and prompts to help create a personalized self-care and resilience-building plan. Those attending will build on their experience while practicing new tools that have been shown to be effective in sustaining our capacity to serve in the midst of challenging circumstances.

The link to register for this seminar will be made available on Thursday, April 23rd via an additional e-mail and on our social media feeds.

Hygiene Kits Delivered!

Editor note: As Sharon makes her way back (traveling mercies!), we give thanks to God for *Hope Through Connections, Unhindered by Walls*. Here's her note on delivering Hygiene kits. And next time, let's find Sharon a truck!

Good morning, Friends!

On behalf of the Synod of the Sun, I want to take this opportunity to thank each and every one of you who participated in our hygiene kit drive. And drive it was! We estimated we collected more than 1,000 kits! You are truly amazing and a great gift, not only to God, but to those who will receive them.



I picked up kits at Central Presbyterian Church in Waxahachie and at St. Stephen Presbyterian Church in Ft. Worth. We said, "You can't fit many more in there (my car)." I picked up kits at Woodhaven Presbyterian Church in Irving where Nor'Kirk Presbyterian and others had dropped off kits. We filled the back, and said, "You can't fit more in there." The next stop on the journey was to First Presbyterian Church in Shreveport and we said "OH NO! They aren't going to fit!" We stuffed and we stuffed and we packed down and stuffed some more. We belted bags in the front seat to keep them from falling on me and stuffed some more. We forced the trunk down and the side doors closed and then added 75 more as Pastor George from Alpine Presbyterian Church in Longview arrived just as I was leaving.

I make plans and God laughs and says, "I will show you where they need to go." And I trust God's wisdom and guidance. The original plan was to take them to Lake Charles. As many of you know, Hurricane Beta decided to make landfall early this week. An early morning text message from Bok Soon Egbert, our incoming Synod Moderator from DeRidder, LA, told a tale of heavy thunderstorms and the FEMA office being closed due to the weather.



That made the decision, for my little, low to the ground Hyundai wasn't going to make it all the way to Lake Charles. So I headed to Ferncliff Camp and Conference Center where all of your generous donations (minus the ones we just couldn't make fit in Shreveport) were dropped off at the Disaster Assistance Center.



I would try to thank you all individually if I knew who you were, but in true Presbyterian spirit, many hands just reached out to help those in need and we never know who you are. If I tried to name all the churches that contacted me about participating, I would miss some. So, if you helped in any way, even offering prayers and/or contributions to the processing fees, THANK YOU!! You are what makes Synod of the Sun so great!

May God richly bless you as you have blessed others.

Sharon Curry
Moderator, Connecting Committee

The background of the entire poster is a photograph of a sunset over the ocean. The sky is a mix of deep blue, orange, and yellow. In the foreground, the dark silhouette of a large cross stands on a rocky outcrop in the water. The text is overlaid on this image in various white and dark blue fonts.

Commissioned Pastors Taize Service of Peace

**7 PM, Wednesday
*September 16***

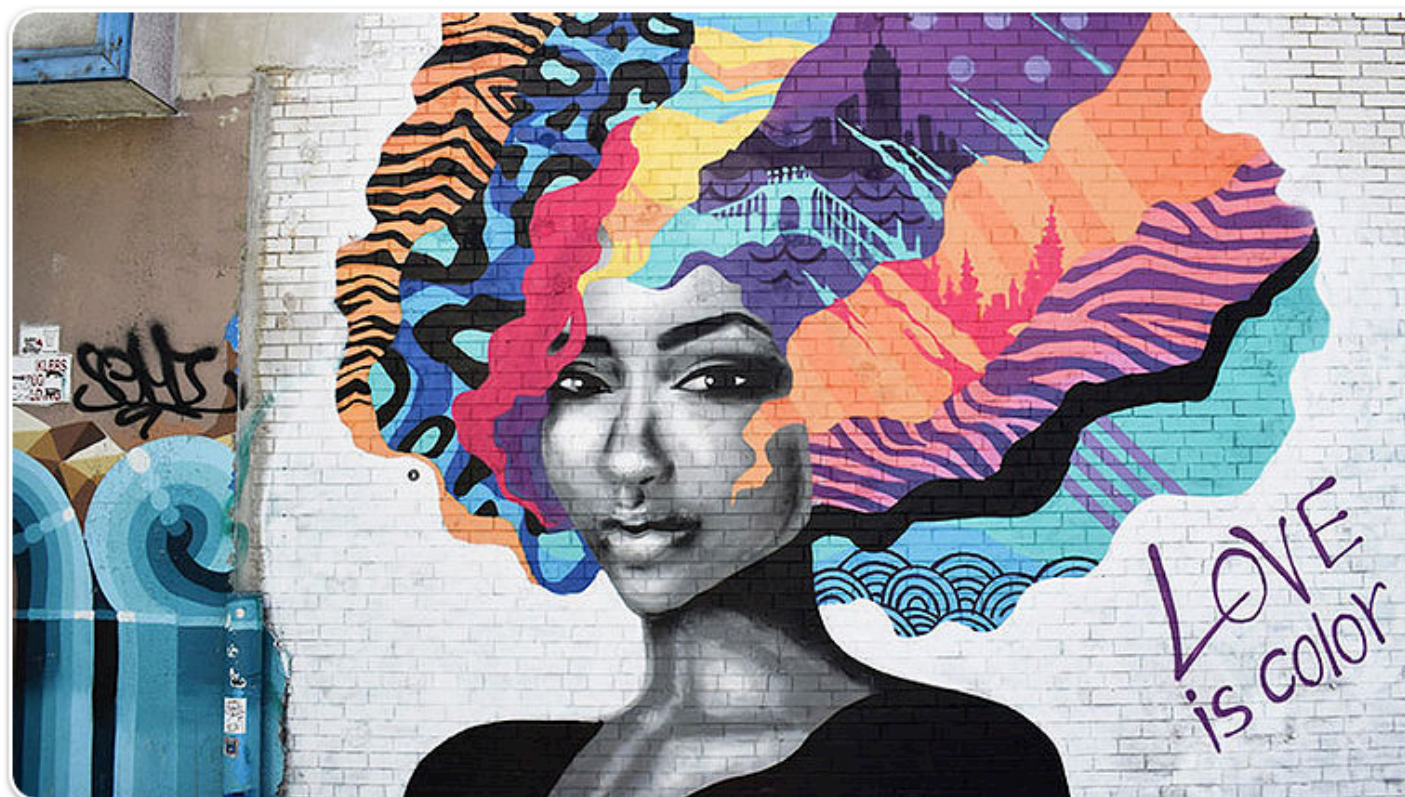
Via Zoom

(Register to receive link)

**Join us for a time of worship
with no planning, no prep;
time to be still, take a breath
and rest in God's presence.**

Please bring your Glory to God and a candle

The Network for Dismantling Racism presents: First Steps to Dismantling Racism



The Synod of the Sun Network for Dismantling Racism presents a series of four webinars on First Steps to Dismantling Racism, led by Warren Chalklen, Ph.D.

This four-week webinar is the first presentation by the Network for Dismantling Racism, a group of concerned Presbyterians from all 11 presbyteries of the Synod of the Sun. In the coming months, N4DR will present additional programs and events that will address the issues of anti-racism and structural racism.

The webinars will be held on four successive Fridays, beginning August 14th and going through September 4th. Each webinar will be held from Noon-1:30pm. These sessions include:

Session 1 - What Does it Mean to be Anti-Racist?

Session 2 - Engaging Colleagues and Students in Anti-Racist Learning Moments.

Session 3 - Identify and Combat Institutional and Structural Racism.

Session 4- Anti-Racism and Anti-Oppression.

When you register for any of the webinars, you will be provided with a workbook for the program.

Sponsorship for this and future N4DR events has been provided by all 11 Presbyteries of the Synod of the Sun: Presbytery of Arkansas, Cimarron Presbytery, Eastern Oklahoma Presbytery, Grace Presbytery, Indian Nations Presbytery, Mission Presbytery, Presbytery of New Covenant, Palo Duro Presbytery, Presbytery of the Pines, Presbytery of South Louisiana and Tres Rios Presbytery.



Activist and Public Theologian Christena Cleveland

Saturday, November 14

10:00 am and 2:00 pm

Both sessions will take place on Zoom. Recordings of both sessions will be made available following the live event.

Synod of the Sun's Network for Dismantling Racism invites you to a virtual event with Dr. Christena Cleveland, author of *Disunity in Christ*.

You are invited to join us on Saturday, November 14 for a time of conversation and learning with Dr. Christena Cleveland. Dr. Cleveland is an activist and public theologian, speaker and author, teacher and researcher. She holds a Ph.D. in social psychology from the University of California Santa Barbara as well as an honorary doctorate from the Virginia Theological Seminary. Dr. Cleveland has held faculty positions at several institutions of higher education and she is the founder and director of the recently-launched Center for Justice + Renewal.

Synod of the Sun will be hosting two 90-minute sessions with Dr. Cleveland on November 14, at 10:00 am Central Time and at 2:00 pm Central Time. Participants will be invited to engage with Dr. Cleveland about her book *Disunity in Christ*, with the opportunity to ask questions. We will also hear Dr. Cleveland's reflections on how the Church has responded (or not) to events like the Tulsa Race Massacre and what the Church's role is and should be in movements like Black Lives Matter.

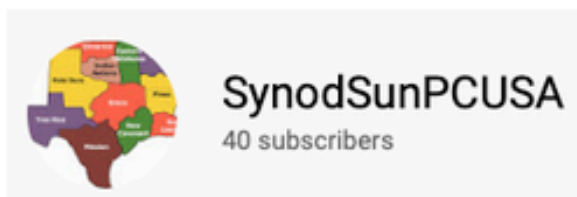
Introducing: SunSpots Podcast from Synod of the Sun

Take the SunSpots Podcast with you!

We all need opportunities to connect around good things happening these days. That's where SunSpots comes in!

SunSpots is the new podcast presented by Synod of the Sun, where we highlight the many ministries and missions happening on the surface of the Sun – that is, the Synod of the Sun. And with dynamic and hopeful ministry happening everywhere in the name of Jesus Christ, we have a lot to talk about!

Featuring interviews with ministry leaders, a retelling of some of our Good News Stories, and previously recorded content reposted via our podcast platform, SunSpots will connect, equip, and empower in new ways. Take SunSpots with you on your walk, in your garden, on a long drive, or wherever you listen to your podcast content.



Don't listen to podcasts? The same content we post on the SunSpots podcast will also be posted on our YouTube page.

You can find SunSpots on Apple Podcasts, Spotify, Overcast, Amazon Music, Stitcher, Alexa ("Hey Alexa, play the SunSpots podcast"), or wherever you find your favorite podcasts.

We have dropped five episodes today (because who doesn't want to binge SunSpots content), including our introduction podcast, an interview with Jim Freeman about Solar Under the Sun, a couple of Good News Stories, and a replay of a presentation at the 2017 IMAGINE event. After today, we will drop a new interview episode every two weeks, plus additional content. Be sure to hit the 'subscribe' button in your podcast app so that you don't miss an episode!

Our prayer is that you find inspiration, community, and connection in the Sun.
Welcome to SunSpots!




Find SunSpots on our webpage:
<https://www.synodsun.org/sunspots>

Find SunSpots content on the
Synod of the Sun YouTube channel
(click on SunSpots playlist):
<https://www.youtube.com/user/SynodSunPCUSA>


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Commissioned Pastors Taize Service of Peace

**7 PM, Wednesday
*September 16***

Via Zoom

(Register to receive link)

**Join us for a time of worship
with no planning, no prep;
time to be still, take a breath
and rest in God's presence.**

Please bring your Glory to God and a candle

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**Synod Spring Stated Meeting
ZOOM Conference Call
November 16, 2020**

Synod Moderator Mitch Miller, called the meeting to order at 10:00 a.m. and in accordance with the Bylaws, Sec. 3.1.3 whereby 50% or more of the elected commissioners constitutes a quorum, a quorum was declared with 26 of 28 Commissioners present. The meeting was opened with prayer by Charlie Smith, Interim Presbytery Pastor of Indian Nations Presbytery.

ATTENDANCE

First Name	Last Name	Presbytery		Status
Margaret	Alsup	Arkansas		Commissioner - FTE
Dzandria	Chiphe	South Louisiana		Commissioner – MRE
Jeff	Cranton	Eastern Oklahoma		Commissioner – MTE
Sharon	Curry	Grace	Moderator, Connecting	Commissioner – FRE
Denise	Haley	Mission	Moderator, Grants and Scholarships and Moderator, Personnel	Commissioner – FRE
Mary Stewart	Hall	Grace		Commissioner - FTE
Shelley	Hernandez	New Covenant	Vice Moderator, Connecting and Coordinating Team Chair	Commissioner – FRE
Edith	Hill	Pines		Commissioner – FRE
Stephen	Hill	New Covenant		Commissioner – MTE
Earnest	Isch	Indian Nations		Commissioner – MRE
Mitch	Miller	Indian Nations	Moderator	Commissioner – MTE
Rick	Mills	Cimarron		Commissioner – MRE
Kristy	Rogers	Eastern Oklahoma		Commissioner – FRE
Bill	Rose	Tres Rios	Moderator, Empowering	Commissioner – MRE

Nancy	Ruff	Palo Duro		Commissioner – FRE
Seth	Saathoff	Mission		Commissioner – MTE
Janice	Six	Palo Duro		Commissioner – FTE
Tracy	Spencer-Brown	Tres Rios		Commissioner – FTE
David	Stipp-Bethune	Pines	Vice Moderator, Equipping	Commissioner – MTE
David	Watson	South Louisiana		Commissioner - MTE
Winona Bryant	Williams	Arkansas		Commissioner – FRE
Harry	Cooper	Pines		Commissioner At-Large – MTE
Bok Soon	Egbert	South Louisiana	Moderator Elect	Commissioner At-Large – FRE
Jesse	Gonzalez	Grace	Moderator, Equipping	Commissioner At-Large – MTE
Ron	Hankins	Tres Rios		Commissioner At-Large – MRE
Isabel	Rivera-Velez	New Covenant		Commissioner At-Large – FRE
Tim	Blodgett	Eastern Oklahoma	Executive Presbyter	Corresponding Member
Scott	Campbell	Palo Duro	Executive Presbyter	Corresponding Member
Gordon	Edwards	Cimarron	Executive Presbyter	Corresponding Member
Lynne	Hargrove	New Covenant	Presbytery Stated Clerk & Executive Presbyter	Corresponding Member
Hailey	Malcom	Tres Rios	Pastoral Presbyter	Corresponding Member
Matt	Miles	Tres Rios	Missional Presbyter	Corresponding Member
Charlie	Smith	Indian Nations	Interim Presbytery Pastor	Corresponding Member
Stewart	Smith	Arkansas	Moderator, EP	Corresponding Member

			Forum & Executive Presbyter	
Ron	Sutto	South Louisiana	Presbytery Stated Clerk & Executive Presbyter	Corresponding Member
Sallie	Watson	Mission	General Presbyter	Corresponding Member
Leslie	Belden	Arkansas	Presbytery Stated Clerk	Corresponding Member
Tracy	Evans	Indian Nations	Presbytery Stated Clerk	Corresponding Member
Kay	Long	Tres Rios	Presbytery Stated Clerk	Corresponding Member
Leigh	McCaslin	Eastern Oklahoma	Presbytery Stated Clerk	Corresponding Member
Mark	Southard	Cimarron	Presbytery Stated Clerk	Corresponding Member
Laurie	Palmer	Mission	Presbytery Stated Clerk	Corresponding Member
Ernie	Higginbotham	Grace	Synod Assistant Stated Clerk	Synod Staff
Valerie	Young	Grace	Synod Leader & Stated Clerk	Synod Staff
Thomas	Riggs		Communication & Administration Coordinator	Synod Staff
Kyle	Walker		Visitor	Network for Dismantling Racism
Gehlin	Menti		Visitor	Network for Dismantling Racism

ABSENT				
Arita	Battiest	Eastern Oklahoma		Commissioner At-Large – FRE
Katharine	Nipp	Cimarron		Commissioner – FRE

New commissioners were invited to introduce themselves to the assembly. Corresponding members also introduced themselves to the assembly.

	Monday, November 16, 2020
	Opening Prayer
10:00am	Welcome & Introductions <ul style="list-style-type: none"> · <i>Open with Prayer – Charlie Smith</i> · <i>Roll Call & Declaring a Quorum – Valerie Young</i> · <i>Seating of Corresponding Members and visitors</i> · <i>Adoption of the Agenda</i> · <i>Acknowledgment of First People</i> · <i>Moderator’s Comments</i>
	Report: Synod Leader/Stated Clerk <i>Valerie Young</i>
10:45am	Matthew 25 Presentation <i>Lemuel Garcia</i>
11:00am	Committee Reports
	Connecting Committee -- Sharon Curry <ul style="list-style-type: none"> • <i>Report on Synod Sunday and Good News Stories</i> • <i>Video Presentation</i>
	Empowering Committee – Bill Rose <ul style="list-style-type: none"> • <i>Network for Dismantling Racism Affirmation – Kristy Rodgers</i> • <i>IMAGINE: Dismantling Racism</i>

	Equipping Committee – Jesse Gonzales <ul style="list-style-type: none"> • <i>CSP and Congregational CSP Pilot Program</i> • <i>Podcast</i>
	Personnel Committee – Denice Haley <ul style="list-style-type: none"> • <i>Personnel Reviews</i> • <i>Re-election of Ernie Higginbotham as Assistant Stated Clerk</i>
	Committee of Representation Report – Bruce Goodlock
12:00pm	Break
12:30pm	Coordinating Team Report – Shelley Hernandez <ul style="list-style-type: none"> • <i>Report of the Administrative Commission to Indian Nations Presbytery – Janice Six</i> • <i>Matthew 25 Initiative – Shelley Hernandez</i> <i>On becoming a Matthew 25 Synod</i> • <i>Referrals from GA</i> <i>Native American Churches Task Force – Mitch Miller</i> <i>Statement(s) on Black Women and Girls</i> • <i>Financial Reports – Mitch Miller</i> <i>2019 Financial Review</i> <i>2020 Financial Reports</i> <i>Balance Sheet</i> <i>Income Expense</i> • <i>2021 Preliminary Budget</i> • <i>Nominations – Bok Soon Egbert</i> • <i>Grants & Scholarships Commission Report and Celebration – Denice Haley</i>
1:45pm	Break
2:00pm	Closing Worship and Installation of 2021 Moderator and 2022 Moderator-Elect
3:00pm	Adjournment

Welcome and Introductions

After opening with prayer, a roll call was taken, and a quorum was declared by the Stated Clerk. Having introduced and seated the Corresponding Members and visitors, David Stipp-Bethune moved that the Corresponding Members and visitors be seated with voice and no vote. Jesse Gonzales seconded. The Motion passed. The Moderator called for the adoption of the agenda. Ron Hankin moved the adoption, Seth Saathoff seconded. Motion passed.

Acknowledging of First Peoples – Prior to this virtual meeting, participants were encouraged to research the names of the tribes from where they would be participating in the meeting. Moderator Mitch Miller gave the Assembly an opportunity to list the names of the tribes in the chat session, asking those assembled to pray and remember. Moderator Miller encouraged participants to study further the history of the place where you live and gain a deeper understanding of their current responsibility for the care of its heritage, geography and environment.

Osage Nation, Atakapa-Ishak, Commanche, Choctaw, Lipan, Apache, Jumano, Quapaw, Tonkawa, Coahuiltecan, Cherokee, Creek, Caddo, Wichita, Kiowa, Kickapoo, Ponca, Muscogee, Tigua, Karnakawa, Sana, Akokisa, Alabama, Coushatta, Anadarko, Biloxi, Chickasaw, Karankawa, Kichai, Pankana, Shawnee, and Tawakoni tribes were listed in the chat window by the participants.

Report: Synod Leader/Stated Clerk -- (*Attachments A & B*)

Valerie Young, Synod Leader and Stated Clerk of Synod of the Sun, referred the assembly to the Stated Clerk's Report, noting that the minutes review for the Presbytery of South Louisiana were a bit delayed as they dealt with the aftermath of three hurricanes. Valerie also reported that the Synod Permanent Judicial Commission hosted a PJC training back in March. A remedial complaint was received in March and was dismissed by the Synod PJC and has been appealed to the General Assembly PJC. Valerie also recognized Jesse Gonzalez and Edith Hill for their six-year, two-term service to the Synod as Commissioners. Ron Sutto was recognized as he prepares for retirement as Executive Presbyter of the Presbytery of South Louisiana.

Valerie pre-recorded a report on her sabbatical, which was presented to the Assembly. This recording can be viewed at: <https://youtu.be/YFqjCmXAUzE>

Matthew 25 Presentation – (*Attachments C-F*)

The Rev. Lemuel Garcia, Mission Engagement Advisor at the Presbyterian Mission Agency for the Synod of the Sun, Synod of the Southwest, and Puerto Rico Synod, gave a presentation regarding what it mean to be a participant in the Matthew 25 vision.

Connecting Committee Report -- *(Attachment G)*

Sharon Curry, Moderator of the Connecting Committee, reported on the work and ministry of the committee. Sharon talked about the connections across presbyteries, churches, entities, and other programs that made so many impactful differences in the lives of others. Among those programs was “Good News Stories”, written by the Rev. Matt Curry and delivered through the Synod’s communications channels. These stories reported the good works of people throughout the synod in the midst of pandemic.

Connections were made by the members of the committee to Covenant Partners and Synod programs to check on their well-being and programs during the pandemic.

Sharon also reported on the work of Synod Sunday, bringing the good news of the work of the Synod to congregation members throughout the area.

Empowering Committee Report – *(Attachments H & I)*

Bill Rose, Moderator of the Empowering Committee, reported on behalf of the committee *(Attachment H)*. Bill reported that this committee assist people from several presbyteries who come up with a vision to create a Synod Network. He noted the Network for Dismantling Racism, the Commissioned Pastors Network, and Synod Youth Workshop.

Seeking an affirmation of this new network, Kristy Rodgers brought to the assembly a report on work of the Network for Dismantling Racism *(Attachment I)*. Kristy affirmed that this Network is one way that the Synod is already living into the vision of Matthew 25. The work of dismantling racism starts when individual hearts are changed and the way that hearts are changed is by doing the internal work. Kristy challenged each of us to engage that internal work. The goal of the N4DR is to equip people to do that internal work and to resource churches and individuals.

The Network has already done an Anti-Racism training and a conversation with author Christena Cleveland. Resources are available via the online platforms of the Synod and N4DR.

A motion from the Empowering Committee to affirm the Network for Dismantling Racism as a Synod network was presented. The motion to affirm was unanimously approved.

Equipping Committee Report – *(Attachment J)*

Jesse Gonzalez, Moderator of the Equipping Committee, reported on behalf of the committee. The committee is about the work of enabling the Executive Presbyters Forum, Stated Clerks

Forum, Mission Convocation and Leadership Event, and the Communication Services Plan. Jesse also reported that the Synod is preparing a new podcast program.

Personnel Committee Report – *(Attachment K)*

Denice Haley, Moderator of the Personnel Committee, reported on behalf of the committee. A motion came from the committee to re-elect Ernie Higginbotham as Assistant Stated Clerk of the Synod of the Sun. The motion passed unanimously. The Moderator expressed his thanks for Ernie's service to the Synod.

Committee on Representation Report – *(Attachment L)*

With Bruce Goodlock, Moderator of the Committee on Representation, unavailable for the meeting, an oral report was not presented.

Report: Coordinating Team – *(Attachment M-R)*

Shelley Hernandez, Moderator of the Coordinating Team, reported on behalf of the group. *(Attachment M)*

Report of Administrative Commission to Indian Nations Presbytery (Attachment N) – Janice Six, Moderator of the Administrative Commission, reported on behalf of the commission. As this was the final report of the Commission, Janice told a bit of the history of the group and thanked all those who served over the 4+ years.

The Administrative Commission is confident that due diligence has been served and the fruit of the presbytery's efforts of the vision, imagination, cooperation, and perseverance is evident. In the process, they developed a unique structure that is now in place that was birthed from listening groups.

On behalf of the Coordinating Team, Shelley Hernandez moved that the Administrative Commission of Indian Nations Presbytery be closed and the members of the Commission be excused with the thanks of the Assembly. The motion was passed unanimously.

Matthew 25 Initiative – On behalf of the Coordinating Team, Shelley Hernandez moved that the Synod of the Sun accept the challenge and responsibility of accepting the designation of being a Matthew 25 Synod.

In the discussion of the motion, Moderator Mitch Miller pointed to the work of the Network for Dismantling Racism, the adaptation of providing interpreters for Korean speaking persons (with interpreters for Spanish coming soon), and the planned Tulsa IMAGINE event as three signs that

the Synod is already moving towards the Matthew 25 goals. Synod Leader and Stated Clerk Valerie Young also added that this Synod has been steadily working towards the goal of dismantling racism. She also mentioned that the Coordinating Team has adapted budget priorities to reflect the Matthew 25 goals. All of the work we've been doing has shown that we can authentically lend our name to the Matthew 25 vision.

The motion was passed unanimously.

Referrals From GA – Shelley Hernandez reported that the 224th General Assembly communicated to middle governing bodies a directive to assist and repair support of Native American churches. Moderator Mitch Miller reported that we are in the process of trying to bring that together. A Task Force is being put together working with three presbyteries that have Native American churches in their boundaries.

Financial Reports – Moderator Mitch Miller directed Commissioners to the 2019 Financial Statement (*Attachment O*) and 2020 Financial Reports (*Attachment P*). David Stipp-Bethune moved and Jesse Gonzales seconded to receive the 2019 Financial Statement and 2020 Financial Report. The motion passed unanimously.

Preliminary 2021 Budget – Moderator Mitch Miller directed Commissioners to the 2021 preliminary budget (*Attachment Q*), lifting up some changes to previous year line items because of pandemic issues. After discussions regarding revenue, pandemic adjustments, and budgeting for 2021 events, the assembly voted on the motion from the Coordinating Team to approve the 2021 preliminary budget. The motion passed unanimously.

Nominations (Attachment R) – Moderator-Elect Bok Soon Egbert presented the Nominating Report on behalf of the Coordinating Team. Bok Soon thanked the committee for their hard work and support in finding persons to fill the various vacancies. With no nominations from the floor, the Assembly voted unanimously to accept the slate of nominations from the Nominations Committee.

Grants & Scholarships Commission Report and Celebration – (*Attachment S*)

Denice Haley, Moderator of the Grants & Scholarships Commission, reported on behalf of the Commission. The Commission has awarded \$79,725 in grants and scholarships in 2020. The Synod also introduced a new undergraduate scholarship program called the Betsy Kerr Munson and John Steele Kerr Scholarship Fund. Information about this scholarship is available on the website.

Following the conclusion of business, the meeting adjourned with worship for the installation of Bok Soon Egbert as the 2021 Moderator of the Synod of the Sun.

Submitted by,

Valerie Young
Synod Leader & Stated Clerk

These minutes have been read and approved by Moderator Mitch Miller and Moderator-Elect
Bok Soon Egbert

Stated Clerk Report– November 2020

Synod Permanent Judicial Commission:

A PJC training was held March 10-11 of this year. Facilitated by Rev. Joyce Lieberman, Executive & Stated Clerk for Synod of the South Atlantic, representatives attended from both synod and presbytery PJs.

A remedial complaint was received in March. After failing to meet the jurisdictional questions, the complaint was dismissed. A challenge was filed and a hearing on the jurisdictional questions was held on June 23 via Zoom. The SPJC dismissed the case and the complainant did file an appeal with the General Assembly Permanent Judicial Commission. That appeal was dismissed and is currently in the process of being challenged by the complainant.

Terms of Service Ending:

Many thanks to Rev. Jesse Gonzalez and Edith Hill for six consecutive years of service as Synod Commissioners. We are grateful for their work and dedication!

We also wish to recognize the Rev. Ron Sutto on his retirement from service with the Presbytery of South Louisiana. We will miss you and your spirit at our table. Onward and Upward!

Review of 2019 Presbytery Minutes

The minutes review process began in July. Any outstanding minutes or reviews will be completed and reported to the next meeting of the synod.

Review Committee members: Valerie Young, Synod Stated Clerk; Ernest Higginbotham, Synod Assistant Stated Clerk; Rev. Leslie Belden, Arkansas Presbytery Stated Clerk; and Rev. Dr. Ron Sutto, Presbytery of South Louisiana Stated Clerk

PRESBYTERY OF TRES RIOS

EXCEPTIONS

- No indication for a Committee on Representation “established by the presbytery’s own rule”
- Report of the result of full financial review of all financial books and records (G-3.0112) *(review was noted and results were available on table at meeting, but not attached to the minutes)*
- No indication that session records review included adherence to G-3.0106, “All councils shall adopt and implement a sexual misconduct policy and child protection policy” *(Simply attaching a copy of a blank checklist would suffice)*

COMMENTS

- Nominating process included in Manual of Operations on page 109
- Attachment of property and liability insurance would be helpful
- Minutes/records not sequentially numbered, making it difficult to find and accurately notate.
- Stated Clerk Reports, particularly the final one for the year, can be used to record that certain Items like the following did not occur during the year: 18, 19, 22, 23, 24.

PRESBYTERY OF SOUTH LOUISIANA

EXCEPTIONS

The following Items are missing:

- 11 A review of the records of lower councils (sessions) within its jurisdiction. G3.0108a
- 12 Indication that each lower council (session) records has been reviewed to determine adherence to G-3.0106 "All councils shall adopt and implement a sexual misconduct policy and child protection policy".

COMMENTS

The final Stated Clerk Report of the year can be used to report that Items like the following did not occur during the year:

- 16 Report of decisions of an(y) administrative commission and record of any recension or amendment of action. G-3.0109b
- 24 Decisions of the Permanent Judicial Commission, including a report of its decisions to the presbyteries, transmitted to the Presbytery through the Stated Clerk. D-7.0701 and D-110701

PRESBYTERY OF THE PINES

EXCEPTIONS

- #8 - Full financial review;
- maybe #10 - but if there were no "proceedings" or "actions" then the record of them is not missing;
- #11 – documentation of the review of session records;
- #12 – review of whether congregations have a sexual misconduct policy;
- #13 – manual of operations;
- #14 – presbytery sexual misconduct policy;
- #19 – record of submitting statistical report;
- #25 – alphabetical roster of PJC members over the past 6 years

COMMENTS

- #9 – The by-laws and standing rules are missing; #10 – No signatures, but these days with everything done electronically I don't believe this is something that should be required
- There are some missing items that need to be implemented by the Presbytery, if they haven't been to this point. When approved they need to be recorded in the minutes or, if previously implemented, should be attached to the minutes through some form of "manual of operations" or compilation of policies.

PALO DURO PRESBYTERY

EXCEPTIONS

- Statement that a quorum is present is to include an indication of the specific number required as a quorum in presbytery bylaws or standing rules. No number was indicated.
- Report of the result of full financial review of all financial books and records (G-3.0112) *(the Book of Order requires a review or audit on a yearly basis)*
- No indication that session records review included adherence to G-3.0106, "All councils shall adopt and implement a sexual misconduct policy and child protection policy" *(Simply attaching a copy of a blank checklist would suffice)*
- List of PJC members is for FORMER members who may be called upon when necessary to constitute a quorum. D-5.0206b

COMMENTS

- Table of Contents can be less detailed
- Some sections did not have page numbers

NEW COVENANT PRESBYTERY

EXCEPTIONS

None

COMMENTS

- A Stated Clerk Report could be used to report the following Item was accomplished:
 - 12. Indication that each lower council (session) records has been reviewed to determine adherence to G-3.0106 "All councils shall adopt and implement a sexual misconduct policy and child protection policy".
- The final Stated Clerk Report of the year can be used to report that Items like the following did not occur during the year:

- 22. Actions concerning the organization of new congregations, transfer to other jurisdictions or dissolution or the division, uniting, or otherwise combining of congregations or portions of congregations previously existing.
- 24 Decisions of the Permanent Judicial Commission, including a report of its decisions to the presbyteries, transmitted to the Presbytery through the Stated Clerk. D-7.0701 and D-110701 9-10 25
- Minutes were to be submitted in one pdf file. Multiple files and types make the review process (and future research) extraordinarily cumbersome.

MISSION PRESBYTERY

EXCEPTIONS

The following Items are missing:

- 8. Report of the results of “A full financial review of all financial books and records by a public accountant or committee of members versed in accounting procedures”. -3.0113 [Note that it was reported in March 2020]
- 11. A review of the records of lower councils (sessions) within its jurisdiction. G3.0108a
- 12. Indication that each lower council (session) records has been reviewed to determine adherence to G-3.0106 “All councils shall adopt and implement a sexual misconduct policy and child protection policy”.

COMMENTS

- It appeared to this reviewer that the date in the beautiful heading of the March 1-2, 2019 meeting on page 1 was perhaps the date of the first 2018 meeting.

INDIAN NATIONS PRESBYTERY

EXCEPTIONS

The following Items are missing:

- 6. Evidence of “procedures and mechanisms for promoting and review the presbytery’s implementation of the church’s commitment to inclusiveness and representation”. G-3.0103
- 7. The approved presbytery budget “to support the church’s mission within its area”. G-3.0103
- 19. Record of compliance in submitting Annual Statistical Report to the General Assembly. G-3.0302e
- 20. A record that “the guidance and communication of the synod and General Assembly are considered and that any binding actions are observed and carried out” G-3.0302c

COMMENTS

The final Stated Clerk Report of the year can be used to report that Items like the following did not occur during the year:

- 18. Report of any and all actions regarding the sale, encumbrance, lease or transfer of real property owned by the Presbytery or one of its lower councils (including address, kind of property, present use, price paid, use of proceeds, if applicable, and reasons for leasing and terms of lease, if applicable)
- 24. Decisions of the Permanent Judicial Commission, including a report of its decisions to the presbyteries, transmitted to the Presbytery through the Stated Clerk. D-7.0701 and D-110701

GRACE PRESBYTERY

EXECPTIONS

None

COMMENTS

The minutes of Grace Presbytery are absolutely beautiful!!! I love the formatting, and there is so much information that I want to use them as a template!

Respectfully submitted,

Valerie Young

Synod Leader & Stated Clerk

EASTERN OKLAHOMA PRESBYTERY

EXCEPTIONS

- Statement of quorum is to indication the number specified in presbytery bylaws or standing rules (*Book of Order gives presbyteries ability to set own quorum; Manual of Operations M-1.4*) G-3.0404
- Minutes do not include results of a full financial review or audit G-3.0113
- No evidence of property and liability insurance coverage.
- No indication that each lower council records had been reviewed to include sexual misconduct and child protection policy G-3.0106 (*Suggestion: include session minutes review checklist in minutes*)
- D-5.0206b List of former members of PJC, not alternates. List must include the class served.

COMMENTS

- Committee on Representation “should not” be combined with another committee.
- Statement on (former EP) boundaries not included in minutes
- Guidelines for the Selection of Commissioners to Synod and General Assembly (E-3) should be updated. (terms are 3 years; synod does not have YAADs)
- November 22, 2019 minutes do not indicate whether it is a “Stated”, “Special”, or “Called” meeting
- February and August minutes do not indicate nominations were invited from the floor.

CIMARRON PRESBYTERY

EXCEPTIONS

- Minutes do not include Item 8: Report of the result of full financial review of all financial books and records (G-3.0112)
- Minutes do not include Item 11: A review of the records of lower councils (sessions) within its jurisdiction. G-3.0108a
- Minutes do not include Item 12: Indication that each lower council (session) records has been reviewed to determine adherence to G-3.0106 “All councils shall adopt and implement a sexual misconduct policy and child protection policy”.

COMMENTS

- June 1 minutes failed to state Item 3: Whether it is a “stated” “adjourned”, or “special” presbytery meeting. *Roberts Rules*
- October 15 minutes failed to state Item 3: Whether it is a “stated” “adjourned”, or “special” presbytery meeting. *Roberts Rules*. Actually, refers to minutes as “DRAFT”
- Nicely compiled!

PRESBYTERY OF ARKANSAS

EXCEPTIONS

None

COMMENTS

The final Stated Clerk Report of the year can be used to report that Items like the following did not occur during the year:

24. Decisions of the Permanent Judicial Commission, including a report of its decisions to the presbyteries, transmitted to the Presbytery through the Stated Clerk. D-7.0701 and D-110701

2020 has been quite a year, for everyone in about all aspects of life!

It is so important that we take a moment to acknowledge the hundreds and thousands of lives that have been lost. . . even more people who have been effected by loss – be it lives of loved ones, jobs, security, and for some, their faith. For many, this feels like a time of “holding on”, “getting through”, and for our siblings of color, what must feel like “holding your breath”. There will come a time of collective mourning and the Church needs to be there for those people and for our communities.

Since March, I have seen pastors and congregations step up and out of their sanctuaries. Learning to lead worship online and continuing to improve the ways they reach people through technology. Seminaries don’t have classes in ministry via Facebook Live, YouTube or Zoom – yet. And while some of this technology is seemingly “simple”, this has been an especially difficult 8 months for our pastors.

There has also been opportunity in these times. Because of technology, people are connecting with Presbyterian churches in worship outside of their immediate neighborhoods, sometimes from across the country – the gospel is being shared in new ways. I have watched as leaders in our 11 presbyteries have brought pastors and congregational leaders together in weekly or monthly zoom calls. I’ve have heard many pastors say that they feel more connected to others in their presbytery than ever before!

Presbytery Executives are gathering once a week as supportive colleagues in these strange and challenging times. . . . in some ways, social distancing has brought us together and made programmatic and educational training opportunities more available than ever.

It’s not JUST the pandemic that has made things so difficult this year. Our siblings in Louisiana have endured THREE hurricanes that have affected the lives of so many and made life unbelievably, that much harder. There are still people without power and churches that remain boarded up until repairs can begin. I have been in contact with Presbytery of South Louisiana and we are considering ways that the synod can be most helpful in the recovery efforts.

Whether we like it or not, individually, and collectively, our resilience is being tested – AND at the same time, our capacity is being built. “Normal” is gone and will not be returning, at least, any time soon. But the Good News never changes, and we are called to preach it. And preach it, we will.

Even before the pandemic it was the intention for the synod’s usual programmatic work to lie fallow. . . a year for a deep evaluation of the synod’s impact. Because 2020 is, well 2020, work hasn’t ceased, it’s just looked different. In 2018 the synod began leading the way with communications and social media ministry for the clients of the Communications Services Program - but this year our efforts have expanded webinars on Authentic Online Worship, Building Resilience, and relief offerings through the Board of Pensions – all still available on our growing YouTube channel. Expect more growth of this Equipping ministry very soon.

The synod’s assessment process isn’t over either. . . it is ongoing. The hope is that we will continue to learn and grow from intentionally asking questions:

- Are we living out our mission statement to “Connect, Equip, and Empower for Christ’s mission” in ways that are equitable, just, and supportive?
- Who and what kind of programs, networks, and institutions does the synod support financially or otherwise?

- Who and what kind of programs, networks, and institutions does the synod NOT support financially or otherwise?
- Where have we (the synod) been complicit in perpetuating systemic racism and failed our siblings in Christ?

It can be difficult to ask and answer these questions when we are deep inside of the work ourselves. I pray that we will all be open hearted and willing to listen with an ear toward justice and push one another to that end.

Amidst all this, it might not seem like the best time for a sabbatical. Everyone, including my husband, can breathe a collective sigh of relief. It is over. . . and yet, I cannot thank you all enough for the time and space for a refreshing journey. It was good, incredibly good in fact.

We took some time to do a couple of extended camping trips, I took several online courses some for fun and others for continuing education. I spent time in what I am now calling my art studio, painting, and pushing my creative boundaries.

I spent time in my gardens – vegetable and butterfly. . . and some time with family. Because of the pandemic, there are plenty of things I had hoped to do but couldn't. That's okay. I did allow the days of the calendar to pass with little regard – for me, during a normal year, that would be huge. In a pandemic, not as much so. But all of that means that I have had plenty of time to reflect.

In every mid-council of the Church - - there is a certain amount of co-dependency. That is especially true for synods. Pastors are members of a presbytery – accountable to the presbytery. Even when elected as a Commissioner, you are, pastors and ruling elders, all still volunteers. That is exactly why it is so easy for someone in my role to slip into a place that is more than facilitating. It is a very delicate and sometimes lonely dance.

I recall when the Coordinating Team asked me to step into the role of “Acting Synod Leader” – and, even before that, when I was asked about my vision for the synod. My response has always been that the role should be more of a facilitator – in fact, that's what I wanted the job title to be. My job description even says that I am to facilitate and interpret the mission and ministry of the synod.

Over the years, I've watched some mid-council leaders over function, including myself at times. . . often because our colleagues in ministry – teaching and ruling elders - are not fulfilling their roles. Thus, depending upon the mid-council leader to rescue the presbytery or synod.

I'll let you talk among yourselves about how well I have carried out the interpretation piece, but I can tell you that there have been place where I've overstepped in the facilitation department – and skipped straight to driving the bus! BUT the reality is that this is a *shared* ministry. This is not MY synod, this is OUR synod.

What we learned from the impact assessment earlier in the year is that we need to do a better job of training synod commissioners. I have been told by several past and current commissioners that they didn't understand what the synod does until they were YEARS into their term. No wonder that the co-dependance exists. I have always felt that part of my job was to help YOU own YOUR role. I recognize now that I need to concentrate more specifically on developing the leaders within the synod. I will be

seeking more ways to empower commissioners to utilize their intelligence, energy, imagination and love to fulfill their calling to service.

In my sabbatical reflections, what has arisen for me is this: I am to love Christ and the people of the institution more than the institution itself. The synod is better served by leaders who are loved forward.

So - - - I am committed to loving you forward, as leaders of the synod by:

- Accompanying each Commissioner in their synod journey
- Being attentive to the committees and their needs for resources and training
- Being an authentic leader and providing space for authentic and accountable relationships
- Being an advocate for you and the work of your committees
- And doing all things from a perspective of abundance, because the gifts of God and God's mercy are never ceasing

I am not as committed to "Moving the Synod Forward" as I am to "Loving you forward as we live out our call together".

Matthew 25 Vision



Presbyterian Church (U.S.A.)

Presbyterian Mission Synod of the Sun

Stated Meeting

November 16, 2020



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

A Vision & Invitation

MATTHEW 25

Actively Engage the World !





Unique Qualities:



MATTHEW 25

- Jesus' own words
- Directed by the 222 & 223GAs
- Tied to the Mission Work Plan of the PCUSA



Mission Work Plan 2020:



MATTHEW 25

- Building Congregational Vitality
- Eradicating Systemic Poverty
- Dismantling Structural Racism



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

Congregational Vitality:



Faith Coming Alive in the
Church and World

MATTHEW 25



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

Systemic Poverty:



MATTHEW 25

The Economic Exploitation of
People who are Impoverished
through Laws, Policies, Practices &
Systems that Perpetuate an
Impoverished Status



Structural Racism:



Laws, Policies & Practices that
Structure, Reinforce and
Perpetuate Discrimination, Bias,
Prejudice and Oppression of
“People of Color”

MATTHEW 25



Presbyterian Mission Agency's Purpose:



“To inspire, equip and
connect all Presbyterians in
mission and ministry”

MATTHEW 25

Matthew 25:



- Clarify the self-understanding of Christians in the PC(USA)
- Connect and unite the PC(USA)
- Celebrate and Grow!

MATTHEW 25

Matthew 25 Outcomes



MATTHEW 25

- Increase **spiritual energy** of congregations and mid councils
- Increase **impact** of church in the world
- Increase **new disciples** and participation in ministry
- Ignite the Witness & Work of PCUSA and actively engage the world!



Why Participate?:



MATTHEW 25

Biblically Based
Theologically Sound
Ecclesiastically Grounded
Practically Implemented
Contextually Adaptable
Actually Life Giving



Questions :



MATTHEW 25

What are practical ways to
call out the powerful who
disregard kingdom principles
of compassion and justice?



Question:



MATTHEW 25

What are some ways we can
stand with and learn from
people who are poor or
marginalized?



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

Questions :



MATTHEW 25

What are practical ways to
approach congregational
vitality?



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

Jesus' Message



MATTHEW 25

Active Engagement &
Commitment to
The Reign of God

VS

Systems of this World

Pray for the Matthew 25 Vision

- “Lord, when did we see you ... ?”



MATTHEW 25

- Matthew 25:37 --Becoming a Matthew 25 Church--
- “ ‘ ... for I was hungry and you gave me food, I was thirsty and you gave me something to drink, I was a stranger and you welcomed me, I was naked and you gave me clothing, I was sick and you took care of me, I was in prison and you visited me.’ Then the righteous will answer him, ‘Lord, when was it that we saw you hungry and gave you food, or thirsty and gave you something to drink? And when was it that we saw you a stranger and welcomed you, or naked and gave you clothing? And when was it that we saw you sick or in prison and visited you?’ And the king will answer them, ‘Truly I tell you, just as you did it to one of the least of these who are members of my family, you did it to me.’ ” Matthew 25:35–40

Utilize Resources Available



MATTHEW 25

- Website pcusa.org/matthew25
- Matthew 25 Classes – Stony Point JCS Seminary
- Matthew 25 Gatherings
- Bible Studies
- Facebook Group
- Worship Resources
- “Matthew 25 Hymn” – Jesus be With Us”
- Videos

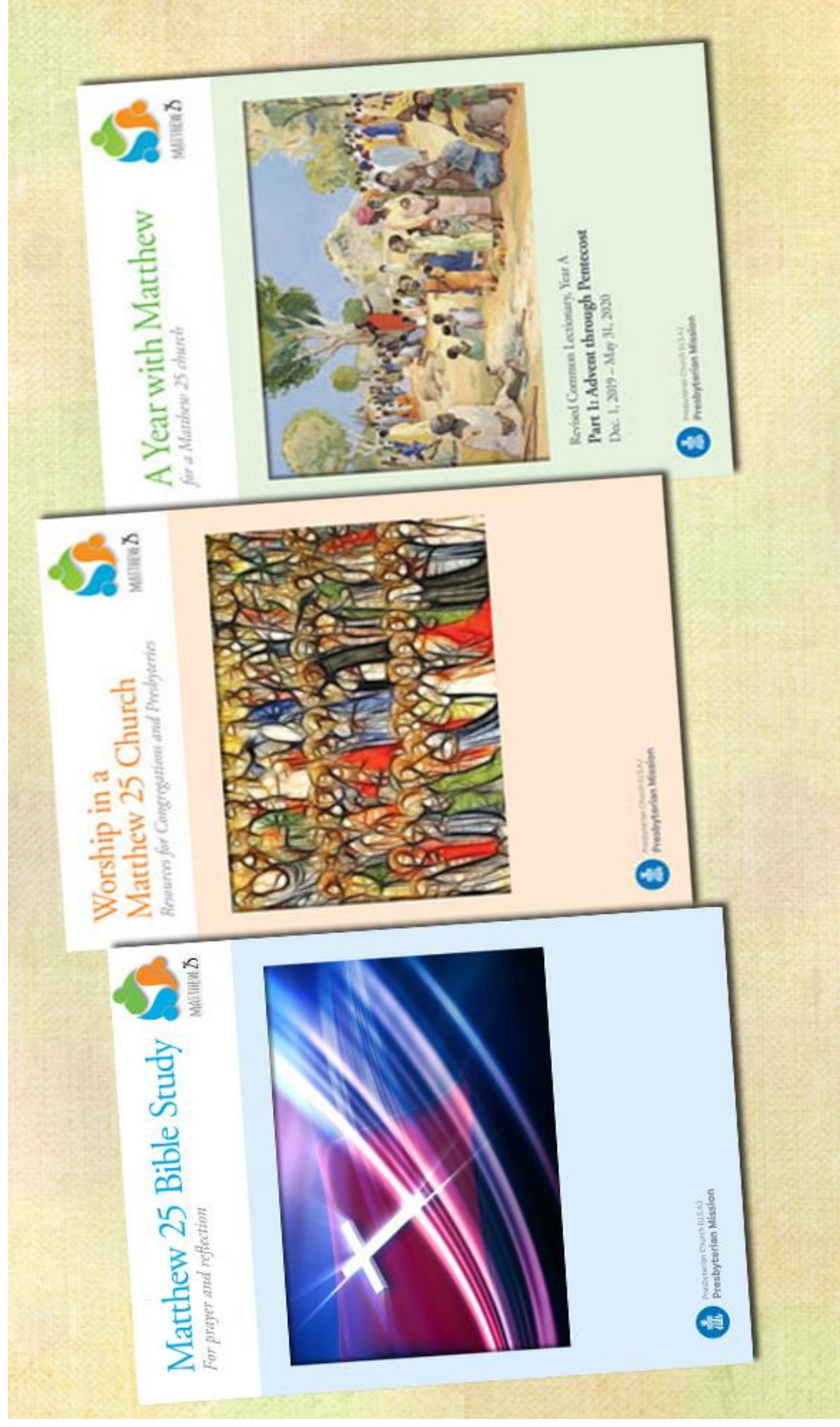


Presbyterian Church (U.S.A.)
Presbyterian Mission

Resources



MATTHEW 25





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

Sharing:



MATTHEW 25

Tell Your Story
Measure Any Difference
pcusa.org/matthew25

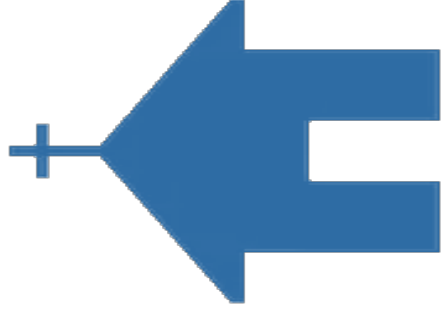


MATTHEW 25



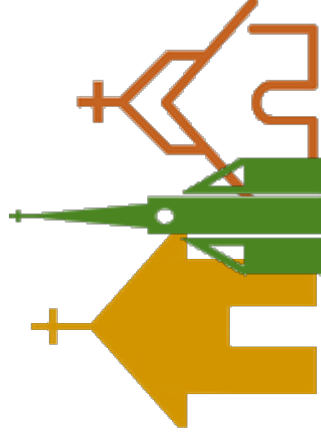
673

Churches



55

Mid councils



27

Groups

= 6,740

Congregations

Join us in meeting Jesus Christ in God's Mission

- **“Lord, when did we see you ... ?”**

- Igniting a Movement: Being engaged in God's Mission helps us define what it means to be a connectional church, a Matthew 25 church, and the Church that our faith demands.



MATTHEW 25

- Together we are the hands and feet of Christ! Together we believe God calls us to act boldly and compassionately so that faith comes alive and the world wakes up to new possibilities.



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



How did the Matthew 25 vision come about?

The 222nd and 223rd General Assemblies (2016 and 2018) challenged the PC(USA) to embrace Jesus' call in Matthew 25:31–46 to take our living faith into our communities and the world. As a Matthew 25 church, we are called to live out true discipleship by acting boldly, compassionately and fearlessly serving people who are hungry, oppressed, imprisoned or poor. We joyfully share this vision and invitation with you!

What exactly do we have to do to become a Matthew 25 congregation or mid council?

To some degree, many churches are already doing the work of Matthew 25. We hope that by partnering with mid councils and congregations, we can together multiply and intensify our loving commitment to radical and fearless discipleship. The first step is simply to sign up to become a Matthew 25 church or mid council at pcusa.org/matthew25.

When you sign up, you will be asked to embrace one or more of the three areas of focus — building congregational vitality, dismantling structural racism and eradicating systemic poverty.

Then as you live out your commitment, we ask you to share the story of impact that your pledge has made: how your congregation has changed, how you've discovered new passions and vitality, how your members have been re-energized as disciples ... so like in the early church, your renewed faith will fan the flames and encourage other congregations to also embrace our common mission.

How do I share our story of impact?

Visit the Matthew 25 website at presbyterianmission.org/matthew-25-sharing-our-stories/. The form will prompt you for photos, videos and other content that will bring your story alive. You may be contacted by the Presbyterian News Service for more information.

Does my church still have to sign up to be a Matthew 25 congregation if our mid council has already signed on?

Yes. When a mid council signs on, they are committing to help spread the invitation. Their goal is to have 20% of the congregations in their presbytery or synod sign on. So it is important that each congregation make that commitment themselves. You can do that at pcusa.org/matthew25.

Why is the goal to sign up 20% of all congregations/mid councils as Matthew 25 churches?

Twenty percent is the social science benchmark for success in any project. It is the tipping point that causes an idea or practice to spread and result in a movement.

What is congregational vitality all about?

Vitality isn't a number. It's not about how many members you have, or how large your budget is, or even how many baptisms you celebrate each year. Rather, it's a mindset and commitment to re-energize and live out your church's faith in your community and the world. Vitality is a passion for following Jesus—growing in faith and discipleship, embracing people beyond your church walls, working for justice and reconciliation, and serving your neighbors in need. It's a way of life that sees with Christ's eyes and uses your collective gifts to really make a difference. Of course, every community is different and faces its own challenges. Growing in vitality always requires prayer and discernment to figure out how you are called.

We believe that "Where Christ is, there is the true Church" (F-1.0303). Matthew 25 shows us that Christ is with people who are hungry, thirsty, strangers, naked, sick, or in prison. If we wish to serve Christ, the Presbyterian Church (U.S.A.) must be with these same people in our witness, work, and worship. In this mission we encounter Christ, the life of the world, and congregations find true vitality.

If my church is participating in the Vital Congregations pilot program, aren't we automatically a Matthew 25 church?

The Vital Congregations initiative is one way a congregation who has committed to becoming a Matthew 25 church can address the issue of congregational vitality. However, it is important that each congregation make the commitment to be Matthew 25 congregations themselves. You can do that at pcusa.org/matthew25.

The text of Matthew 25 doesn't explicitly mention racism. How does the focus of dismantling structural racism fit in?

In Matthew 25 Jesus addresses the nations and focuses on “the least of these,” revealing his concern for groups of people who experience marginalization because of how others respond to their most basic needs—food, water, clothing, welcome, healing, and freedom. Harsh judgment is pronounced on those who lack compassion and fail to act justly towards people who are marginalized. Today in our country people of color are among the most marginalized communities because of racism. Studies on racism reveal people of color are disproportionately impoverished, imprisoned and denied access to economic and educational benefits enjoyed by white Americans. It is also worth noting that the Greek word for “stranger” in Matthew 25 is *xenos*, the root of our word “xenophobia,” meaning hatred or prejudice toward people from other cultures or countries. Racism violates God’s command to love one another. Matthew 25’s principle to treat marginalized people with love and justice is the basis for the lofty goal to dismantle the sinful practice of systemic racism. When you embrace anti-racism work, you are pledging to stand up and find inspired ways to chip away at this terrible injustice in our world.

What does “systemic poverty” mean?

When we describe a problem as systemic, we mean that it pervades our entire culture and is deeply ingrained in the structures of society. In our country, people who are poor tend to stay poor because the deck is stacked against them at every turn. To embrace the Matthew 25 vision to eradicate systemic poverty means that we aspire to address the root causes of poverty in our communities and world. For example, many churches have food pantries and that is a much-needed blessing for their members and communities. However, to address the root causes of poverty, we must work at what is creating the situation of poverty and hunger to begin with – the laws and policies that are unjust and exploitative of people who are poor. It means combatting greed. It means tackling injustices in housing, health care, education, access to food, environment, zoning and many other issues. It means appealing to legislators, community leaders and visionaries to make a difference. It means boldly standing up for people who don’t have a powerful voice themselves. Again, Jesus urges us to open our eyes and hearts — and then take action.

Is Jesus talking about systemic poverty in Matthew 25, or just ordinary acts of kindness?

The prophets of the Hebrew Scriptures demonstrated a clear concern for condemning and correcting unjust systems. Jesus stands firmly in this prophetic tradition when he expresses his solidarity with people who are hungry, thirsty, strangers, naked, sick, or in prison. Furthermore, in this scene of final judgment, Jesus is addressing the “big picture”—all the nations and peoples of the world; in this context he would seem to be referring not only to individual actions, but to larger social structures that affect people who are poor.

We are already very busy and active in our community. Why should we sign up for “one more thing”?

Very simply, there is power in unity. By accepting the Matthew 25 invitation, you are helping to strengthen the work and witness to Jesus Christ in the Presbyterian Church (U.S.A.) and you help us become a more unified and relevant presence in the world. The Matthew 25 vision also demonstrates our understanding as Presbyterian Christians that we are “saved to serve.” By committing to become a Matthew 25 church, you are responding to Christ’s urgent call to be a church of action, where God’s love, justice and mercy shine forth and are contagious. Our re-energized faith can unite and connect all Presbyterians for a common and holy purpose to continue the mission and ministry of Jesus in the church and in the world.



Matthew 25 in the PC(USA): A bold vision and invitation

Actively engaged in the world

MATTHEW 25

“When the Son of Man comes in his glory, and all the angels with him, then he will sit on the throne of his glory. All the nations will be gathered before him, and he will separate people one from another as a shepherd separates the sheep from the goats, and he will put the sheep at his right hand and the goats at the left. Then the king will say to those at his right hand, ‘Come, you that are blessed by my Father, inherit the kingdom prepared for you from the foundation of the world; for I was hungry and you gave me food, I was thirsty and you gave me something to drink, I was a stranger and you welcomed me, I was naked and you gave me clothing, I was sick and you took care of me, I was in prison and you visited me.’ Then the righteous will answer him, ‘Lord, when was it that we saw you hungry and gave you food, or thirsty and gave you something to drink? And when was it that we saw you a stranger and welcomed you, or naked and gave you clothing? And when was it that we saw you sick or in prison and visited you?’

And the king will answer them, ‘Truly I tell you, just as you did it to one of the least of these who are members of my family, you did it to me.’ Then he will say to those at his left hand, ‘You that are accursed, depart from me into the eternal fire prepared for the devil and his angels; for I was hungry and you gave me no food, I was thirsty and you gave me nothing to drink, I was a stranger and you did not welcome me, naked and you did not give me clothing, sick and in prison and you did not visit me.’ Then they also will answer, ‘Lord, when was it that we saw you hungry or thirsty or a stranger or naked or sick or in prison, and did not take care of you?’ Then he will answer them, ‘Truly I tell you, just as you did not do it to one of the least of these, you did not do it to me.’ And these will go away into eternal punishment, but the righteous into eternal life.”

— Matthew 25:31–46 (NRSV)



Presbyterian Church (U.S.A.)
100 Witherspoon Street, Louisville, KY 40202



WHAT is a Matthew 25 CHURCH?

Matthew 25:31–46 calls all of us to actively engage in the world around us, so our faith comes alive and we wake up to new possibilities. Convicted by this passage, both the 222nd and 223rd General Assemblies (2016 and 2018) exhorted the PC(USA) to act boldly and compassionately to serve people who are hungry, oppressed, imprisoned or poor.

HOW the VISION unites all Presbyterians

By accepting the Matthew 25 invitation, you can help our denomination become a more relevant presence in the world by

- **Connecting and uniting the PC(USA), creating a spark that energizes and joins us in our common mission together**
- **Celebrating and calling forth churches that actively engage the world**
- **Showing our understanding as Presbyterian Christians that we are “saved to serve”**

WE INVITE YOU to join us
on this journey by choosing to become a

MATTHEW 25 church.

WHERE TO BEGIN?

There are already PC(USA) congregations that identify themselves as Matthew 25 churches. We aim to help multiply this loving commitment to radical and fearless discipleship by partnering with mid councils and congregations to help them embrace one or more of these three focuses:

- **Building congregational vitality** by challenging congregations and their members to deepen and energize their faith and grow as joyful leaders and disciples actively engaged with their community as they share the gospel of Jesus Christ in word and deed.
- **Dismantling structural racism** by fearlessly applying our faith to advocate and break down the systems, practices and thinking that underlie discrimination, bias, prejudice and oppression of people of color.
- **Eradicating systemic poverty** by acting on our beliefs and working to change laws, policies, plans and structures in our society that perpetuate economic exploitation of people who are poor.

HOW CAN THE NATIONAL CHURCH HELP?

Our goal is to be a clearinghouse of resources, training materials, devotional and preaching aids, success stories, curricula and more — everything to help you strengthen relationships, transform your church, and bring alive your commitment to “serve the least of these” in your community and around the world.

HOW DO WE BECOME A MATTHEW 25 CHURCH?

It’s easy. The first step is to visit our website — pcusa.org/matthew25 — and sign up! Then as you live out your commitment, we ask you to share the impact that your pledge has made: how your congregation has changed, how you’ve discovered new passions and vitality, how your members have been re-energized as disciples ... so like in the early church, your renewed faith will fan the flames and encourage other congregations to also embrace our common mission.

LEARN MORE

Watch for more details soon! Visit us at pcusa.org/matthew25



MATTHEW 25

ABOUT THE MATTHEW 25 MARK

The **circular shape** represents unity and equality. Like God, a circle has no beginning and no end, and it symbolizes our continuing effort to help one another. The shape also suggests a globe that points to our engagement with the world.

The **three interlocking** figures represent the equality of all people without gender or race bias. They have their arms around each other, symbolizing friendship, protection and service. The number three suggests the three focus areas of congregational vitality, structural racism and systematic poverty, as well as the Trinity.

The **color palette** is bright, lively, friendly and energetic — suggestive of our active commitment.

Finally, **the legend** “Matthew 25” below the symbol is the literal identification of the mark. We use a handwritten font to make the point that active engagement in the world requires human effort.





마태복음 25장 사역 비전은 어떻게 시작됐습니까?

제222차, 제223차 총회(2016년, 2018년)는 미국장로 교단에 마태복음 25:31-46에서 예수님의 부르심을 받아들이 우리의 살아 있는 신앙을 우리 사회와 세계로 가져가라고 도전했습니다. 우리는 마태복음 25장 교회로서 배고프고, 억압받고, 감금되거나, 가난하고, 굶주린 사람들을 대담하고, 동정심 많고, 두려움 없이 섬김으로써 진정한 제자의 삶을 살도록 부름받았습니다. 우리는 이 비전을 여러분과 기쁘게 나누며 여러분을 이에 초청합니다!

마태복음 25장 교회나 중간 공의회가 되고자 하면 무엇을 해야 합니까?

어느 정도까지는 많은 교회들은 이미 마태복음 25장의 사역을 하고 있습니다. 중간공의회와 교회들과 연합함으로써, 우리는 개혁적이고 두려움없는 제자도에 대한 사랑의 헌신을 함께 증대시키고 강화할 수 있습니다. 첫걸음은 단지 마태복음 25장 사역의 교회나 중간공의회가 되겠다고 pcusa.org/matthew25 에서 서명하시면 됩니다.

서명을 하시면, 세 개의 주안점 중 하나 또는 그 이상을 받아들이도록 요청을 받을 것입니다 —교회의 활력도 형성, 구조적 인종차별 타파, 체제적 빈곤 제거.

그런 다음, 여러분이 헌신의 삶을 살아갈 때, 여러분의 선언이 만들어낸 결과에 대한 이야기를 나누도록 부탁할 것입니다: 여러분의 교회가 어떻게 변화되었는지, 새로운 열정과 활력을 어떻게 발견했는지, 여러분의 성도들은 제자로서 어떻게 활력을 다시 얻었는지 ... 초대 교회처럼, 여러분의 새롭게 된 믿음은 불꽃을 일으킬 것이며 다른 교회들을 격려해 우리의 공동 사명을 받아들이게 할 것입니다.

우리가 영향을 미친 이야기들을 어떻게 나눌까요?

마태복음 25장 사역 웹사이트 presbyterianmission.org/matthew-25-sharing-our-stories/ 를 방문하십시오. 양식을 통해 사진, 비디오 및 기타 내용을 확인하여 스토리를 활성화할 수 있습니다. 장로교 뉴스국에서 더 많은 정보를 얻기 위해 문의연락이 갈 수 있습니다.

중간공의회가 이미 서명했는데 우리 교회가 여전히 마태복음 25장 교회로 등록해야 합니까?

그렇습니다. 중간공의회가 서명한 것은 이 사역으로의 초청에 헌신하겠다는 뜻입니다. 그 목표는 그 안의 노회나 대회의 교회들의 20% 가 서명하도록 하는 것입니다. 그러므로 각 교회가 서명하는 것이 중요합니다. 이를 pcusa.org/matthew25 에서 할 수 있습니다.

왜 모든 교회/중간공의회 20%가 마태복음 25장 교회로 서명하는 것이 목표입니까?

20 퍼센트는 모든 사업의 성공을 위한 사회과학적 기준입니다. 이는 어떤 사고나 실행이 전달되고 운동으로 결과가 나타나는 임계점입니다.

회중의 활력도는 무엇을 말합니까?

활력도는 숫자가 아닙니다. 이는 교회의 성도 수, 예산, 또는 연간 세례 숫자에 관한 것이 아닙니다. 이는 여러분의 교회의 믿음을 여러분의 공동체와 세상에서 재활성화해서 살아가겠다는 마음가짐이요 헌신입니다. 활력도는 예수님을 따르려는 열정—즉, 믿음과 제자도에서 자라나며, 교회 담장 너머의 사람들을 포용하고, 정의와 화합을 위해 일하며, 어려움에 처한 이웃들을 돕는 것입니다. 그리스도의 눈으로 보며 여러분의 전체적인 은사를 활용해 진정한 변화를 이루어내는 삶의 방식입니다. 물론, 모든 공동체는 각기 다르며 나름의 도전에 직면해 있습니다. 활력있게 성장하려면, 여러분의 부르심에 대한 기도를 통한 분별이 필요합니다.

"그리스도가 있는 곳에 참된 교회가 있다"고 우리는 믿습니다 (F-1.0303). 마태복음 25장은 그리스도께서 굶주린 자, 목마른 자, 나그네, 헐벗은 자, 병든 자, 갇힌 자들과 함께 계셨음을 보여줍니다. 그리스도를 섬기고자 한다면, 미국장로교는 우리의 증언, 사역, 예배에 있어 이들과 함께 해야 합니다. 이 사명 가운데서 우리는 세상의 생명되신 그리스도를 발견하게 되고, 교회는 진정한 생명력을 발견합니다.

제 교회가 활력있는 교회 시범 프로그램에 참여하게 되면, 우리는 자동적으로 마태복음 25장 교회가 되는 것 아닙니까?

활력있는 교회 계획은 마태복음 25장 사역 교회가 되기로 결단한 교회가 회중의 활력의 문제를 해결할 수 있는 한 방법입니다. 그러나 각 교회가 마태복음 25장 교회 자체가 되고자 헌신하는 것이 중요합니다. 이를 pcusa.org/matthew25 에서 할 수 있습니다.

마태복음 25장 본문은 인종 차별에 대해 명시적으로 언급하고 있지 않습니다. 구조적 인종차별 타파의 초점이 어떻게 맞춰집니까?

마태복음 25장에서 예수님은 국가들에 대해 언급하시며 "이들 작은 이들"에게 초점을 맞추셨습니다. 이는 소외되어 있는 이들에 대한 그의 관심을 드러내는 것으로, 다른 이들이 그들의 가장 기본적인 필요—음식, 물, 의복, 환대, 치유, 자유에 대한 반응 때문에 이들은 소외되었습니다. 소외된 자들에게 긍휼을 베풀지 않고 그들을 합당하게 대하지 않은 이들에 대해선 엄정한 심판이 선포됩니다. 오늘날 우리 나라에서 유색인종이 인종 차별로 인해 가장 소외된 공동체에 속합니다. 인종 차별에 대한 연구에 따르면 유색 인종은 불균형적으로 빈곤에 처해있고 투옥되었으며 백인들이 누리는 재정 및 교육의 혜택을 누리지 못하고 있습니다. 마태복음 25장에 나오는 "나그네"라는 단어는 그리스어로 '제노스 (xenos)'인데, 이는 다른 문화나 나라의 사람들에 대한 증오나 편견을 의미하는 "외국인 혐오증 (xenophobia)"이라는 영어 단어의 어원입니다. 인종차별은 서로 사랑하라는 하나님의 계명을 어기는 것입니다. 소외된 자들을 사랑과 정의로 돌보라는 마태복음 25장의 원칙은 제도적 인종 차별의 죄악된 관습을 타파하는 고귀한 목표의 기초가 됩니다. 반인종차별 사역을 받아들일 때, 여러분은 우리 세상의 이 심각한 불의를 없애는 고무적인 방법을 위해 일어서며 이를 찾겠다고 선언하는 것입니다.

"제도적인 빈곤"의 의미가 무엇입니까?

우리가 문제를 제도적이라고 표현할 때, 이는 우리 전체 문화에 스며들어 있고 사회 구조에 깊이 각인되어 있다는 것을 의미합니다. 우리 나라에서, 빈곤층은 모든 면에서 상황이 그들에게 불리하게 작용하기 때문에 여전히 빈곤층으로 남는 경향이 있습니다. 제도적 빈곤을 타파하라는 마태복음 25장의 비전을 받아들이는 것은 우리의

공동체와 세상의 빈곤의 근본적인 원인을 해결하고자 열망한다는 것을 의미합니다. 예를 들어, 많은 교회들이 음식 사역을 운영하고 있는데, 이는 성도들과 공동체에 절실한 축복입니다. 그러나 빈곤의 근본 원인을 해결하기 위해서, 우리는 빈곤과 기아 상황을 만들어내는 것, 즉 가난한 자들에게 불공평하고 그들을 착취하는 법과 정책에 대해 우선적으로 – 일해야 합니다. 이는 탐욕과의 싸움을 의미합니다. 이는 주택, 의료 시스템, 교육, 식품, 환경, 구역화 및 다른 많은 문제들에 내재한 불공평을 다루는 것을 의미합니다. 이는 변화시킬 수 있는 의회 입법자, 공동체 지도자들 및 비저네리들에게 호소하는 것을 의미합니다. 이는 그 자신들 스스로 강한 목소리를 낼 수 없는 사람들을 위해 담대하게 일어서는 것을 의미합니다. 다시 말씀드리면, 예수님은 우리가 우리의 눈과 마음을 열고 – 행동하라고 촉구하고 있습니다.

마태복음 25장에서 예수님은 제도적인 빈곤에 대해서 말씀하셨습니까, 아니면 단지 일반적인 친절 행위를 말하고 있습니까?

히브리어 성경의 선지자들은 불의한 체제를 비난하고 수정하려는 분명한 관심사를 보여주었습니다. 예수님은 이 선지자적 전통 가운데 분명히 서계시며, 주린 자, 목마른 자, 나그네, 헐벗은 자, 병든 자, 갇힌 자들과의 그의 유대감을 그 가운데서 표현하고 있습니다. 더 나아가, 최후의 심판 장면에서 예수님은 "큰 그림," 즉 세상의 모든 나라와 민족에 대해 말씀하십니다. 이 본문에서 보면, 예수님은 개인의 행위 뿐만 아니라, 가난한 자들에게 영향을 미치는 더 큰 사회 구조들도 언급하고 있습니다.

우리는 사회에서 이미 바쁘고 적극적으로 활동하고 있습니다. 왜 "한가지 일을 더" 추가해야 합니까?

아주 간단히 말해, 연합할 때 힘이 있습니다. 마태복음 25장 사역에 초청을 받아들이므로써, 여러분은 미국장로교의 예수 그리스도에 대한 사역과 전도를 강화하도록 돕게 되며 우리가 이 세상에서 더 연합되고 밀접한 존재가 되도록 돕게 됩니다. 마태복음 25장의 비전은 또한 "섬기기 위해 구원받았다"는 장로교 기독교인으로서의 우리의 이해를 보여주는 것입니다. 마태복음 25장 교회가 되기 위해 헌신함으로써, 여러분은 행동하는 교회, 즉 하나님의 사랑, 정의, 자비가 드러나고 전파되는 교회가 되라는 그리스도의 긴박한 부르심에 응답하는 것입니다. 새롭게 활력을 얻은 우리는 단합하고 연결된 장로교 교인들로서, 공통되고 거룩한 목적, 즉 교회와 세상 가운데서 예수님의 사명과 사역을 지속하려는 목적 하에 하나가 될 수 있습니다.

Connecting Committee Synod Assembly Meeting Report November 2020

1Thes 1:3 "We remember before our God and Father your work produced by faith, your labor prompted by love, and your endurance inspired by hope in our Lord Jesus Christ "



In these days of quarantine and social distancing, fear and uncertainty that have embraced the world around us, and turned it all upside down in ways that no one could have predicted connecting has been a vital part of the work of the Connecting Committee. The words above, from our Synod Sunday liturgy, I believe embrace the work of the Connecting Committee this year.

CONNECTING TO OUR PARTNERS: Early in the pandemic we met to discuss how we could best connect with our covenant partners, extending the hand of Christ and reaching out to bring a sense of peace and a calm in the storms that seemed to come from so many different directions. Each committee member took the names of our partners and reached out, to let them know that we, the Synod of the Sun, care. That we were and are praying for them and were here for anything they might need. The response from our partners was one of gratitude; gratitude that we cared enough to reach out and connect with them. That is what I believe the Connecting Committee is all about.

GOOD NEWS STORIES: We connected in many other ways throughout this past year, sharing Good News Stories authored by the Rev. Matt Curry from Grace Presbytery. Matt took up the challenge of reaching out to our Synod partners and Presbyteries and churches in a mission to find where God is at work in the Synod. He uncovered such amazing stories of mission and ministry that continued despite quarantines and lock downs, proving that Presbyterians connect through providing unique and beautiful ways to minister to God's children through mission projects such as community gardens, blankets and quilts for our Presbyterian Children's Homes and Services partner, showers for the homeless and providing shelter from the storm when Camp Gilmont opened its doors to our Evergreen partners devastated by hurricanes and so much more.





SYNOD SUNDAY: Hope through Connection, Unhindered by Walls provided an opportunity for our 750 congregations to worship together and celebrate the work of the Synod. We provided litany and bulletin insert and children's message materials for congregations to share to carry out our theme of hope through connection, unhindered by walls.

1,000+ HYGIENE KITS DELIVERED TO FERNCLIFF!! An amazing response to our sisters and brothers in Christ as more than twenty churches and three Presbyteries answered the call for help for those affected by recent hurricanes in South Louisiana. Church members contributed kits and supplies. Churches and Presbyteries answered the call to be collection sites and we crammed my car to overflowing and had to leave some behind to be delivered later because we just couldn't make them fit.



The goal was to deliver them to the South Louisiana Presbytery for distribution, but alas that was not to be. As another hurricane pelted the area the last minute decision had to be made to head north to the disaster center at Ferncliff in Little Rock and leave them there for distribution at a safer time.



Connecting, in its most generous forms is what we have accomplished in this past year. Our charge as the Connecting Committee is to nurture relationships between the Synod, churches, Presbyteries, and our partners; strengthening relationships through the body of Christ; I am inspired by the many ways we were able to do that this year. I am grateful to have served as the co-moderator of this committee in the past year; grateful for each one who responded to a call for help, grateful for each person who served on this committee and grateful to be a part of connecting God's people throughout the Synod of the Sun.

Respectfully Submitted

Sharon Curry

Co-Moderator, Connecting Committee

Report of the Empowering committee

The empowering committee members are Mitch Miller, Kristy Rodgers, Bill Rose, Janice Six, Tracy Spencer-Brown, Wynona Bryant Williams, and Isabel Rivera. Our task is to communicate with the networks and help empower them to do the work and ministry they have chosen. Networks are mission organizations joined with at least two other presbyteries. The goal of this setup is working across the Synod in order to provide needed mission. On our list of networks are: COR network, Empowering women, Oklahoma Presbytery Network, Hispanic Mission Ministry network, Faithful Action on Climate Network, SOS Presbytery Disaster network, Solar Under the Sun, and Synod Youth Workshop. New to our list are Commissioned Pastors Network and Dismantling Racism Network.

Dismantling Racism is a vibrant network which has the support both financially and personnel from every presbytery in the Synod. This is a network to keep your eye on. It seems like they always have a new event starting up. They have been able to plan many events even in these complicated times. There were four virtual workshops earlier this year, which were well attended and got great reviews from every corner of the synod. They are hard at work planning an event in Tulsa OK this June which will coincide with the 100-year anniversary of the 'Tulsa race massacre'. This is not an event you want to miss. This network has taken on the difficult task of helping each of us, throughout the synod, work through and address racism in our lives.

Synod Youth Workshop had to go virtual this year, the workshop had a full house in attendance with twelve full small groups of youth and sponsoring adults. We had well over 100 youth participants on Zoom. The reviews were incredibly positive and the youth who attended had a moving, growing experience which, many said was somehow close to being in person. In my group the last day the youth hung out three hours after the event had closed. The depth that this ministry has affected both youth and adults from across the Synod for the last 60 years defies words.

The commissioned pastors network has great things planned to support our commissioned pastors. There was a conference planned, but in our crazy times that was not able to happen. It is important to note that the people who had registered were issued refunds in a timely manner. The network was able to have a Taize service online on September 16th. The chair of this Network, Nanette Cagney, lives in Lake Charles and has been busy dodging hurricanes. Both her home and her church were damaged. She is just now getting to go home. We ask prayers for her during her transition back into her home space. We know that the interest in this ministry is nationwide, which speaks to the great need that this network's mission fulfills. We will excitedly wait to hear of the wonderful things that this network will bring to us.

Submitted: Bill Rose Chair of Empowering committee

Network for Dismantling Racism
Report to Synod Assembly 11/16/20

The first meeting of what has become the Synod's Network for Dismantling Racism (n4dr) took place in early May this year. The 100th anniversary of the Tulsa Race Massacre has served as an impetus, a target, and a potential launch pad for the group.

We developed a mission statement: In light of God's ongoing call to love and justice and the centennial commemoration of the 1921 Tulsa Race Massacre, we seek to open our ears, eyes, minds, and hearts to the atrocities of systemic racial injustice and its consequences; to equip and engage for transformation throughout society.

We set short and long-term goals, and have so far met all of our short term goals:

- welcoming members from all 11 Presbyteries within the Synod
- facilitating Network-wide Anti-racism training that was supported by the Presbyteries and open to anyone in the Synod
- curating a resource list that has become a website and hopefully a one-stop shop that will serve people seeking to engage this work within the Synod and beyond
- planning an Imagine event to commemorate the Tulsa Race Massacre 6/21

We're also reaching into some of our long-term goals:

- supporting the Matthew 25 Initiative as a network of the Synod
- Arranging and facilitating study/discussion groups
- The first has already happened: a book study of ***Disunity in Christ***, with zoom Q&A and plenary with the author, Dr. Christena Cleveland.

The network is also seeking to support the work relating to the referral from GA regarding the Native American Churches Task Force

We want to provide on-ramps for people to engage the work of dismantling racism, whether you're just beginning to consider the topic or ready to organize a legal challenge to unjust policies, and everywhere in between.

The church has been complicit in creating the structure of racism, and continues to support it both in action and in its silence. Now is the time for honest individual

and corporate learning and reflection, followed by faithful action that seeks to right the wrongs we have committed, stand in solidarity with our brothers and sisters of color, seek healing for the soul sickness from which we all suffer because of racism, and move joyfully toward the abundant life promised in God's kin-dom here on earth.

We are truly grateful to our Presbyteries for their financial support of the Network. We exist to serve you, and will do all we can to support your work in this area of endeavor.

If you haven't been there yet, I invite and encourage all of you to check out the resources available to you and your congregations and Presbyteries at n4dr.org.

If you have comments, suggestions or questions, please contact me.

Respectfully submitted,

Kristy Rodgers
Moderator, n4dr



**SYNOD of the SUN
EQUIPPING COMMITTEE
REPORT TO THE NOVEMBER 16, 2020 FALL ASSEMBLY**

2020 has been an atypical Year under the Covid-19 Pandemic regarding having in-person events. This Committee started the year hopeful to sponsored these scheduled Events with the following

2020 Annual Budget

Executive Presbyters Forum	5,000
Session's Clerk Forum	2,000
Communication Services Plan	<u>17,500</u>
Total	\$24,500

Due to Synod's Leader Valerie Young approved Sabbatical, the 2020 Mission Convocation/Leader Event during the Fall Assembly was not scheduled.

Based on the 2020 experience, Equipping Committee submitted the following

2021 Proposed Budget

COM Event (other training)	\$ 5,000
Executive Presbyter's Forum	5,000
Clerk Forum	2,000
Mission Convocation/Leadership Event	7,000
Communication Initiatives	<u>5,000</u>
Total	\$24,000

During 2020, Equipping Committee supported Communication Services Plan to expand the search for Contract Help among Students of Historical PCUSA African American Colleges & Universities.

Equipping Committee proudly supports the Communication Services Plan to implement over the year of 2021 a **PODCAST Project**. The cost will be low and will have no impact on the 2021 Proposed Budget as both software and server fees are affordable.

The PODCAST Project will eventually benefit Synod's Pastors, Leaders and Networks.

We are honored for serving our Synod over this Year!

In Christ:

Rev. Jesús J. Gonzalez, Moderator
Fort Worth, Texas

Rev. David Sipp-Bethune, Vice Moderator
El Dorado, Arkansas

Personnel Committee Report
Synod of the Sun Fall Stated Meeting
November 16, 2020

Dear Commissioners,

The Personnel Committee met on February 11, March 16, May 22, June 9, July 14, October 14, October 20, and October 27, 2020. Committee members are Jeff Cranton, Lorinda Sealey, Janice Six, Sallie Watson, and Denise Haley, Moderator. Jesse Gonzalez and Kim Rodrique served prior to the Spring Meeting, at which time they rotated off the committee.

Committee business during the year consisted of the following:

- Clarifying the pension benefits to be paid to Valerie in order to comply with Board of Pensions Guidelines; there was some discrepancy between those guidelines and her Terms of Call.
- Working with Valerie on adjusting her Sabbatical plans as required by COVID-19 restrictions and managing those plans along with the Coordinating Team.
- Providing availability to Thomas Riggs for personnel needs during Valerie's Sabbatical; Denise will be the contact.
- Implementing Valerie's Performance Review. The Committee will meet with her on December 8 to discuss results of survey questions submitted to the Executive Presbyters and Coordinating Team. In addition to "rating" various items in the survey, respondents will have an opportunity to provide descriptive answers.

ITEM for Synod Action:

Re-election of Ernest Higginbotham as Synod Assistant Stated Clerk.

Yours in Christ,

Denise Haley
Chair, Personnel Committee

Survey Created: Nov. 4, 2020, 9 a.m.

Survey Last Modified: Nov. 4, 2020, 12:48 p.m.

Synod	The Sun
Pin #	400
Role:	

Full contact information for the Chair/Moderator/Synod Leader for Representation for the Synods Committee on Representation or equivalent body:

Name	BRUCE GOODLOCK
Address	1602 FM 1781 Rockport, TX 78382
Email	brucegoodlock@att.net
Phone Number	3617903612

Synod COR chairperson's beginning and ending term (month/year)

Beginning	1/2015
Ending	12/2020

Synod Staff, Committees, Boards, Organizing Bodies, Working Groups, and Cabinets: 2019

Gender and Ordination Status:

#	Unit/entity	T Total	Male T E	Male R E	Male Other	Female T E	Female R E	Female Other
1	Synod PJC	10	3	2	0	2	3	0
2	Synod Executive Cmte (Council)	11	4	2	0	0	5	0
3	Synod COR	3	1	1	0	0	1	0
4	Synod Nom Cmte	11	4	2	0	0	5	0
5	Synod Commissioners	24	7	4	0	4	9	0
6	Synod Staff	2	0	1	0	0	1	0
7	Commissioners At-Large	6	3	0	0	2	1	0
8	SOSPF Board	11	5	1	0	1	4	0
9	Grants & Scholarships	5	1	0	0	1	3	0
10	Personnel	5	1	0	0	2	2	0

Synod Staff, Committees, Boards, Organizing Bodies, Working Groups, and Cabinets: 2019

Race/Ethnicity:

#	Unit/entity	T Total	AS Asian/Pacific Islander/Native Hawaiian	B Black/African American	AF African	H Hispanic/Latinx
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1	Synod PJC	10	0	0	0	0
2	Synod Executive Cmte (Council)	11	0	0	0	1
3	Synod COR	3	0	1	0	0
4	Synod Nom Cmte	11	0	0	0	1
5	Synod Commissioners	24	0	0	1	1
6	Synod Staff	2	0	0	0	0
7	Commissioners At-Large	6	1	2	0	2
8	SOSPF Board	11	0	1	0	0
9	Grants & Scholarships	5	0	0	0	1
10	Personnel	5	0	1	0	0

Synod Staff, Committees, Boards, Organizing Bodies, Working Groups, and Cabinets: 2019

Race/Ethnicity (continued):

#	Unit/entity	T Total	NA Native American/American Indian/Indigenous	ME Middle Eastern/North African	W White/European American	M Multiracial	O Other
1	Synod PJC	10	0	0	5	0	5
2	Synod Executive Cmte (Council)	11	0	0	10	0	0
3	Synod COR	3	0	0	2	0	0
4	Synod Nom Cmte	11	0	0	10	0	0
5	Synod Commissioners	24	1	0	21	0	0
6	Synod Staff	2	0	0	2	0	0
7	Commissioners At-Large	6	1	0	0	0	0
8	SOSPF Board	11	0	0	10	0	0
9	Grants & Scholarships	5	0	0	4	0	0
10	Personnel	5	0	0	4	0	0

Synod Staff, Committees, Boards, Organizing Bodies, Working Groups, and Cabinets: 2019

Ability:

#	Unit/entity	T Total	DNA Persons w/ disability requiring NO accommodation(s)	DRA Persons w/ disability requiring accommodation(s)	ND Persons with NO DISABILITY	Not Reported
1	Synod PJC	10	0	0	0	10
2	Synod Executive Cmte (Council)	11	0	0	0	11
3	Synod COR	3	0	0	3	0
4	Synod Nom Cmte	11	0	0	0	11

5	Synod Commissioners	24	0	0	0	24
6	Synod Staff	2	0	0	2	0
7	Commissioners At-Large	6	0	0	0	6
8	SOSPF Board	11	0	0	0	11
9	Grants & Scholarships	5	0	0	0	5
10	Personnel	5	0	0	0	5

Synod Staff, Committees, Boards, Organizing Bodies, Working Groups, and Cabinets: 2019

Age:

#	Unit/entity	T Total	Y ≤25	YA 26-35	A1 36-45	A2 46-55	MA 56-64	SA ≥65
1	Synod PJC	10	0	0	0	2	3	5
2	Synod Executive Cmte (Council)	11	0	0	0	2	4	5
3	Synod COR	3	0	0	0	1	1	1
4	Synod Nom Cmte	11	0	0	0	2	4	5
5	Synod Commissioners	24	0	0	1	6	8	9
6	Synod Staff	2	0	0	0	2	0	0
7	Commissioners At-Large	6	0	0	1	1	2	2
8	SOSPF Board	11	0	0	2	3	3	3
9	Grants & Scholarships	5	0	0	0	1	2	2
10	Personnel	5	0	0	0	1	2	2

Narrative Section Questions:

Question 1 Response

Does your synod maintain a committee on representation?	Yes
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Question 1a and 1b Responses if Question 1 is Yes

How many persons serve?	3
What categories of membership are identified as important in your context? (Check all that apply.)	<p>persons of color</p> <p>geographic (each region within the synod)</p>
Which particular race/ethnicities are included in your use of "persons of color" are identified as important in your context? (Check all that apply.)	<p>Black/African American</p> <p>Hispanic/Latino/a</p> <p>Native American (American Indian/Indigenous)</p>

Question 1c Responses if Question 1 is No

Is there an alternative COR structure?	
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If so, Please describe your alternative COR structure.	
Does the synod continue to do this work?	
If so, The synod assigned these functions to another body. (Select one.)	

Questions 2 - 16 Responses

How does your synod address the functions described in G-3.0103? (even if you do not have a committee on representation)	We have CoR, chair of CoR serves on coordinating team and on nomination committee, we present annual report to synod body.
How often did your Synod COR (SCOR) meet in 2019?	Once a year
How are your Synod COR (SCOR) meetings conducted? (Check all that apply.)	By conference call
How often did the committee make a report to the Synod in 2019?	Once a year
What form did the committee's report take?	Both Written and Oral
How does the Synod demonstrate it has "procedures and mechanisms for promoting and reviewing [the Synod's] implementation of the church's commitment to inclusiveness and representation" (G-3.0103 and F-1.0403)?	annual report, spreadsheet of synod participants' categories
How often is the plan (or means of demonstrating "procedures and mechanisms for promoting and reviewing [the Synod's] implementation of the church's commitment to inclusiveness and representation" reviewed)? (Select one.)	Twice a year
How often is the plan (or means of demonstrating "procedures and mechanisms for promoting and reviewing [the Synod's] implementation of the church's commitment to inclusiveness and representation" revised and/or updated? (Select one.)	Once a year
How is the Synod COR involved in the reviews of the "procedures and mechanisms" and the Synod's implementation of the "commitment to inclusiveness and representation?"	CoR chair sits on nominations and coordinating committees
What were the committee's goals for 2019? (List the two most important goals.)	Goal A: gather information on age and disability categories of servants Goal B: review synod procedures and practices regarding representation
How well was Goal A achieved during 2019? (Select one.)	Not Achieved
How well was Goal B achieved during 2019? (Select one.)	Slightly Achieved
What will the committee's goals be for 2020? (List the two most important goals.)	Goal A: collect data on age and disability status of participants Goal B: work to increase representation in Native American category
Which of the following statements are true concerning the relationship between your synod's COR and your Synod's nominating committee? (Check all that apply.)	In 2019, at least one member of the synod nominating committee is also a member of the synod COR.
Has the work of the Synod's COR had any impact in the past 2 years in increasing the diversity among the leadership of the synod's committees?	Yes
If yes, Please describe the impact.	We strive to increase the number of leaders of various ages and ethnicities
If yes, Please let us know to what you attribute your success.	Synod coordinating team is alert to inclusiveness.
If no, What are the challenges faced by the Synod's COR?	
If no, What plans does your Synod's COR have for increasing its effectiveness?	

What were the joys and satisfactions of the Synod's COR's work during 2019?	We increased representation in some categories
What were the disappointments and frustration of the committee's work during 2019?	we struggle to live out our purpose in the wider church
Which Presbyteries in your Synod had a COR in 2019? Presbyteries selected here will not show up in the following 2 questions.	Arkansas Grace
Which Presbyteries in your Synod merged COR functions with another body?	Eastern Oklahoma Indian Nations Mission Palo Duro
Which Presbyteries in your Synod do not have a COR or any body assigned the functions?	Cimarron New Covenant Pines South Louisiana Tres Rios
If there are Presbyteries in your Synod without a COR, what reason(s) have been given for not having one? (Check all that apply.)	Other work is more important
What is the relationship of the synod COR (SCOR) with the presbytery CORs (PCOR)? (Check all that apply.)	SCOR has no relationship with PCORs
What education and training opportunities has your COR provided in the last year? (Check all that apply.)	None
Who was the audience? (Check all that apply.)	
How might GACOR or OGA help your synod COR (or responsible body) to fulfill its responsibilities?	not sure

Report submission details

Report submitted by	BRUCE GOODLOCK
Submitter's Email	brucegoodlock@att.net
Submitter's Phone Number	

Declaration of Completion

The Synod Of	The Sun
Survey Received	2020-11-23
Location	virtual meeting

In January, 2020, the Coordinating Team gathered at Mo-Ranch for a Leadership Retreat. We mixed “Business” with time for Relationship building. Our guest, Casey McCollum, led us in a workshop on the Enneagram, designed to “Know our Team” as we began looking at this New Year. At this point in time, Covid-19 was not even a “blip on the radar”.

This Year was like no other and brought on challenges none of us have experienced. The planned “Calendar” for the Year 2020 changed drastically. Due to the Pandemic, all Travel was suspended “until”, and in-person Meetings and Gatherings were replaced with Zoom. Another “trial” for this Year, our Synod Leader, Valerie Young, did take her much deserved Sabbatical.

And...the Synod of the Sun continued to Connect, Equip, and Empower!

Many plans were made in the beginning of the Year, that were later changed or removed all together. Following is a snapshot of the Year:

1. Our Spring Assembly that was to be held in Shreveport, LA became a virtual Assembly
2. A Full Assessment and Impact Evaluation was completed, shared, and submitted to General Assembly
3. A Budget was approved and reviewed throughout the Year
4. Nominations for various Positions were approved throughout the Year
5. The Synod was approved for the Payroll Protection Program
6. Synod Sunday's Theme, *“Hope through connection unhindered by walls”*, was encouraged through Good News Stories of Ministries within our Synod and Beyond
7. The Synod's Communication Services Plan continued to grow and thrive
8. Current Networks were supported, new Networks were formed, and more are being developed
9. It was decided that our Fall Assembly to be held in Houston, TX would be virtual
10. We financially supported the Spring 2020 Spiritual Direction Program for Eastern Oklahoma Presbytery with a Grant of \$3,000
11. We created a “COVID Rapid Response Commission” that paid for Zoom Accounts for 33 Congregations (at the request of their Presbyteries)
12. GA's Referral regarding Native American Congregations was reviewed/assigned
13. The CT worked on creating a “Just” Budget for 2021
14. The CT agreed to take on the “21 Day Challenge on Racism”
15. The Synod shared Communication Blasts and organized drop off locations for supplies/finances for our Presbyteries impacted by Hurricane Laura.
16. We financially supported the Spiritual Direction Program for Presbytery of South Louisiana with a Grant of \$7,500
17. We financially supported the Presbytery of South Louisiana with Disaster Relief Funds in the amount of \$15,000

Items Approved by the Coordinating Team to bring to the Assembly:

1. Dissolution of the Administrative Commission to Indian Nations Presbytery
2. Becoming a Matthew 25 Synod
3. Preliminary Budget for 2021
4. Synod of the Sun Financial Review for “Receiving”
5. Nominations

In the midst of a pandemic, we are encouraged to see God working through The Synod of the Sun, through our Presbyteries, through our Congregations, and through each one of us.

Thank you to our Staff, our Leadership, our Commissioners. It is an honor and joy to serve as Chair of the Coordinating Committee and to serve The Synod of the Sun.

Presented this Day, November 16, 2020.

RE Shelley Hernandez, CT Chair

**Final Report of the Administrative Commission
for Indian Nations Presbytery
To the Synod of the Sun-Stated Meeting
November 16, 2020**

Submitted by: Rev. Dr. Janice Six, Chair

On March 16, 2016, the Synod of the Sun established the Administrative Commission to Indian Nations Presbytery (AC-INP). Eight people agreed to serve, representing each of the eight presbyteries of Synod of the Sun, with the exception of the three Oklahoma presbyteries. The following are those who make up the AC-INP:

Mission - Andy Anzaldúa (RE) El Divino Salvador Presbyterian Church, Corpus Christi, TX

Grace - Diane Baldwin (TE) Woodhaven Presbyterian Church, Irving, TX

New Covenant - Mike Marcotte (RE) Pines Presbyterian Church, Houston, TX

Tres Rios – Frances Carlton (RE) Grace Presbyterian Church, Midland, TX

Arkansas – Frank LeBlanc (TE) Westover Hills Presbyterian Church, Little Rock, AR

Pines – Sandra Watson (RE) Rayville Presbyterian Church, Rayville, LA

South Louisiana – Ron Sutto (TE) Executive Presbyter

Palo Duro – Janice Six (TE) First Central Presbyterian Church, Abilene, TX

The AC was charged with the following:

The Synod Coordinating Team recommends that the Synod Stated Assembly appoint an administrative commission for the purposes of walking with and holding accountable presbytery leadership in a process of establishing trust and restoring relationships with and among individuals, congregations, and committee of Indian Nations Presbytery; and that an outside consultant be brought in to assist the AC and Indian Nations Presbytery in examining the structure, finances, staffing, and all processes of the presbytery and suggest appropriate changes to enable a healthy and effective structure.

The AC-INP has now served 4 years and 8 months. During that time Diane Baldwin accepted a call outside of Synod of the Sun. Due to the extended time of service, Frank LeBlanc asked to step down due to other commitments. Otherwise, the AC-INP remained intact.

At least one member of the AC was present at every INP Stated meeting since its formation. In addition, during the first year, a representative attended the monthly meeting of the Mission Strategy Group (MSG), which was the deciding body for the work of the presbytery. In addition, once Consultant David Sawyer began working with an appointed Transition Task Force (TTF), at least one member of the AC participated in the sessions conducted in Oklahoma City by Sawyer.

The transformation of INP over the course of the past four and half years has been nothing short of amazing! The AC agrees that this degree of change can only be ascribed to the Holy Spirit at work through and among the members of Indian Nations Presbytery. Hopefully, the following observations will serve to assure you that due diligence on the part of the AC-INP has been served.

Regarding the working relationship of the Consultant, TTF, and AC (notes dated March 2018):
Consultant David Sawyer has been serving like a rudder on a sail boat, steering the course from below the surface while the Transition Task Force, composed of teaching and ruling elders from across the presbytery, serves as the crew that's on deck, charting the course, hoisting the sails and trusting in the wind of the Spirit to move them along. Now that David is in place, the AC is watching and cheering from the shore. We're visible, available, supportive and ready anytime there is a way we can be of help.

Regarding the passage of time and trust-building (notes dated March 2019):

To many it may seem that the process has moved very slowly. However, because the overarching identified need of INP has been to build trust, the process could not be rushed. To build trust is not something that happens over night and it certainly isn't anything the AC or a consultant can do *for* INP. What we can do is work alongside the TTF to create an environment in which trust can grow. Building trust requires shared time and experiences. The TTF itself has proven to be a model of trust-building... This group has remained faithful to their call, diligent in the work to be done, and discerning when determining the course of action to take. Perhaps the following analogy will offer insight:

Consider a train moving slowly up the side of a mountain. It takes an incredible amount of power to climb the steep incline. Those on the ground may question whether the train is moving ahead or not. Operators of the train persevere. Finally, the train reaches the top of the mountain! The view from the top is breathtaking. Instead of staring at the side of the mountain, the crew of the train now has the ability to see for miles. From this perspective, the crew can even look down to see how far they have actually come. This is where the Transition Task Force and Indian Nations Presbytery appear to be at this time.

Evidence of progress for INP (notes following the Stated Meeting of INP, Feb. 28-29, 2020):

The TTF, working with David Sawyer, has never let up from the task they were assigned to carry-out. They have faithfully followed through and attentively and thoroughly sought input from the members of the presbytery and listened to the concerns and expectations. But they didn't stop with this. They took what had been shared in listening groups held across the presbytery, and during table discussions at presbytery meetings and used it to develop a new model for the presbytery structure. The model clearly addresses the primary concerns voiced throughout the presbytery. Now that the new model has been implemented the response has been incredibly positive.

During the Stated Meeting in February 2020, ruling and teaching elders were asked to identify what's healthy about INP. The following are some of their responses:

- Trust is growing in INP between congregations and the presbytery office
- Open to a new structure and a willingness to try new ways of being in community
- Inclusive and welcoming
- Encouraging discussion and welcoming input by having the table discussions during presbytery meetings
- The round tables during presbytery meetings facilitates full participation by all
- INP exhibits JOY and community!
- Sense of belonging and ownership of the presbytery by the member congregations

AC-INP Observation (from notes taken Feb. 2020):

It was refreshing and characteristic of the tenor of the meeting to hear unsolicited compliments given to various committees on the work they have been doing. The finance committee was complimented on the transparency of the financial report. Compliments were expressed for the presbytery staff and the work being done by each member of the staff.

There was an expressed excitement about the direction INP is moving. More than once, different individuals mentioned that it is now a “joy” to attend presbytery meetings. In short, the transformation of INP has been amazing to behold! Anyone new to INP would find it hard to imagine that there was once a time when the tension was palpable, and the trust level was practically null.

Closing Comments by AC-INP (November 2020):

The AC-INP met with the Interim Presbytery Pastor, Rev. Dr. Charles “Charlie” Smith, via Zoom on November 10, 2020. The purpose was to address any questions Charlie might have that someone from the AC might be able to address. The time also provided the members of the AC with an opportunity to reflect of their experiences. The following are some of the observations and comments shared during this meeting:

The following passage from Ephesians reflects INP at this point in time:

“...speaking the truth in love, we must grow up in every way into him who is the head, into Christ, from whom the whole body, joined and knit together by every ligament with which it is equipped, as each part is working properly, promotes the body’s growth in building itself up in love.” Ephesians 4:15-16

Working with INP and the AC has provided an opportunity to see the transformative power of the Holy Spirit when church leaders commit to working for the common good, devoting energy, imagination, and time to serve as peacemakers and agents of reconciliation.

Many members of INP requested and welcomed the AC from the beginning and continually expressed appreciation for the presence and participation of the AC over the past 4+ years--making it a unique and enjoyable AC experience.

It was a hope-filled assignment from the start. To work with a presbytery yearning to restore rather than sever ties with the larger church and within the presbytery has been refreshing. The value of being a connectional church cannot be overstated.

Even though the AC-INP will be dismissed, our sincere love and interest in the people and congregations of INP will not be forgotten. Members of the AC extended to Interim Presbytery Pastor Charlie Smith ongoing encouragement, prayer, and availability if he would ever like to speak with any of us individually.

This concludes the final report of the Administrative Commission for Indian Nations Presbytery.

**Synod of the Sun,
Presbyterian Church (U.S.A.), Inc.**
Cedar Hill, Texas

Financial Statements Together With
Independent Accountant's Review Report

December 31, 2019

Synod of the Sun, Presbyterian Church (U.S.A.), Inc.
Financial Statements
December 31, 2019

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Independent Accountant's Review Report

Synod of the Sun,
Presbyterian Church (U.S.A.), Inc.
Cedar Hill, Texas

We have reviewed the accompanying financial statements of Synod of the Sun, Presbyterian Church (U.S.A.), Inc. (a Texas nonprofit organization), which comprise the statement of financial position as of December 31, 2019, and the related statement of activities, functional expenses and cash flows for the year then ended, and the related notes to the financial statements. A review includes primarily applying analytical procedures to management's financial data and making inquiries of management. A review is substantially less in scope than an audit, the objective of which is the expression of an opinion regarding the financial statements as a whole. Accordingly, we do not express such an opinion.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement whether due to fraud or error.

Accountant's Responsibility

Our responsibility is to conduct the review engagement in accordance with Statements on Standards for Accounting and Review Services promulgated by the Accounting and Review Services Committee of the AICPA. Those standards require us to perform procedures to obtain limited assurance as a basis for reporting whether we are aware of any material modifications that should be made to the financial statements for them to be in accordance with accounting principles generally accepted in the United States of America. We believe that the results of our procedures provide a reasonable basis for our conclusion.

Accountant's Conclusion

Based on our review, we are not aware of any material modifications that should be made to the accompanying financial statements in order for them to be in accordance with accounting principles generally accepted in the United States of America.

Supplementary Information

The supplementary information, Solar Under the Sun's statements of financial position and activities, included on pages 16 and 17, is presented for purposes of additional analysis and is not a required part of the basic financial statements. Such information is the responsibility of management and was derived from, and relates directly to, the underlying accounting and other records used to prepare the financial statements. The supplementary information has been subjected to the review procedures applied in our review of the basic financial statements. We are not aware of any material modifications that should be made to the supplementary information. We have not audited the supplementary information and do not express an opinion on such information.

Ratloff & Associates, P.C.

July 16, 2020

Synod of the Sun, Presbyterian Church (U.S.A.), Inc.

Statement of Financial Position

December 31, 2019

Assets

Current assets

Cash and cash equivalents	\$ 1,287,474
Investments	924,627
Receivables	2,515
Prepaid expenses	1,958

Total current assets	<u>2,216,574</u>
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Noncurrent assets

Property and equipment	
Furniture and equipment	2,847
Less: accumulated depreciation	<u>(688)</u>
Net property and equipment	2,159

Endowment investments	<u>181,411</u>
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Total noncurrent assets	<u>183,570</u>
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Total Assets	<u>\$ 2,400,144</u>
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Liabilities & Net Assets

Liabilities

Current liabilities

Accounts payable	\$ 20,224
Total current liabilities	<u>20,224</u>

Net assets

Without donor restrictions	1,022,406
With donor restrictions	<u>1,357,514</u>

Total net assets	<u>2,379,920</u>
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Total Liabilities & Net Assets	<u>\$ 2,400,144</u>
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Synod of the Sun, Presbyterian Church (U.S.A.), Inc.

Statement of Activities For the Year Ended December 31, 2019

Changes in net assets without donor restrictions

Revenues

Revenues without donor restrictions

Presbyteries	\$ 128,565
Synod Foundation Endowments	261,200
Contributions	10,420
Investment income, net	107,416
Other income	135,776

Total revenues without donor restrictions	643,377
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Net assets released from restrictions

Satisfaction of program restrictions	196,220
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Total revenues	839,597
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Expenses

Programs

Synod	302,295
Solar	109,201
Synod Youth Workshop	101,062
Communication services	63,397

Total program expenses	575,955
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Support services

General and administrative	139,078
Fundraising	2,718

Total support services expenses	141,796
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Total expenses	717,751
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Change in net assets without donor restrictions	121,846
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Changes in net assets with donor restrictions

Synod restricted contributions	770,830
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Investment income, net	100,906
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Presbyteries	4,086
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Other receipts	2,374
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Solar under the Sun	177,591
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Net assets released from restriction	(196,220)
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Change in net assets with donor restrictions	859,567
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Change in total net assets	981,413
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Net assets at beginning of year	1,398,507
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Net assets at end of year	\$ 2,379,920
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Synod of the Sun, Presbyterian Church (U.S.A.), Inc.

Statement of Functional Expenses
For the Year Ended December 31, 2019

	Program services				Support services		
	Synod	Solar	Synod Youth Workshop	Communication services	General and administrative	Fundraising	Total
Contract services	\$ 1,125	\$ -	\$ 8,061	\$ 767	\$ 38,363	\$ -	\$ 48,316
Dues and subscriptions	4,312	-	-	-	4,098	-	8,410
Grants to others	133,404	8,900	8,484	-	-	-	150,788
Insurance	-	-	-	-	4,694	-	4,694
Marketing	-	3,833	-	1,798	-	1,408	7,039
Meetings & meals	13,990	3,005	72,834	-	2,881	-	92,710
Office	2,506	-	1,702	-	10,672	-	14,880
Payroll	61,825	21,919	2,421	57,715	64,560	1,133	209,573
Payroll taxes	3,515	1,562	139	3,117	3,739	87	12,159
Professional development	2,221	-	-	-	2,221	-	4,442
Travel	79,397	69,982	7,421	-	7,223	90	164,113
Depreciation	-	-	-	-	627	-	627
Total expenses	<u>\$ 302,295</u>	<u>\$ 109,201</u>	<u>\$ 101,062</u>	<u>\$ 63,397</u>	<u>\$ 139,078</u>	<u>\$ 2,718</u>	<u>\$ 717,751</u>

Synod of the Sun, Presbyterian Church (U.S.A.), Inc.

Statement of Cash Flows For the Year Ended December 31, 2019

Cash flows from operating activities

Contributions and other income	\$ 1,311,940
Investment income	60,307
Cash paid for operations and programs	(711,717)
Net cash provided (used) by operating activities	<u>660,530</u>

Cash flows from investing activities

Proceeds from sale of investments	<u>25,562</u>
Net cash provided (used) by investing activities	<u>25,562</u>

Net increase (decrease) in cash and cash equivalents 686,092

Cash and cash equivalents at beginning of year 423,791

Cash and cash equivalents at end of year \$ 1,109,883

Reconciliation of change in total net assets to net cash provided (used) by operating activities

Change in total net assets	<u>\$ 981,413</u>
Adjustments	
Net (gain) loss on investments	(148,015)
Depreciation	627
Change in accounts receivable	(990)
Change in funds held for others	(8,938)
Change in accounts payable	14,345
Change in deferred revenue	(321)
Total adjustments	<u>(143,292)</u>
Net cash provided (used) by operating activities	<u><u>\$ 838,121</u></u>

Synod of the Sun, Presbyterian Church (U.S.A.), Inc.

Note Disclosures to the Financial Statements

December 31, 2019

Note 1, Nature of the Organization

Synod of the Sun, Presbyterian Church (U.S.A.), Inc. (the “Church”) is a 501(c)(3) Texas nonprofit corporation. Synod of the Sun is responsible for the life and mission of the church throughout its four state region and for supporting the ministry and mission of its 11 presbyteries as they seek to support the witness of congregations, to the end that the church throughout the region becomes a community of faith, hope, love, and witness.

Note 2, Summary of Significant Accounting Policies

The following is a summary of the Church’s significant accounting policies consistently applied in the preparation of the accompanying financial statements:

Basis of accounting: The financial statements of the Church have been prepared on the accrual basis of accounting in accordance with generally accepted accounting principles (GAAP) of the United States of America. Revenues are recognized when earned, and expenses are recorded when incurred.

Liquidity: The statement of financial position is classified to show subtotals for current assets and current liabilities as part of the Church’s enhanced disclosure of liquidity. The Church anticipates using current assets and satisfying current liabilities within one year of the statement date. Current assets, excluding inventory and prepaids (as applicable), represent financial assets available for general expenditure within one year of the statement date. Disclosures are presented for both the quantitative and qualitative aspects of liquidity and the availability of financial assets.

Revenue recognition: Revenues of the Church are primarily derived from donor contributions and grants from supporters. A portion of the Church revenues is tied to the local economy. All contributions are considered available for the Church’s general programs unless specifically restricted by the donor.

Amounts received that are donor restricted by time or purpose are reported as increases in net asset with donor restrictions. When a restriction expires, net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the statement of activities as net assets released from restriction. However, contributions received with restrictions that are met in the same reporting period are reported as increases in net assets without restrictions.

Receipts that are conditional on the occurrence of a future event, are recorded as deferred revenue until the condition has been met.

Investment income that is limited to specific uses by donor restrictions is also reported as increases in net assets without restrictions if the restrictions are met in the same reporting period as the income is recognized.

Synod of the Sun, Presbyterian Church (U.S.A.), Inc.

Note Disclosures to the Financial Statements

December 31, 2019

Note 2, Summary of Significant Accounting Policies (continued)

Net assets without donor restrictions: The Church further disaggregates net assets without donor restriction into two subcategories:

- General unrestricted: Net assets that are neither subject to donor-imposed restrictions or self-imposed limits are general unrestricted.
- Internally designated: Net assets that are subject to the Church's self-imposed limits by action of the governing board or its delegates are internally designated. These voluntary limitations allow the Church to earmark net assets for a variety of needs that may arise. Such limits may also be lifted at any time in the future by resolution of the board or its delegates.

Net assets with donor restriction: The Church further disaggregates net assets with donor restriction into two subcategories:

- Temporarily restricted: The Church reports gifts of cash and other assets as with temporary donor restriction if they are received with donor stipulations temporarily limiting the use of the contributions and if the restrictions are not met in the period of receipt.
- Permanently restricted: The Church reports gifts of cash and other assets as with permanent donor restriction if they are received with donor stipulations permanently restricting the contribution to investment but permitting the Church to use part or all of the income derived from the investment for general or restricted purposes.

Programs: The Church pursues its mission through the execution of the following major programs that are also the reported functional expenses of the Church:

- Program activities:
 - Synod: provides leadership and organizational development programs to connect, equip, and empower Presbyterians.
 - Solar: provides training for community and technical development of solar power systems for communities throughout the world experiencing energy poverty.
 - Synod Youth Workshop: provides youth and leadership development for high school aged students.
 - Communication services: provides website, social media, and other services for mid-councils of the denomination.
- Fundraising: encouraging additional contributions and grants for the Church and its programs.
- General and administrative: providing administrative support to the above functional areas

Estimates: The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results could differ from those estimates. Significant estimates included in the financial statements are the allocation of certain expenses. The allocation of certain expenses is based on management's estimate of staff activities.

Synod of the Sun, Presbyterian Church (U.S.A.), Inc.
 Note Disclosures to the Financial Statements
 December 31, 2019

Note 2, Summary of Significant Accounting Policies (continued)

Cash and cash equivalents: For purposes of the statement of cash flows, the Church considers highly liquid investments with an initial maturity of three months or less to be cash equivalents. Cash and short-term investments held in a bank money market account are reported as investments instead of cash because the Church maintains and invests those funds separately.

Financial instruments that potentially subject the Church to credit risk include cash on deposit with a financial institution exceeding \$250,000 at various times during the year. The U.S. Federal Deposit Insurance Corporation insures amounts for up to \$250,000.

Allocation of expenses by function and nature: The costs of providing the various programs and other activities have been allocated and summarized on a functional basis in the statement of activities and on both a functional and a natural bases in the statement of functional expenses. Accordingly, certain costs have been allocated among the program and supporting services, as well as the natural categories, benefited.

Noncash contributions: Contributed services are recognized as unrestricted revenues if the services received (a) create or enhance non-financial assets or (b) require specialized skills, are provided by individuals possessing those skills, and would typically need to be purchased if not provided by contribution. Contributed services that do not meet these criteria are not recognized as revenue.

A substantial number of volunteers have also donated significant amounts of their time to the Church's programs. However, these donated services are not reflected in the financial statements since these services do not meet the criteria for recognition.

Donated assets of equipment or supplies that are material are recorded at fair market value as revenue and to the appropriate asset or expense account on the date of receipt. In the absence of donor restrictions, donated assets are reported as unrestricted revenue.

Investments: All investments are measured at fair value based upon the exit price model, which is the price that would be received to sell the investment. Investment fees are netted within the investment income. These expenses are not material to these financial statements.

Fair value measurement: Fair value hierarchy is used to disclose the inputs to fair value measurement. This hierarchy prioritizes the inputs into three broad levels. A financial asset or liability's classification within the hierarchy is determined based on the lowest level input that is significant to the fair value measurement.

Income tax status: The Church is a nonprofit organization that is exempt from federal income taxes under Section 501(c)(3) of the Internal Revenue Code as other than a private foundation, except on net income derived from unrelated business activities. For the year ended December 31, 2019, the Church has not conducted unrelated business activities that are material to the financial statements taken as a whole. Accordingly, no provision for income taxes is included in the financial statements. The Church believes that it has appropriate support for any tax positions taken, and as such, does not have any uncertain tax positions that are material to the financial statements.

Synod of the Sun, Presbyterian Church (U.S.A.), Inc.

Note Disclosures to the Financial Statements

December 31, 2019

Note 2, Summary of Significant Accounting Policies (continued)

Property and equipment: Property and equipment are carried at cost or, if donated, at the approximate fair value at the date of donation. The Church capitalizes assets with a cost greater than \$1,000. Repairs and maintenance are expensed as incurred unless they materially extend the useful life of the related asset, in which case they are capitalized and depreciated. When property and equipment is sold or otherwise disposed of, the asset and related accumulated depreciation are removed, and a gain or loss, if any, is included in operations. Depreciation is computed using a straight-line method over the estimated useful lives for furniture and equipment of 5 years.

Note 3, Investments

For the year ended December 31, 2019, investments are all based upon level 1 inputs which are quoted prices in active markets for identical assets. Investments by type for the years ended December 31, are as follows:

	<u>2019</u>
Presbyterian Church (USA) Investment & Loan Program (fixed terms, 0.55%-2.76%)	\$ 250,000
Texas Presbyterian Foundation	819,534
Cash equivalents	<u>36,504</u>
Total	<u><u>\$ 1,106,038</u></u>

Note 4, Concentrations

The Church is highly dependent on contributions received from the Synod Foundation Endowments and other endowment with whom the Church is affiliated. During 2019, the Church received over \$1,000,000 in donations from two sources representing approximately 60% of the Church's total revenues.

Synod of the Sun, Presbyterian Church (U.S.A.), Inc.

Note Disclosures to the Financial Statements

December 31, 2019

Note 5, Net Assets

The details of the Church's net assets by categories at December 31 are as follows:

	<u>2019</u>
Net assets without donor restrictions	
General unrestricted	<u>\$ 150,174</u>
Internally designated	
Reserves	77,300
Undesignated reserves	570,236
Reserves - time designated	128,065
Reserves - Board	16,012
Grants	28,360
Meetings	6,992
Governance	5,809
Networks	18,782
Professional development	3,816
Promotional	2,274
Synod Youth Workshop (SYW)	14,586
	<u>872,232</u>
Total net assets without donor restrictions	<u><u>\$ 1,022,406</u></u>

Synod of the Sun, Presbyterian Church (U.S.A.), Inc.

Note Disclosures to the Financial Statements

December 31, 2019

Note 5, Net Assets (continued)

	<u>2019</u>
Net assets with donor restrictions	
Temporarily restricted	
MAPPA Fund Bal Hispanic American	\$ 5,617
Crisp Scholar Fund - Endowment Earnings	47,546
Crisp Endow Fund - Endowment Earnings	9,830
David Robinson Fund	1,987
Seminary Scholarship	38,215
Volunteers in Mission	27,063
Educational Programs	529
Peacemaking	8,082
Aid for Pastors - Fund Balance	11,882
Church Extension and Development - Fund Balance	19,832
National Missions in Texas - Fund Balance	12,095
Old Age Concerns	51,953
Reserve for Higher Education	31,851
Child & Youth Schroeder	1,101
MACC Fund Balance	50,744
Munson & Kerr Scholarship Fund - Fund Balance	770,000
Restricted Solar Under the Sun	108,110
Solar Reserve	14,802
Haiti Reserve	4,300
Solar Direct Project Fund - Honduras	2,679
Solar Direct Project Fund - Puerto Rico	4,262
Solar School Reserve / Boreham Trust	7,908
Chris McRae - Scholarship Fund Balance	3,091
	<u>1,233,479</u>
Permanently restricted	
Crisp Scholar Fund - Endowment Corpus	50,000
Crisp Endow Fund - Endowment Corpus	74,035
	<u>124,035</u>
Total net assets with donor restrictions	<u>\$ 1,357,514</u>

Synod of the Sun, Presbyterian Church (U.S.A.), Inc.

Note Disclosures to the Financial Statements

December 31, 2019

Note 6, Liquidity and Availability of Financial Assets

The Church's financial assets are current assets available for general expenditure within one year of the statement date.

As part of the Church's liquidity management, it has a strategy to structure its financial assets to be available as general expenditures, liabilities and other obligations come due. The significant qualities of this strategy are as follows:

- The Church sets its current budget on amounts received from presbyteries in the prior year.
- The Church maintains general reserves and other unrestricted internally designated net asset funds that may be redirected and used as needed.
- The Church invests cash in excess of daily requirements in investments to be used as needed.
- If liquidity becomes an ongoing concern, the Church may elect to decrease its program budget in order to eliminate excess spending.

The Church's financial assets are quantified as follows:

	<u>2019</u>
Current assets	\$ 2,216,574
Less: non-liquid assets	(1,958)
Less: those unavailable for general	
Internally designated:	
Board-designated	(872,231)
Donor-imposed restrictions or contractual requirements:	
Donor restrictions	<u>(1,176,103)</u>
Financial assets available to meet cash needs	
for general expenditures within one year	<u>\$ 166,282</u>

Synod of the Sun, Presbyterian Church (U.S.A.), Inc.

Note Disclosures to the Financial Statements

December 31, 2019

Note 7, Endowments

The Church's endowment consists of two individual funds established for separate purposes. As required by GAAP, net assets associated with endowment funds are classified and reported based on the existence or absence of donor-imposed restrictions.

The Church's disclosure of its interpretation of the laws that underlie net asset classification of donor restricted endowment funds follows:

The Church is subject to the State Prudent Management of Institutional Funds Act (SPMIFA) and, thus, classifies amounts in its donor-restricted endowment funds as net assets with donor restrictions because those net assets are time restricted until the Commissioners appropriate such amounts for expenditure. Most of those net assets also are subject to purpose restrictions that must be met before reclassifying those net assets to net assets without donor restrictions. The Commissioners have interpreted SPMIFA as not requiring the maintenance of purchasing power of the original gift amount contributed to an endowment fund unless a donor stipulates the contrary. As a result of this interpretation, when reviewing its donor-restricted endowment funds, the Church considers a fund to be underwater if the fair value of the fund is less than the sum of (a) the original value of initial and subsequent gift amounts donated to the fund and (b) any accumulations to the fund that are required to be maintained in perpetuity in accordance with the direction of the applicable donor gift instrument.

The Church has interpreted SPMIFA to permit spending from underwater funds in accordance with the prudent measures required under the law. Additionally, in accordance with SPMIFA, the Church considers the following factors in making a determination to appropriate or accumulate donor-restricted endowment funds: 1) the duration and preservation of the funds, 2) the purposes of the donor restricted endowment funds, 3) general economic conditions, 4) the possible effect of inflation or deflation, 5) the expected total return from income and the appreciation of investments, 6) the investment policies of the Church.

Underwater endowment funds: From time to time, the fair value of assets associated with individual donor-restricted endowment funds may fall below the level that the donor or SPMIFA requires the Church to retain as a fund of perpetual duration. Deficiencies of this nature are the result of unfavorable market fluctuations and continued appropriation. In such cases, the deficiency is temporarily offset by unrestricted net assets. For the year ended December 31, 2019, neither of the endowment funds were underwater.

Return objectives and risk parameters: The Church has adopted investment and spending policies for endowment assets that attempt to provide a predictable stream of funding to donor objectives supported by its endowment while seeking to maintain the purchasing power of the endowment assets. Endowment assets include those assets of donor-restricted funds that the Church must hold in perpetuity or for a donor-specified period. Under this policy, the endowment assets are invested in a manner approved by the Synod Assembly to produce results within a Balanced Fund with Texas Presbyterian Foundation. The Church expects its endowment funds, over time, to provide income for special grants in accordance with donor restrictions.

Synod of the Sun, Presbyterian Church (U.S.A.), Inc.

Note Disclosures to the Financial Statements

December 31, 2019

Note 7, Endowments (continued)

Strategies employed for achieving objectives: To satisfy its long-term rate-of-return objectives, the Church relies on a total return strategy in which investment returns are achieved through both capital appreciation (realized and unrealized) and current yield (interest and dividends). The Church targets a diversified asset allocation that places a greater emphasis on equity-based investments to achieve its long-term return objectives within prudent risk constraints. Spending Policy and How the Investment Objectives Relate to

Spending policy: The Church has a policy of reviewing donor-restricted endowments activity quarterly. Only the amounts exceeding the original gifts are available for spending on grants and scholarships in accordance with donor restrictions. Accordingly, over the long term, the Church expects the current spending policy to allow its endowment to grow annually. The Church's policy does not approve grant or scholarship spending from underwater endowment funds. For board designated investments, the Church has a policy that permits spending from underwater investment funds, unless otherwise precluded by relevant laws and regulations. The board determines and approves what is spent from the investment funds on an as-needed basis during its regular meetings.

The Church's disclosure of its endowment net asset composition and change during the year by type of fund for the year ended December 31, 2019, follows:

	<u>Children Homes Scholarship</u>	<u>Children Homes General Support</u>	<u>Total</u>
Donor-restricted endowment funds:			
Original donor-restricted gifts & amounts required to be maintained in perpetuity	\$ 50,000	\$ 74,035	\$ 124,035
Accumulated investment gains	<u>\$ 47,546</u>	<u>9,830</u>	<u>57,376</u>
	<u><u>\$ 97,546</u></u>	<u><u>\$ 83,865</u></u>	<u><u>\$ 181,411</u></u>
Endowment net assets, beginning of year	\$ 84,151	\$ 74,428	\$ 158,579
Investment return, net	13,395	14,437	27,832
Contributions	-	-	-
Appropriations	<u>-</u>	<u>(5,000)</u>	<u>(5,000)</u>
Endowment net assets, end of year	<u><u>\$ 97,546</u></u>	<u><u>\$ 83,865</u></u>	<u><u>\$ 181,411</u></u>

Synod of the Sun, Presbyterian Church (U.S.A.), Inc.

Note Disclosures to the Financial Statements

December 31, 2019

Note 8, Subsequent Events

The Church has evaluated subsequent events through July 16, 2020, the date of the Independent Accountant's Review Report on page one, which is the date the financial statements were available to be issued.

Subsequent to December 31, the global economy was significantly affected by the coronavirus pandemic. As the date of this report, the full financial impact of the pandemic on the Church cannot be readily determined. However, if conditions remain unchanged, the Church may reschedule certain activities or adjust budgeted expenditures, as necessary. See also the liquidity disclosure.

In April 2020, the Church qualified for a Paychecks Protection Program loan for \$36,875 with a fixed interest rate of 1% and a two year term. This loan is administered by the U.S. Small Business Administration and will likely be forgiven in full if used for payroll expenditures.

Supplementary Information

Solar Under the Sun
Supplementary Information - Statement of Financial Position
December 31, 2019

Assets

Cash and cash equivalents	\$ 133,667
Investments	14,802
Receivables	<u>475</u>
Total Assets	<u><u>\$ 148,944</u></u>

Liabilities & Net Assets

Liabilities	
Accounts payable	\$ 3,793
Net assets	
With donor restrictions	<u>145,151</u>
Total Liabilities & Net Assets	<u><u>\$ 148,944</u></u>

Solar Under the Sun
Supplementary Information - Statement of Activities
For the Year Ended December 31, 2019

Changes in net assets without donor restrictions

Revenues	
Revenues with donor restrictions	
Donations	\$ 151,537
Program revenue	22,749
Investment income, net	2,558
Other income	747
Total revenues without donor restrictions	<u>177,591</u>
Expenses	
Programs	
Solar school, spring	6,717
Solar school, fall	7,111
Personnel expenses	26,198
Restricted expenses	65,462
Office expenses	2,261
Other business expenses	<u>19,396</u>
Total expenses	<u>127,145</u>
Change in total net assets	50,446
Net assets at beginning of year	<u>94,705</u>
Net assets at end of year	<u><u>\$ 145,151</u></u>



Synod of the Sun, PC(USA)

Balance Sheet
as of 11/09/2020

Attachment P

Account Number	Account Name	Amount
Assets		
Bank Accounts		
10100	Chase Bank Checking	\$563,120.78
10110	Chase - Payroll account	\$18,690.28
10200	Bank of America Checking	\$0.00
Total Bank Accounts		<hr/> \$581,811.06
Investments / Reserve accounts		
12111	PILP	\$250,000.00
12214	Gatewood Acct/TPF	\$504,018.23
12215	UNR Gains Gatewood	\$0.00
12218	MACC Trust Fund Acct	\$55,888.84
12219	UNR Gains MACC Tr	\$0.00
12220	MAPPA Scholarship Fund	\$6,177.48
12221	UNR Gains MAPPA Scholarship Fund	\$0.00
12223	Crisp Endowment/TPF	\$86,259.11
12224	UNR Gains Crisp Fund	\$0.00
12225	Crisp Scholarship/TPF	\$99,811.08
12226	UNR Gains Crisp Scholarship	\$0.00
12229	Ministry Reserves	\$19,411.93
12230	UNR Gain/Loss on Mi	\$0.00
12231	Year-End Reserves A	\$48,288.61
12232	UNR Gains Year-End	\$0.00
12233	Disaster Assistance	\$28,200.74
12234	UNR G/L Reserves for	\$0.00
12235	Muson & Kerr Scholarship Fund	\$806,876.83
Total Investments / Reserve accounts		<hr/> \$1,904,932.85
Fixed Assets		
15000	Equipment	\$2,847.00
15100	Accumulated Depreciation	\$-688.15
Total Fixed Assets		<hr/> \$2,158.85
Other Assets		
16000	Prepaid insurance	\$1,958.23
16100	Prepaid expense	\$0.00
Total Other Assets		<hr/> \$1,958.23
Accounts Receivable		
16101	Receivables	\$7,875.83
Total Accounts Receivable		<hr/> \$7,875.83
Total Assets		<hr/> \$2,498,736.82

Account Number	Account Name	Amount
Liabilities		
AP		
20000	Accounts payable	\$0.00
Total AP		<hr/> \$0.00
Payroll Liabilities		
20410	FICA withheld	\$0.00
20420	Income tax withheld	\$0.00
20425	403b Withheld Hunt	\$0.00
20430	403b Withheld Young	\$0.00
20431	SUTS ED BOP Withheld	\$0.00
20470	Medical savings - Young	\$0.00
20471	Dental - Young	\$0.00
20490	Dental - Riggs	\$0.00
20491	Admin Comm Coord BOP Withheld	\$0.00
20495	Optional benefits	\$0.00
Total Payroll Liabilities		<hr/> \$0.00
Current liabilities		
20500	Due to / from Solar Under the Sun	\$-2,522.58
21100	PPP loan 05.01.20	\$36,875.00
22100	V Young Credit Card	\$297.02
Total Current liabilities		<hr/> \$34,649.44
Total Liabilities		<hr/> \$34,649.44
Equity		
Unrestricted		
30100	Donations	\$0.00
30110	Unrestricted Net Asset	\$329,818.17
30130	Pass Thru Funding	\$1,468.39
30140	Prepaid Workers Comp	\$0.00
30150	SYW Scholarship	\$0.00
Total Unrestricted		<hr/> \$331,286.56
Board Designated		
30120	Professional Devel Ex - Young	\$2,306.97
30121	Professional Devel Exp - Riggs	\$840.78
31100	Gatewood Fund Balance	\$504,018.23
31110	Ministry Reserve Fund	\$19,411.93
31120	Year-End Reserves	\$48,288.61
31130	Disaster Assistance Fund	\$28,200.74
31140	Translation Fund	\$35,000.00
31150	Database Development	\$0.00
31160	Racial Ethnic Ministries	\$6,567.35
31170	Solar Under the Sun	\$0.00
31180	Special Meetings	\$6,992.02
31190	Synod Leadership Travel / CT approval	\$5,511.95
31200	Muticultural Youth	\$0.00

Account Number	Account Name	Amount
31210	Admin. Commission	\$5,808.86
31220	COR Network	\$471.10
31222	Commissioned Pastor Network Fund Balance	\$15,121.07
31230	Pbty giving for use odd years	\$87,013.09
31240	Pbty giving for use even years	\$0.00
31250	Promotional Swag	\$2,274.57
31260	Network Reserves	\$17,620.54
31270	Cross Cultural Intern	\$4,792.50
31280	Presbytery Leader Formation	\$3,000.00
31290	Mission Convocation event	\$0.00
31300	International mission trips	\$10,500.00
31310	Mission Network Grants	\$0.00
31320	Book Study by Video	\$0.00
32100	Synod Executives Forum	\$0.00
32110	Hospitality	\$0.00
32120	SOSP Disaster Network - Fund Balance	\$0.00
32130	Opioid Crisis - Fund Balance	\$500.00
32140	Network for Dismantling Racism - Fund Balance	\$1,302.35
Total Board Designated		\$805,542.66
Donor Restricted		
33100	MAPPA Fund Bal Hispanic American	\$6,177.48
33110	Crisp Scholar Fund Bal	\$99,811.08
33120	Crisp Endow Fund Bal	\$86,259.11
33130	David Robinson Fund	\$2,820.11
33140	Seminary Scholarship	\$34,598.30
33150	Volunteers in Mission	\$31,634.24
33160	Educational Programs	\$986.31
33170	Peacemaking	\$7,176.72
33180	Emergency Aid	\$0.00
33187	Aid for Pastors - Fund Balance	\$14,957.23
33188	Church Extension and Development - Fund Balance	\$16,822.06
33189	National Missions in Texas - Fund Balance	\$18,973.44
33190	TX National Missions (Synod Special Acct)	\$0.00
33200	Old Age Concerns	\$62,469.19
33210	Reserve for Higher Ed	\$38,607.91
33220	Child & Youth Schroeder	\$3,289.45
33240	Viola Williams Memorial	\$9.73
33250	MACC Fund Balance	\$55,888.84
33300	Munson & Kerr Scholarship Fund - Fund Balance	\$826,876.83
33900	SOSPF Scholarship - Fund Balance	\$0.00
Total Donor Restricted		\$1,307,358.03
Synod Youth Workshop		
37100	Synod Youth Workshop - Current year	\$4,571.28
37110	SYW Income/Loss Prior Year	\$12,936.19
37120	SYW Racial Ethnic Scholarship	\$1,650.17
37121	SYW Brad Phillips Fund Fund Balance	\$742.49

Account Number	Account Name	Amount
	Total Synod Youth Workshop	\$19,900.13
	Total Equity	\$2,464,087.38
	Total Liabilities + Total Equity	\$2,498,736.82

Budget: Year to Date for the period of 01/01/2020 to 09/30/2020

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Account Number	Account Name	Actual	YTD Budget	Annual Budget
<u>Income</u>				
<u>Budgeted Revenue</u>				
40001	PY Rollover/Retained earnings		0.00	0.00
41000	Presbyteries	128,064.80	96,048.63	128,064.80
42100	Contributions	40.89	2,999.97	4,000.00
42110	SOSPF Endowment	194,475.00	194,474.97	259,300.00
42200	Investment income	0.00	0.00	0.00
42210	PILP Interest earned	3,037.77	2,250.00	3,000.00
42230	TPF Interest earned	15,277.52	15,000.03	20,000.00
	Total 42200 - Investment income	18,315.29	17,250.03	23,000.00
43000	Services Income	0.00	0.00	0.00
43100	Communication Services Program	28,002.83	34,236.72	45,649.02
	Total 43000 - Services Income	28,002.83	34,236.72	45,649.02
	Total Budgeted Revenue	368,857.92	345,010.32	460,013.82
<u>Board designated income</u>				
	Payroll Protection Program	36,875.00		
	Total Revenue	405,732.92		
46230	Pbty giving for use in 2021	70,942.05	0.00	0.00
<u>Expense</u>				
<u>Budgeted Expense</u>				
61000	Connecting Expenditures		0.00	0.00
61010	Connecting Reserves	0.00	0.00	0.00
61080	Presbyterian Women	500.00	375.03	500.00
61100	Covenant Relationships Travel	1,175.85	2,999.97	4,000.00
61110	Lyon College	100.00	74.97	100.00
61120	Austin College	100.00	74.97	100.00

Account Number	Account Name	Actual	YTD Budget	Annual Budget
61130	University of Ozarks	100.00	74.97	100.00
61140	Schreiner University	100.00	74.97	100.00
61150	Trinity University	100.00	74.97	100.00
61160	Tulsa University	100.00	74.97	100.00
61170	Pan American School	100.00	74.97	100.00
61180	Austin Seminary	100.00	74.97	100.00
61190	Pby. Children's Homes & Service	100.00	74.97	100.00
61200	Evergreen Pby. Ministries	100.00	74.97	100.00
61210	Vera Lloyd Home & Family	100.00	74.97	100.00
61220	Goodland academy	100.00	74.97	100.00
61230	Mo Ranch	100.00	74.97	100.00
61240	Pres History Society of SW	100.00	74.97	100.00
61250	TPF	100.00	74.97	100.00
61260	Multi-Cultural Youth Conf.	3,500.00	2,625.03	3,500.00
61300	National Conf Sponsorships	0.00	0.00	0.00
61302	Connecting Initiatives	17,500.00	2,625.03	3,500.00
61310	Critical Needs Fund	0.00	749.97	1,000.00
61320	OGA/PMA Unrestricted Giving	0.00	0.00	0.00
61330	National Event Hospitality	0.00	5,249.97	7,000.00
Total 61000 - Connecting Expenditures			24,175.85	21,000.00
62001	Equipping		0.00	0.00
61030	COM Event	0.00	0.00	0.00
61070	EP Forum	0.00	2,250.00	3,000.00
61280	Clerk Forum	0.00	1,500.03	2,000.00
61290	Mission Convocation	0.00	0.00	0.00
62000	Communication	0.00	0.00	0.00
62010	Computer (Maint Svc Provider)	0.00	0.00	0.00
62030	CSP Operations (PT)	1,150.96	0.00	0.00
62060	Communications Initiatives	1,041.24	3,750.03	5,000.00
Total 62001 - Equipping			2,192.20	10,000.00
63000	Empowering Expenditures		0.00	0.00
61020	Solar Under the Sun***	7,943.66	8,362.53	11,150.00
61050	Network Nurture	5,545.96	15,000.03	20,000.00

Account Number	Account Name	Actual	YTD Budget	Annual Budget
61270	Synod Youth Workshop	3,500.00	2,625.03	3,500.00
Total 63000 - Empowering Expenditures				
		16,989.62	25,987.59	34,650.00
64001	Coordinating Team		0.00	0.00
61340	Moderator Expenses	761.07	2,625.03	3,500.00
62040	Computer Hardware	5,567.57	3,750.03	5,000.00
62050	Online operations (Zoom/DB, etc.)	1,130.27	5,625.00	7,500.00
64000	Meeting and Book of Order Expenses	0.00	0.00	0.00
64010	Stated Meeting, Fall	948.81	10,125.00	13,500.00
64020	Stated Meeting, Spring	0.00	0.00	0.00
64030	Mid-Year Committee Gathering	0.00	0.00	0.00
64050	Administrative Commission	805.73	2,250.00	3,000.00
64100	Other Committee Expenses	4,320.96	7,499.97	10,000.00
64200	Emergency COVID19 Expense	0.00	14,249.97	19,000.00
66000	Office Expenses	0.00	0.00	0.00
66010	Office rent	0.00	0.00	0.00
66020	Telephone	1,997.82	2,999.97	4,000.00
66030	Postage	670.25	524.97	700.00
66040	Copiers	0.00	74.97	100.00
66050	Supplies	1,004.46	2,250.00	3,000.00
66060	File Retention/Storage	2,129.63	1,874.97	2,500.00
66070	Bookkeeping services	12,830.00	15,750.00	21,000.00
66071	Audit Fees	9,750.00	11,250.00	15,000.00
66090	Insurance	-163.00	2,250.00	3,000.00
66100	Bank charges	225.21	749.97	1,000.00
66105	Aplos fees	702.00	450.00	600.00
66110	Miscellaneous Charges	1,525.98	749.97	1,000.00
66120	Contingency expense	0.00	749.97	1,000.00
Total 64001 - Coordinating Team				
		44,206.76	85,799.79	114,400.00
65000	Personnel Expense		0.00	0.00
65010	Synod Leader/SC Salary & House	69,587.75	69,525.00	92,700.00
65020	Synod Leader/SC BOP	22,786.91	22,783.14	30,377.52
65030	Synod Leader/SC FICA share	5,261.43	6,675.03	8,900.00
65040	Synod Leader/SC Prof Expenses	218.00	1,125.00	1,500.00

Account Number	Account Name	Actual	YTD Budget	Annual Budget
65050	Synod Leader/SC Prof Development	101.09	1,125.00	1,500.00
65110	Comm. & Admin Coordinator Salary	37,500.03	37,500.03	50,000.00
65120	Comm. & Admin Coordinator BOP	13,108.95	13,245.93	17,661.30
65130	Comm. & Admin Coordinator FICA S	2,639.28	2,868.75	3,825.00
65140	Comm. & Admin Coordinator Prof E	449.66	1,125.00	1,500.00
65220	Temp Staff & Other Staff expense	1,331.45	7,499.97	10,000.00
65410	Personnel Committee	20.31	1,500.03	2,000.00
65510	Synod Leader/SC Travel	6,490.64	14,625.00	19,500.00
65520	Comm. & Admin Coordinator Trave	1,147.25	3,750.03	5,000.00
	Total 65000 - Personnel Expense	160,642.75	183,347.91	244,463.82
66001	Grants & Scholarships		0.00	0.00
61040	Mission Grants	12,650.00	22,500.00	30,000.00
	Total 66001 - Grants & Scholarships	12,650.00	22,500.00	30,000.00
66002	Representation	0.00	0.00	0.00
64090	Committee on Representation	0.00	1,500.03	2,000.00
	Total 66002 - Representation	0.00	1,500.03	2,000.00
66003	Permanent Judicial Commission		0.00	0.00
64040	Perm. Judicial Commission	2,589.47	2,625.03	3,500.00
	Total 66003 - Permanent Judicial Commission	2,589.47	2,625.03	3,500.00
	Total Expense	246,457.03	345,009.96	460,013.82
	Net Income (Loss)	159,275.89	0.36	0.00

2021 Budget Worksheet

Account Name		2019 YE Actual	2020* Budget FINAL	2021 Prelim Budget	NOTES/QUESTIONS
Income					
Budgeted Revenue					
40001	PY Rollover/Retained earnings	0.00			
41000	Presbyteries	152,614.93	128,064.80	100,000.00	
42100	Contributions	771,643.63	4,000.00	2,000.00	
42110	SOSPF Endowment	251,200.00	259,300.00	266,900.00	
42200	Investment income				
42210	PILP Interest earned	3,205.09	3,000.00	3,000.00	
42230	TPF Interest earned	19,431.60	20,000.00	20,000.00	
	Total 42200 - Investment income	22,636.69	23,000.00	23,000.00	
43000	Services Income				
43100	Communication Services Program	35,140.00	45,649.02	45,000.00	
	Total 43000 - Services Income	35,140.00	45,649.02	45,000.00	
	Total Budgeted Revenue	1,233,235.25	460,013.82	436,900.00	
	Payroll Protection Program				
	Total Revenue				
Board designated income					
46230	Pbty giving for use next year	128,064.80			
	Total Board designated income	128,064.80			
Expense					
Budgeted Expense					
61000	Connecting				
61080	Presbyterian Women	500.00	500.00	500.00	
61100	Convenant relationships travel	1,434.02	4,000.00	4,000.00	
61110	Lyon College	100.00	100.00	100.00	
61120	Austin College	100.00	100.00	100.00	
61130	University of Ozarks	100.00	100.00	100.00	
61140	Schreiner University	100.00	100.00	100.00	
61150	Trinity University	100.00	100.00	100.00	
61160	Tulsa University	100.00	100.00	100.00	
61170	Pan American School	100.00	100.00	100.00	

Attachment Q

2021 Budget Worksheet

Account Name		2019 YE Actual	2020* Budget FINAL	2021 Prelim Budget	NOTES/QUESTIONS
61180	Austin Seminary	100.00	100.00	100.00	Including Matthew 25
61190	Pby. Children's Homes & Service	100.00	100.00	100.00	
61200	Evergreen Pby. Ministries	100.00	100.00	100.00	
61210	Vera Lloyd Home & Family	100.00	100.00	100.00	
61220	Goodland academy	100.00	100.00	100.00	
61230	Mo Ranch	100.00	100.00	100.00	
61240	Pres History Society of SW	100.00	100.00	100.00	
61250	TPF	100.00	100.00	100.00	
61260	Multi-Cultural Youth Conf.	3,500.00	3,500.00	3,500.00	
61300	National Conf Sponsorships	-	-	-	
61302.00	Connecting Initiatives	15,000.00	3,500.00	8,500.00	
61310	Critical Needs Fund	-	1,000.00	1,500.00	
61330	National Event Hospitality	2,835.68	7,000.00	1,000.00	
Total Connecting Expenditures		24,769.70	21,000.00	20,500.00	
Equipping					
61030	COM Event	-	0.00	5,000.00	
61070	EP Forum	5,051.62	3,000.00	5,000.00	
61280	Clerk Forum	1,744.57	2,000.00	2,000.00	
61290	Mission Convocation/Leadership event	7,573.52	0.00	7,000.00	
62000	Communication				
62010	Computer (Maint Svc Provider)	107.99	0.00		
62020	Webmaster	1,039.29	5,000.00		
62030	CSP Operations (PT)	37,247.54	5,000.00		
62060	Communications Initiatives			5,000.00	
62040	Computer (Hardware & Software)	3,861.12	5,000.00		
62050	Online Operations	1,529.50	2,500.00		
Total Equipping Expenditures		58,155.15	22,500.00	24,000.00	

2021 Budget Worksheet

Account Name		2019 YE Actual	2020* Budget FINAL	2021 Prelim Budget	NOTES/QUESTIONS
Empowering Expenditures					Value
61050	Network Nurture		20,000.00	16,000.00	
	Commissioned Pastors Network	-		3,000.00	
	COR Network	-		0.00	
	Empowering Women Network	-		0.00	
	Oklahoma Presbytery Network (OPN)	-		0.00	
	Hispanic Mission Ministries Network (HMMN)	-	0.00	0.00	
	Faithful Action on Climate Change Network	-	0.00	0.00	
	IMAGINE event	1,512.86	0.00	16,686.18	
	**Gulf Coast Disaster Preparedness Network	4,000.00	0.00	0.00	
	Network for Dismantling Racism		0.00	3,000.00	
61020	Solar Under the Sun				
	SUS Insurance	150.00	150.00	150.00	1,150.00
	SUS Bookkeeping	6,261.05	9,000.00	6,500.00	9,000.00
	SUS Audit	2,000.00	2,000.00	2,000.00	10,000.00
	BOP Commitment	-		0.00	
	Payroll Protection Program			0.00	
61270	Synod Youth Workshop	3,500.00	3,500.00	3,500.00	1,150.00
	SYW Insurance				9,000.00
	SYW Bookkeeping				\$350.00
	CLC licensing				
	Child Protection Training				
	Total Empowering Expenditures	17,423.91	34,650.00	50,836.18	
	Representation				
64090	Committee on Representation	92.00	2,000.00	100.00	
	Total Representation Expenditures	92.00	2,000.00	100.00	

2021 Budget Worksheet

Account Name		2019 YE Actual	2020* Budget FINAL	2021 Prelim Budget	NOTES/QUESTIONS
	Coordinating Team				
61340	Moderator Expenses	2,253.08	3,500.00	2,500.00	
62040	Computer Hardware			2,500.00	
62050	Online Operations (Zoom/DB, et.)			3,000.00	
64000	Meeting and Book of Order Expenses				
64010	Stated Meeting, Fall	6,130.26	13,500.00	10,000.00	
64020	Stated Meeting, Spring	9,973.89	0.00	0.00	
64030	Mid-Year Committee Gathering	0.00		0.00	
64050	Administrative Commission	2,662.44	3,000.00	0.00	
64100	Other Committee Expenses	9,830.74	10,000.00	5,000.00	
64200	Emergency COVID19 response		19,000.00	0.00	
66000	Office Expenses				
66010	Office rent	0.00	0.00	0.00	
66020	Telephone	2,275.88	4,000.00	4,000.00	
66030	Postage	630.30	700.00	1,000.00	
66040	Copiers	0.00	100.00	0.00	
66050	Supplies	2,459.18	3,000.00	3,500.00	
66060	File Retention/Storage	2,390.63	2,500.00	3,500.00	
66070	Bookkeeping services	19,826.95	21,000.00	20,000.00	
66071	Audit Fees	10,125.00	15,000.00	10,000.00	
66090	Insurance	4,694.00	3,000.00	3,000.00	
66100	Bank charges	0.00	1,000.00	1,000.00	
66105	Aplos fees	480.00	600.00	1,500.00	
66110	Miscellaneous Charges	810.43	1,000.00	1,000.00	
66120	Contingency expense	0.00	1,000.00	1,000.00	
	Total Coordinating Team	74,542.78	101,900.00	72,500.00	

2021 Budget Worksheet

Account Name		2019 YE Actual	2020* Budget FINAL	2021 Prelim Budget	NOTES/QUESTIONS
65000	Personnel				
65010	Synod Leader/SC Salary & House	92,700.12	92,700.00	92,700.00	
65020	Synod Leader/SC BOP	28,348.32	30,377.52	30,377.52	
65030	Synod Leader/SC FICA share	6,967.41	8,900.00	8,900.00	
65040	Synod Leader/SC Prof Expenses	936.28	1,500.00	1,500.00	
65050	Synod Leader/SC Prof Development	1,500.00	1,500.00	1,500.00	
65110	Comm. & Admin Coordinator Salary	48,007.04	50,000.00	50,000.00	
65120	Comm. & Admin Coordinator BOP	17,150.94	17,661.30	17,661.30	
65130	Comm. & Admin Coordinator FICA Share	3,457.14	3,825.00	3,825.00	
65140	Comm. & Admin Coordinator Prof Dev	1,500.00	1,500.00	1,500.00	
65220	Temp Staff & Other Staff expense	767.00	10,000.00	10,000.00	
65410	Personnel Committee	1,023.29	2,000.00	2,000.00	
65510	Synod Leader/SC Travel	30,075.19	19,500.00	14,500.00	
65520	Comm. & Admin Coordinator Travel	1,856.57	5,000.00	2,500.00	
	Total Personnel Expense	234,289.30	244,463.82	236,963.82	
	Grants & Scholarships				
61040	Mission Grants	29,400.00	30,000.00	30,000.00	
	Total Grants & Scholarships	29,400.00	30,000.00	30,000.00	
	Permanent Judicial Commission				
64040	Perm Jud Commission	29.80	3,500.00	2,000.00	
	Total Permanent Judicial Commission	29.80	3,500.00	2,000.00	
	Total Budgeted Expense	438,702.64	460,013.82	436,900.00	
	Donor designated (<i>not available for budget</i>)				
	Total Expense	1,208,702.64		436,900.00	
	Net Income (Loss)	24,532.61	0.00	0.00	

Nominating Report • November 2020

For election

Lyon College Board of Trustees

Re-elect

David Jones, Little Rock, AR	(4) [M,L,B,3]
James Rutherford, III, Little Rock, AR	(4) [M,L,W,4]
Stephen Williams, Little Rock AR	(4) [M,L,W,4]

Presbyterian Historical Society of the Southwest

Rev. Jerry Hurst, La Grange, TX (M)

Synod Committee on Representation

The committee currently has FOUR vacancies.

Synod Commissioner At-Large

EO	Class of 2023	Arita Battiest	(2)[F,M,NA,_]
M	Class of 2023	Liz Anzaldua	(1)[F,RE,H,_]

Synod Grants & Scholarships Commission

G	Class of 2023	Sharon Curry	(2)[F,RE,W,_]
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Synod Permanent Judicial Commission

SL	Class of 2023	Chip Chiphe	[M,M,B,_]
G	Class of 2025	(VACANT)	

Synod Personnel Committee

EP	Timothy Blodgett	(1)[M,M,W,_]
Conn	(VACANT)	

2021 Synod Committee Leadership

Committee on Representation, Moderator	Timothy Marquez
Connecting Committee, Moderator	Shelley Hernandez
Connecting Committee, Vice-Moderator	Seth Saathof
Equipping Committee, Moderator	David Stipp Bethune
Equipping Committee, Vice-Moderator	(VACANT)
Empowering Committee, Moderator	Bill Rose
Empowering Committee, Vice-Moderator	Wynonna Bryant Williams

Personnel Committee, Moderator
EP Forum, Moderator

Jeff Cranton
Gordon Edwards

Trustees of the Synod of the Sun

One Commissioner from each state

A	Class of 2023	David Stipp Bethune
O	Class of 2022	Mitch Miller
T	Class of 2021	Ron Hankins

Solar Under the Sun Board of Directors

Class of 2022 (VACANT)

Grants and Scholarships Commission Report 2020

The Grants and Scholarships Commission (the Commission) met on January 9, April 7, July 9, and October 20, 2020, to take action on applications received for grants and scholarships submitted during the previous quarter. Commission members are Lisa Almon, Sharon Curry, Josh Kerr, Isabel Rivera-Velez, and Denise Haley, Moderator. The meeting on January 9 was to take action on requests made during the 4th Quarter of 2019. Notices of the actions taken on the requests are sent out within two weeks after the quarterly meeting.

The listings of scholarships and grants available through the Synod of the Sun's Grants and Scholarships Commission are located on the Synod's website (synodsun.org).

Grants. Any Presbyterian organization within the synod may apply for a grant; however, priority is normally given to applications from partnerships with two or more congregations, presbyteries, institutions related to synod by covenant, or multicultural endeavors (or committees of these organizations). The synod becomes a member of the partnership when the grant is approved. Not all applications are approved for full funding; some may receive partial funding, be disapproved, be awarded provisional grants returned for clarification, or referred elsewhere for funding.

Scholarships. Any Presbyterian within the synod may apply for a scholarship. Scholarships are for individuals within the Synod of the Sun who meet the criteria for assistance within the specified purposes of the funds.

Two scholarship categories were added in 2020 for consideration by the Commission. The Synod of the Sun Foundation Scholarship Fund for undergraduate students attending educational institutions in covenant partnership with the synod, based on need, as well as seminary students from within the synod attending PC(USA) seminaries, was shifted to the Grants and Scholarship Commission from the Synod of the Sun Foundation. The Betsy Kerr Munson & John Steele Kerr Scholarship Fund (Munson-Kerr) was established through an endowment of \$790,000 provided in their names by an anonymous donor. The Munson-Kerr Scholarship Fund will provide four-year scholarships to Presbyterian students attending Austin College or Trinity University majoring in pre-medicine or education. For more information about the Munson-Kerr Scholarship Fund, please see the Synod website.

Funds Approved for Presbyteries of the Synod of the Sun for the Calendar Year 2020

This report for the calendar year 2020 highlights many needs fulfilled through the funding of scholarship requests from individuals and grant requests from organizations of the presbyteries submitting applications for assistance.

Cross-Presbytery Awards

- Summer Camp 2020 Support for Oklahoma Presbyteries – to assist Cimarron, Eastern Oklahoma and Indian Nations Presbyteries with transportation costs and scholarships to support their children, youth and families attending camp at Ferncliff. \$5,000

Cimarron Presbytery – see Cross-Presbytery Awards above

Eastern Oklahoma Presbytery – see Cross-Presbytery Awards above

Grace Presbytery

- Munson-Kerr Scholarship Award -- Austin College Pre-Medicine student \$2,500
- Munson-Kerr Scholarship Award -- Austin College Education student \$5,000
- Synod of the Sun Foundation Scholarship -- Austin Seminary student \$4,500
- Racial Ethnic Ministries – Woodhaven Presbyterian Church new mission initiative at Woodhaven (combined with Mission Grant below) \$2,500
- Mission Grant – Woodhaven Presbyterian Church new mission initiative \$2,500
- Peacemaking Fund – Presbyterian Historical Society of the Southwest, to help pay for the keynote speaker at the Annual Meeting in April 2021, which will focus on the history of the church and its role in racial reconciliation \$2,000

Indian Nations Presbytery

- Mission Grant – Second Wind Ministries and Bloom Ministries college outreach ministry of hospitality – to better accommodate for social distancing for study spaces at the Second Wind Coffee House \$5,000
- See Cross-Presbytery Awards above

Mission Presbytery

- Racial Ethnic Ministries – Bilingual Family Camp, a joint venture between John Knox Ranch and two Hispanic Congregations in the San Antonio Area \$2,000
- International Mission Trip -- Expenses for a trip to Guayabales, Guatemala \$1,000
- Mission Grant – Hudson Bend Mission Project \$5,000
- Synod of the Sun Foundation Scholarship -- Austin Seminary student \$ 500
- Higher Education – United Campus Ministry, Texas State, for online worship and ministry \$2,500
- Hispanic Latino Continuing Education Fund (MACC) – two scholarships for attending Empowering Commissioned Pastors event \$ 375

Palo Duro Presbytery - none

Presbytery of Arkansas

- International Mission Trips - Expenses for a Trip to Tegucigalpa, Honduras \$ 500
- Synod of the Sun Foundation Scholarship -- Columbia Theological Seminary student \$5,000
- Seminary Scholarship Fund – Columbia Seminary Spiritual Direction Program student \$4,200
- Mission Grant – Serving Incarcerated Youth, Men and Women at Pulaski County Juvenile Detention Center, coordinated by Westover Hills Presbyterian Church, Little Rock \$3,000

- Higher Education – United Campus Ministry, University of Arkansas, to to create and establish a Fall Retreat Students \$5,000
- Old Age Concerns – Ferncliff “Advent-in-a-Box” activities for older adult ministries and senior community organizations to celebrate Advent. \$5,000

Presbytery of New Covenant

- Synod of the Sun Foundation Scholarship -- Louisville Seminary Student \$4,500

Presbytery of South Louisiana

- Mission Grant – Berean Community Outreach, for books and book Sacks with school supplies \$2,150
- Church Extension and Development – Korean New Worshipping Community in DeRidder, Louisiana, for purchase of worship items \$5,000
- Old Age Concerns – Feliciana Retreat Center, ADA Compliance Renovations \$5,000

Presbytery of the Pines - none

Tres Rios Presbytery – none

It has been a joy for the Commission to review the grant and scholarship funding requests this year, and we are grateful for the opportunity. We strive to always be good stewards of the funds entrusted to the Commission to distribute, being mindful and appreciative of the generosity of the people and organizations that make that funding possible -- fund donors, the Synod of the Sun Foundation, and the countless people who contribute to special offerings.

*Submitted by RE Denise Haley, Moderator
Synod of the Sun Grants and Scholarships Commission*

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STATEMENT OF PURPOSE

Within this policy, the term “child,” “children,” “youth,” and “young people” refer to all persons less than 18 years of age.

“Therefore, as God’s chosen people, holy and dearly loved, clothe yourselves with compassion, kindness, humility, gentleness and patience. Bear with each other and forgive whatever grievances you may have against one another. Forgive as the Lord forgave you. And over all these virtues put on love, which binds them all together in perfect unity. Let the peace of Christ rule in your hearts, since as members of one body you were called to peace. And be thankful. Let the word of Christ dwell in you richly as you teach and admonish one another with all wisdom, and as you sing psalms, hymns and spiritual songs with gratitude in your hearts to God. And whatever you do, whether in word or deed, do it all in the name of the Lord Jesus, giving thanks to God the Father through him.”

Colossians 3:12-17

The Synod of the Sun believes that we are called by God to create a safe haven for all of the children and youth in our care, nurturing, protecting, and empowering them through faith and trust. This commitment includes taking appropriate steps to reduce the risk of harm to the young people in our care.

The following policy was established to minimize the risk of any of our children and youth being subjected to sexual, physical, or mental abuse. These policies and procedures are also intended to respect the rights and afford due process to persons accused of improper conduct.

Specifically this policy will address the following:

- Roles, Expectations, and Responsibilities of Event Staff and Sponsors
- Screening and Selection of Event Staff and Sponsors
- Guidelines for Event Staff and Sponsor
- Code of Conduct
- Reporting of Allegations
- Responding to Allegations
- Consequences
- Education and Training for Event Staff and Sponsors

APPENDIX G

VOLUNTEER DRIVER

Qualification Form & Agreement for Use of Personally Owned Vehicles

Name: _____ Birth Date: _____

Home phone: _____ Work phone: _____ Cell phone: _____

Years of driving experience _____

Driver license No. & State*: _____ Expiration Date : _____

Insurance Carrier _____ Expiration date: _____

Liability Policy Limit -- Bodily Injury _____ Property Damage _____

1. Are all licensed vehicles you own covered by insurance as required by law? Yes, No

2. Have you ever been denied a driver's license or had one suspended or revoked? Yes, No

3. Have you had any moving traffic violations or accidents in the past three years? Yes, No

If the answer to questions 2 or 3 is YES, explain. Give dates and details of violations and accidents on the back of this form.

I AGREE to the following as a condition of being permitted to act as a Volunteer Driver:

1. The vehicle owner's insurance is the primary liability insurance coverage in the event of an accident.
2. The owner of the vehicle which I am driving is responsible for keeping the vehicle in safe working order.
3. The owner of the vehicle is responsible for all damage to the owned vehicle however caused.
4. The owner of the vehicle shall maintain liability insurance in the amount of at least
5. Bodily Injury -- \$50,000 per person and \$100,000 per accident or \$200,000 combined single limit; and
6. Property Damage -- \$25,000 per accident
7. The church's insurance shall apply in excess of the vehicle owner's liability insurance limits in the event the primary limits are exhausted, and only to the extent the church is legally obligated to pay damages.
8. **I will not receive or initiate phone calls while operating a vehicle for church activities, to include receiving or initiating text messages.**
9. I will indemnify and hold the church harmless from liabilities and damage resulting from my operation of a motor vehicle not owned by the church. The church will indemnify and hold harmless the volunteer driver for liabilities and damages resulting from acts or negligence of the church.

I hereby AFFIRM that the information I have given is stated truthfully and that I shall abide by the terms of the church's Vehicle Use Policy.

Attach a copy of Driver's License and current Insurance ID Card

Driver Signature: _____

Date: _____

APPROVED: _____ **Date:** _____ **Expiration:** _____

Revised 8/7/2014

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SYNOD OF THE SUN PERMANENT JUDICIAL COMMISSION

The Permanent Judicial Commission meets to consider remedial or disciplinary cases transmitted to the Commission, utilizing the powers prescribed by and conducting its proceedings according to the Constitution and rules governing the procedure of such cases with the denomination.

D-5.0101 Election. . . each synod **or cooperating synods**, . . shall elect a permanent judicial commission from the teaching elders and ruling elders subject to its jurisdiction. Each commission shall be composed of teaching elders and ruling elders in numbers as nearly equal as possible. When the commission consists of an odd number of members, the additional member may be either a teaching elder or a ruling elder. The General Assembly commission shall be composed of one member from each of its constituent synods. The synod commission shall be composed of no fewer than eleven members distributed equally, insofar as possible, among the constituent presbyteries.

D-5.0102 Term The term of each member of a permanent judicial commission shall be six years,

D-5.0103 Classes. . . commissioners shall be elected in three classes, with no more than one half of the members to be in one class.

Nominating Committee nominates - Synod of the Sun elects members to the commission.

Time Requirement: Meetings are called by the Stated Clerk, who is staff to the Commission, as needed for judicial work. A two-day biennial training meeting is also held.

Pby	Class	Name	S	E	A	Address	Phone/Email
A	2021	Sam Highsmith	ME	W	SA	63 Villas Circle Little Rock, AR 72223	arpenguy@me.com 501-231-1005
EO	2021	Del Gustafson	ME			320 S. Boston Ave Ste 200 Tulsa, OK 74103	918-594-0413 (office) dgustafson@hallestill.com
PD	2021	Sam Lanham	MM			First Presbyterian Church P.O. Box 1126 Lamesa, TX 79331	806-872-3262 (O) 806-789-4815 (c) swtlanham@gmail.com
IN	2023	Richard Mize	MM	W		1809 Rocky Mountain Way Edmond, OK 73003	405-249-2407 rev.richard.mize@gmail.com
SL	2023	Dzandria “Chip” Chiphe	MM	B		2820 Lake Forest Park Ave Baton Rouge, LA 70816	chipchiphe@cox.net
P	2023	Sandra Watson	FE			123 Ashley Avenue Rayville, LA 71269	318-366-9882 (cell) 318-807-3671 (work) sandra.watson.25@gmail.com
TR	2023	Patricia Lane	FM			8001 Magnetic Dr El Paso, TX 79904	915-544-4119 plmattox@att.net
G	2025						
M	2025	Jeanie Stanley	FM				jrsta@aol.com 512-966-6183
NC	2025	Julie MacLemore Wells	FE				(713) 483-4022
C	2025	Christianne Chase	FE			3507 N. Lake Lane Enid, OK 73703	580-278-5290 chasechristianne@gmail.com

ROSTER
Synod of the Sun Permanent Judicial Commission

Members whose terms have expired (D-5.0206b)

Class of 2019

Regina Hunt
814 Canal St.
Irving, TX 75063
972-402-9666
Regina.hunt@att.net

Judye Pistole
628 Church St.
Alva, OK 73717
580-748-0650
Judy3p@aol.com

Andy Anzaldua
5234 Crestwick Dr.
Corpus Christi, TX
78413
361-994-9081 (H)
361-877-1590 (C)

Anne Wilson
811 St. Francis
Houston, TX 77079
713-465-1054
nosliwa@comcast.net

Class of 2017

Rick Baggett
223 W. Broadway St.
Ardmore, OK 73401
580-223-3800
rbgoodnews@yahoo.com

Nanette Cagney 4020
Hodges St, Lake
Charles, LA 70605 337-
794-6197
Cagney13@yahoo.com

Kathleen Hignight 611
S. Main St. Hope, AR
71802 870-474-7005 H
318-347-0735 C
kthignight@gmail.com

Ralph E. Truskowski,
P.E. 2800 Emerson Ln.
Midland, TX 79705 432-
260-1647
retski@suddenlink.net

Class of 2015

Leslie Belden
15 S. Block, Ste 201
Fayetteville, AR 72701
479-443-9401
lesliebeld@aol.com

Class of 2013

Barbara Ware
1090 N. Rockcliff Rd.
Ponca City, OK 74604
580-765-7757

Melinda Veatch
2925 Alton Rd.
Fort Worth, TX 76109
817-737-5554 O
817-832-7915
melindav@tarrantareach.org

Nancy Chester
McCranie
P.O. Box 787
McDade, TX 78650
512-342-4716 W

512-567-5527 C
nancymccranie@yahoo.com

Hill Kemp
122 Hardwood Ct.
Many, LA 71449
318-256-9793 H
318-315-1534 C
hillk@suns-river.com

Class of 2011

Bert Bronaugh
P.O. Box 22
Ballinger, TX 76821
325-265-9066
Bertsmail5@aol.com

Mr. Tom Myrick P.O.
Box 455
Benton, LA 71006
318-965-2533
tmyrick@bellsouth.net

Rev. Ted Roeling
12909 Old Hammond
Hwy
Baton Rouge, LA 78016
225-275-1242 O
225-824-6206 H

Mr. Jim Shaw
100 Park Avenue #200
Oklahoma City, OK
73102
405-236-8541
jshaw@millerdollarhide.com

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Grants and Scholarships Commission Meeting Policy

The Grants and Scholarships Commission will ordinarily meet by telephone conference call quarterly in the month following each financial/calendar quarter; that is in April, July, October, and January.

When the commission receives scholarship applications that are time-sensitive between meetings, it may consider and act on those by email.

Because funds accrue quarterly, the Commission will ordinarily aim to award no more than $\frac{1}{4}$ of funds from the synod annual budget at the first meeting of the year, with any unawarded funds rolling over to subsequent quarters, though it will also necessarily consider extraordinary situations and the pace of applications received.

Rationale:

We are committed to making the very best use we can, with God's help, of the resources available to the Synod of the Sun, both of money and time. We have been concerned specifically with the need to "pace ourselves" with the awarding of available funds for Mission Grants and Network Grants which come from the annual Synod budget. We want to make sure that projects considered early in the year, when the available totals look high both to applicants and even to ourselves, do not have an unfair advantage over those that come in later in the year. We think slowing down the schedule of our meetings and disciplining ourselves to consider the synod mission and network grants in quarterly installments will help us ensure fairness. Funds from synod endowments already accrue on a quarterly basis. To give plenty of advance notice of this change, we expect to begin the new policy in 2014.

We realize that there is a need for follow-up on applications either because information is missing or because further background data would be helpful. Those who are willing have volunteered to take turns, two per quarter, making follow-up telephone calls or emails to complete applications and gather needed background information. Quarterly meetings will allow us more flexibility to complete these tasks.

Finally, we are also concerned to be good stewards of staff and volunteer time. We think we can work more efficiently and thoughtfully, keeping the big picture in view, in longer quarterly meetings than in monthly meetings.

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Network Team Policies & Procedures

I. Composition of the Networks Team

A. The Networks Team will be composed of seven people appointed by the Moderator of the Connecting Committee. Three should be commissioners to the Synod of the Sun; others may be co-opted members. Every effort will be made to include representatives of racial-ethnic minorities within the synod. One member shall be a representative of an existing or previous network. The Synod Co-leader for Mission and Partnership is an ex officio member of the Networks Team with voice but not vote.

B. The members of the team shall elect their own moderator.

C. The appointment of the members will take place annually at the spring meeting of the synod. While there is no mandatory term limit, the Connecting Moderator will appoint members based on their abilities and willingness to serve.

II. Steps in the Approval Process for New Networks

A. The document by which a potential network applies to become an official Synod Network is the Network Planning Guide. It serves as the application.

B. When a potential network submits a completed Planning Guide, the Co-leader for Administration will forward it by email to the Networks Team and set up a conference call to discuss it.

C. At the conference call meeting the Team will set up a plan for building a relationship with the proposed network. Two members of the team will be assigned to make personal contact with the proposed network leaders. In supporting the development of a network the Team may

1. Gather more information
2. Support the proposed network in identifying and taking its next steps
3. Identify and recommend other resources
4. Help refine the final covenant to define the relationship of the Network and the Synod.

D. When all members of the Team are satisfied that they are prepared, the Team will vote on its recommendation and forward it to the Connecting Committee for information and placement on the agenda for the next regular meeting of the synod.

E. The synod votes whether to enter into the covenant and endorse the plan as a Synod Network.

III. Finances

While the Networks Team may offer funding recommendations to the Synod for proposed or continuing Synod Networks, the Synod is ultimately responsible for all allocation of funds to endorsed Networks. These funds may be used for three functions:

A. Exploration. Some portion of the annual budget will be available for potential networks to use, as approved by the Team, for exploring their mission. An example would be to cover expenses for a needed face-to-face meeting of possible participants.

B. Formation. Some disbursement of funds may be recommended for approval by the Synod at the time the Team recommends establishment of a new Synod Network as part of the synod's participation in the Network.

Synod of the Sun Assembly approved: _____

Network Team Policies & Procedures

C. The Network Team may recommend, and the synod may approve, a commitment to fund an endorsed Network into a second year. This would be contingent upon submission of the Follow-up section of the Planning Guide and would ordinarily be funded through the Network Nurture line item.

Synod of the Sun Assembly approved: _____

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PERSONNEL POLICIES AND PROCEDURES

SYNOD OF THE SUN

PERSONNEL COMMITTEE

Overview

The synod is committed to the full use of the human potential of its staff through an open-partnership style of shared rights, responsibilities, and accountability. The synod will form and activate, through its coordinating team, a standing personnel committee consisting of five (5) members: two (2) members from governance working group, one (1) member from communications working group one (1) member from mission working group, and the synod moderator elect. The personnel committee moderator will be appointed by the coordinating team in consultation with the synod executive. The synod executive serves as staff resource to the personnel committee. The personnel policies of the synod are established by the synod and administered by the personnel committee. The personnel committee reports to the synod through the coordinating team.

The Personnel Committee will conduct its business with the following understandings and philosophy:

1. The committee will work in cooperation with the synod staff.
2. All committee members will respect confidentiality of information.
3. The committee will become informed from the synod staff as to:
 - a. work loads
 - b. staffing assignments
 - c. work effectiveness

4. It is the responsibility of the committee to write job descriptions and personnel policies for approval by the synod. The committee may request assistance from appropriate working groups and staff in writing job descriptions.
5. The committee will annually provide information to the budget group and the coordinating team in the determination of annual salaries for the synod staff.
6. The committee will meet annually with the staff to listen and to offer support in order to facilitate healthy communication.
7. When a new synod executive is to be called, the personnel committee will be nominated along with the addition of as many persons as needed to insure the representative of each presbytery to serve as the slate for the search committee to be elected by the synod.
8. The term of membership on the Personnel Committee will be two (2) years, with the option of additional terms to assure continuity.
9. A quorum will be three (3) persons.

GENERAL POLICIES

1. **Change in Policy:** The synod reserves the right to change any policy at any time, including those covered here. Changes will be dated and distributed to all employees.
2. **Employment Relationship:** Employment with Synod of the Sun is voluntary, and employees serve at will.
3. **Equal Employment Opportunity Policy:** The Synod of the Sun is an equal employment opportunity employer and does not discriminate on the basis of race, marital status, gender, sexual orientation, disability, or age.
4. **Position Descriptions:** A position description is required for each position. The personnel committee will review these descriptions at least every two years. The committee will recommend any modification to the coordinating team after review.
5. **Annual Review:** All staff will receive an annual evaluation of their progress and performance. The head of staff will conduct such reviews. The head of staff will review these evaluations with the personnel committee.
6. **Confidentiality Policy:** Confidentiality will be respected.
7. **Employment Trial Period:** The first 90 days of employment constitute a trial period which gives both the employee and the supervisor the opportunity to evaluate interest in and qualifications for the position under actual working conditions. After the trial period, a written

performance appraisal is discussed. Separation policies do not apply to employees working under a trial employment period.

8. **Safety:** The synod makes every effort to provide a safe working environment for all employees. Safety is everyone's responsibility. Therefore, the synod requests that employees do everything reasonable and necessary to keep the synod office a safe place to work.

EMPLOYMENT BENEFITS

1. **Salaries:** The synod is committed to salary policies that provide fair pay for the work performed, incentives for personal achievement and growth, and flexibility to meet changes in duties and the cost of living. Salaries will normally be reviewed every 12 months. The synod executive will consult with the personnel committee which will make recommendations regarding staff salaries to the coordinating team and budget group.
2. **Pensions & Insurance:** Exempt staff and support staff are covered by Board of Pensions plan of the Presbyterian Church (USA) which includes health insurance and pension.
3. **Social Security:** All salaried and hourly employees are governed by the Federal Insurance Contributions Act (Social Security).
4. **Continuing Education:** Each support staff employee has five days per year, and each exempt staff employee has two weeks per year of continuing education. Funding is designated annually for participation in continuing education for the enhancement of skills

used in their work or to be added to their responsibilities on the initiative of their supervisors and/or the synod executive.

Funding and the annual days allowed for continuing education may be accumulated for a period not to exceed three years.

Funding and time off to attend the annual Southwest Region conference of the Administrative Personnel Association (PCUSA) is granted to support employees. If work prevents employees from attending the regional conference, they may attend the national conference with the same time and funding as they would have used to attend the regional conference.

5. **Days Off:** Each full-time support staff employee works a 37.5 hour week. Specific days off will be selected with the approval of the synod executive and will ordinarily be the same days each week.
6. **Compensatory Time:** Support staff employees are to be compensated in time for time worked in addition to 37.5 hours a week, on an hour for hour basis. The office manager keeps the record of compensatory time requested and taken. The synod executive approves these requests. No more than 30 hours may be accrued for compensatory time.
7. **Vacation Days:** Exempt staff are entitled to four weeks of vacation. Full-time support staff are entitled to ten working days of vacation granted annually after one year of continuous service; after five years of service they will receive fifteen days of vacation annually. Half-time staff will have five paid days of vacation granted annually after one year of continuing

service; after five years of service they will receive ten days of vacation annually. First year vacation is granted on a prorated basis based on hire month. Vacation may be granted one period at a time or a few days at a time, all to be charged to the total vacation leave. All vacation leave will be pre-arranged and approved by the synod executive. Vacation time will not be cumulative from year to year, though with the permission of the synod executive, vacation from one year may be used in the first quarter of the next year. Cash will not be paid in lieu of vacation except upon separation. Contract employees receive no vacation pay.

If an employee started in:	Full-time:	Part-time:
January	10.0 days/yr	5 days/yr.
February	9.0 days/yr.	4.5 days/yr.
March	8.0 days/yr.	4 days/yr.
April	7.5 days/yr.	3.5 days/yr.
May	6.5 days/yr.	3 days/yr.
June	6.0 days/yr.	2.5 days/yr.
July	5.0 days/yr.	2 days/yr.
August	4.0 days/yr.	2 days/yr.
September	3.0 days/yr.	1.5 days/yr.
October	2.5 days/yr.	1 days/yr.
November	1.5 days/yr.	.5 days/yr.
December	.5 days/yr.	0 days/yr.

8. **Holidays:** The synod office is closed New Year's Eve Day, New Year's Day, Martin Luther King, Jr. Day, President's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Eve Day, and Christmas Day. If a holiday falls on Saturday, Sunday or other day when office is closed, the head of staff will determine which alternate days will be observed as holidays. If the holiday falls within a vacation period, the additional time may be added to the vacation time with the approval of the head of staff. Contract employees will not receive holiday pay.
9. **Personal Leave:** To reduce the impact of loss of income during a major illness of themselves or a family member, each full-time staff member will receive 10 working days of personal leave during each calendar year to be used in case of illness. Personal leave will be cumulative from year to year, but will not exceed 120 working days. Personal leave entitlement during the first year of employment will be prorated based on hire month. Each half-time staff member will receive five days of personal leave per calendar year; this time will be cumulative from year to year, but will not exceed 120 working days. Personal leave pay is based on the employee's average daily rate. At the time of termination of employment, either voluntary or involuntary an employee will have no claim for pay in lieu of unused sick leave. Contract employees will not receive any sick leave.

If an employee started in:	Full-time:	Part-time:
January	10.0 days/yr	40 hours/yr.
February	9.0 days/yr.	36 hours/yr
March	8.0 days/yr.	32 hours/yr
April	7.5 days/yr.	30 hours/yr

May	6.5 days/yr.	26 hours/yr.
June	6.0 days/yr.	24 hours/yr.
July	5.0 days/yr.	20 hours/yr.
August	4.0 days/yr.	16 hours/yr.
September	3.0 days/yr.	12 hours/yr.
October	2.5 days/yr.	10 hours/yr.
November	1.5 days/yr.	6 hours/yr.
December	.5 days/yr.	2 hours/yr.

10. Administrative Leave:

- a. A maximum of one week of leave with pay will be given in the event of the death of a member of the employee's immediate family.

- b. In the event an employee is called for jury duty, regular salary will be paid for the time served. If the absence of the employee will seriously affect the operation of the office, postponement of the jury duty may be requested of the court.

- c. The head of staff may declare the office closed because of inclement weather. Employees may be compensated without reporting to work. If the office is not declared closed, employees failing to come to work will be expected to make up the lost time within that pay period or suffer loss of compensation for time.

d. Military leave will be granted in accordance with the law. Upon presentation of a military pay voucher, employees will be reimbursed for the difference between their normal compensation and the pay they receive while on such military training duty, up to a maximum of 20 calendar days a year. In addition, employees returning from active military service who apply for re-employment, and who comply with their obligations under USERRA, may return to employment as provided for in that statute and its accompanying regulations.

11. **Leave without pay:** Requests for leave without pay may be made to the synod executive and will be considered on an individual basis.
12. **Workers Compensation:** The synod carries insurance to cover the cost of work-incurred injury or illness. To be assured of maximum coverage, the employee must immediately report work-related accidents to his/her supervisor so that appropriate action can be taken to file timely claims.
13. **Cafeteria Plan:** Employees may designate a portion of their salary to be placed in a cafeteria plan for the purpose of covering medical expenses not covered by insurance. To receive reimbursement for medical expenses, employees are to provide validation (receipts) of expenses. Employees forfeit any monies remaining in the fund at the end of the fiscal year. Monies may not be carried over to a subsequent year.

SEPARATION POLICIES

1. Exempt staff are expected to give 30 calendar days notice prior to leaving employment of the church and all other employees are expected to give 14 calendar day's notice prior to leaving.

2. **Reduction in Force:** In the event that reduction of staff is necessary through no fault of the employee, written notice of separation will be given 30 calendar days in advance. In the event notice is not given, employees will be given a minimum of 20 working days of severance pay.
3. **Dismissal:** Dismissal will be by the head of staff in conversation with the moderator of the personnel committee.

GRIEVANCE POLICY

Any employee who feels he/she has a grievance will discuss the problem first with his/her immediate supervisor. If the grievance is not resolved, the head of staff will be consulted. If this discussion does not result in solution of the problem, the matter will then be taken to the personnel committee. These lines of communication will be respected; and employment difficulties will not be discussed with individual members of the synod.

Revised by Personnel Committee: 2009

Approved by Synod of the Sun: November 2009

**Addition to the proposed Personnel Policies as written in the plenary packet.
– approved, Nov. 2009**

The Statement below is intended to be considered as a part of the Personnel Policy presented by the Synod's Personnel Writing Team for approval by the Synod.

Sexual Misconduct and Sexual Harassment:

It is the policy of the Synod of the Sun to maintain a workplace free of any form of sexual misconduct or intimidation, including sexual harassment, by any Synod employees, including supervisors, or by non-employee work contacts. Should allegations of sexual misconduct be made, they will be fully and fairly investigated. Corrective or disciplinary action, which may include dismissal from employment, will be taken as warranted.

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Standing Rules

1. Mission Statement

Mission Statement: The Synod of the Sun of the Presbyterian Church (U.S.A.) serves Christ by connecting, equipping, and empowering Presbyterians for Christ's mission within and beyond the Synod's bounds.

This mission will be accomplished through:

1. CONNECTING:

The synod maintains current covenant relationships and establishes new covenants with Presbyterian-related institutions such as schools, colleges, universities, and service organizations who wish to be connected to Presbyterians within the synod and who wish to emphasize Presbyterian faith and heritage.

2. EQUIPPING :

The synod works to develop effective means for interpreting Presbyterian mission, communicating mission opportunities, gathering Presbyterians together in regional educational events, and publicizing activities sponsored by presbyteries, synod-related networks and institutions. The goal is to strengthen connectionalism within the Church, the synod, presbyteries and congregations. Possible means to achieve this mission include:

- a. E-newsletters and an interactive website
- b. Brochures and other promotional material
- c. Social networking media
- d. Regional (or statewide) educational events

3. EMPOWERING:

Networks: The synod helps to create, encourage, facilitate, and provide financial assistance for networks of people engaged in similar ministries. The networks enable relationships and mission opportunities which are not possible within a single presbytery. These networks provide opportunities for peer learning, support, and new mission initiatives. The synod develops covenant relationships with each network through consultation and the use of a Synod Network Planning Guide.

Network participants are responsible for planning and implementing the activities sponsored by the networks. The Synod Leader helps to organize, shepherd, and nurture the networks as needed or requested. Some networks sponsor conferences or other events to further their common ministry. The synod helps to finance the networks to the extent funds are available and in accordance with the mission and priorities established by the synod.

4. COORDINATING resources, endowments, grants and scholarships. The synod has been authorized by a number of endowments as the agent to disburse funds for designated purposes (as restricted by the donors), and to use funds from undesignated endowments. The Grants and

Scholarship Commission works to distribute the interest from endowments and other designated funds in accordance with recorded donor designations.

4. **CARRYING OUT** Book of Order required functions. Guided by the Stated Clerk, the synod will fulfill all required duties as listed in the Form of Government, G-3.0101 – G-3.0113 and G-3.0401 – G-3.0406, and the Rules of Discipline. Disciplinary functions are accomplished through the Permanent Judicial Commission. Other functions are accomplished through the synod's continuing support and coordination of groups and events including, for example, the Executive Presbyter Forum, COM/CPM Event, Staff Convocation, and Presbytery Stated Clerks gathering and continued education opportunities.

2. Synod Assembly

The Synod Assembly will seek to establish policies that benefit the synod as a whole. The Synod Assembly will be responsible for itself and its membership through regular self-evaluation, and discipline as well as commissioner orientation and development.

The agenda of each Synod Assembly meeting, as planned by the Coordinating Team, will contain time for gathering in community, celebration of the Lord's Supper, worship, and study. The first meeting of each year should have a component for orientation of new commissioners.

Between synod gatherings, committee, task force and work team meetings will be conducted via *conference telephone call, video, or other electronic means* – unless circumstances require a face-to-face meeting. The committees, task forces, and work teams may meet during stated meetings of the Synod Assembly.

The Vision Team will draft a set of objectives to the synod's work. The Coordinating Team shall report to the first assembly of the year as to the assessment of the previous year's objectives. To ensure appropriate focus of resources and accountability the synod will review objectives annually. .

3. Commissioners and Representatives

Commissioners serve as leaders and missionaries of the synod. They are to seek and to discern the will of Christ, interpret the mission and actions of the synod, and serve the needs of the denomination in the region and member presbyteries.

Commissioners, in taking action as the full Synod Assembly, speak with one voice. It is expected that while not all actions will be unanimous, the decisions of the body will be respected and supported by all. One voice ensures clarity of purpose and direction.

Commissioners are the direct link to constituent presbyteries and will maintain regular communication with the presbytery for which they serve. Whenever possible, commissioners will obtain time on their presbytery's docket in order to provide a report of the work of the synod. Where a personal report is not possible, a written report will be provided for publication.

Every commissioner serves on one of three Standing Committees (Connecting, Equipping, Empowering) based upon his/her input of personal discernment, and in conjunction with the needs of those committees. Additional opportunities for service are in subcommittees, commissions, and teams or task forces.

Commissioners, while offering their gifts, skills, and abilities to the work of Synod, will avoid conflicts of interest in exercising their fiduciary responsibility.

Co-opted and corresponding members, as well as synod staff, offer a unique perspective of the execution of the synod's mission. They will have voice and vote in the work of committees and will have voice but no vote in Synod Assembly. Corresponding members will be encouraged to take part in the life of the synod through committees and Assembly attendance.

4. Commissions and Committees

Members of a Synod Committee or Commission (with the exception of the Permanent Judicial Commission) may, in addition to elected commissioners, include up to three (3) persons co-opted for particular skills or service.

Synod will strive for inclusive representation in matters of cultural diversity, ordination, and wherever possible, presbytery representation in all working bodies.

Any working body of the synod shall include at least one Synod Commissioner.
All Standing Committee moderators are elected by the Synod Assembly.

Connecting

Charged with relationships between synod and the world! (i.e. Congregations; Presbyteries; Covenant Institutions & Agencies; PC(USA) Agencies)

- Presbyteries/Congregations
- Covenant Relationships
- Communication and maintenance of relationships (i.e. Synod Sunday; Video Bank; Conversations with the Clerk; Presbyterian Disaster Assistance)
- Develop new and creative ways of strengthening relationships between and among the Body of Christ.

Equipping

Charged with oversight and development of that which equips presbyteries and the synod to live into their call to ministry. (i.e. Synod Communications Services Plan)

- All aspects of the Communications Services Plan
- EP & Clerks (Forum; COM & leadership training)

- Develop new and creative ways of equipping Presbytery leadership and strengthening communications with and between presbyteries and the world.

Empowering

*Charged with development, nurture, and empowerment of **Synod Networks**. Networks should consist of participants from more than one presbytery, be responsive to emerging needs and locally generated initiatives seeking to fulfill a purpose beyond the reach of a single presbytery.*

- Development
- Support
- Maintenance
- Celebration

Representation

Book of Order duties per G-3.0103

- Synod shall elect from among members of the synod at-large (*not Synod Commissioners*), six members, each serving a three-year term;
- Shall consist of three classes except where initial classes of one and two year terms are necessary to establish regular rotation;
- Committee members shall be elected to no more than two consecutive terms;
- Committee shall consist of equal numbers of men and women representing a minimum of four (4) presbyteries;
- A majority of the members shall be selected from the racial ethnic groups within the synod.

Personnel

Responsible for the review and oversight of synod staff, development and maintenance of personnel policies, and management of hiring processes.

- One person from each standing committee (Connecting, Equipping, Empowering)
- One member of the EP Forum as decided by the Forum
- One member not currently serving as Synod Commissioner

Permanent Judicial Commission

The Permanent Judicial Commission is charged with exercising judicial process in accordance with the Rules of Discipline. It shall consist of eleven members, elected and constituted in accordance with the Rules of Discipline. The Stated Clerk shall provide for the regular training of commission members.

156
157 **Grants & Scholarships Commission**

158 *Charged with application process, review and award of funds designated specifically for the*
159 *program, as outlined in manual.*

- 160
 - 5 members
 - Elected from among members of the synod at-large (*not necessarily Commissioners*)
 - Elected to rotating, staggered 3-year terms with a maximum of two consecutive terms.

163
164 **Coordinating Team**

165 *Charged with uplifting the work of Commissions and visioning for the synod; approval of*
166 *preliminary budget; assessment of impact; and coordination of Assemblies with authority to*
167 *make decisions on behalf of the assembly between meetings.*

168 **Comprised of (11):** Moderators of Connecting, Equipping, Empowering, Representation, Grants
169 & Scholarships Commissions, and Personnel; Synod CT Chair; Synod Moderator; Synod
170 Moderator-Elect; Staff Resource – Synod Leader/Stated Clerk and Assistant Stated Clerk

- 171
 - Assessment of ministry impact relative to established mission, vision, values and why
 - 172 statements
 - Synod Budget
 - Oversee administrative function
 - Nominating

176
177 **Vision Team**

178 *Charged with vision and planning of the life and work of the synod, as well as an annual*
179 *Coordinating Team Retreat. The purpose of the retreat is orientation and articulation of vision*
180 *and focus, building team and relationships among the Coordinating Team.*

181 **Comprised of (6):** CT Chair, Synod Moderator, Synod Moderator-Elect, and one person from
182 the Executive Presbyter/Stated Clerk's Forum, Assistant Stated Clerk, and Synod Leader &
183 Stated Clerk.

184
185 **Event Planning Teams**

186 "Synod Event" Planning Teams are ordinarily made up of at least one member of the EP Forum,
187 and/or one Presbytery Stated Clerk, Synod staff, and at least one Synod Commissioner.

188
189 **Investigating and/or Administrative Review Committee(s)**

190 The Stated Clerk, working with the Moderator, has the authority to appoint an Investigating
191 and/or Administrative Review Committee, as deemed necessary upon notification or request.

192
193 The synod and/or its standing committees may designate additional committees to operate in
194 addition to and in consultation with standing committees, on an ad hoc or permanent basis.

195 These may include:
196 Finance
197 Communication
198 Recruitment
199 Covenant Review Teams
200 Development
201

202 **5. Officers and Staff**

203 The office of Moderator-elect/Moderator rotates among the eleven constituent presbyteries,
204 wherever possible, alphabetically.
205

206 A Synod Moderator-elect is nominated by the Coordinating Team, in consultation with the
207 presbytery in rotation, and elected in the fall prior to the beginning of the one-year term.
208

209 Installation of the Moderator ordinarily occurs at the end of the fall meeting prior to the
210 beginning of that one-year term.
211

212 **Commission Vice-Moderator Responsibilities**

- 213 • Works with the Commission Moderator and Synod Leader & Stated Clerk to call
214 meetings, set agendas, and see that the Commission's mission is carried out in a timely
215 fashion and with energy, imagination, and love;
- 216 • Serves and participates in the life of the Commission, assisting the Moderator wherever
217 possible;
- 218 • Communicates, interprets, and celebrates the work of the commission to synod and
219 beyond;
- 220 • Provides open and inclusive space for ALL to serve: Commissioners and Corresponding
221 members, as well as encouraging and recruiting Coopted service;
- 222 • Stands in the gap: In the event that the Commission Moderator is or becomes unavailable
223 to fulfill any or all of their responsibilities;
- 224 • Wherever possible, serves the following year as the Commission Moderator.

225 **Commission Moderator**

- 226 • Ordinarily, would have previously served as Commission Vice-Moderator
- 227 • Works with the Commission Vice-Moderator and Synod Leader & Stated Clerk to call
228 meetings, set agendas, and see that the Commission's mission is carried out in a timely
229 fashion and with energy, imagination, and love;
- 230 • Assures that full and complete minutes, including commission budget, are taken and
231 provided to the synod staff in a timely way;

- 232 • Serves and participates on the Synod Coordinating Team by, among other things, sharing
- 233 about the work of the Standing Commission;
- 234 • Communicates, interprets, and celebrates the work of the commission to synod and
- 235 beyond;
- 236 • Provides open and inclusive space for ALL to serve: Commissioners and Corresponding
- 237 members, as well as encouraging and recruiting Coopted service;
- 238 • Assures that the commission provides written policies for its work and presents those,
- 239 and any changes, to the Synod Assembly for full approval.

240 **Synod Moderator-Elect**

- 241 • Moderates the Assembly in the event the Moderator is unavailable;
- 242 • Serves on the Coordinating Team;
- 243 • Leads synod nominations work;
- 244 • Serves, at times, on any appointed groups of the Synod that are deemed necessary by the
- 245 Coordinating Team or Assembly for dealing with needs beyond that outlined for Synod
- 246 Commissions;
- 247 • Serves on a Standing Commission as agreed with the Moderator and Chair of CT, so that
- 248 each commission has an elected officer;
- 249 • Represents the Synod at events beyond Assembly meetings as requested and appropriate.

250 **Synod Moderator**

- 251 • Ordinarily, will have served previous year as Synod Vice-Moderator;
- 252 • Moderates all Assembly meetings;
- 253 • Serves on the Coordinating Team;
- 254 • Works with Stated Clerk to plan the Synod Assembly docket;
- 255 • Leads Synod annual budgeting & oversight;
- 256 • Appoints, and at times serve on, any Task Forces, Teams or Commissions that are
- 257 deemed necessary by the Coordinating Team or Assembly for dealing with needs beyond
- 258 that outlined for Synod Commissions;
- 259 • Represents the Synod at events beyond the Assembly meetings as requested and
- 260 appropriate;
- 261 • Serves on a Standing Commission as agreed with the Moderator-elect and Chair of CT,
- 262 so that each committee has an elected officer;
- 263 • Reviews and approves the minutes of Assembly meetings, in partnership with the
- 264 Moderator-elect, as prepared by the Stated Clerk.

265 **Coordinating Team Chair**

- 266 • Ordinarily, will have served previous year as Synod Moderator;
- 267 • Develops agenda and moderates Coordinating Team;

- Reports to the Assembly on behalf of the CT;
- Leads synod administrative oversight, i.e. Insurance Review, etc.
- Represents the Synod at events beyond Assembly meetings as requested and appropriate;
- Serves on a Standing Commission as agreed with the Moderator-elect and Moderator, so that each commission has an elected officer;
- Serves on Task Forces, Teams or Commissions that are deemed necessary by the Coordinating Team or Assembly for dealing with needs beyond that outlined for Synod Commissions.

Synod shall have a current Personnel Manual, with staff position descriptions, included in the Synod's Manual of Operations and updated as necessary.

6. Trustees

Description and election of the Synod Trustees is outlined in section 6 of the Bylaws.

7. Bylaws

The Synod Bylaws and Standing Rules will be reviewed regularly and amended as needed.

The Synod Moderator will appoint a task force at least every five years to review and update the Mission Statement, Bylaws, and Standing Rules.

8. Finance

Budget Guidelines

- a. Mission Contributions from Presbyteries are normally retained in a board designated fund to be applied to the budget for the following year. (i.e. funds received in 2013 are used to meet budgetary needs in 2014)
- b. The Coordinating Team will normally present a budget based on projected income to the full assembly at the fall meeting. At the winter/spring meeting any necessary adjustments will be made and approved by the assembly.
- c. Unless otherwise specified all gifts received (undesignated, designated as general mission or administration), other than Presbytery mission support, will be applied to income during the year in which they were received.

The synod will conduct an annual, professional, external financial audit.

Synod grants shall be disbursed only to organizations that conduct annual financial reviews or formal audits. The synod may require copies of these financial reviews or audits. All scholarships are ordinarily paid directly to the event or institution.

The synod receives interest from endowments some of which are unrestricted in their use and some restricted for specific grants and scholarships. Other synod income includes presbytery mission contributions, church, and individual contributions. The synod will provide complete and accurate reporting to include budget and financial statements for the synod, as well as those ministries for which the synod provides financial oversight, reflecting all restricted and unrestricted funds, at each assembly meeting, to the Coordinating Team at least quarterly and may at the discretion of the Coordinating Team, provide such information to others upon request.

9. Overtures to General Assembly

From the Standing Rules of the General Assembly:

Overtures are items of business that have been approved by a presbytery (with concurrence of another presbytery) or a synod and shall request the General Assembly to take a particular action, or approve or endorse a particular statement or resolution. (See Book of Order, G-3.0302d.)

and

The stated clerk of a presbytery or synod considering an overture to the General Assembly shall:

- (1) Examine the most recently published Minutes of the General Assembly to determine if a similar overture has already been passed.
- (2) Consult with the Office of the General Assembly to determine whether the desired action has been voted by any previous General Assembly.
- (3) Consult with the Office of the General Assembly to determine whether a similar overture has already been proposed in order that the presbytery or synod may concur with the existing overture.
- (4) Draft the overture in the following form:

“The Presbytery of _____ overtures the [# of the assembly] General Assembly [(year)] of the PC(USA) to [state the specific action the General Assembly is asked to take].”

To this shall be appended a rationale, stating the reasons for submitting the overture.

Synod Overtures to General Assembly

Overtures to the General Assembly from the Synod of the Sun shall be submitted to the Synod's Stated Clerk by a current Synod Commissioner, or by majority vote of one of the three Synod Standing Committees: Connecting, Equipping, and Empowering.

The Synod's Stated Clerk shall be responsible for items 1-4 above, and upon determining that the Overture and rationale are in order, will add the overture to the agenda of the next Synod Assembly. In working with those considering, preparing, or submitting Overtures, the Stated Clerk should make them aware of the General Assembly deadlines for consideration. If an Overture cannot be submitted to the next Synod Assembly ahead of the General Assembly deadlines, that Overture shall not be considered by the Synod.

Requests for Concurrence

The Synod shall consider written requests to concur with the Overtures of other Presbyteries as part of the overture submission process to General Assembly. The Synod's Stated Clerk, upon receiving requests for concurring votes from any Presbytery, should determine the overture to be in good standing, and refer the request to the next meeting one of the Connecting, Equipping, or Empowering Committee (whichever meets first). The assigned committee shall determine by majority vote, whether the Synod should consider concurrence at the next Synod Assembly—considering the known interests and appropriateness of the overture in the context of Synod's ministry and mission. If the Synod Assembly will not meet the General Assembly deadlines for submission, the concurrence shall not be considered.

Consideration of Overtures and Concurrence

The Synod's Stated Clerk or the Committee referring the Overture or the request for concurrence, shall submit the motion to the Synod Assembly without any recommendation, but simply, "Shall the Synod overture the General Assembly" or "Shall the Synod concur with the overture to the General Assembly," seeking the Synod Assembly to answer in the affirmative or the negative.

These Standing Rules may be amended as needed at any Stated Synod meeting by simple majority vote.

Approved by Synod Assembly, Nov. 2, 2013
Revised by Synod Assembly, Nov. 1, 2014
Revised by Synod Assembly, Nov. 6, 2015
To be revised by Synod Assembly, March 2019

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PACKAGE POLICY COVERAGE SUMMARY

NAME AND MAILING ADDRESS OF INSURED

12/8/2020

SYNOD OF THE SUN
445 E FM 1382, STE 3-778
CEDAR HILL, TX 75104

Your Agent: Jennifer Pern
Telephone: (216) 736-3273

SYNOD OF THE SUN

445 E FM 1382, STE 3-778
CEDAR HILL

MEMORANDUM NO./IB NO. PKU008096413 / S000400000

POLICY PERIOD From: 1/1/2021 To: 1/1/2022

Dear Friend,

We are pleased to provide your renewal package for the policy period that will begin January 1, 2021. Enclosed are the Coverage Summary and the Memorandums of Insurance (MOI) that detail your insured locations, coverages, limits, and deductibles for the upcoming program year. Your first quarterly installment is due January 1, 2021.

The Coverage Summary indicates the coverages you have selected through the Insurance Board program. You may see "Not Included" beside certain coverages. If you are interested in adding these coverages, please contact your agent, Jennifer at (216) 736-3273.

The MOI lists the insured property values and type of construction for each building you have covered through the program. In order to keep pace with increased construction costs, property limits are 2% above the values in the current period. Please review the schedule of locations and the insured values. If you notice anything that needs to be corrected or changed, please advise your agent as soon as possible.

For 2021, only package participants are eligible for Excess Owned Auto, Excess Hired and non-owned auto liability and Excess Employers Liability and Stop Gap coverages.

WC and Automobile invoices: Please note the enclosed invoice does NOT include premiums for WC or owned/leased vehicles. These lines are covered on individual policies and invoices that will be sent directly by the insurance carrier. If you carry either WC or Automobile through the Insurance Board program, you should have already received renewal information.

Your invoice for 2021 coverages will be mailed separately. Invoices for quarterly payment plans will be mailed mid-December. If you are not on a quarterly payment plan, invoices will arrive a few weeks before each due date.

Thank you for choosing the Insurance Board for your property and casualty insurance, and for being in partnership with thousands of churches and ministries from the denominations we serve. If you've not done so recently, we encourage you to visit our website at www.InsuranceBoard.org. In addition to numerous resources and links, you may sign up for our quarterly newsletters.

Faithfully,

Timothy S. Harris, CPCU
President and CEO

TOTAL PACKAGE POLICY PREMIUM: \$3,443
(see separate invoice for payment instructions)

Date Issued: 12/8/2020

Our insurance serves you so you can serve God.

Serve God



COMMERCIAL PROPERTY
(EQUIPMENT BREAKDOWN INCLUDED)

700 Prospect Avenue
Cleveland, OH 44115
(800) 437-8830
Fax (216) 736-3239

Blanket Limit - Total Values:
Deductible:

\$9,988
\$1,000

**PROPERTY PROGRAM
MEMORANDUM OF INSURANCE**

NAME AND MAILING ADDRESS OF INSURED

SYNOD OF THE SUN
445 E FM 1382, STE 3-778
CEDAR HILL, TX 75104

Your Agent: Jennifer Perri
Telephone: (216) 736-3273

MEMORANDUM NO./IB NO. PKU008096413 / S000400000

OTHER NAMED INSURED(S)

SYNOD OF THE SUN / Solar Under The Sun / SYNOD OF THE SUN

This document is to evidence that the organization named above is or will be an insured under a master policy issued to United Church Insurance Association (aka Insurance Board). Churches and affiliated entities and organizations of Protestant denominations covenantally aligned with the United Church of Christ are eligible to participate in this insurance program administered by Insurance Board. The organization named above is or will be an insured as of the beginning of the stated policy period and for the coverages shown below. A copy of the master policy is available for your review. This document is for informational purposes only and does not amend or alter the terms, exclusions and conditions of the policy.

POLICY PERIOD

From: 1/1/2021 To: 1/1/2022

12:01 AM Standard Time at your address shown above.

Any restatement below of limits of insurance shown elsewhere in the policy does not increase your limits of insurance.

To report a claim, call your agent or <https://www.insuranceboard.org/claims/report-a-claim/>

Date Issued: 12/8/2020

PKU008096413 / S000400000

SPECIAL COVERAGES – DEDUCTIBLES AND RESTRICTIONS

Note: In the preceding schedule under 'Applicable Coverage', the following endorsements and coverage options may apply as indicated: FL means Flood; EQ means Earth Movement; FV means Functional Building Value; RL means Roof Surfacing (ACV) Endorsement; UIUI means Unintentional Underinsurance; GS means Gold Seal.

Flood

Deductible is the same as for all other perils except Earth Movement, Hurricane & Named Storm.
Deductible is as shown on page 1 of this Memorandum of Insurance.

See Schedule

Note: Coverage is unavailable for locations in Federal Flood Zones starting with A or V.

Earth Movement (EQ)

Deductible is 3% of stated values at each location, and for each occurrence in all states, except for locations in CA, the deductible is 5%.

See Schedule

Hurricane & Named Storm

Deductible is a percentage of the stated values for each location and for each occurrence in the following localities:

Included for All Locations

1. 5 percent deductible for entire state of Florida, and the following counties/cities/parishes by state:

Alabama: Baldwin, Mobile;

Georgia: Bryan, Camden, Chatham, Glynn, Liberty, McIntosh;

Louisiana: Calcasieu, Cameron, Iberia, Jefferson, Lafourche, Livingston, Orleans, Plaquemines, St. Mary, St. Bernard, St. Charles, St. James, St. John the Baptist, St. Tammany, Terrebonne, Vermilion;

Mississippi: Hancock, Harrison, Jackson;

North Carolina: Beaufort, Bertie, Brunswick, Camden, Carteret, Chowan, Craven, Currituck, Dare, Hyde, Jones, New Hanover, Onslow, Pamlico, Pasquotank, Pender, Perquimans, Tyrrell, Washington;

South Carolina: Beaufort, Berkeley, Charleston, Georgetown, Horry, Jasper;

Texas: Aransas, Brazoria, Calhoun, Cameron, Chambers, Galveston, Jefferson, Kenedy, Kleberg, Liberty, Matagorda, Newton, Nueces, Orange, Refugio, San Patricio, Victoria, Willacy.

To report a claim, call your agent or <https://www.insuranceboard.org/claims/report-a-claim/>

Date Issued: 12/8/2020

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**COMMERCIAL CRIME
MEMORANDUM OF INSURANCE**

NAME AND MAILING ADDRESS OF INSURED

SYNOD OF THE SUN
445 E FM 1382, STE 3-778
CEDAR HILL, TX 75104

Your Agent: Jennifer Perri
Telephone: (216) 736-3273

MEMORANDUM NO./IB NO. PKU008096413 / S000400000

OTHER NAMED INSURED(S)

SYNOD OF THE SUN / Solar Under The Sun / SYNOD OF THE SUN

This document is to evidence that the organization named above is or will be an insured under a master policy issued to United Church Insurance Association (aka Insurance Board). Churches and affiliated entities and organizations of Protestant denominations covenantally aligned with the United Church of Christ are eligible to participate in this insurance program administered by Insurance Board. The organization named above is or will be an insured as of the beginning of the stated policy period and for the coverages shown below. A copy of the master policy is available for your review. This document is for informational purposes only and does not amend or alter the terms, exclusions and conditions of the policy.

POLICY PERIOD

From: 1/1/2021 **To:** 1/1/2022

12:01 AM Standard Time at your address shown above.

Any restatement below of limits of insurance shown elsewhere in the policy does not increase your limits of insurance.

COMMERCIAL CRIME COVERAGE PART

Commercial General Liability*		
Employee Theft Occurrence Limit	\$2,000,000	
Forgery or Alteration Premises Rented to You	\$500,000 any one premises	\$1,000,000
Theft of Money and Securities	\$10,000 any one person	\$1,000,000
Money Orders & Counterfeit Money	\$2,000,000	\$1,000,000
Computer & Funds Transfer Fraud	\$4,000,000	\$1,000,000
Deductible: \$1,000		
General Aggregate Limit	\$4,000,000	
Included in General Aggregate Limit		
Nurses Professional Liability*	Included	
Cemetery Professional Liability*	Included	
Employee Benefit Liability (Claims Made)*		
Retrospective Date: 6/1/2003	Included	
Privacy Breach Protection*	\$100,000 each occurrence	
	\$100,000 aggregate	
	\$500 Deductible	

To report a claim, call your agent or <https://www.insuranceboard.org/claims/report-a-claim/>

Date Issued: 12/8/2020

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CRISIS RESPONSE & CRISIS MANAGEMENT

Crisis Response Limit of Insurance

\$50,000 per participant

Crisis Management Limit of Insurance

\$50,000 per participant

Crisis Response and Crisis Management Combined

\$50,000 aggregate per participant

PROFESSIONAL LIABILITY

Pastoral Counseling Liability and Sexual Misconduct Liability are covered unless indicated as "Not Covered".

Pastoral Counseling Liability (Claims Made)*

each claim

Retroactive Date: 6/1/2003

Sexual Misconduct Liability (Claims Made)*

\$1,000,000 each claim

Retroactive Date: 6/1/2003

DIRECTORS & OFFICERS LIABILITY

Directors & Officers Liability (Claims Made)*

\$3,000,000 each loss

Including Employment Practices Liability

\$4,500,000 annual limit (subject to agg.)

Including Educators Professional Liability

Retroactive Date: 6/1/2003

COMMERCIAL AUTOMOBILE (NON-OWNED)

Hired and Non-Owned Automobile Liability*

\$2,000,000 any one accident

Hired Automobile Physical Damage*

\$50,000 per vehicle

(Up to \$100,000 limit available upon request)

\$1,000 ded. per occurrence

**Owned, Licensed Trailers Absent a Power Unit-
Liability***

\$2,000,000 any one accident

Physical Damage

\$50,000 each trailer

Garagekeepers*

\$1,000 ded. per occurrence

Comprehensive & Collision

\$35,000 each occurrence

\$1,000 ded. per occurrence

These automobile coverages apply excess of any other valid and collectible insurance and are included in the CGL General Aggregate Limit.

*Indicates which coverages are included in the CGL General Aggregate Limit (per participant).

To report a claim, call your agent or <https://www.insuranceboard.org/claims/report-a-claim/>

Date Issued: 12/8/2020

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**EXCESS and/or UMBRELLA PROGRAM
MEMORANDUM OF INSURANCE**

NAME AND MAILING ADDRESS OF INSURED

SYNOD OF THE SUN
445 E FM 1382, STE 3-778
CEDAR HILL, TX 75104

Your Agent: Jennifer Perri
Telephone: (216) 736-3273

MEMORANDUM NO./IB NO. PKU008096413 / S000400000

OTHER NAMED INSURED(S)

SYNOD OF THE SUN / Solar Under The Sun / SYNOD OF THE SUN

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POLICY PERIOD **From:** 1/1/2021 **To:** 1/1/2022

12:01 AM Standard Time at your address shown above.

COMMERCIAL EXCESS LIABILITY COVERAGE PART

There are **Distinct Excess Liability Parts** within the Insurance Board Program.

\$30,000,000 Each Occurrence/ \$30,000,000

general aggregate per participant

Coverage provides excess limits for Commercial General Liability; Employee Benefits Liability; Cemetery Professional Liability; Automobile Liability for Owned Autos insured under the Insurance Board Program; and for Commercial Hired and Non-Owned Automobile Liability.

To report a claim, call your agent or <https://www.insuranceboard.org/claims/report-a-claim/>

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Coverage provides excess limits for Pastoral Counseling Liability. (See note below regarding exceptions.)

Coverage provides excess limits for Employers Liability (Stop Gap) for participants in North Dakota, Ohio, Washington State, and Wyoming, and for Employers Liability for participants insured under the Insurance Board Program for Workers Compensation and Employers Liability. Coverage for excess limits is not provided for Employers Liability insured elsewhere.

Coverage provides excess limits for Owned Automobile Liability for Automobiles insured under the Insurance Board Program for Owned Automobiles. Coverage for excess limits is not provided for Owned Automobiles insured elsewhere.

\$5,000,000 Per Participant Annual Limit for Sexual Misconduct Liability. (See note below regarding exceptions.)

If any one or more "Memoranda of Insurance" applies to the same occurrence, incident, claim or accident, the limit will not exceed the highest limit available under any one "Memorandum of Insurance."

Note: The limits provided above for Pastoral Counseling Liability and Sexual Misconduct Liability apply excess of coverage carried in the Primary Liability Programs. If the Primary Liability Memorandum of Insurance indicates "Not Covered", the limits provided above do not apply.

To report a claim, call your agent or <https://www.insuranceboard.org/claims/report-a-claim/>

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