

**Presbytery of Milwaukee
Stated Meeting
Presbyterian Church (USA)**

The Presbytery of Milwaukee held the annual stated meeting at Mequon, Crossroads on **Tuesday, May 26th, 2009**. The Moderator, The Reverend Elizabeth "Bonnie" Stafford, called the meeting to order with prayer at 4:00 p.m. The meeting was held in the Worshipful Works model.

ROLL: The Roll was taken; a quorum was present as follows:

Minister Members of Presbytery: (**Present**, Absent, or Excused)

Adcock, E. Wayne HR

Ainsworth, Richard H. HR

Anderson, Dee M.

Anderson, Ted

Astudillo, Neddy

Ater, Robert W.

Baumann, John K. HR

Bender, James P.

Bergeson-Graham, Deb

Bernhardt, Joanne

Block, Deborah A.

Bowerman, Z. Floyd HR

Cistrunk, Terrell H.

Clarke, Donald HR

Coons, Martha

Craig, Julie

Cross-Dukes, Volina

DeCamp, James A.

DeVries, John F. HR

Dietrich, Thomas E. HR

Dow, Jean

Dummer, William HR

Eckblad, James

Eftmann, Maynard W. HR

Fisher, James C. HR

Freitas, Eneyas D.

Fringer, Steven

Gibbs, Ann

Glenn, Jr., Ernest W. HR

Goetz, Thomas H.

Greenough, Bruce

Hackney, Walter Wade

Hagen, Karen

Hamilton, Beth

Hammond Clark, Melanie

Harle, Jack HR

Harrison, Jack

Harrison, Janelle R.

Hawthorne, Roger M.

Hedges-Goettl, Barbara

Hedges-Goettl, Len

Herlache, Melvin H. HR

Holmes-Jensen, Judith

Horner-Ibler, Barbara

Houts, Traci S.

Houts, Willem P.

Hudson, Paul F.

Humphreys, William W.

Jaggard, Cedric H. HR

Jensen, Robert

Johnson, David T. HR

Johnstone, William H. HR

Johnston-Krase, Ben

Jones, Bruce

Jones, Keith HR

Jordon, Barbara

Kamerling, Garrett HR

Lanan, Frederick W. HR

Landt, Judy G.

Launius, Thomas

Loveall, Lance

Loveall, Paige

Lowry, Andrew M. HR

Lucio, Antonio

Lucio, Iris Colon

McCalister, Alan S.

McCullough, Lisa

McDonough, Mark

McKeegan-Guinn, Susan

Millar, Victoria

Miller, Michael W.

Morgan, Troy

Neal, Catherine

Neel, Elizabeth

Neel, P. Gregg

Nichols, Albert E. HR

Nicolaisen, Fiona

Owens, Donald HR

Patton, Roger HR

Peach, Wayne

Petro, Mary Ann

Petterson, William

Pflugfelder, Linda

Quinn, Howard HR

Rand, James M.

Reid-Walker, Kathryn

Schultz, Gary G. HR

Serovy, Mary

Simon, Carl R. HR

Sinclair, Lawrence A. HR

Stafford, Elizabeth HR

Steege, Mary K.

Stirrat, Ian A. HR

Swanson, James H.

Swicegood, Terry

Talley, Dee

Talley, L. Kelly

Tarvid, Kevin

Timberlake, Robert HR

Van Loon, Paul J. HR

Wanner, Thomas HR

Weinberg, George HR

Wickersham, Carol

Woehl, Roger A.

Woehrle, Thomas H. HR

Workman, Douglas

Zieche, William W.

Churches represented by Elders named, not represented (NR), or excused

Beaver Dam, Grace	Rich Zeman	NR
Beloit, First	Jerry Mathews	
Beloit, Sun Valley	Tim Whitney	
Big Bend, Vernon	NR	
Brookfield, Brookfield	Keith Pierce	
Clinton, First	NR	
Delafield, Delafield	Vivian L. Johnson	
Dousman, First of Ottawa	NR	
Fort Atkinson, Shalom	NR	
Fox Lake, First	NR	
Franklin, Faith	Judy Bell	
Germantown, Stony Hills	Drue Steele	
Hartland, Kettle Moraine	Tom Ehrsam	
Horicon, First	NR	
Hustisford, First	NR	
Janesville, First	NR	
Janesville, Rock Prairie	<u>Judy Jaggard</u>	NR
Kenosha, First	Ron Bauman	
Lake Geneva, Linn	Helen McMasters	
Mequon, Crossroads	Heather Vande Sande	Steve Carlton
	Ute Nickhoru	NR
	Beth Boss	
Milwaukee, Calvary	Carvis Braxton	
Milwaukee, Christ	NR	
Milwaukee, Grace		
Milwaukee, Immanuel	Martha Mainland	Johnathan Woodward
Milwaukee, New Life	Jeanette Bryant	
Milwaukee, Tippecanoe	Jeannine Stone	
Milwaukee, Trinity	Monica Gramling	
Milwaukee, West Granville	Deb Bascom	
Milwaukee, Westminster	Mahita Lydia Jent	
Muskego, Heritage	NR	
New Berlin, Forest Park	NR	
Oostburg, First	NR	
Pewaukee, Zion	NR	
Racine, Covenant	NR	
Racine, First	Ginny Holle	
Racine, Second	NR	
Richfield, First	NR	
Shorewood, North Shore	NR	NR
Sussex, Lisbon	Jane Stadler	
Wales, Jerusalem	NR	
Waukesha, Bethesda	NR	
Waukesha, First	NR	
Waukesha, Southminster	John Dimmock	NR
Wauwatosa, Wauwatosa	Bob Detzer	Beverly Schwabe
West Allis, Apostle	Judy Puschnig	
West Allis, Greenfield Avenue	Diane Edward	
Whitewater, North Lima	NR	

Elders voting by virtue of office:

Treasurer	Detlef Pavlovich
COM	Elayne Stover
	Bill Davis
	Eugene Gibbs
	Phyllis Shudy
	Darin Riggelman
CPM	Kathy Burek
	Dorothy Anderson
	Don Elliott
	Eddy Huffman
Council	Peg Woehl
	Ellen Morris-Gutierrez
	Wayne Vaughn
	Jim Parrish
Session Partnerships	Mark Anderson
	Janet Ahrens
	Sally DeVriend
Mission Partnerships	Karen Jackson
	Sara Miles
	Herman Orr
	Cathy Manthei
Foundation	Walt Sadler
	David Holle
	Jeannette Bell
Synod Commissioner	George Stevenson
Certified Christian Educator	Bill Stafford
Moderator of Westminster Commission	Dorothy Dietrich
	Jim Halverson
Staff – No vote	Eileen Pierce
	Chris Halverson
	Roxanne Lawrence

ROLL SUMMARY

	Present	Absent	Excused
Ministers – Voting	61	13	34
Elders – Voting	49	34	1
TOTAL	110	47	35

Corresponding Members: Anne Fisher, Chicago

Candidates: 0

Inquirers: 0

Visitors: 13

The Rev. Barbara Jordon, host associate pastor brought greetings to the Presbytery on behalf of Mequon, Crossroads.

INTRODUCTIONS

The moderator appointed the following people as tellers for the meeting:

Bob Detzer, Mark Anderson, Ann Gibbs, Judy Landt, and Roxanne Lawrence, alternate.

Elders attending Presbytery for the first time were introduced:

Milwaukee, Westminster – Mahita Lydia Jent
Beaver Dam, Grace – Rich Zeman
West Allis, Greenfield Avenue – Diane V. Edward
Mequon, Crossroads – Heather Vande Sande
Germantown, Stony Hills – Drue Steele

CONSENT AGENDA

The consent agenda as distributed ten days before the stated meeting was presented by the Moderator.
The following motions were recommended and approved by voice vote:

That the agenda for the May 26, 2009 meeting of the Presbytery be adopted.

That the Minutes of the February 24, 2009 and March 10, 2009 meetings of the Presbytery be approved.

That the following church's session minutes be approved with the following exceptions:

Beloit, First	2003 with 5 exceptions
	2004 with 9 exceptions
	2005 with 10 exceptions
	2006 with 11 exceptions
	2007 with 11 exceptions
Fox Lake, First	2005 with 7 exceptions
	2006 with 8 exceptions
	2007 with 10 exceptions

To seat the following ministers as corresponding members (voice - no vote)
Anne Fisher, Interim Brookfield, Brookfield, member of Chicago Presbytery

TREASURER'S REPORT

Elder Detlef Pavlovich

Elder Detlef Pavlovich presented the following written report which was received by the Presbytery.

Financial Condition of Presbytery:

The cash balance on 4/30/2009 was \$176,350 which is a increase of \$2,164 since 01/01/2009. The cash balance on 4/30/2008 was \$147,257. Total operating income this year is \$168,014 compared with \$179,751 last year. The decrease of \$11,738 over last year is because of a decrease in per capita revenue. Total expenses this year are \$150,114 compared with \$162,683 last year. Expenses have decreased \$12,569 because of decreased spending in all areas except salaries and expenses. The surplus for the year is \$17,090 compared to a surplus of \$17,068 last year, mainly because of expenses in 2009 being lower. The expenses of the Presbytery were at 80% of the budgeted amount for the year.

Cash Balance for the period 4-30-2009:

Cash Balance –	\$176,250
Less:	
Liabilities-	85,226
Designated Funds	21,578
Restricted Funds	12,009
Estimated Reserve Cash Balance	57,537

For 2009 the Churches in our Presbytery made the following donations:

General Assembly:	
Peacemaking	1,744
Mission	21,977
Christmas Joy Offering	19,702
Disaster Relief	240
Hunger	0
Other GA Mission	0
One Great Hour of Sharing	6,670
Theological Education	3,558
Pentecost Offering	0
Extra Commitments	6,828
Synod Mission	15,329

Donations from member churches decreased by \$11,148 from the amount donated in 2008

Financial Condition of the Foundation: The total assets of the Foundation at 12-31-2008 were \$1,422,455 which is a decrease of \$678,383 since 1-1-2008. The foundation transferred \$313,750 to the Presbytery. On March 31, 2009 the total assets of the foundation was \$1,318,437. In the first quarter \$27,000 was transferred to Presbytery from the foundation. On 4-28-2009 the total assets were \$1,370,330.

STATED CLERK'S REPORT

The Reverend Will Houts

The Reverend Will Houts presented the following written report which was received by the Presbytery:

- A Disciplinary Case has been received by the Presbytery of Milwaukee. The Moderator, in consultation with the Stated Clerk, appointed the following people to an Investigative Committee:
Bonnie Strigenz (E) Brookfield, Brookfield
Wayne Vaughn (E) Pewaukee, Zion
Robert Jensen (M) Delafield, Delafield
- The Minutes' Review/Clerk Training meetings will be held by geographical location during the summer of 2009.
- The Permanent Judicial Committee will have a training event, together with Winnebago Presbytery, on Saturday, October 24th from 10-3. It will be held at Grace Presbyterian Church in Beaver Dam.
- The Committee on Representation met on April 28, 2009 and completed the written form requested by the Synod of Lakes and Prairies.
- In the future, in order to keep the meeting moving, if individuals would like their votes on specific matters (such as amendments, etc.) recorded in the minutes, please see either the Stated Clerk or Chris Halverson during a break in the meeting rather than making the request from the floor.

The Stated Clerk then offered the following oral report:

- An explanation was offered by the Stated Clerk as to procedures of the Disciplinary Process.
- Reported that the Investigative Committee appointed by the Moderator had completed its investigation and decided not to file charges.
- Moved to give the following members of Milwaukee, Westminster voice without vote:

Jane Hagensick, Kerri Francis, Anil Jumar Ras Kas, Santha Ravi, Mahita Lydia Gone, Michael Jent, Matthew Dalstrom, Dale Ihlenfeldt, Stuart John, Debbie McCalister, David Hermann

The motion was approved.

- Moved to seat the following minister as corresponding members (voice - no vote):

The Reverend Tom Williams, member of Winnebago Presbytery

The motion was approved.

- Presented the Committee on Representation Report which was approved by the Presbytery. A time for discussion was offered but there was none.

PRESBYTERY OF MILWAUKEE FOUNDATION REPORT

Elder David Holle

The President of the Foundation, Elder Dave Holle, on behalf of the Foundation Board, presented the written report and offered further explanation.

The purpose of the Board of the Presbytery's Foundation is to:

- Provide a source of income for the mission of Jesus Christ through the Presbytery of Milwaukee;
- Manage and oversee the presbytery's investments according to the Foundation's investment guidelines; and,
- Evaluate the use of funds in accordance with the presbytery's mission;
- Consider annually (periodically) the opportunity (need) to communicate with member congregations regarding endowments, gift giving and available resources for help.

Approved by the Presbytery 11/13/01

At two different times in the last few years the Board has wrestled with whether or not we as board members and volunteers should take responsibility for investing the Foundation's funds or should the board hire a manager to recommend how the Foundation's assets should be invested. The second time we began to wrestle with this issue we became aware of Federal guidelines that suggested, for fiduciary reasons, not-for-profit Foundations should hire manager(s) for investment purposes. After looking at many issues regarding Foundations in late 2007 and most of 2008 we decided to hire a manager.

Article VI: Section 4 of the Presbytery of Milwaukee Foundation, INC. by-laws, approved by the Presbytery September 26, 2000, states:

"The Board, without the Presbytery's approval may on an annual basis, expend not more than two (2) per cent of the beginning year value of the Foundation assets for the management and preservation of the Fund."

We are pleased to announce, after requesting proposals and then interviewing four organizations that we have contracted with Dean Muller, Financial Advisor, and Senior Consultant at Morgan Stanley to advise the Board and assist us in managing the Foundation's assets.

We also would like to give an update on the current value of the Foundation's Assets and the Presbytery's ability to provide loans to congregations. At the end of the first quarter of 2009 the Foundation's undesignated assets were \$1,173,728.59. The presbytery by policy has stated that no more than 10% of the undesignated funds may be used for emergency congregational loans. Ten percent would be \$117,372. Currently the

Presbytery has loans out to two congregations. The total of the loans at the end of March 2009 is \$120,000 (Milwaukee Calvary \$25,000 and Milwaukee, New Life \$95,000). The Presbytery, by policy, is not able to provide emergency loans to congregations at this time.

PRESBYTERY OF MILWAUKEE
FOUNDATION REPORT
For the year 2008

May 2009

I. UNRESTRICTED ASSETS

Value of the Unrestricted Assets 12/31/07	\$1,901,575.55
Loans to Congregations	
Milwaukee, New Life	
(Approved May 2008 Presbytery Mtg)	\$50,000.00
(Approved 10/21/08 Special Presbytery Mtg)	\$49,500.00
Milwaukee, Calvary	
(Approved 07/08/08 Special Presbytery Mtg)	\$25,000.00
Total of Loans for 2008	\$124,500.00
Smaller Church Grants	
(Administered by Session Partnerships)	\$104,250.00
Grant to Milwaukee, New Life	
(New Life moved to former Milwaukee, North Building. Grant money for building updates)	\$85,000.00
COM Starting Strong (2008 budget)	\$2,000.00
Mission Partnerships (2008 budget)	
Grants to congregations	\$19,635.00
Session Partnerships (2008 budget)	
Grants to congregations	\$42,835.00
Total Foundation dollars to congregation for grants and loan In 2008	\$378,220.00
Value of the Unrestricted Assets 12/31/08	\$1,263,291.43

LOANS

Milwaukee, Calvary	
Original Loan (07/08/08)	\$25,000.00
Payments toward principal	\$0.00
Interest Payments (Calvary is charged 3% interest only thru 08/31/10)	\$250.00
Value of Loan 12/31/08	\$25,000.00
Milwaukee, New Life	
Original Loan (May Presbytery Mtg. 2008)	\$50,000.00
Second Loan (10/21/08)	\$49,500.00
Loan Total	\$99,500.00
Payments toward principal	\$2,000.00

Interest Payments (No interest to be paid until 07/01/11)	\$0.00
Value of Loan 12/31/08	\$97,500.00
Total Value of Loans Outstanding 12/31/08	\$122,500.00

SESSION PARTNERSHIPS (SP) REPORT

The Reverend Julie Craig

Moderator of SP, the Reverend Julie Craig, on behalf of the partnership provided a written report.

Since our last Presbytery meeting, Session Partnerships:

- Met for our Spring Granting Forum on May 28
- Received grant requests from two sessions
- Partnered with the following congregations: Mequon, Crossroads (\$7500 for continuing work with Youth Ministry Architects) and New Berlin, Forest Park (\$2500 to implement a New Consecration Sunday stewardship campaign)
- Began distributing Corbin Camperships to presbytery youth and children attending church camp this summer

ADMINISTRATIVE COMMISSION REPORTS

Beloit, First
No Report

The Reverend Linda Pflugfelder

Hartland, Kettle Moraine
No Report

The Reverend Alan McCalister

Waukesha, Southminster
No Report

The Reverend Jean Dow

Milwaukee, Westminster

Elder Jim Halverson

Moderator of the Milwaukee, Westminster Administrative Commission, Elder Jim Halverson, on behalf of the Commission, presented the following report:

Action Items:

- 1) The Westminster Administrative Commission moves the Presbytery receive the Administrative Commission minutes for April 14, 28 and May 13, 2009. **The motion was approved.**
- 2) The Westminster Administrative Commission moves that the congregation of Milwaukee-Westminster be dissolved and request that the moderator of the presbytery appoint a committee to work with the leadership group seeking to form the "Church of All Nations."

Members of Milwaukee, Westminster, Dave Hermann and Kerri Francis, spoke to present their vision for Westminster in the future. Discussion followed. The Reverend Ted Anderson moved to amend the second motion by removing everything after the word "dissolved." It was seconded. After discussion of the amendment to the motion, **the amendment failed.**

Kathy Reid-Walker moved that the second motion be divided into two motions. After a second and questions, **the motion to divide the motion was approved.** Discussion followed about the first half of the original motion, which became the first new motion.

Alan McCalister moved to postpone the motion to dissolve the congregation of Westminster Presbyterian Church until the stated meeting of the Presbytery in November 2009 Discussion

followed. **The motion to postpone was defeated.** The order of the day was called and the discussion stopped.

PRESBYTERIAN WOMEN

Helen McMasters

A report was received from Presbyterian Women Moderator Helen McMasters.

SCRIPTURE AND SERMON

The Reverend Barbara Horner-Ibler

MISSION PARTNERSHIPS ANNOUNCEMENTS

Elder Sara Miles
& The Reverend Barbara Horner-Ibler

The Reverend Barbara Horner-Ibler introduced the Reverend Tom Williams to speak about the Homefront Ministry.

BLESSING OF THE MEAL

The Reverend Beth Neel

The Reverend Beth Neel offered the prayer for dinner at 6:16 p.m.

DINNER

Vice Moderator Mark Anderson assumed the chair to commission the Ghana Delegation of the Presbytery of Milwaukee.

COMMISSIONING OF GHANA DELEGATION

Vice Moderator Mark Anderson

The Reverend Bill Dummer, HR, was asked to speak about their upcoming trip in June 2009. People going to Ghana are William Dummer-HR; Katherine Dummer-Wauwatosa, Wauwatosa; Carrie Streiff-Steuassy-Wauwatosa, Wauwatosa; Elaine Jacobson-Racine, First; Carvis Braxton-Milwaukee, Christ; Anthony Hooker-Milwaukee, Christ.

MILWAUKEE, WESTMINSTER COMMISSION, (continued)

The Reverend Mary Steege moved the previous question. The Presbytery by a 2/3 majority agreed to end discussion. **The motion to dissolve the Milwaukee, Westminster congregation was approved by a vote of 72-18.** There was discussion on the second part of the divided motion which reads:

The Westminster Administrative Commission requests that the moderator of the presbytery appoint a committee to work with the leadership group seeking to form the "Church of All Nations."

The motion was approved.

The next motion was considered.

3) That the presbytery provides up to \$15,000 to Westminster Presbyterian Church to continue to pay bills and other expenses pending the sale of the building. The \$15,000 will be reimbursed following the sale of the building.

Discussion followed. **The motion was approved.**

The Reverend Ann Gibbs led the Presbytery in prayer for the Westminster congregation and their pastor, the Reverend Alan McCalister.

COMMITTEE ON MINISTRY (COM) REPORT

Elder Elayne Stover

The COM Moderator, Elayne Stover, on behalf of the Committee on Ministry presented the following item for action which was **approved by the Presbytery**.

Item for action:

COM nominates the Reverend Kathryn Reid Walker to serve as a member of the Administrative Commission for Hartland, Kettle Moraine United.

Background: Elder Ed Neuenschwander resigned from the commission because his family has joined a UCC congregation.

Elder Stover then reported the following actions which were received by the Presbytery:

COM concurred with the renewal of the stated supply contract between the Reverend Mark McDonough and the Milwaukee, Calvary session according to the following terms; Position is 75% time 2/1/09- 12/31/09

Effective Salary

Cash 19,444

Housing 24,052

Benefits

BOP (31.5) 13,375

Medical Deductible 1,000

Vacation 31 days/4 Sundays

Continuing Ed 14 days/2 Sundays

Professional Reimbursable Expenses

Continuing education \$500.

COM concurred with the renewal of the interim contract between the Reverend Walter Hackney and the Oostburg, First session according to the following terms:

Position is full time: 4/1/09 – 3/31/10

Total Effective Salary

Cash \$49,000

Housing 21,000

Benefits

Board of Pensions @ 31.5% \$22,050

Vacation 31 days (4 Sundays)

Continuing Education 21 days (3 Sundays) Vacation & Continuing Ed

Professional Expenses

Auto (vouchered at current IRS rate)

Continuing Education \$1,000

Travel Home \$3,000

COM appointed the Reverend Paige Loveall as moderator of session for Waukesha, Southminster effective April 13, 2009.

At the request of Blackhawk Presbytery COM transferred the Reverend Frank Fisher effective February 22, 2009.

COM concurred with the amended terms of call for the Reverend Elizabeth (Bonnie) Stafford as temporary supply pastor and the session of Wauwatosa, Wauwatosa from 20 hours per week to up to 30 hours per week.

The Reverend Mary Ann Petro was received as a minister member effective February 9, 2009 upon ordination in the Presbytery of Whitewater Valley per Presbytery action on November 25, 2008.

COM concurred with the invitation of Beloit, Sun Valley session to the Reverend William Petterson to serve as interim effective March 1, 2009 – May 31, 2009.

The position is part time according to the following terms: 2 days a week plus Sunday worship. He is appointed moderator of session

Effective Salary:

Cash Salary \$1,800.

Benefits:

Car Allowance \$ 700.

Vacation – one Sunday

COM concurred with the invitation of Mequon, Crossroads session to the Reverend Elizabeth Merrill Neel to serve as temporary supply associate pastor beginning May 1, 2009 – April 30, 2010. The position is part time - 20 hours.

Effective Salary:

Salary \$23,087.50 annually

Benefits:

Board of Pensions 31.5%

Vacation accrued as 1 week per quarter (1 week defined as equal to 20 hours accrued/used within 1 calendar week.)

SS offset \$1,912.50

Continuation Education 1 week annually

Reimbursable Professional Expenses

Professional Expenses \$2,000 annually (includes mileage)

Continuing Education \$1,000 annually

Termination Agreement:

This agreement may be terminated by the Temporary Supply Associate Pastor with 30 days notice. In this event, the Temporary Supply Pastor shall forfeit all claims for compensation beyond 30 days, except accrued vacation. This agreement may be terminated by the Session with 30 days notice. In this event, the Session will provide payment for accrued vacation and an additional 30 days' salary, pension and medical payments or until the Temporary Supply Pastor has secured other employment, whichever occurs first.

COM granted the Reverend Tom Launius permission to labor outside the bounds to serve as a bridge pastor and teacher at St John's UCC Church of Hartford & Slinger effective March 16, 2009. According to the following terms:

Effective Salary

Cash salary \$38,000 (annual)

Housing \$12,000 (annual)

Benefits

BOP not to exceed \$19,860 (annual)

Four weeks vacation (annually)

Reimbursed Professional Expenses

Mileage at current IRS rate

Other expenses not to exceed \$2,000 annually - Occupational code is 501

COM approves the addition of the Reverend Mary Steege to the pulpit supply list.

COM concurred with the renewal of the interim contract between the Reverend Terry V. Swicegood and the session of Mequon, Crossroads effective April 1, 2009 – March 31, 2010. Position is full time according to the following terms:

Effective Salary

Cash \$48,000

Housing 24,000

Temporary Housing 20,000

Benefits

SS offset 7,038

BOP at 31.5% 28,980

Professional Reimbursed Expenses

Continuing Education, books, other

Business expenses and mileage @
Current IRS rate \$ 5,000

Other Benefits

One-month (31 days) paid vacation, including four (4) Sundays, to be earned in quarterly increments at the beginning of each quarter, starting April 1 (8 days/1 Sunday for the quarter April thru June, 8 days/1 Sunday for the quarter July thru September, 8 days/1 Sunday for the quarter October thru December, 7 days/1 Sunday for the quarter January thru March). Days may be carried over from one quarter to the next, but Crossroads will not pay for unused vacation.

Two weeks (14 days) paid continuing education or study-leave, including two (2) Sundays, to be earned quarterly at the beginning of each quarter, starting April 1 (4 days/1 Sunday for the quarter April thru June, 3 days/0 Sundays for the quarter July thru September, 4 days/1 Sunday for the quarter October thru December, 3 days/0 Sundays for the quarter January thru March). Days may be carried over from one quarter to the next, but Crossroads will not pay for unused time.

Ten days (10 days) paid personal leave time for the purpose of sick days or returning to his home in Arizona for periodic checking on his home, to be earned quarterly at the beginning of each quarter, starting April 1 (3 days for the quarter April thru June, 2 days for the quarter July thru September, 3 days for the quarter October thru December, 3 days for the quarter January thru March). Days may be carried over from one quarter to the next, but Crossroads will not pay for unused time.

As a member of the Board of Trustees of Warren Wilson College, affiliated with the PCUSA, Dr. Terry Swicegood will attend board meetings in April 2009 and October 2009. These dates will be deducted from Dr. Swicegood's continuing education/study leave allocation.

In the event of termination by Crossroads between April 1 and August 31, at the end of the sixty (60) day notice period, the Session agrees to provide effective salary compensation and other compensation benefit continuation for the interim pastor beyond the term of service for a period of a maximum of thirty (30) days at full salary and an additional sixty (60) days at half salary or until the interim pastor begins serving in a new interim position, whichever event shall first occur. If termination occurs after August 31, the salary and benefit continuation will be a total of 30 days at full salary or until the pastor begins a new position, whichever event shall first occur.

COM concurred with the renewal of the interim contract between the Reverend Wayne Adcock and the Hartland, Kettle Moraine United session according to the following terms: Position is part time (87.5%): 5/1/09 – 10/31/09 (6 mos.)

Total Effective Salary

Cash \$18,224.

Housing 5,467

Benefits

Board of Pensions @ 31.5% (12% to BOP (post retirement dues)
remaining to be paid directly to the pastor as medical & annuity benefits)

Vacation 1.5 weeks vacation (up to 3 Sundays)

Continuing Education 5 days (1 Sunday) Must be approved by session

Professional Expenses

Auto (vouchered at current IRS rate) up to \$1,450.

Continuing Education \$125 (Session approval)

COM approved the Church Information Form for Oostburg, First.

COM concurred with the invitation of the session of Waukesha, Southminster to the Reverend Mary Steege to serve as part time temporary supply pastor beginning April 27, 2009 – July 31, 2009 with 14 day termination from either party. She is appointed moderator of session. The position is 25 hours per

week. Compensation of \$3,500 per month allocated as follows: \$2,500 housing, \$500 pension contribution and reimbursed travel \$500.

COM approved the Church Information Form for Lake Geneva, Linn.

COM concurred with the congregation of Beloit, Sun Valley (meeting 4/26) to call the Reverend David Ewing as pastor. COM also reports to the presbytery the PNC has complied with the provisions of the presbytery's Equal Opportunity policy. He is called according to the following terms: The position is full time. (Occupational code 101).

Salary

Cash \$32,600

Housing \$11,400

Benefits

Board of Pensions 31.5%

Vacation 31 days including 4 Sundays

Continuing Education 14 days – accumulative to 3 years

Professional Reimbursable Expenses

Continuing Education \$1,000

Mileage Reimbursement up to \$3,500 (vouchered at current IRS rate)

And that he is appointed moderator of session effective June 14, 2009. COM conducted a successful membership examination on April 19, 2009. The Stated Clerk has requested the Presbytery of Des Moines to transfer his membership, upon receipt of his credentials the Reverend David Ewing will be enrolled as an active member of this presbytery.

COM concurred with the request of the Reverend Lance Loveall to labor outside the bounds of the presbytery to officiate at a wedding in New Hope Presbytery on September 5, 2009.

COM granted permission to the Reverend Janice Diefenthaler (member of Blackhawk) to officiate at a wedding on August at the Rotary Gardens in Janesville.

COM granted \$120.00 to the Reverend Beth Hamilton and Mark Bedford to attend the Wisconsin Council of Churches seminar on "Embracing Aging in the Church and report to COM on the value of the event and its value to them.

Elayne offered prayer for the ordination anniversaries of pastors in our presbytery.

COUNCIL REPORT

The Reverend Dee Talley

The Council Moderator, The Reverend Dee Talley, on behalf of the Council presented the following item for action which was **approved by the Presbytery**.

Action Item:

The Council nominates **Dee Anderson (M)**, Milwaukee, West Granville, to serve as Moderator of the Presbytery's Nominating Committee for 2009 and **Paul Walter (E)**, Racine, Covenant, to serve the Presbytery's Nominating Committee Class of 2010.

The Council Moderator offered the following items as information.

- At the May 12th meeting of the Council, we received a request from the Stated Clerk of the Presbytery, the Rev. Will Houts. The Stated Clerk requested that the Council concur with his proposal that the Presbytery's Nominating Committee find seven to ten elders and ministers who would be willing to be trained for investigative committee work. These seven to ten persons would then form a "pool" of persons the Moderator of the Presbytery could call on to serve on an investigative committee if one was ever needed. The Council voted to concur with the Stated Clerk's request and will inform the Moderator of the Presbytery's Nominating Committee of our concurrence.

- The council received and responded to correspondence from The Reverend Water Hackney and Elder Commissioners Owen Veldboom and Glenn Daane who wrote “to protest the preaching of universalism (G-9.0304.)” And to express their “great dissatisfaction” with the sermon preached by The Reverend Bill Humphreys at the November presbytery meeting. They expressed the “desire to hear sermons that are in accord with Hope in the Lord Jesus Christ . . . [and] sermons that are more reflective [of] “the whole counsel of God.”

The presbytery approved the Council’s report.

NOMINATING COMMITTEE REPORT

The Reverend Dee Anderson

The Nominating Committee Moderator, The Reverend Dee Anderson, on behalf of the Nominating Committee presented the following item for action:

Action Item:

To elect:

Debra Bergeson-Graham (M) Franklin, Faith for Mission Partnerships, Class of 2011

Jessie Read (E) Wauwatosa, Wauwatosa for the Presbytery of Milwaukee Foundation, Class of 2011.

Nominations were solicited from the floor. No nominations were offered. **The individuals nominated were elected.**

The following was offered as information:

There is an opening on Mission Partnerships Class of 2009.

GA for 2010 is over July 4th, 2010 and the nominating committee will begin looking for commissioners: 2 ministers, 2 elders and alternates.

EXECUTIVE PRESBYTER’S REPORT

The Reverend Gregg Neel

The Rev. Gregg Neel presented an oral report which was received by the Presbytery and commissioned Elder Jan Martin as a member of the General Assembly Council.

MISSION PARTNERSHIPS (MP) REPORT

Elder Sara Miles
& The Reverend Barbara Horner-Ibler

Co-Chair of Mission Partnerships, Elder Sara Miles, reported on behalf of Mission Partnerships.

Item for information:

The March meeting of the Mission Partnerships Team was spent exclusively on visioning and seeking to discern what our priorities should be. We determined that they are

- to celebrate existing ministries in congregations, however they are engaged in the world,
- to enable expanding ministries across congregations and/or communities, recognizing that we do not have to reinvent the wheel every time a new ministry begins, and
- to challenge congregations to reach out in ministry in new ways in their neighborhoods and to understand those ministries as connected to the ministry of the larger church.

Elder Miles, on behalf of Mission Partnerships, presented the following motion which was **approved by the Presbytery**:

Mission Partnership moves the Presbytery of Milwaukee approve the following memorandum of Partnership Agreement between the Dangme-Tongu Presbytery of the Presbyterian Church of Ghana and the Presbytery of Milwaukee, Presbyterian Church (U.S.A.); and ask the Rev. Dr. Bill Dummer to sign the agreement on behalf of the Presbytery.

Memorandum of Partnership Agreement between the Dangme-Tongu Presbytery of the Presbyterian Church of Ghana and the Presbytery of Milwaukee, Presbyterian Church (U. S. A.)

The Dangme-Tongu Presbytery and the Presbytery of Milwaukee agree to celebrate the following Partnership Agreement, which commenced on Tuesday, February, 26th, 2008, and remains in effect for five years (thru February 26, 2013). At the end of this period the partner Presbyteries would engage in review and evaluation, to determine the future of the partnership, with the option for renewal.

We are by this agreeing to engage in a partnership that among other things:

- Acknowledge that each partner has something to contribute in living our call to unity, not uniformity;
- Allow for mutual learning and sharing of gifts for effective mission engagement;
- Foster accountability in our common witness to the gospel and build our capacity for love and friendship;
- Affirm the uniqueness and distinctiveness of each other's practice of ministry and accompany each other in discerning God's purpose for pastoral and prophetic presence in context.

We shall commit ourselves to:

- Pray for each other;
- Support each other in Ministry, especially in Evangelism and Church Growth.

We would then commit ourselves to a partnership in mission that will find expression in areas that include, but may not be limited to:

1. Getting to know each other as brothers and sisters in Christ living on different continents, to learn each other's stories and traditions, and to bond with each other in compassion and trust;
2. Planning and carry out exchange visits of groups representing our respective presbyteries;
3. Exploring opportunities for outreach by developing joint mission projects;
4. Telling the stories of our presbyteries and congregations;
5. Promoting lay leadership development in Ghana and revitalization of Milwaukee Presbytery congregations' spiritual vitality.

All partners shall offer a spirit of ministry that:

- Invites us to be friends who share joys and struggles, who know one another's spiritual gifts, and who witness to the Gospel of Jesus Christ in ways that empower each other;
- Calls us to share faith with one another through prayer, sacrament and service, so that we become a united people being by the grace of God and not merely our own intentions;
- Calls us to be attentive to each other's hopes, dreams and expectations so that we are prepared to serve in a spirit of grace and truth.

This agreement is to be signed Friday, June, 26th, 2009 by:

Rev. Nii Teiko Dagadu

Rev. Dr. William Bill Dummer

Presbytery Chairperson of the
Dangme-Tongu Presbytery of the
Presbyterian Church of Ghana

Approved Representative
of the Presbytery of Milwaukee
Presbyterian Church (U. S. A.)

OFFERING

The offering of \$316.00 was received for Pentecost.

NEW BUSINESS

The following motion from Milwaukee, Westminster was moved and seconded:

- That the proceeds from the sale of the building of Westminster Presbyterian Church be placed in the foundation to give the newly formed Presbytery committee the opportunity to explore this new church model, and that the monthly interest from the investment of the proceeds of the sale of the building be made available to the Church of All Nations to use until a decision is made by the Presbytery regarding the future of the congregation.

The motion was approved. A point of order was raised asking clarification about the motion that was just approved. Stated Clerk Will Houts in discussion with the EP explained to the body that the motion approved would allow the presbytery to invest the sale of the Westminster building with the Foundation, ask the presbytery treasurer to keep track of interest earned from the investment, allowing a new organization called Church of All Nations once it receives a 501-C-3 registration and recognition from the Presbytery of Milwaukee to be given access to the interest from the proceeds from the sale of Westminster.

The meeting was adjourned with the benediction at 7:50 pm.

The next regular meeting of the Presbytery of Milwaukee will be Tuesday, September 22nd, 2009 at Janesville, First Presbyterian Church at 4 p.m.

Willem P. Houts
Stated Clerk

These minutes were approved on _____

Appendix A

Given the current financial state of Milwaukee, Westminster, the Westminster Administrative Commission moves:

Background and Rationale:

The Milwaukee, Westminster Administrative Commission was appointed in May 2008 with this original charge:

To consult and work with the session and members of Westminster Presbyterian Church concerning the financial viability of the mission and ministry of the church and to recommend to the presbytery the dissolution of the congregation if deemed to be prudent. (G-11.0103i)

Prior to the commission's appointment, the Committee on Ministry (COM) and Session Partnerships worked with the session and congregation for a year. Session Partnerships provided a grant for a consultant to "assist the church in its assessment of both internal and external conditions and the discernment of its future." As a result, the session and congregation set goals for membership growth that were unable to be met.

Upon appointment, the commission met several times during the summer of 2008 including meetings with the session and congregation. After reviewing annual reports, monthly treasurer's reports, and the lack of membership growth, it was clear to the commission that the congregation was not financially viable and would soon run out of money.

In the fall, the commission gave Westminster until January to propose a plan for turning things around or face closing.

After trimming expenses as much as possible to give themselves as much time possible to find a solution, Westminster formally brought a new vision for ministry and mission to the commission in November. At that time, there was not enough detail and too many questions for the commission to seriously consider the new vision.

In December, the congregation voted to sell the building. The commission expected this would be followed in January by a vote to close the congregation. Instead, they voted to remain open and pursue the new vision.

At a special presbytery meeting in March, the presbytery passed a motion to grant this commission the authority to sell the building. At the time of this report, we are in active negotiations with a potential buyer.

Since then, the Westminster congregation has worked hard to put greater detail to their new vision, a proposal and plan for becoming the "Church of All Nations." A devoted group within the congregation is passionate about this new idea. However, the commission believes that the emergence of the "Church of All Nations" model presents an entirely new vision for mission and ministry, a vision that the current congregation is not viable in supporting. The commission does however believe that the idea and vision warrant further support and exploration from the presbytery.

Therefore the commission believes that it would be prudent at this time to dissolve the currently non-viable Westminster congregation with an appropriate celebration and conclusion of the life and ministry of Westminster. This dissolution would provide closure for all past and present members of Westminster, particularly those on the church membership roll who do not wish to move forward with the new vision. This recommendation will also provide a clean break with the past while supporting a possible future life for the faithful Westminster remnant that hopes to become the "Church of All Nations." After prayerful and thoughtful discussion, the Westminster Administrative Commission passed the motion requesting the Presbytery to dissolve Westminster Presbyterian Church.

The following paragraphs are from the current draft of the "Church of All Nations" proposal. It is the Commission's hope that this proposal and its vision will move forward through a possible presbytery committee mentioned above.

New Vision Statement

Our vision is to be a multicultural congregation, seeking out those who do not yet know of God's great love for them in Jesus, and followers of Christ from diverse cultures, while providing a faith community where they can grow and serve.

The Context: A Change in Direction

Our congregation presently consists of members and participants representing Christians from 5 countries. It is our intention to launch an international ministry on the east side of Milwaukee, bringing in people who come from various nations and those interested in being part of an international faith community. Our church membership increased in 2007 and 2008. It is our expectation that this trend will continue as we launch our new identity and direction.

Why an international church ministry?

"Declare God's glory among the nations, God's marvelous works among all the peoples." (Psalm 96: 3)
We serve an amazing God who is available to everybody. The congregation believes this amazing God has called the present congregation together for a purpose and that God is leading us in a direction that will transform the history of this church. The population of both the east side of Milwaukee and our nation in general is changing. We are increasingly becoming a community of international people and a multicultural nation. We believe the direction in which God is leading us will provide, not only a future for our congregation, but a model for our denomination as well.

Demographics:

- By 2050, less than ½ of the U.S. population will be non-Hispanic white. African-American, Hispanic, Asian and Pacific Islanders will comprise roughly ½ of the U.S. population.
- Within a 3 mile radius of the church resides a population of 111,820 people. Roughly half are non-Anglo, and over 6000 are people from other nationalities beside Hispanic and African-American
- UW-Milwaukee has an international population of over 700 students representing 90 nations. 80% come from Asia.
- Our congregation, though small in membership, presently attracts people from 5 different nations

Previous Action of the Presbytery from May 27, 2008 minutes of the Presbytery regarding the authority of Milwaukee, Westminster Administrative Commission.

If the decision of the Presbytery is to dissolve the congregation further tasks are:

- Help the congregation to celebrate and conclude the life and ministry of Westminster Presbyterian Church
- Determine a date for closing
- Close the business matters and relationships of the church
- Determine the disposition of the personal properties within the church building
- To sell any real property of Westminster Presbyterian Church and to be considerate of any current renters and users of the building.
- Complete any other matters related to the closing of Westminster Presbyterian Church.

Commission Members:

The Reverend Rob Ater, Milwaukee, Immanuel
The Reverend Jim Bender, Shorewood, North Shore
The Reverend Ann Gibbs, Pewaukee, Zion
The Reverend Judy Landt, Big Bend, Vernon
Elder Jeanette Bryant, Milwaukee, New Life
Elder Scott Dahlke, Brookfield, Brookfield
Elder Jim Halverson, Moderator, Wauwatosa, Wauwatosa

Appendix B

Westminster Commission Minutes

4/14/09 at Westminster Presbyterian Church, Milwaukee

Commission Members Present: Jim Halverson, Rob Ater, Judy Landt, Ann Gibbs, Scott Dahlke, Jim Bender (due to an emergency Jim Bender was not able to stay for the whole meeting)

The Commission met with 3 Commercial real estate brokers beginning at 4PM. Each broker had 30 minutes to share with the commission his/her background as a broker, history of the firm, and method of approaching the sale of Westminster's property. The brokers were: Jan Kado with MLG Commercial, Jim Schleif with Shore West, and Earl Bradfield.

At 6:15 the Commission opened with prayer and discussed the presentations.

MSP: To use Jim Schleif from Shore West to help sell the Westminster property.

At 7:01 we were joined by the Westminster Session who presented their draft of the proposal to be presented at the May presbytery meeting. The session and Rev. Alan McCalister sought feedback and input from the commission on the content of the proposal. Alan noted our suggestions and will be sending an updated proposal to the commission.

Alan noted that Westminster did not receive its requested grant from Session Partnerships to attend the Big Tent event in Atlanta. The question was raised what work has been done to visit the Church of All Nations in Minneapolis, the funds for which Session Partnerships did grant as of March 28, encouraging the session to send Alan and others there prior to the next Presbytery meeting. No effort had yet been made to make contact or set up a visit.

At 8:35 Westminster left and the commission further discussed the proposal and our ongoing concerns with Westminster's viability and future prospects. We adjourned at 9PM.

Minutes Westminster Administrative Commission

April 28, 2009

Members present: Jim Halverson, Jim Bender, Rob Ater, Ann Gibbs, Scott Dahlke, Jeanette Bryant

Meeting opened with prayer at 5:06PM.

The commission met with Rev. Alan McCallister to discuss our concerns about his future with Westminster in light of the new direction the ministry is seeking to take. Alan stated that it was never his intention to remain long term with the congregation, only get them through the transition and assist in finding new leadership. Learning that the congregation and session were unaware of Alan's intentions, we advised that he share that information with them.

At 6:20 Jim Schleif from Shore West arrived (Alan departed) to discuss the initial asking price for the Westminster facility.

MSP: to set initial selling price at \$529,000.

Jim Halverson signed the contracts.

At 7:20 Jim Schleif left and Alan and 12 members of Westminster, including the session, joined us to present their proposal for the new vision of Westminster. Following the presentation the commission asked questions and responded to the questions and concerns of the members. We recessed and met Alan and the four session members. Alan informed the session of his plans concerning the future of the congregation. The session and Alan informed us that they would be visiting The Church of all Nations in Minneapolis over Mother's Day weekend.

Following our meeting with the session and Alan, the commission members shared our ongoing questions and concerns in regards to our call as a presbytery commission and our thoughts regarding the viability of Westminster's ministry in light of their current ministry and plans for the future.

It was decided that we would check our calendars and Jim Halverson would contact us about a future meeting date. May 4, 2009 Jim Schleif along with available commission members agreed to meet with Danny Parmelee in regards to their desire to purchase Westminster on behalf of Epikos ministries.

The minutes of the April 14, 2009 commission meeting were approved.

We adjourned with prayer at 9:07PM.

Minutes of the Westminster Administrative Commission

May 13, 2009, Presbytery Offices

Members Present: Jim Halverson, Jim Bender, Judy Landt, Scott Dahlke, Rob Ater, and Ann Gibbs

Also Present: Gregg Neel

The meeting opened with prayer at 5:47.

The minutes of the April 28 commission meeting were approved.

The commission discussed: our call from the presbytery as to the viability of Westminster, the new direction a group within the congregation is taking to become the Church of All Nations, our concerns for the best way to seek closure for that body that was and still is Westminster, and the best process for the new church to move forward.

Whereas Westminster's plans to transition into a new congregation with a new name and mission are unprecedented both in the presbytery and in the experience of commission members. And, whereas, the role the commission was called to perform (determining the viability of the congregation) has morphed into: trying to sell a building that neither the old nor new congregation can afford to maintain; making decisions in light of the whole congregation of Westminster, not all of whom are willing or able to make the transition to being a new body; and seeking ways to listen and be helpful to the energetic and hopeful spirit of the members who are ready to let go of the Westminster identity and become what is in essence, if not approach, a new church development.

MSP: We recommend that the congregation of Westminster, Milwaukee be dissolved and request the moderator of presbytery to appoint a committee to work with the leadership group seeking to form the Church of All Nations.

Rationale: It is our belief that it is in the best interest of the existing congregation of Westminster, whose history dates back to 1890; the presbytery; and the new forming community Church of All Nations to have a clean break and time of closure for Westminster Presbyterian Church. In regards to the group seeking to form the Church of All Nations, we feel they would be better served with a committee whose focus is solely on the energy and hopes for their future and its viability and is not divided among the many considerations listed above.

At 7:20 Jim Halverson departed and Rob Ater took over as moderator.

It was decided that we would recommend to Westminster that they have two options in regards to presenting their plans for the Church of All Nations to the presbytery, especially in light of the above motion. The first is that they can go ahead, knowing of our motion to dissolve the congregation. The second is that they wait a bit longer and have time to work with the new committee. We feel it is in their best interests to go with option two.

Next steps:

Gregg will contact Rev. Alan McCallister to share with him the commission's recommendation and what this means for his future with Westminster.

Jim Halverson or Rob will send an e-mail to Alan and Westminster's clerk of session regarding the motion and our rationale and requesting time to meet with the session to discuss this motion and the presentation prepared for presbytery.

MSP: Recommend to presbytery that \$15,000 be provided to Westminster to continue to pay bills and other expenses pending the sale of the building. The \$15,000 will be reimbursed following the sale of the building.

The meeting adjourned at 8:41 with a collective Amen!