

MINUTES OF THE STATED MEETING
Presbytery of Greater Atlanta
November 10, 2020
Held via Zoom, Korean Central Presbyterian Church served as host
Theme: Congregational Vitality

Preliminary Information for this meeting:

INSTRUCTIONS REGARDING ZOOM PRESBYTERY MEETING

** We will be doing our best to make this meeting secure from unwanted distractions and interruptions. If something inappropriate occurs, we will quickly remove that person.

Instructions for the Zoom Presbytery Meeting to be held on November 10, 2020 at 9:00 AM:
The material for the meeting is in the Handbook posted on the Presbytery's website. We are doing our best to keep this meeting to two hours at the most.

1. Download and install Zoom onto your device.
 - a. Computer - go to https://zoom.us/download#client_4meeting
 - b. Tablets and smartphones, install Zoom from your App Store. This version of Zoom will look different than the computer version.
2. Joining the Meeting:
 - a. You should have received a "Registration" link in order to register for the meeting (commissioners from churches should have received this from their pastor; minister members from the Stated Clerk. The website will also have this link for registration)
 - b. After you register, you will be emailed a link to join the meeting. This link is unique to you. We will send a reminder on Monday, November 9, 2020.
 - c. To join the meeting, click the link and allow Zoom to open on your device.
 - d. Choose your audio input setting; choose computer audio if you are unsure.
 - e. You will be placed in the waiting room when you join the meeting. Please do not disconnect. The hosts will let you in when we are ready to begin. There will be pre-presbytery music 13 minutes before the start of the meeting.
3. Meeting Settings:
 - a. If there are multiple voting commissioners in a household, you will need to use one device per commissioner to vote. This is to allow each vote in the household to be counted.
 - b. Please be a few minutes early and adjust your settings during this time. Doublecheck that your video and audio are working. If you are using video, check that lighting is good and minimize background distractions if possible. We will be admitting attendees beginning at 8:45 if you want to join early to be sure you are able to connect.
 - c. Please note: **You must use the link from your computer or other smart device to participate in the meeting.** If you join using the dial-in numbers, you will be able to listen to the meeting but you will not be able to vote, speak, or otherwise participate, and the attendance information will not reflect your presence.
 - d. Please keep your audio on mute. If you have a question or comment, use the chat feature to message the meeting host, Chip Blankinship. The host will let the Moderator know and the Moderator will call on you to speak. The host will unmute you when called on and resume muting after you are finished speaking.
 - e. Turning on your video feed is optional but audio is required to participate in discussion.
4. There will be times when votes are necessary. At those times, you will be instructed as to how to cast your vote.
5. If you are having trouble entering the meeting, contact Miranda Segrest at msegrest@atlpusa.org

INTRODUCTORY BUSINESS

The meeting was opened with prayer by Moderator **Destiny Williams** at 9:04.
A quorum was declared by Stated Clerk **Donna Wells**.
Host pastor **Byeong Cheol Han** brought greetings to the body.

WORSHIP

The Presbytery was treated to pre-presbytery music by the many families of Korean Central Presbyterian Church.

Rev. **Aisha Brooks-Lytle** preached a sermon entitled, *Hope does not Disappoint* based on Romans 5:1-5. “We should boast in our sufferings as a part of life; but even so our lives are grounded in God. We can face the future by looking back.”

Pastors Kevin Park and Nayoung Kim led us as we celebrated the sacrament of the Lord’s Supper. In remembrance of All Saints Day, we lifted up the names of those elders who have gone before us in 2019.

The Presbytery received an offering of _____ that will benefit Calvin Conference Center.



A Word from the Executive Presbyter
Rev. Aisha Brooks-Lytle

John 17:22-26 - Common English Bible

²² I’ve given them the glory that you gave me so that they can be one just as we are one. ²³ I’m in them and you are in me so that they will be made perfectly one. Then the world will know that you sent me and that you have loved them just as you loved me.

²⁴ “Father, I want those you gave me to be with me where I am. Then they can see my glory, which you gave me because you loved me before the creation of the world.

²⁵ “Righteous Father, even the world didn’t know you, but I’ve known you, and these believers know that you sent me. ²⁶ I’ve made your name known to them and will continue to make it known so that your love for me will be in them, and I myself will be in them.”

In the early part of 1994, I attended my first mission trip to Tijuana, Mexico. Our team consisted of a few members from the predominately African American Baptist congregation that I attended. During my plane ride across the country, I remember reading John 17 in its entirety for the first time. I was fascinated by this prayer that Christ prayed for his disciples. His prayer holds within it a vision of Christian unity that offers a collective testimony that God is real, Jesus came to seek and to save all, and the Spirit of the living God gives us the power to live and love the way God commands.

As I read that prayer over twenty-five years ago on my way to Mexico, I reflected on the call for Christian unity in the midst of cultural diversity. In 2020, I read that prayer in a new light. We need this prayer for Christian unity in the midst of our political and ideological differences. We need this prayer for unity in the American church more than ever before. The one thing we can agree upon is that there is deep division in our culture and that division finds its way into our churches. As we watch the news and scroll through comments on social media, there are days when a prayer for the church being one seems almost impossible.



Our theme for today's Presbytery meeting is **Building Congregational Vitality, Health, and Healing**. *Building Congregational Vitality* is the final emphasis of the Matthew 25 vision of the PCUSA. The **Vital Congregations** initiative is a program that invites churches to examine the seven marks of healthy vital congregations. We have included the seven marks as addendum seven of your handbook. The first "mark" is **Lifelong Discipleship Formation**. Christ's prayer for his disciples to find common unity will require all of us to engage in a lifetime of discipleship and spiritual formation. Through a continual lifestyle of lifelong discipleship, we can become healthy leaders who nurture healthy congregations that in turn have the power to transform lives and make a difference in the world.

Since the end of 2019, I have often thought about Christ's desire for unity in the church knowing that we were entering 2020 as an election year. We had no idea the difficulty and division that would arise in this year. It was also in the beginning of 2020 that I had a chance to learn from Rev. Dr. Allen R. Hilton. He is a professor, author, and founder of the organization www.houseunitedmovement.org. Allen is passionate and hopeful that the church can demonstrate unity across the aisle. In addition to bringing greetings at our November Stated Meeting, Allen will guide our presbytery through a post-election virtual town hall entitled "*A House United: Courageous Conversations Across the Aisle*" on November 21, 2020 from 10:00am-11:30am. I hope you will join us.

May Christ's prayer for his followers cover us all as we seek to love God, love neighbor, love ourselves, and be faithful unified witnesses in the world.

With much love and deep peace ~ ABL

COMMUNICATIONS

For Information

1. On September 18, 2020, a trial on Remedial Case 20-01 was heard before the Permanent Judicial Commission. Per the Commission's order, the decision of this case is to be placed in the minutes of the Presbytery at its Stated Meeting on November 10, 2020. You may find the decision in Addendum 1 of this handbook.
2. Received a letter of thanks from Columbia Theological Seminary for a gift made by the Presbytery to the Columbia Friendship Circle.

Admit to Record

1. That the following people served on the commission to install **Brady Radford** as the Designated Pastor of Trinity Presbyterian Church (Decatur) on September 20, 2020.
 - a. Rev. Dr. Lonnie J. Oliver, Honorably Retired
 - b. Rev. Dr. Rita Dixon, Honorably Retired
 - c. Rev. Sylvia Wilson, Hillside Presbyterian Church
 - d. Elder Ken Whitehurst, Trinity Presbyterian Church (Decatur)
 - e. Elder Toni Griffin-Fields, Church of the Master
 - f. Arthur Waller, New Life Presbyterian Church
 - g. Rev. Gregory Bentley, Co-Moderator of the PCUSA, Guest of the Commission
2. That the minutes of the installation of **Brady Radford** as the Designated Pastor of Trinity Presbyterian Church (Decatur) on September 20, 2020 be admitted to the record.

3. That the following people served on the commission to install **Katie Aumann** as Pastor of Morningside Presbyterian Church on September 27, 2020.
 - a. Rev. Jane Fahey, Member at Large
 - b. Rev. Carrie Barnes, Buford Presbyterian Church
 - c. Rev. Brady Radford, Trinity Presbyterian Church (Decatur)
 - d. Rev. Mike Watson, Oglethorpe Presbyterian Church
 - e. Elder Beth Farnsworth, Morningside Presbyterian Church
 - f. Elder Lisa Taylor, Covenant Presbyterian Church
 - g. Rev. Rodger Nishioka, Heartland Presbytery, Guest of the Commission
 - h. Rev. Taylor Lewis Guthrie Hartman, Savannah Presbytery, Guest of the Commission
 - i. Rev. Joanna Adams, Honorably Retired, Presbytery of Greater Atlanta, Guest of the Commission

4. That the minutes of the installation of **Katie Owen Aumann** as the pastor of Morningside Presbyterian Church on September 27, 2020 be admitted to the record.

5. That the following people served on the commission to ordain and install **Isaac Toney-Schmidt** as Associate Pastor of Mt. Vernon Presbyterian Church on November 1, 2020:
 - a. Rev. Bradley Kibler, Shallowford Presbyterian Church
 - b. Rev. Barrett Abernathy, Mt. Vernon Presbyterian Church
 - c. Elder David Barclift, Mt. Vernon Presbyterian Church
 - d. Lisa Turney, Shallowford Presbyterian Church
 - e. Beth Hudson, Alpharetta Presbyterian Church
 - f. Christina Toney-Schmidt, United Methodist Conference, Guest of the Commission

For Recommendation

- Approve the docket
- Approve the minutes of the September 15, 2020 meeting
- Approve the admit to record items in the Communications Report
- Approve the admit to record items in the Committee on Preparation Report
- Approve the admit to record items in the Committee on Ministry Report
- Approve the admit to record items in the Operations Report
- Approve the for recommendation items in the Council Report

Before the approval of the omnibus motion, Moderator Williams asked if there were any nominations from the floor regarding the recommendation of names to serve on the Nomination Committee in the Council Report. Next, the body had the opportunity to extract any items. Hearing none on both accounts, the omnibus motion was *approved by a vote of 217 yes, 0 no, 3 abstentions.*

ENGRAFTING BETWEEN THE SUMMIT AND FAYETTE CHURCHES

(Excerpt from Engrafting Policy of the Presbytery of Greater Atlanta)

Engraft:

1. to graft (a shoot, bud, etc.) onto a stock
2. to incorporate in a firm or permanent way; implant

"Abide in me as I abide in you. Just as the branch cannot bear fruit by itself unless it abides in the vine, neither can you unless you abide in me. I am the vine, you are the branches. Those who abide in me and I in them bear much fruit, because apart from me you can do nothing." - John 15:4-5

When members of a congregation discern that they can live into God's mission more fully by giving up their own building and identity and joining with a larger, more vibrant congregation, they may pursue the process of

engrafting into that congregation. Engrafting is distinguished from merger in that in a merger, ordinarily two or more congregations of comparable size choose to dissolve, sell their properties, move to a new site together with a new name and a new sense of mission. In engrafting, the receiving congregation is not expected to sell its building, change its name or change pastoral leadership. The engrafting congregation will agree to dissolve and their members will be welcomed into the receiving church's existing location, program, and mission. There will be intentionality on the part of the receiving church to acknowledge the many gifts and blessings that come with the addition of the engrafted members and to honor and celebrate the history and heritage of the engrafting congregation.

On May 24, 2020, the Summit Presbyterian Church held a service of celebration as the first PGA church to engraft with another congregation.

LITANY

God who created each of us in love, equally in your image and with a desire that we live together in love and unity. God who watched as we failed your original plan and continuously abandon your dream for us. God who sent your son Jesus as an example and teacher that we might be reunited with you and know how to live according to your will and in unity with each other.

God of Love, forgiveness, restoration, as we go, guide our steps to draw others to you.

With caring eyes, you see how we often fail to properly care for the earth. With caring eyes, you see how we glorify being busy over spending time with you and with our families. With caring eyes, you see how we neglect our health and the health of others. With caring eyes, you see how even in the midst of a pandemic with daily deaths numbering in the hundreds, we think of ourselves more than we do others.

God of Care, as we go, guide our minds to think of others more than we do ourselves.

With a broken heart, you have seen through the ages how we have exchanged your call to draw others to you by our love with a directive to go into other nations and tell them our personal desires for their lives. With a broken heart, you have watched how, without any consultation whatsoever with any of these nations, we attack the ways of being of countries not like ours, communities not like ours, people that look different than we do and people who choose to love different than we do claiming that you directed us to do so.

**God of the Oppressed, as we go, show us that the lives of others matter because they matter to you.
God of the Oppressed, show us how to love.**

We desire the complete joy in which you created us in the beginning. You have chosen to give our church marks by which to reimagine ourselves in the days ahead. You have given us a toolkit with which to remember and celebrate, to listen, discover and discern, to choose paths of revitalization and service.

God of Regeneration and Growth, as we look toward bold action, fill us with prayer and courage.

As we seek to embrace the love of God, nurture the compassion of Christ, and be changed by the Holy Spirit.

God be with us in Lifelong Discipleship Formation

As we seek to spread hope in places and spaces of hopelessness and despair.

God grant us Intentional Authentic Evangelism

As we recognize the abundant love and grace we have received and as we seek to offer the love and grace of God to others.

God give us an *Outward Incarnational Focus*

As we work to become leaders that lessen the burdens of our pastors while simultaneously dissolving leadership monopolies.

God help us love and serve one another through *Empowering Servant Leadership*

As we discern between self-gratifying worship, and stale rituals divorced of meaning and move toward proclaiming and celebrating the good news of God's Love

God send us a revival filled with *Spirit-Filled Worship*

As we attempt to echo your loving kindness and the compassion of Jesus to all

God help us to build deep, lasting, *Caring Relationships*.

Finally, as we take the long hard looks at unhealthy dysfunctions and toxic environments within our congregations and as we take the long hard looks at the function and relevance of our buildings, and as we work carefully with others to build up the Body of Christ

God grant us our congregations and our church *Ecclesial Health*

(All) For Ecclesial Health, Caring Relationships, Spirit-Inspired Worship, Outward Incarnational Focus, Empowering Servant Leadership, Lifelong Discipleship Formation, and Intentional Authentic Evangelism, for these 7 Marks of Congregational Vitality we give you thanks. And we move forward with excitement to be the church Jesus intended us to be.

A CELEBRATION OF THE SAINTS WHO HAVE GONE BEFORE US

**Presbytery of Greater Atlanta
Year 2019**

Giving thanks to God, we lift these names of Ruling Elders in grateful remembrance

Church of the New Covenant
Mary Ellen Shore
Susan Elizabeth Goslin

July 31
August 29

Clairmont Presbyterian Church
George Castleberry
Fred Horne
Mae Aycock

February 11
November 3
November 17

Decatur Presbyterian Church
Ray Warner Dollar
Charles Arthur Darrah
Sonja Elizabeth Jones
Sarah Griffin Looper
Julia Kaye Lang Daly

January 6
July 8
August 7
August 28
September 27

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| Duane Houghton Brown | October 12 |
| Druid Hills Presbyterian Church Charles C. Knox | December 11 |
| Eastminster Presbyterian Church Barbara Lou Hinkle | December 28 |
| Emory Presbyterian Church Ann McCurdy Hughes | June 16 |
| Fellowship Presbyterian Church Michaealyn (Mickie) Williams | November 15 |
| First Presbyterian Church Covington Charles Strickland Joyce Ashworth | June 29 July 17 |
| First Presbyterian Church LaGrange Thomas Jacob Westbrook M. Julian Duttera, Jr. | January 4 October 4 |
| First Presbyterian Church Manchester-Warm Springs Larry Davis | December 13 |
| First Presbyterian Church Peachtree City Wendell Waggoner | April 21 |
| Good Shepherd Presbyterian Church Diane Straus Rudy Eckman Carl Biemiller | August 4 December 18 December 23 |
| Gum Creek Presbyterian Church Diane Duke | November 20 |
| Lawrenceville Presbyterian Church Julia Hosford Lynette Kowlesaar | January 11 January 25 |
| Morningside Presbyterian Church Nell Moss Roberts Jan McMahan | October 14 December 13 |
| Mount Vernon Presbyterian Church Tom Hughes Nancy Whitacre John Roberson | May 14 October 6 December 10 |
| North Avenue Presbyterian Church Kenneth McKenzie | October 31 |
| North Decatur Presbyterian Church Eugenia Topple Cayce | April 23 |

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| Northminster Presbyterian Church Dick Kohl | July 26 |
| Northwest Presbyterian Church Craig Woodward | May 29 |
| Oakhurst Presbyterian Church Robert Simpson Gould | December 13 |
| Oglethorpe Presbyterian Church Diane Powell | March 1 |
| Peachtree Presbyterian Church Cynthia P. Thorburn Helen Aderhold Dr. E. Walter Hood Sue H. Gladden Warren Y. Jobe Steve Herren Bomar, Jr. | January 11 April 21 June 17 July 30 October 19 November 20 |
| Philadelphia Presbyterian Church Carl Darwin Johnson Theodore G. Maxwell | September 19 December 7 |
| Radcliff Presbyterian Church Preston McCoy Ruby T. Richards Wilbur T. Leaphart | January 22 August 27 August 28 |
| Roswell Presbyterian Church Francis L. Gossage Vincent James Parkhouse | May 2 June 7 |
| St. Andrews Presbyterian Church Priscilla Barnett Orin Mattheis Earl Meeks Dorothy Collins Anne Howland Bona Puckett | January 23 January 28 April 22 May 29 June November 24 |
| Saint Luke's Presbyterian Church Cindy Nunez Jim McCray | May 11 September 23 |
| Smyrna Presbyterian Church E.G. Abbott Ruth Morris | May 30 December 30 |
| Trinity Presbyterian Church (Atlanta) Jack Bragg Jean Loizeaux | April 3 April 27 |

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| Elizabeth Stow | May 10 |
| James Dalton | July 3 |
| Lulu Hiles | July 4 |
| Marcie Jones | July 31 |
| Robert Higgins | August 21 |
| Robert Ahlstrand | October 31 |
| Westhills Presbyterian Church | |
| Essex B. Lampkin III | October 11 |
| J.W. Stafford | October 20 |

**Teaching Elders, Giving thanks to God
2019**

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|--------------------|--------------|
| Phil Esty | February 1 |
| Barbara Hughes | February 11 |
| Thomas Livengood | April 5 |
| Robert Gray | September 29 |
| A.Cecil Moore, Jr. | October 18 |

2020

| | |
|-----------------|-------------|
| Charles Swann | February 16 |
| Robert Ashworth | March 7 |
| Leonard Boswell | June 12 |
| Charles Mann | August 6 |

COMMUNION

Kevin: Friends, this is the Lord's Table.
Our Savior invites those who trust him to share the feast
that he has prepared.

Kevin: The Lord be with you.

Rev. Kim: 주님이 여러분과 함께 하십니다.

People: **And also with you. 인도자님과도 함께 하시기를.**

Kevin: Lift up your hearts.

Rev. Kim: 여러분의 마음을 주님께 드리십시오.

People: **We lift them to the Lord. 주님께 우리의 마음을 드립니다.**

Kevin: Let us give thanks to the Lord our God.

Rev. Kim: 주 우리 하나님께 감사 드립니다.

People: **It is right to give our thanks and praise. 우리가 주님께 감사와 찬양을 드리는 것이
마땅합니다.**

Kevin: We give thanks to you, O God,
creator, redeemer, sustainer of all.

You made your covenant with us,
calling us to love and serve you.

When we are wandering in sin
you forgive us and lead us home.

And so, we join the heavenly hymn:

**Holy, holy, holy Lord,
God of power and might,**

Rev. Kim: **거룩 거룩 거룩하신 여호와 전능하신 하나님,**

Kevin: **heaven and earth are
full of your glory. Hosanna in the highest.**

Rev. Kim: **하늘과 땅이 주님의 영광으로 충만하나이다.**

호산나! 가장 높은 곳에서 주님을 찬양하나이다.

Kevin: **Blessed is he who comes
in the name of the Lord.
Hosanna in the highest.**

Rev. Kim: **주님의 이름으로 오시는 이를 송축하나이다.**

호산나! 가장 높은 곳에서 주님을 찬양하나이다.

Kevin: We give thanks for Jesus Christ, your Son, our Lord,
who lived and died and rose for us, and is coming in glory to reign.

Remembering Christ's saving love, we celebrate this holy meal
and offer ourselves to you, O God, with gratitude and praise.

Kevin: Great is the mystery of faith:

Rev. Kim: 신앙의 신비가 놀랍도다.

Kevin: Christ has died,

Rev. Kim: 그리스도께서 죽으셨고,

Kevin: Christ is risen,

Rev. Kim: 그리스도께서 부활하셨으며,

Kevin: Christ will come again.

Rev. Kim: 그리스도께서 다시 오시리라.

Kevin: Pour out your Holy Spirit, O God,
on your people gathered here,
and on these gifts of bread and wine.

By your Spirit make us one body in Christ,
one in mission and ministry to the world.

Nourish us in faith, hope, and love,
and strengthen us for service,
until we feast with you in glory.

All praise and honor and glory are yours,
holy triune God, now and forever. Amen.

Kevin: The Lord Jesus, on the night of his arrest, took bread, and after giving thanks to God, he broke it, and gave it to his disciples, saying: Take, eat. This is my body, given for you. Do this in remembrance of me.

Rev. Kim: **(In Korean)** [In the same way he took the cup, saying, This cup is the new covenant sealed in my blood, shed for you for the forgiveness of sins. Whenever you drink it, do this in remembrance of me. Every time you eat this bread and drink this cup, you proclaim the saving death of the risen Lord, until he comes.]
주께서 잔을 드시고 말씀하셨습니다. “이 잔은 죄사함을 얻게 하려고 많은 사람을 위하여 흘리는 나의 피 곧 새 언약의 피니라. 이것을 행하여 마실때마다 나를 기념하라.” 이빵을 먹고 잔을 나눌 때마다 주의 죽으심과 부활하심을 주님 오실 때까지 기억하고 전파합시다.

Kevin: The gifts of God for the people of God.

Rev. Kim: 하나님의 백성을 위한 하나님의 선물입니다.

People: **Thanks be to God. 하나님 감사합니다.**

The body of Christ, given for you. **Amen** 여러분을 위하여 주시는 그리스도의 몸입니다. **아멘.**

The blood of Christ, given for you. **Amen.** 여러분을 위하여 흘리신 그리스도의 피입니다. **아멘.**

Kevin: God of grace, you renew us at your table with the bread of life. May this food strengthen us in love and help us to serve you in each other. We ask this in the name of Jesus the Lord. **Amen.**

NEW CHURCH DEVELOPMENT COMMISSION

For information:

The New Church Development Commission (NCDC) continues to create a vibrant ecosystem which empowers every new worshiping community and its leadership to thrive. The Commission currently has 26 new worshiping communities under care, through which we impact the lives of 6000+ individuals. Specifically, our work is that of a classic start up studio. We offer:

1. Start Up Training,
2. Leadership Coaching
3. Infrastructure Support
 - a. (Become Incorporated; Obtain 501(c)(3) tax-exempt status; develop financial policies and required checks and balances; open a church bank account; set up online giving; apply for visas with Homeland Security; run start-up payroll; insurance assistance; develop custom bylaws; build your Session or Leadership Team; become ordained in the PCUSA; receive tax deductible tithes & offerings; charter as a PCUSA Congregation)
4. Strategic Grants
5. Network Development

We are pleased to report:

- NCDC's development of an online start-up accelerator to be used nationally throughout the 1001 New Worshiping Communities initiative of the PC(USA) to train new worshiping community leaders.
- October and November is Board Check-In season, and this year, it is all done via Zoom. It's going so well that using the Zoom platform for this may become standard practice.
- Ongoing COVID-19 Emergency Relief efforts with vulnerable members of our new worshiping communities.
- Ongoing support and training of new worshiping community leaders through Zoom calls and gatherings, such as Lunch with Lindsay, Mid-Week Check-In, and Tech Tuesday.
- Thursday evenings in October featured Happy Hour events on Zoom and in person (limited and socially distanced) at the home of Executive Director the Rev. Dr. Lindsay Armstrong.
- Received the resignation of NCDC staff member Allison Arsenault, Associate Director.
- Received two visa application approvals for resident apprentices working with new communities.
- Received one visa application approval for the former Moderator of the Presbyterian Church of Venezuela, who will be starting a new worshiping community with our Presbytery.
- Helped two new worshiping communities connect with Presbyterian Foundation so that they could begin raising funds online.

At today's meeting of the Presbytery of Greater Atlanta, we have the opportunity to briefly introduce you to one of our new worshiping communities, Rize Community Church, led by the Reverend Dr. Maisha K. Handy.

Their leadership team reports:

According to statistics related to many specific church denominations as well as the church in general, the attendance and involvement of young adults in the life of the church is rapidly declining. Rize Community Church is a new, gathered congregation located in the Pittsburgh Community of Atlanta which began leadership training and community gatherings in November 2013. We launched our worship services in February of 2014 and are reaching young adults largely between the ages of 21-35, and others outside of this age range. New Shield of Faith Church provides Rize with a temporary worship space and has for 6 years. Migrating worship online has enabled the engagement of elders 65 and older from around the country in larger numbers and has afforded us to enjoy vibrant intergenerational worship.

The Rize mission statement is: "Rize is a creative and dynamic Africentric Christian Ministry that engages principles and practices that *empower, liberate, and call* people to journey toward healing and the transformation of the world." It is our aim to call back to Christian community either those who are disconnected from church but who wrestle with deep spiritual questions and concerns or those who find church to be irrelevant to their daily concerns. Our community is appealing in that it is artistic, engages varying approaches to the struggles that African Americans and others face, invites persons who are committed to spirituality in other interfaith expressions, and employs the ministry of word and sacrament to bring healing and the transforming love of Christ to those in need.

A large number of the people who serve as leaders and members of Rize are also gifted in the area of worship arts and are generationally immersed in hip hop culture. At Rize we have published authors, college and seminary faculty, hip hop and spoken word artists, singers and musicians who engage in worship, teaching, and other forms of Christian discipleship in the church and beyond. We incorporate these forms into what we call *The Flow* i.e. our worship experience. Once a month, it includes liturgical elements like "Testify," which allows our Jali or Storytellers Ministry to share various artistic expressions, and a 4th Sunday Community Ritual led by our Minister of Ritual and Formation.

The Pittsburgh and other neighborhoods in urban Atlanta are faced with the common issues of poverty, violence, dropout rates, etc., but also contain very rich traditions, brilliance and beauty. Our "flow" at Rize enables us to

engage the socio-cultural issues that impact our communities, seeking the Spirit of God for direction, viable responses and support.

Rize is also very cognizant of issues related to identity formation for youth and young adults. As a result, we are intentional about incorporating multiple and diverse elements of cultural expression in our experiences together. Our Harakati Dance Ministry, the inclusion of various African words, and diverse musical stylings, make our quest to engage the Spirit of God relevant to Rize and its surrounding community. We hope one day to be an anchor and community center in the Pittsburgh area, ideally securing a centrally located warehouse that can provide worship, prayer and meeting space, as well as either a thrift store or a coffee shop and small grocery store in this neighborhood which is currently a food desert.

We have an amazing pastor. The Rev. Dr. Maisha I. Handy, a native of Chicago Illinois, was licensed to preach in 1991 and ordained to the gospel ministry in 1994 at First Baptist Congregational Church (Baptist/U.C.C.) of Chicago. She is now a Minister of Word and Sacrament in Presbytery of Greater Atlanta PCUSA having served as Minister of Music and Worship Arts in a Presbyterian church in Atlanta for 7 ½ years prior. With over 29 years of ministry experience, our pastor is committed to emulating the life, ministry, and social justice witness of the liberating Christ.

Dr. Handy a.k.a. Pastor "K" began her journey through higher education at Lincoln University (MO) and received her Bachelor of Science degree in 1989. After relocating to Atlanta, Georgia, she received the Master of Divinity degree with honors from Candler School of Theology, Emory University (1994) and the Ph.D. degree in Religion from Emory University (2002). She currently serves as both Provost/ Vice President for Academic Affairs and Associate Professor of Religion and Education at the Interdenominational Theological Center (ITC) in Atlanta, Georgia where she has been employed for 20 years.

COMMITTEE ON PREPARATION FOR MINISTRY

Admit to Record:

1. That the following person was enrolled as an inquirer as of the date shown:
Sun Young Choi, Korean Community Presbyterian Church, August 27, 2020
2. That the following candidate was certified ready to receive a call:
 - Prince Davis-Venn, North Avenue Presbyterian Church
3. The following candidate received a call:
 - (Joffre) Tyler Brock, Contact Call Associate, Newnan Presbyterian Church
4. The following annual consultations were held:
 - Prince Davis-Venn, North Avenue Presbyterian Church
 - Donghyun Jeong, Korean Central Presbyterian Church
 - Michael Madison Roberts
 - Chas Gowing
5. The following sessions had orientations:
 - Pleasant Hill Presbyterian Church, September 13, 2020
 - Central Presbyterian Church, September 14, 2020

For Recommendation:

That the following people be approved to become candidates as of the dates shown:

- Ji Sun “Emily” Choi**, Korean Community Presbyterian Church (October 22, 2020)
Donghyun Jeong, Korean Central Presbyterian Church (September 24, 2020)

Both Inquirers were *approved to move to candidacy*. Ms. Choi received 219 yes, 0 no, 3 abstentions. Mr Jeong received 237 yes, 0 no and 3 abstentions.

Moderator Williams asked the Constitutional questions; **Kimmy Briggs** delivered a charge and offered prayer.

EXAMINATIONS COMMISSION

At the September 15, 2020 meeting of Presbytery, the by-laws were changed to empower the Examinations Commission to both examine and vote to receive any ordained PCUSA pastor coming into the Presbytery. The candidate below, Landon Dillard, was examined before the Presbytery approved the by-law change; therefore, for transparency, we bring this person before the Presbytery for examination.

Landon Dillard (Providence Presbytery) is a contract call associate at Shallowford Presbyterian Church. Effective date: August 24, 2020.

Rev. Dillard was *approved for reception by a vote of 228 yes, 0 no and 4 absentions*.

HONORABLE RETIREMENT OF THE REVEREND SUSAN LAZAR HAYNES

The Call

The Reverend Susan Lazar Haynes was called to and ordained to the Ministry of Word and Sacrament March 7, 2004. She has served with energy, intelligence, imagination, and love in many capacities in service to the Kingdom, the church, and to her sisters and brothers.

The Secular Journey

A graduate of Georgia State University (although a big UGA Bulldog fan) with a Bachelor of Business Administration, Susan worked in the business world, including as a small business owner/operator. Susan is the mother of Christie, who has and continues to bring great joy to Susan's life.

The Lay Person Journey

Before her call to the Ministry of Word and Sacrament, Susan was active in the youth program as part of the Youth Council of Atlanta Presbytery and was a Young Adult Delegate to General Assembly of the PC(USA) in 1974. She was ordained as a Deacon by Stockbridge Presbyterian Church in Atlanta Presbytery. In Cherokee Presbytery, she was ordained as a Ruling Elder by Ray-Thomas Memorial Presbyterian Church in Marietta and served as a Ruling Elder Commissioner to General Assembly of the PC(USA) in 1994. She served as Cherokee Presbytery Moderator, as a Certified Lay Pastor (CRE), as Chair of Committee on Ministry, and on several other committees and commissions.

Between seminary graduation and ordination, Susan served as pre-organizing pastor of Hamilton Mill Presbyterian Church, a new church plant of the Tri-Presbytery Commission.

The Clergy/Pastor Journey

Susan responded to the call to the Ministry of Word and Sacrament and entered Columbia Theological Seminary, graduating with a Master of Divinity degree. Her first call was as Associate Pastor for Member Care and Outreach at Northminster Presbyterian Church in Roswell, where she served for 12 years, serving as Acting Head of Staff one of those years.

As an Interim Pastor, Susan served Newnan Presbyterian Church, Mount Vernon Presbyterian Church, and as a Bridge Interim Pastor at Pleasant Hill Presbyterian Church, leading these churches through the important time of pastoral transition.

The Larger Church Journey

Susan served the larger church through the Presbytery of Greater Atlanta as a member of Committee on Ministry for 10 years, during which she served as secretary, co-chair and transitional liaison, and member of Coordinating Council for three years. She, again, was a Commissioner to the General Assembly in 2012, this time as a Teaching Elder. She is currently serving as the clerk on the Permanent Judicial Commission and as a member of the Operations Committee.

The Next Step of the Journey

Susan will be greatly missed by Presbytery of Greater Atlanta! We give thanks for the ministry and witness of The Reverend Susan Lazar Haynes and pray God's blessings on her in the next steps in her journey—not real retirement for we know she will be about the work of the church and serving others. We give thanks for the many, many ways she has answered God's call throughout her life.

As she returns to Cherokee Presbytery, serving part-time at Faith Presbyterian Church in Blue Ridge, Georgia, we know God will continue to richly bless her ministry to the people of Faith Presbyterian Church and the community of Blue Ridge.

At the conclusion of the presentation of retirement by Elder **Mark Roberson**, Rev. **Patrick Day** offered prayer.

NOMINATING COMMITTEE

For Information:

A **Stated Clerk Nominating Committee** is being formed for the purpose of selecting a Stated Clerk to begin working in the Presbytery in spring/summer 2022. Teaching and Ruling Elders interested in serving on the SCNC are asked to complete and submit a [Self-Referral Form](#) by **November 15**. If you prefer to submit information on someone other than yourself please complete a [Referral of Another Person Form](#).

Commissioners to the 225th General Assembly (2022) – July 2-9, 2022, Columbus, Ohio - will be selected in spring 2021 and **elected at the November 9, 2021** Stated Meeting of the Presbytery.

GA Commissioner Nominees and Alternates are expected to:

- Attend the preparation meeting scheduled for Wednesday, May 4, 2022.
- Read and study the provided resources in advance of the Assembly.
- Attend the entire meeting of the General Assembly held July 2-9, 2022 in Columbus, Ohio.
- Report on the General Assembly throughout the presbytery when asked.
- Serve on the Presbytery Bills and Overtures Committee from July 2022 - June 2024.

All Ruling and Teaching Elders who are interested and anticipate being available to serve as a GA Commissioner, including those who “attended” the 224th General Assembly, are asked to complete and submit the following 2 forms **before February 21, 2021**.

- **Submit a [Volunteer Interest Form \(VIF\)](#)**
- **AND a [General Assembly Commissioner Interest Form](#)**

For Recommendation: (all names in **bold** are those that are being nominated)

Moderator of the Presbytery

Past Moderators

| | | |
|-------------|---------------------|-----------|
| 2010 | Dudley Rose | TE |
| 2011 | Ramona Lavender | RE |
| 2012 | Dana Hughes | TE |
| 2013 | John Fountain | RE |
| 2014 | Rob Sparks | TE |
| 2015 | Mary Martin | RE |
| 2016 | Ken Whitehurst | RE |
| 2017 | Jihyun Oh | TE |
| 2018 | Rick Neale | TE |
| 2019 | Mardee Rightmyer | RE |
| 2020 | Destiny Williams | RE |
| 2021 | Russ Weekley | TE |
| 2022 | Juan Herrera | TE |

Juan Herrera is an Ordained Minister of Word and Sacrament in the PCUSA currently serving as the Pastor for Hamilton Mill Presbyterian Church. He is originally from Monterrey, Mexico and attended the Presbyterian Pan American School in Kingsville, TX (High School supported by the PCUSA). He served as an Associate Pastor at First Presbyterian Church (St. Petersburg, FL) in the Presbytery of Tampa Bay before moving to Georgia. Juan is a graduate of Texas A&M - Kingsville (B.S. Mechanical Engineering) and Austin Presbyterian Theological Seminary (M.Div.). He and his wife Stacey have 2 children, Maribelle and Sebastian.

The moderator asked for nominations from the floor. Hearing none, the vote was held. Rev. Herrera was approved by 231 yes, 0 no, 4 abstentions.

Committee on Ministry

Class of 2021

| | | | |
|------------------------|---------------|-----------|--|
| 1. Kate Colussy-Estes | (2016) | TE | Covenant |
| 2. Mary Jane Cornell | (2018) | TE | Honorably Retired |
| 3. Julie Ferguson | (2019) | TE | Roswell |
| 4. Guerry Mashburn | (2019) | RE | First Atlanta |
| 5. Gretchen Turner | (2019) | RE | St. Andrews |
| 6. Brenda Gales | (2021) | RE | Presbyterian Church of the Resurrection |

Class of 2022

| | | | |
|-------------------|--------|----|-----------------|
| 1. Kevin Hicks | (2017) | TE | Conyers |
| 2. Ollie Wagner | (2017) | TE | Alpharetta |
| 3. Peter Ward | (2017) | TE | At Large |
| 4. Ken Whitehurst | (2018) | RE | Trinity Decatur |
| 5. David Hill | (2020) | RE | Mt. Vernon |
| 6. Kathy McCloud | (2020) | RE | Central |

Class of 2023

| | | | |
|-----------------------------|---------------|-----------|-----------------------------|
| 1. Beverly Ostrowski | (2019) | TE | At Large |
| 2. Katie Ricks | (2019) | TE | Validated |
| 3. Sherri Bozardt | (2021) | RE | Northminster |
| 4. Craig Costen | (2021) | RE | Church of the Master |
| 5. Mary Smarr | (2021) | RE | Oakhurst |
| 6. Hodari Williams | (2021) | TE | New Life |

Committee on Representation

Class of 2021

| | | | |
|-------------------|--------|----|-------------------|
| 1. Caroline Leach | (2019) | TE | Honorably Retired |
| 2. Cynthia Smith | (2019) | RE | First Jonesboro |

Class of 2022

| | | | |
|------------------|--------|----|-------------------|
| 1. C. P. Huang | (2017) | RE | Atlanta Taiwanese |
| 2. Ashley Pieper | (2020) | TE | Validated |

Class of 2023

| | | | |
|--------------------------|---------------|-----------|---|
| 1. Tully Fletcher | (2021) | TE | Serving Smyrna, Conyers and PCR churches |
| 2. Zeena Regis | (2021) | RE | Oakhurst |

Council

Class of 2021

| | | | |
|--------------------|--------|----|-----------------|
| 1. David Carr | (2016) | RE | Trinity Atlanta |
| 2. Margaret Murphy | (2019) | RE | First Atlanta |
| 3. Brady Radford | (2019) | TE | Trinity Decatur |

Class of 2022

| | | | |
|---------------------|--------|----|-----------------|
| 1. Olive Mahabir | (2020) | TE | First Jonesboro |
| 2. Beverly Markham | (2020) | TE | Alpharetta |
| 3. Marthame Sanders | (2020) | TE | At Large |

Class of 2023

| | | | |
|---------------------------|---------------|-----------|-----------------------------|
| 1. Cecelya Taylor | (2018) | TE | Church of the Master |
| 2. Byeong Chul Han | (2021) | TE | Korean Central |
| 3. Robert Hay | (2021) | RE | First Peachtree City |

Committee on Preparation for Ministry

Class of 2021

| | | | |
|-------------------------|---------------|-----------|---------------------|
| 1. Kimmy Briggs | (2016) | TE | Covington First |
| 2. Connie York Dewberry | (2016) | RE | First Atlanta |
| 3. Ryan Jensen | (2016) | TE | Lawrenceville |
| 4. Camille Powell | (2016) | TE | St. Andrews |
| 5. Lucy Strong | (2017) | TE | Trinity, Atlanta |
| 6. Katie Owen Aumann | (2019) | TE | Morningside |
| 7. Joannah Cook | (2019) | TE | Validated |
| 8. Yeonkwon Jeong | (2019) | TE | Validated |
| 9. Emma Neishloss | (2019) | TE | Morningside |
| 10. Erin Morgan | (2021) | TE | First Monroe |

Class of 2022

| | | | |
|------------------------------|---------------|-----------|-----------------------------|
| 1. Ray Johnston | (2017) | RE | Westminster |
| 2. Alexandra (Alex) Rodgers | (2017) | TE | Decatur |
| 3. Jennie Sankey | (2017) | TE | Pleasant Hill |
| 4. Steven Barnes | (2020) | TE | Laboring Outside Our Bounds |
| 5. Barry Gaeddert | (2020) | TE | Peachtree |
| 6. David Lower | (2020) | TE | Saint Luke's |
| 7. Rick Pierce | (2020) | RE | Philadelphia |
| 8. Sung-uen Rhee | (2020) | TE | Validated |
| 9. Mary Ann Hawthorne | (2021) | RE | Oglethorpe |
| 10. Teresa Staten | (2021) | RE | McDonough |

Class of 2023

| | | | |
|---------------------------------|---------------|-----------|-----------------------------|
| 1. Hamilton Barnes | (2018) | TE | Validated |
| 2. Brian Daoust | (2018) | TE | Johns Creek |
| 3. Trace Haythorn | (2018) | TE | Validated |
| 4. Beth Johnson | (2020) | TE | Honorably Retired |
| 5. Anne Fyffe | (2021) | TE | Alpharetta |
| 6. Cheryl Costen Hibbler | (2021) | RE | Church of the Master |
| 7. Jill Joyner | (2021) | TE | Validated |
| 8. Connie Lee | (2021) | TE | Honorably Retired |
| 9. John H. Park | (2021) | TE | Korean Community |
| 10. Mike Watson | (2021) | TE | Oglethorpe |

Examinations Commission

Class of 2021

| | | | |
|-------------------|--------|----|----------------------|
| 1. Morgan Hay | (2016) | TE | First Peachtree City |
| 2. Nicole Lock | (2016) | TE | Clairmont |
| 3. Carol Dunbar | (2019) | RE | Covington First |
| 4. Joe Floyd | (2019) | RE | Morningside |
| 5. Cheryl Hartman | (2019) | RE | Good Shepherd |

Class of 2022

| | | | |
|---------------------------|---------------|-----------|-------------------------|
| 1. Toni Griffin-Fields | (2017) | RE | Church of the Master |
| 2. Charles (Chuck) Achuff | (2020) | RE | Shallowford |
| 3. Martha Moore-Keish | (2020) | TE | Validated |
| 4. Jeanne Simpson | (2020) | TE | Eastminster |
| 5. Andrew Esqueda | (2021) | TE | Trinity, Atlanta |

Class of 2023

| | | | |
|----------------------------|---------------|-----------|------------------------|
| 1. Francis Githieya | (2018) | TE | Validated |
| 2. Alex Moses | (2019) | TE | Fayette |
| 3. Sunghee Han | (2021) | TE | Validated |
| 4. Neeley Lane | (2021) | TE | Covington First |
| 5. David York | (2021) | RE | Central |

Grants

Class of 2021

| | | | |
|------------------------|--------|----|-----------|
| 1. Peggy Bolton | (2018) | RE | Radcliffe |
| 2. Christine Roy Yoder | (2019) | TE | Validated |

Class of 2022

| | | | |
|--------------------|--------|----|---------------|
| 1. David Weitnauer | (2017) | TE | At Large |
| 2. Heidi Gleason | (2020) | RE | North Decatur |

Class of 2023

| | | | |
|------------------------|---------------|-----------|----------------------|
| 1. Richard Hill | (2018) | TE | At Large |
| 2. Jody Andrade | (2021) | TE | Pleasant Hill |

New Church Development Commission

Class of 2021

| | | | |
|---------------------|--------|----|----------|
| 1. Saranell Hartman | (2016) | TE | At Large |
|---------------------|--------|----|----------|

| | | | |
|----------------------|---------------|-----------|-------------------------|
| 2. Jenelle Holmes | (2019) | TE | Ormewood (NCD) |
| 3. Samuel Mwaniki | (2019) | TE | North Avenue |
| 4. Julian Wade | (2019) | RE | Eastminster |
| 5. Erin Kyungwon Noh | (2020) | TE | Alpharetta |
| 6. Paul Kwak | (2017) | RE | Korean Community |

Class of 2022

| | | | |
|-------------------------|--------|----|-------------------|
| 1. Sarah Hooker | (2018) | TE | Validated |
| 2. Betsy Turner | (2019) | TE | Stockbridge |
| 3. Harry Barrow | (2020) | TE | Honorably Retired |
| 4. Stephanie Bishop | (2020) | TE | Fairview |
| 5. Adam Borneman | (2020) | TE | Validated |
| 6. Drew Ditzel | (2020) | TE | Kairos |
| 7. Sam Kim | (2020) | TE | Atlanta Taiwanese |
| 8. Bokassa Bukalo Leade | (2020) | RE | Memorial Drive |

Class of 2023

| | | | |
|-------------------------------|---------------|-----------|------------------------|
| 1. Bill Drummond | (2018) | TE | Validated |
| 2. Rebecca Parker | (2018) | TE | Validated |
| 3. Steven Sankey | (2021) | TE | At Large |
| 4. Hiram Perez-Cordero | (2021) | RE | Shallowford |
| 5. Dan Walden | (2021) | RE | Covington First |

Operations Committee

Class of 2021

| | | | |
|----------------------------|---------------|-----------|----------------------|
| 1. Andrew Eke | (2016) | RE | Radcliffe |
| 2. Rebekah LeMon | (2016) | TE | First Atlanta |
| 3. Tom Whitworth | (2016) | RE | Austell |
| 4. Jerry Leath | (2019) | RE | Church of the Master |
| 5. Chris Price | (2019) | TE | Friendship |
| 6. Catherine Foster | (2021) | TE | Shallowford |

Class of 2022

| | | | |
|--------------------|--------|----|---------------|
| 1. Jack Chiostergi | (2017) | LP | Peachtree |
| 2. Matt Hoffman | (2017) | RE | Pleasant Hill |
| 3. Betty Bates | (2020) | LP | Northwest |
| 4. Frans Christ | (2020) | RE | North Avenue |
| 5. Chris Hooker | (2020) | TE | Validated |
| 6. Alice Moore | (2020) | RE | Hillside |

Class of 2023

| | | | |
|--------------------------|---------------|-----------|-----------------------------|
| 1. Brent Adams | (2018) | RE | Covenant |
| 2. Fred Bryant | (2018) | RE | First Peachtree City |
| 3. Mark Roberson | (2020) | RE | Roswell |
| 4. Kim Clayton | (2021) | TE | Trinity Atlanta |
| 5. Gwynne Mesimer | (2021) | LP | Northminster |
| 6. Iris Wallace | (2021) | RE | Radcliffe |

Personnel Committee

Class of 2021

| | | | |
|--------------------|--------|----|-------------|
| 1. Allison Per-Lee | (2016) | TE | Westminster |
| 2. Paula Coleman | (2019) | RE | Radcliffe |

3. Melissa Schmitz (2019) RE Alpharetta

Class of 2022

1. Mary Martin (2017) RE Saint Luke's
2. Reggie Avant (2020) TE Validated
3. Bobbie Wrenn Banks (2020) TE Gum Creek

Class of 2023

1. Jody Sauls (2018) RE Decatur
2. Tony Sundermeier (2018) TE First Atlanta
3. Jay Lanners (2021) RE Covington First

Permanent Judicial Commission

Class of 2022

1. Marcia Noble RE St. Andrews
2. Cecelya Taylor RE Church of the Master
3. John Callahan TE Morrow

Class of 2024

1. Jane Fahey TE At Large
2. Rosalind McIntyre RE Hillside
3. Bob Riordan RE Central
4. Rita Sheffey RE Mt. Vernon

Class of 2026

1. Marva Bryan (2021) RE Memorial Dr
2. Megan Johnson (2021) TE North Avenue
3. Bo King (2021) RE Decatur

Synod

Class of 2023

1. Jeanne Simpson (2020) TE Eastminster
2. Ken Whitehurst (2020) RE Trinity Decatur

Worship and Presbytery Planning Committee

Class of 2021

1. Richard Allen Farmer (2016) M Crossroads
2. Leigh Campbell Taylor (2016) TE Morningside
3. **Charlton Allen (2021) RE St. Andrews**

Class of 2022

1. Andy Acton (2020) TE Emory
2. Jackie Randolph (2020) RE Oakhurst
3. **Becky Loftis (2021) RE Saint Luke's**

Class of 2023

1. Carlton Johnson (2018) TE Validated
2. D'Jaris Canty Wallace (2018) LP Rice Memorial
3. Michael Morgan (2021) RE Central

2020 General Assembly Commissioners/Bills and Overtures Committee (2022)

Ruling Elders:

- | | |
|--------------------------------------|-----------------|
| 1. Destiny Williams (2020 Moderator) | McDonough |
| 2. Bokassa Bukalo | Memorial Drive |
| 3. Linda Curry | North Decatur |
| 4. Cynthia Smith | First Jonesboro |
| 5. Tom Whitworth | Austell |

Teaching Elders:

- | | |
|----------------------------------|-------------------------------|
| 1. Russ Weekley (2021 Moderator) | Good Shepherd |
| 2. Hyunsung Cho | ECKAM |
| 3. Francis Githieya | Transformation Covenant (NCD) |
| 4. Morgan Hay | First Peachtree City |
| 5. Rafael Viana | On the Way (NCD) |

The entire slate (minus the Moderator) was presented to the Presbytery in one motion by the chair of the Nominating Committee. Destiny Williams asked if there were any nominations from the floor. Hearing none, the Presbytery approved those names printed in bold, to serve in their respective committees. The *vote to approve* was 228 yes, 0 no, 6 abstentions.

JUDICIAL PRONOUNCEMENT

On September 12, 2020, the Permanent Judicial Commission of the Presbytery of Greater Atlanta received charges and heard arguments for an Alternative Resolution in Disciplinary Case 19-03. The charges, Alternate Forms of Resolution, and final order of the Permanent Judicial Commission are found below. Per the Book of Order, D- 12.0104, and by order of the Permanent Judicial Commission the following censure will be read into the record and will be included in the minutes of this meeting.

Whereas. you, **Billy Michael Honor** have been found guilty of the following offenses while serving as the coordinator for the Georgia Ave Building on behalf of the Presbytery of Greater Atlanta (from October 2015 through October 18, 2019) and while serving as the Pastor of Pulse Church, you, Rev. Billy Michael Honor, embezzled over \$276,000; at least \$74,000 from the Presbytery of Greater Atlanta Georgia Ave checking account and at least \$202,000 from the Pulse Church operating checking account.

You had access and control of both bank accounts and you used the monies designated for building and church operations and maintenance for unauthorized personal purchases and expenses. You spent the money on personal vacations (approx. \$5,000), personal finance charges (approx. \$2,500), personal clothing (approx. \$5,000), and through ATM, check and other cash withdrawals (approx. \$154,000). Further, there is approximately \$64,000 of checks and approximately \$45,000 of other debit card charges with no backup to prove the expenses were a legitimate expense. You willingly delayed or ignored critical building infrastructure repairs (e.g. mold abatement due to roof and foundation leaks) recklessly putting church members, building tenants, and their clients at risk. You falsified reports and lied about the status of the accounts to the Presbytery of Greater Atlanta, the GA Ave building tenants, Pulse Church leaders, and the New Church Development Commission.

This act was an offense as defined in D-2.0203b of the Book of Order in that it was contrary to the Scriptural and confessional mandates against stealing.

- Exodus 20:15 You shall not steal.
- Proverbs 22:22 Do not rob the poor because they are poor, or crush the afflicted at the gate;
- Luke 16:13 No slave can serve two masters; for a slave will either hate the one and love the other, or be devoted to the one and despise the other. You cannot serve God and wealth.
- 1 Corinthians 4:1-2 Think of us in this way, as servants of Christ and stewards of God's mysteries. Moreover, it is required of stewards that they should be found trustworthy.

- Hebrews 13:5 Keep your lives free from the love of money, and be content with what you have; for he has said, 'I will never leave you or forsake you.

This act was also an offense for one in an ordered ministry of this church in that it violated the ordination vows to be “instructed and led by” the scriptures and confessions, to “fulfill your ministry in obedience to Jesus Christ,” to “be governed by our church's polity, and ... abide by its discipline,” to “be a friend among your colleagues in ministry,” to “in your own life seek to follow the Lord Jesus Christ, love your neighbors, and work for the reconciliation of the world,” and to “further the peace, unity, and purity of the church” (W-4.0404c-g).

Charge #2:

While serving as the coordinator for the Georgia Ave Building on behalf of the Presbytery of Greater Atlanta (from 2015-2019) and while serving as the Pastor of Pulse Church, you, Rev. Billy Michael Honor, spent much of the embezzled money described in Charge #1 engaged in long term improper sexual conduct. By your own admission, you spent the money in strip clubs and for “massages” in hotel rooms.

This act was an offense as defined in D-2.0203b of the Book of Order in that it was contrary to the Scriptural and confessional mandates against adultery and fornication.

- Deuteronomy 5:18 Neither shall you commit adultery.
- 2 Corinthians 12:21 I fear that when I come again, my God may humble me before you, and that I may have to mourn over many who previously sinned and have not repented of the impurity, sexual immorality, and licentiousness that they have practiced.
- Colossians 3:5 Put to death, therefore, whatever in you is earthly: fornication, impurity, passion, evil desire, and greed (which is idolatry).
- Hebrews 13: 4 Let marriage be held in honor by all, and let the marriage bed be kept undefiled; for God will judge fornicators and adulterers.
- 1 Thessalonians 4:3 For this is the will of God, your sanctification: that you abstain from fornication;

This act was also an offense for one in an ordered ministry of this church in that it violated the ordination vows to be “instructed and led by” the scriptures and confessions, to “fulfill your ministry in obedience to Jesus Christ,” to “be governed by our church's polity, and ... abide by its discipline,” to “be a friend among your colleagues in ministry,” to “in your own life seek to follow the Lord Jesus Christ, love your neighbors, and work for the reconciliation of the world,” and to “further the peace, unity, and purity of the church” (W-4.0404c-g).

The Alternate Forms of Resolution is as follows:

Alternative Form of Resolution for Rev. Billy Michael Honor Presbytery of Greater Atlanta Investigating Committee 19-03

Whereas, you, Billy Michael Honor, confessed to the censurable offenses of: 1) embezzling over \$276,000; at least \$74,000 from the Presbytery of Greater Atlanta Georgia Ave checking account and at least \$202,000 from the Pulse Church operating checking account and 2) spent much of the embezzled money described in Charge #1 engaged in long term improper sexual conduct. By your own admission, you spent the money in strip clubs and for “massages” in hotel rooms. By committing such offenses you have acted contrary to the Scriptures and of the Constitution of the Presbyterian Church (USA); now, therefore, the Presbytery of Greater Atlanta does now declare you temporarily excluded from the exercise of ordered ministry for a period of a minimum of three years and until completion of the following rehabilitation program supervised by the Committee on Ministry as described below:

1. Public act of contrition and confession before your colleagues in ministry at a stated meeting of the Presbytery of Greater Atlanta. (*upon restoration*)
2. Continue in current therapeutic relations as appropriate at this time and as recommended in the future by a qualified therapist. The therapist must be approved by the Committee on Ministry and you shall provide

- all applicable release agreements and forms in order for the therapist to release necessary information about your progress to the Committee on Ministry supervisory team and the Stated Clerk.
3. Psychiatric/Psychological evaluation by a board certified psychiatrist/licensed psychologist and the appropriate medical attention follow up. An initial assessment/evaluation and follow-up as appropriate, with a final evaluation to occur at the time of the requested restoration. The psychiatrist/psychologist must be approved by the Committee on Ministry and you shall provide all applicable release agreements and forms in order for the psychiatrist/psychologist to release necessary information about your evaluation to the Committee on Ministry supervisory team and the Stated Clerk.
 4. Participation in a financial management education program. The program must be approved by the Committee on Ministry and you shall provide all applicable release agreements and forms in order for the program to release necessary information about your progress to the Committee on Ministry supervisory team and the Stated Clerk.
 5. Participation in a sexual addiction rehab program. The program must be approved by the Committee on Ministry and you shall provide all applicable release agreements and forms in order for the program to release necessary information about your progress to the Committee on Ministry supervisory team and the Stated Clerk.
 6. Develop a relationship with a spiritual mentor. The mentor must be approved by the Committee on Ministry and you shall provide all applicable release agreements and forms in order for the mentor to release necessary information about your progress to the Committee on Ministry supervisory team and the Stated Clerk.
 7. Encouraged to find a faith community in which to be involved during this period. A PC (USA) congregation is preferred; however, if that is not workable, then a congregation of the reformed tradition as agreed to in consultation with the Committee on Ministry. Attendance at presbytery meetings is not mandatory as specified for clergy; however, not barred from attending, although not as a voting member of the body, nor to be appointed to serve on committees or hold any office
 8. Restitution to victims of a minimum of 10% of embezzled funds (\$27,600); \$7,400 to the Presbytery of Greater Atlanta (Georgia Ave account) and \$20,200 to the New Church Development Commission (Pulse Church).
 9. At a minimum, quarterly reports by Billy Michael Honor to the Committee on Ministry showing progress toward restoration and restitution. The reports may include input from the therapist, psychiatrist, rehab program, education program, spiritual mentor, and other sources as deemed appropriate by the Committee on Ministry.

This process should be completed within five years. If, at the end of the five years, the process is not completed, an appeal may be made to the Committee on Ministry for an extension, which is not to exceed two years. If granted, the process must be completed during the extension period. If not granted, or if at the end of such an extension the process is not completed, this issue will be referred back to the Permanent Judicial Commission of the Presbytery of Greater Atlanta for further determination.

Additional Considerations:

1. The Investigating Committee supports the use of the following language for PIF responses after restoration. “While serving as the coordinator for the Georgia Ave Building on behalf of the Presbytery of Greater Atlanta (from October 2015 through October 18, 2019) and while serving as the Pastor of Pulse Church, I embezzled over \$276,000 and used the money on personal expenses engaged in long term improper sexual conduct. I did write a letter of self-accusation to my presbytery, and cooperated fully with the investigating committee. I confessed to the charges, agreed to a censure, and was temporarily excluded from the exercise of ordered ministry. After a ___-year [number of years that elapse before restoration to be inserted] period of healing and rehabilitation, I was fully restored by the Presbytery of Greater Atlanta to ordered ministry on [insert the date this occurs].”
2. Employment during the period of censure: Per Book of Order D-12.0104d-e during a Temporary Exclusion, Billy may not “exercise any function or ordered ministry” and “shall refrain from participating and voting in meetings and from holding or exercising any office.” Therefore, with prior approval of the Committee on Ministry, Billy may work in and pursue positions in churches and church-related organizations/institutions that do not require that the position be filled by an ordained person and he may

not engage in pastoral functions such as preaching, teaching, pastoral care, and the exercise of sacraments. Billy may pursue, without prior approval by the Committee on Ministry, employment with secular institutions or nonprofits. Billy may not have a position within a church, church-related organization/institution, secular institution, or nonprofit where the position involves financial management responsibilities.

3. The title of Reverend shall not be used pending restoration.
4. Prior to employment with a church-related organization or institution, as approved by the Committee on Ministry, Billy will acknowledge that he is under temporary exclusion from the exercise of ordered ministry and will permit the Presbytery, through the Stated Clerk/Executive Presbyter, to confirm that fact when contacted for a reference check.

It is the sincere prayer of the Presbytery of Greater Atlanta that this period of temporary exclusion from ordered ministry and period of confession, rehabilitation, and restitution may, by the Grace of God, become for you, Billy Michael Honor, an opportunity for renewed relationship with God; a time for renewed commitment to the life of discipleship; an incentive for increased self-awareness; a time of repentance and reconciliation; and the beginning of the new life given to believers by the grace of the Lord Jesus Christ and the presence and power of the Holy Spirit.

Finally, it is understood and agreed that at the next meeting of the Presbytery of Greater Atlanta the fact of entry into this Alternative Form of Resolution shall be reported.

**PRESBYTERY OF GREATER ATLANTA
PERMANENT JUDICIAL COMMISSION**

| | | |
|---|---|--------------------------------|
| Presbyterian Church (U.S.A.) through the Presbytery of Greater Atlanta |) | |
| |) | |
| v. |) | Disciplinary Case 19-03 |
| |) | |
| Billy Michael Honor |) | |

DECISION AND ORDER

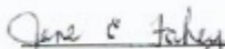
On September 12, 2020, the parties appeared before the Commission for a hearing on the Alternative Form of Resolution reached by the parties to settle the charges of embezzlement and improper sexual conduct filed against Billy Michael Honor by Investigating Committee 19-03 on behalf of the Presbyterian Church (U.S.A.) through the Presbytery of Greater Atlanta.

The Commission approves the Alternative Form of Resolution, attached hereto as Exhibit A, based upon the parties' agreements and representations on the record at the hearing that the AFR is to be interpreted as follows:

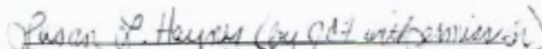
1. That the restitution provisions shall not be interpreted as a bar, nor will Rev. Honor assert them as a defense, to any further civil or criminal remedies that may be pursued;
2. That the "Additional Considerations" listed in the AFR are mandatory and not merely permissive, specifically including the statement that Billy Honor will provide in any future PIF; and
3. As used in the AFR, the party deciding what is deemed "necessary information" is the Committee on Ministry and its supervisory team.

The Stated Clerk of the Presbytery is instructed to read this decision, including Exhibit A, to the Presbytery at its November 2020 meeting and to enter the full decision upon the Presbytery minutes.

So ordered this 12th day of September, 2020.



Jane E. Fahey, Moderator

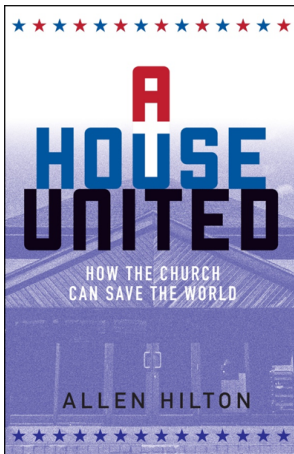


Susan L. Haynes, Clerk

GUEST OF THE PRESBYTERY



Allen Hilton is a speaker, teacher, writer, and leader who brings people together across lines of political and racial difference for the common good. He is the Executive Director of House United, flying or Zooming 30 weeks per year to help divided communities around the nation to collaborate and build community. His book, *A House United: How the Church Can Save the World*, describes American political polarization and calls Christians to help solve it. Allen began in Academe, serving on the Bible faculties of St. Mary's College of CA and the Yale Divinity School; he then served on pastoral teams for large churches in CT, WA, MN, and AZ. He lives now in Austin, TX, with his beloved wife Liz and their teen sons Sam and Isaac.



Rev. Hilton will be hosting a **town hall on Saturday November 21 from 10:00-11:30 AM** for the presbytery to process how to bridge the divisions in such a divisive political atmosphere.

Topic: A House United: Courageous Conversations across the Aisle

Time: Nov 21, 2020 10:00 AM Eastern Time (US and Canada)

[Join Zoom Meeting](#)

COMMITTEE ON MINISTRY

For Information

The Committee on Ministry has revised the policy on Pastoral Designations (Policy 14). You can find the revised policy in the addendum of the handbook.

Minimum Compensation Standards for 2021 can be found as an addendum in this handbook.

Admit to Record

1. Approve the Honorable Retirement of **Deborah Flemister Mullen**. Effective date: December 31, 2020.
2. Validate the ministry of **Carol Pitts** as a pastoral counselor with CHRIS 180. Date of validation: September 17, 2020.
3. Approve the terms of call between **Landon Dillard** (Providence Presbytery) and Shallowford Presbyterian Church as a Contract Call Associate Pastor. Effective date: August 24, 2020.
 - a. Salary and Housing 52,000
 - b. Professional expenses 1,600

| | |
|---------------------------------------|--------|
| c. Moving expenses | 3,000 |
| d. SECA allowance | 3,978 |
| e. Board of Pensions including dental | 19,683 |
| f. Continuing education | 1,600 |
| g. Cell phone | 900 |
| h. Four weeks vacation | |
| i. Two weeks continuing education | |

4. Conclude the interim relationship between **Davis Bailey** and Buford Presbyterian Church. Effective date: September 15, 2020.

5. Approve the terms of call between **Rix Threadgill** and Buford Presbyterian Church. Effective date: September 16, 2020.

| | |
|---------------------------------|----------|
| a. Salary | 28,200 |
| b. Housing | 40,000 |
| c. Additional retirement | 4,800 |
| d. Board of Pensions | 27,010 |
| e. SECA | 5217.30 |
| f. Continuing Education | 1,000 |
| g. Moving expenses | 2,500 |
| h. Mileage (reimbursable) | 3,600 |
| i. Dental | 1,632.36 |
| j. Vision | 157.44 |
| k. Supplemental Death | 383 |
| l. Sabbatical after 3 years | |
| m. Paid family leave at 4 weeks | |
| n. 4 weeks vacation | |
| o. 2 weeks continuing education | |

6. That the 2019 minutes of Crossroads Presbyterian Church were approved without exception on October 8, 2020.

7. Conclude the Contract Call Associate contract relationship between **Nancy Kinzer** and Northminster Presbyterian Church and place her as a member at large. Effective date: September 15, 2020.

8. Approve the Interim Associate Pastor contract between Northminster Presbyterian Church and **Davis Baily**. Effective date: October 12, 2020.

| | |
|--------------------------------------|--------|
| a. Salary | 38,550 |
| b. Housing | 36,450 |
| c. SECA allowance | 5,738 |
| d. Menu option for Board of Pensions | |
| e. Pension | 8,250 |
| f. Death and Disability | 750 |
| g. Cell phone and mileage | 3,500 |
| h. Other vouchered expenses | 1,100 |
| i. 403b for 2020 and 2021 | 18,750 |
| j. Four weeks vacation | |
| k. Two weeks continuing education | |

9. Change **Song Yin Paik** to member at large due to the conclusion of his validated ministry. Effective date: April 30, 2020.

10. Approve the Contract Call Associate Pastor contract between **Lucy Strong** and Trinity Presbyterian Church (Atlanta). This contract is full time. Effective date: September 28, 2020.
- | | |
|---------------------------------------|--------|
| a. Salary and Housing | 60,000 |
| b. Board of Pensions | 22,200 |
| c. SECA allowance | 4,590 |
| d. Continuing Education | 1,000 |
| e. Business and Professional Expenses | 3,600 |
| f. First Call Program | 400 |
| g. Dental | |
| h. Cell phone reimbursed | |
| i. 4 weeks vacation | |
| j. 2 weeks continuing education | |
11. On September 13, 2020 a congregational meeting was held to elect **Jonier Orozco Usuga** as the installed pastor of Austell Presbyterian Church. He has been a contract call pastor. Per Policy 14, Rev. Orozco Usuga received over $\frac{3}{4}$ vote from the congregation.
- | | |
|-----------------------------------|--------|
| a. Salary | 29,968 |
| b. Housing | 29,968 |
| c. SECA | 4,585 |
| d. Board of Pensions | 22,176 |
| e. Continuing education | 1,000 |
| f. Mileage | 3,000 |
| g. Cell phone | 1,080 |
| h. Other vouchered expenses | 1,000 |
| i. Four weeks vacation | |
| j. Two weeks continuing education | |
12. Approve the Interim Contract between Clairmont Presbyterian Church and **Nicole Lock**. Effective date: October 11, 2020.
- | | |
|---------------------------------|-----------|
| a. Salary | 22,000 |
| b. Housing | 50,000 |
| c. Continuing Education | 1,500 |
| d. SECA allowance | 5,508 |
| e. Medical/Vision | 19,469.28 |
| f. Pension | 8,525.88 |
| g. Death and Disability | 775 |
| h. Dental | 905 |
| i. Mileage | 3,000 |
| j. Professional expenses | 1,500 |
| k. 4 weeks vacation | |
| l. 2 weeks continuing education | |
13. Approve the Contract Call contract renewal between First Presbyterian Church (Jonesboro) and **Olive Mahabir**. Effective date: October 6, 2020. This contract is for 32 hours per week.
- | | |
|--|-----------|
| a. Salary | 22,446.54 |
| b. Housing | 24,000 |
| c. SECA Allowance | 3,553.46 |
| d. Pastor's participation in retirement plan | 7,750 |
| e. Cell phone | 1,500 |
| f. Mileage | 1,260 |
14. Approve the interim contract between Loyd Presbyterian Church and **David Omerod**. Effective date: October 12, 2020. This contract is for 20 hours per week.
- | | |
|-----------|--------|
| a. Salary | 15,000 |
|-----------|--------|

| | |
|---|----------|
| b. Housing | 10,000 |
| c. Continuing education | 1,000 |
| d. SECA allowance | 1,912.50 |
| e. Post retirement dues paid by church to BOP | 3,000 |
| f. Cell phone | 400 |
| g. Mileage | 4,000 |
| h. Professional expenses | 3,000 |

15. Dissolve the pastoral relationship between Covenant Presbyterian Church and **Richard Hill** and place him on the minister member at large rolls. Effective date: November 22, 2020.

16. Appoint **Kate Colussy-Estes** moderator of Covenant Presbyterian Church until the arrival of an interim pastor. Effective date: November 23, 2020.

17. Conclude the contract between First Presbyterian Church (Bremen) and **Julie Fuller** and place her as a minister member at large. Effective date: December 31, 2020.

COUNCIL

For Recommendation (part of the omnibus motion)

Council recommends the **following people** (in **bold**) to serve on the Presbytery's Nominating Committee:

| | | | |
|---------------|-------------------------|-----------|-----------------------|
| Class of 2021 | Rob Sparks | TE | First Atlanta |
| | Nicole Lock | TE | Clairmont |
| | Phil Brown | TE | Saint Luke's |
| Class of 2022 | Vivian Hodo | RE | Druid Hills |
| | Mark Roberson | RE | Roswell |
| | Billy Wade | TE | Honorably Retired |
| Class of 2023 | Debra Durden | RE | Philadelphia |
| | Emily Wilmesherr | TE | Decatur |
| | Kwang Hwa Kim | RE | Korean Central |

OPERATIONS

For Information:

The committee has received the resignation of member George Bancroft (RE, Alpharetta) for personal reasons. His position will be filled January 1, 2021, by the normal process of the Committee on Nominations.

Admit to Record:

1. In August, Brooks, McGinnis, & Company, LLC, completed the audit of the presbytery's fiscal year ended January 31, 2020. They issued a qualified opinion based on the fact that the New Church Development Commission's finances are separate from those of the presbytery's operations and are, therefore, not included in the audit. They went on to state, "In our opinion, except for the matter described in the Basis for Qualified Opinion paragraph, the financial statements referred to above present fairly, in all material respects, the financial position of Presbytery of Greater Atlanta, Inc. as of January 31, 2020 and 2019, and the changes in its net assets and its cash flows for the year then ended in

accordance with accounting principles generally accepted in the United States of America.” The audit reports will be presented to the Operations Committee at their November meeting.

- The general assembly portion of the per capita will increase by \$0.03 for 2021. The total per capita amount for 2021 will be \$26.98 per active member as of December 31, 2019. The total includes \$16.50 in presbytery per capita, \$1.50 in synod per capita, and \$8.98 in general assembly per capita.

Date : 10/20/2020
Time : 11:25:28 AM

Presbytery of Greater Atlanta, Inc.
Monthly Benevolence Report
September 2020

Page : 1

Note: The Report Option to include Open Transactions is selected.

| Accounts | MTD Actual (This Year) | YTD Actual (This Year) | YTD Actual (Last Year) |
|---|---------------------------|---------------------------|---------------------------|
| Revenues | | | |
| Support and Revenue | | | |
| Budgeted Designated | | | |
| Budgeted General Assembly | | | |
| 100-403000 - One Great Hour of Sharing | \$2,487.00 | \$8,321.00 | \$23,110.49 |
| 100-403020 - Christmas Joy Offering | \$0.00 | \$5,825.30 | \$13,427.24 |
| 100-403030 - Pentecost Offering | \$0.00 | \$1,265.00 | \$2,171.15 |
| 100-403040 - Theological Education Fund | \$0.00 | \$400.00 | \$0.00 |
| 100-403050 - Peacemaking Special Offering | \$0.00 | \$117.00 | \$732.15 |
| 100-403200 - Designated for Missionaries | \$991.67 | \$18,900.03 | \$27,887.53 |
| Total Budgeted General Assembly | <u>\$3,478.67</u> | <u>\$34,828.33</u> | <u>\$67,328.56</u> |
| Budgeted Presbytery | | | |
| 100-403510 - Designated Thornwell Home & School | \$1,344.09 | \$3,710.21 | \$4,952.46 |
| 100-403520 - Columbia Seminary | \$0.00 | \$750.00 | \$1,125.00 |
| 100-403550 - Johnson C. Smith Seminary | \$0.00 | \$600.00 | \$1,050.00 |
| 100-403580 - Presbyterian Homes | \$131.59 | \$1,072.71 | \$5,097.46 |
| 100-403590 - Villa International | \$0.00 | \$250.00 | \$250.00 |
| Total Budgeted Presbytery | <u>\$1,475.68</u> | <u>\$6,382.92</u> | <u>\$12,474.92</u> |
| Total Budgeted Designated | <u>\$4,954.35</u> | <u>\$41,211.25</u> | <u>\$79,803.48</u> |
| Total Support and Revenue | <u>\$4,954.35</u> | <u>\$41,211.25</u> | <u>\$79,803.48</u> |
| Total Revenues | <u>\$4,954.35</u> | <u>\$41,211.25</u> | <u>\$79,803.48</u> |
| Disbursements and Expenses | | | |
| Benevolent Disbursements | | | |
| 100-500100 - G. A. Budgeted Benevolence | \$3,478.67 | \$40,328.33 | \$67,328.56 |
| 100-500500 - Designated for Presbyterian Homes | \$131.59 | \$1,072.71 | \$5,097.46 |
| 100-504010 - Designated for Villa International | \$0.00 | \$250.00 | \$250.00 |
| 100-504030 - Designated for Thornwell | \$1,344.09 | \$3,710.21 | \$4,952.46 |
| 100-506010 - Designated for Columbia Seminary | \$0.00 | \$750.00 | \$1,125.00 |
| 100-506020 - Designated for JC Smith Seminary | \$0.00 | \$600.00 | \$1,050.00 |
| Total Benevolent Disbursements | <u>\$4,954.35</u> | <u>\$46,711.25</u> | <u>\$79,803.48</u> |
| Total Disbursements and Expenses | <u>\$4,954.35</u> | <u>\$46,711.25</u> | <u>\$79,803.48</u> |
| Net Total | \$0.00 | (\$5,500.00) | \$0.00 |

Presbytery of Greater Atlanta, Inc.
Preliminary Statement of Financial Position
Operations Fund
As of September 30, 2020

Assets

| | | |
|---|-----------------------|-------------------------------|
| Cash | | \$646,702.22 |
| Investments | | \$705,127.65 |
| Accounts Receivable | | |
| Allowance for Accounts Receivable | (\$46,400.00) | |
| A/R-Due from Clifton Sanctuary Min. | (\$3,181.78) | |
| A/R-Hanbit PC | \$36,394.87 | |
| A/R - Summit South Fayette | \$18,212.52 | |
| A/R - Rockspring PC | (\$16,743.96) | |
| A/R- Ormewood Park | \$18,255.32 | |
| A/R - College Park PC | \$36,567.31 | |
| A/R - Church of the New Covenant | (\$25,425.07) | |
| A/R - Luther Hays PET | \$20.10 | |
| A/R-Georgia Avenue Building/Site | \$34,818.23 | |
| A/R -Church os St. Andrew | \$26,294.82 | |
| Pledges Receivable (Ground Lease) | \$750,000.00 | |
| Discount on Pledges Receivable (Ground Lease) | <u>(\$514,327.14)</u> | |
| Total Accounts Receivable | | \$314,485.22 |
| Prepaid Expenses | | \$2,146.59 |
| Property & Equipment | | \$1,200,523.54 |
| Total Held for Sale or Transfer | | \$4,130,000.00 |
| Land, Buildings and Property (Net) | | \$8,012,960.50 |
| Total Accumulated Depreciation | | <u>(\$1,346,187.79)</u> |
| Total Assets | | <u><u>\$13,665,757.93</u></u> |

Liabilities, Fund Principal, & Restricted Funds

| | | |
|-----------------------------|-----------------|--------------------|
| Liabilities | | |
| Non-Budgeted Benevolence | | \$5,926.11 |
| A/P Operations | | \$93,144.75 |
| A/P Tree of Life Ministries | | \$11,750.00 |
| HFSA | | \$3,467.34 |
| Accrued Vacation | | \$17,375.11 |
| Long-term Debt | | |
| Due to Wachovia (CSM) | \$47,734.80 | |
| Total Long-term Debt | | \$47,734.80 |
| Other Liabilities | \$65,226.73 | |
| | | <u>\$65,226.73</u> |
| Total Liabilities | | \$244,624.84 |
| Total Restricted Funds | | \$754,043.85 |
| Fund Principal | | |
| Fund Balance-Operations | \$12,571,838.27 | |
| Reclasses for Audit Prep | \$0.00 | |

Presbytery of Greater Atlanta
 Operations Fund Revenues and Disbursements-Preliminary
 Period Ending September 30, 2020

| | Actual Period Ending <u>9/30/20</u> | Actual Period Ending <u>9/30/19</u> | Annual Budget <u>FYE 01/31/2021</u> |
|-----------------------------------|---|---|--|
| Operation Support | \$ 316,446.36 | \$ 422,666.07 | \$ 620,000.00 |
| Per Capita | \$ 422,008.28 | \$ 535,310.02 | \$ 660,000.00 |
| Budgeted Designated | \$ 34,828.33 | \$ 67,328.56 | \$ - |
| Budgeted Presbytery | \$ 7,755.63 | \$ 13,977.38 | \$ 3,200.00 |
| Total Designated | <u>\$ 781,038.60</u> | <u>\$ 1,039,282.03</u> | <u>\$ 1,283,200.00</u> |
| Interest Income | \$ 7,066.92 | \$ 9,796.30 | \$ 7,000.00 |
| Designated for Presbytery Only | \$ 39,255.03 | \$ 59,995.98 | \$ 44,500.00 |
| Other Income | \$ 137,067.04 | \$ 71,919.30 | \$ 196,150.00 |
| Total Revenues before Transfers | <u>\$ 964,427.59</u> | <u>\$ 1,180,993.61</u> | <u>\$ 1,530,850.00</u> |
| Transfers | | | |
| Transfer to Pilgrimage | \$ - | \$ 10.10 | \$ - |
| Total Transfers | <u>\$ -</u> | <u>\$ 10.10</u> | <u>\$ -</u> |
| Benevolent Disbursements | \$ 390,229.27 | \$ 475,839.38 | \$ 533,418.36 |
| Program Expenses | | | |
| Committees & Partnerships | \$ 4,765.48 | \$ 27,048.25 | \$ 25,000.00 |
| Salary and Benefits | \$ 369,094.66 | \$ 525,673.85 | \$ 809,099.25 |
| Administrative Costs | \$ 105,087.21 | \$ 118,383.84 | \$ 163,050.00 |
| Total Program Expenses | <u>\$ 478,947.35</u> | <u>\$ 671,105.94</u> | <u>\$ 997,149.25</u> |
| Total Transfers and Disbursements | <u>\$ 869,176.62</u> | <u>\$ 1,146,945.32</u> | <u>\$ 1,530,567.61</u> |
| Change in Net Assets | <u>\$ 95,250.97</u> | <u>\$ 34,038.19</u> | <u>\$ 282.39</u> |
| Other Revenues | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> |
| Other Expenses | \$ - | \$ - | \$ - |
| Net Operating Total | \$ 95,250.97 | \$ 34,038.19 | \$ 282.39 |

THE PRESBYTERY OF GREATER ATLANTA
2020 BENEVOLENCE GIVING RECORDS
9/30/20

*See explanation on final report page regarding each column.

| CHURCH | COLUMN 1 OPERATIONAL SUPPORT PLEDGE | COLUMN 2 OPERATIONAL SUPPORT RECEIVED | COLUMN 3 PER CAPITA ASSESSMENT \$26.95 | COLUMN 4 PER CAPITA RECEIVED | COLUMN 5 TOTAL RECEIPTS TO PRESBYTERY BUDGET <small>(Column 3+Column 4)</small> | COLUMN 6 SPECIAL DESIGNATIONS | COLUMN 7 NON-BUDGETED DESIGNATIONS | COLUMN 8 TOTAL OF ALL RECEIPTS <small>(Column 5+Column 6+7)</small> | MEMBERSHIP 12/31/19 | MEMBERSHIP 12/31/18 |
|------------------------------|--|--|---|------------------------------------|---|-------------------------------------|--|--|------------------------|------------------------|
| PEACHTREE | | | \$182,936.60 | | \$0.00 | | | \$0.00 | 7010 | 6788 |
| ROSWELL | \$45,000.00 | | \$64,814.75 | \$43,210.00 | \$43,210.00 | | | \$43,210.00 | 2351 | 2405 |
| First PRES-ATLANTA | | \$25,000.00 | \$50,908.55 | \$25,455.00 | \$50,455.00 | \$1,861.00 | | \$52,316.00 | 1856 | 1889 |
| KOREAN COMMUNITY | | \$25,000.00 | \$45,922.80 | | \$25,000.00 | | \$5,000.00 | \$30,000.00 | 1836 | 1704 |
| TRINITY ATLANTA | \$106,000.00 | \$79,501.00 | \$57,996.40 | \$43,224.00 | \$122,725.00 | | | \$122,725.00 | 1771 | 2152 |
| SHALLOWFORD | | \$1,665.76 | \$28,728.70 | \$21,546.76 | \$23,212.52 | \$5,500.00 | \$6,110.00 | \$34,822.52 | 984 | 1066 |
| NORTH AVENUE * | | \$15,009.03 | \$25,225.20 | \$16,848.00 | \$31,857.03 | \$3,920.03 | \$365.00 | \$36,142.06 | 927 | 936 |
| ALPHARETTA | \$22,450.00 | \$16,837.47 | \$22,449.35 | \$16,837.47 | \$33,674.94 | \$1,780.00 | \$880.00 | \$36,334.94 | 833 | 833 |
| DECATUR | \$21,060.00 | \$10,530.00 | \$21,937.30 | \$21,940.00 | \$32,470.00 | \$11,375.00 | \$3,375.00 | \$47,220.00 | 800 | 814 |
| ST LUKES | \$36,000.00 | \$21,600.00 | \$20,212.50 | \$20,104.70 | \$41,704.70 | \$400.00 | | \$42,104.70 | 727 | 750 |
| First AFRICAN | | | \$19,350.10 | | \$0.00 | | | \$0.00 | 692 | 718 |
| JOHNS CREEK | | | \$18,110.40 | | \$0.00 | | | \$0.00 | 685 | 672 |
| MCDONOUGH | \$10,083.00 | \$7,562.25 | \$14,418.25 | \$14,419.00 | \$21,981.25 | \$2,657.50 | \$2,250.00 | \$26,888.75 | 532 | 535 |
| First PRES-LAGRANGE | \$5,000.00 | \$3,750.00 | \$14,256.55 | \$10,692.75 | \$14,442.75 | \$3,522.00 | | \$17,964.75 | 521 | 529 |
| CENTRAL | | \$16,012.53 | \$13,286.35 | \$13,286.35 | \$29,298.88 | | | \$29,298.88 | 515 | 493 |
| BUFORD | \$0.00 | | \$13,798.40 | \$3,982.24 | \$3,982.24 | | \$853.25 | \$4,835.49 | 512 | 512 |
| MOUNT VERNON | | \$9,000.00 | \$12,774.30 | \$7,800.00 | \$16,800.00 | | | \$16,800.00 | 396 | 474 |
| NEWNAN | \$1,000.00 | \$5,000.00 | \$10,699.15 | \$7,132.80 | \$12,132.80 | \$1,118.00 | | \$13,250.80 | 394 | 397 |
| NORTHMINSTER | | \$23,000.01 | \$13,043.80 | \$11,956.82 | \$34,956.83 | | | \$34,956.83 | 391 | 484 |
| PLEASANT HILL | \$19,000.00 | \$9,500.00 | \$13,690.60 | \$13,690.60 | \$23,190.60 | | | \$23,190.60 | 375 | 508 |
| MORNINGSIDE | | | \$14,930.30 | \$14,930.30 | \$14,930.30 | \$450.00 | | \$15,380.30 | 365 | 554 |
| NORTH DECATUR | \$0.00 | | \$9,513.35 | | \$0.00 | | \$551.09 | \$551.09 | 354 | 353 |
| CLAIRMONT | | | \$9,863.70 | \$7,398.00 | \$7,398.00 | | | \$7,398.00 | 322 | 366 |
| OAKHURST | | \$2,666.64 | \$8,192.80 | \$4,597.34 | \$7,263.98 | \$1,409.81 | | \$8,673.79 | 321 | 304 |
| WESTMINSTER | \$0.00 | | \$9,189.95 | \$4,594.98 | \$4,594.98 | \$1,635.00 | | \$6,229.98 | 314 | 341 |
| NEW LIFE | \$2,000.00 | | \$8,085.00 | | \$0.00 | | | \$0.00 | 314 | 300 |
| FAYETTE | \$0.00 | | \$7,222.60 | \$3,611.30 | \$3,611.30 | | | \$3,611.30 | 268 | 268 |
| EASTMINSTER | \$0.00 | | \$9,594.20 | \$7,675.36 | \$7,675.36 | | | \$7,675.36 | 258 | 356 |
| GODD SHEPHERD | \$0.00 | | \$7,680.75 | \$5,760.57 | \$5,760.57 | | | \$5,760.57 | 255 | 285 |
| COVINGTON FIRST PRESBYTERIAN | \$10,000.00 | \$6,666.64 | \$6,926.15 | \$4,617.44 | \$11,284.08 | \$310.00 | | \$11,594.08 | 238 | 257 |
| ST ANDREWS | \$0.00 | \$3,000.00 | \$5,982.90 | \$6,000.00 | \$9,000.00 | \$1,671.00 | \$215.00 | \$10,886.00 | 232 | 222 |
| NORTHWEST | | \$5,000.00 | \$6,252.40 | \$6,252.40 | \$11,252.40 | | | \$11,252.40 | 231 | 232 |
| CARROLTON | | \$500.00 | \$6,333.25 | \$2,600.00 | \$3,100.00 | \$200.00 | | \$3,300.00 | 230 | 235 |
| RADCLIFFE | | \$585.00 | \$6,333.25 | \$3,167.00 | \$3,752.00 | \$453.00 | | \$4,360.00 | 228 | 235 |
| LOYD | \$4,200.00 | \$2,999.97 | \$6,063.75 | \$6,063.75 | \$9,063.72 | | \$200.00 | \$9,263.72 | 221 | 225 |
| First PRES-PEACHTREE CITY | | | \$5,147.45 | | \$0.00 | | \$500.00 | \$500.00 | 206 | 191 |
| CONVERS | \$0.00 | | \$5,443.90 | | \$0.00 | | | \$0.00 | 200 | 202 |
| MORROW | | | \$5,336.10 | \$5,336.00 | \$5,336.00 | \$1,000.00 | | \$7,086.00 | 199 | 198 |
| COVENANT | \$12,000.00 | \$7,000.00 | \$5,093.55 | \$2,971.50 | \$9,971.50 | \$642.00 | \$58.50 | \$10,672.00 | 196 | 189 |

THE PRESBYTERY OF GREATER ATLANTA
2020 BENEVOLENCE GIVING RECORDS
9/30/20

*See explanation on final report page regarding each column.

| CHURCH | COLUMN 1 OPERATIONAL SUPPORT PLEDGE | COLUMN 2 OPERATIONAL SUPPORT RECEIVED | COLUMN 3 PER CAPITA ASSESSMENT \$26.95 | COLUMN 4 PER CAPITA RECEIVED | COLUMN 5 TOTAL RECEIPTS TO PRESBYTERY BUDGET <small>(Column 2 + Column 4)</small> | COLUMN 6 SPECIAL DESIGNATIONS | COLUMN 7 NON-BUDGETED DESIGNATIONS | COLUMN 8 TOTAL OF ALL RECEIPTS <small>(Column 5 + Column 6 + 7)</small> | MEMBERSHIP 12/31/19 | MEMBERSHIP 12/31/18 |
|----------------------------------|--|--|---|------------------------------------|---|-------------------------------------|--|--|------------------------|------------------------|
| LAWRENCEVILLE | \$3,000.00 | \$1,500.00 | \$5,875.10 | \$2,937.56 | \$4,437.56 | \$806.00 | \$100.00 | \$5,343.56 | 194 | 218 |
| KOREAN CENTRAL | | | \$4,851.00 | | \$0.00 | | | \$0.00 | 180 | 180 |
| CROSSROADS | \$1,000.00 | \$501.34 | \$4,446.75 | \$4,392.55 | \$4,893.89 | \$600.00 | | \$5,493.89 | 162 | 165 |
| KAIROS | | | \$4,096.40 | \$4,096.40 | \$4,096.40 | | | \$4,096.40 | 152 | 152 |
| STOCKBRIDGE | | \$850.00 | \$3,907.75 | \$3,907.75 | \$4,757.75 | \$25.00 | | \$4,782.75 | 136 | 145 |
| HAMILTON MILL | \$10,000.00 | \$6,400.00 | \$3,692.15 | \$3,769.12 | \$10,169.12 | | \$750.00 | \$10,169.12 | 138 | 137 |
| DRUID HILLS | \$4,500.00 | \$4,500.00 | \$3,530.45 | \$3,530.45 | \$8,030.45 | | | \$8,780.45 | 129 | 131 |
| EMORY | \$4,000.00 | \$1,000.00 | \$3,314.85 | \$3,314.85 | \$4,314.85 | \$2,250.00 | \$500.00 | \$7,064.85 | 122 | 123 |
| SMYRNA | | \$200.00 | \$3,422.65 | \$3,422.65 | \$3,622.65 | | | \$3,622.65 | 118 | 127 |
| RICE MEMORIAL | \$2,500.00 | | \$3,180.10 | \$3,180.10 | \$3,180.10 | \$239.00 | | \$3,419.10 | 118 | 118 |
| AUSTELL | | \$2,785.00 | \$2,695.00 | \$2,785.00 | \$2,785.00 | \$3,353.13 | | \$6,138.13 | 116 | 100 |
| HILLSIDE | \$2,500.00 | \$1,875.00 | \$3,476.55 | \$3,476.55 | \$5,351.55 | | | \$5,351.55 | 114 | 129 |
| CHURCH OF THE MASTER | | | \$2,802.80 | | \$0.00 | | | \$0.00 | 106 | 104 |
| OGLETHORPE | \$4,000.00 | \$3,000.00 | \$3,773.00 | \$2,203.50 | \$5,203.50 | | | \$5,203.50 | 104 | 140 |
| MEMORIAL DRIVE | | | \$2,748.90 | | \$0.00 | | | \$0.00 | 102 | 102 |
| FAIRVIEW | | \$250.00 | \$2,317.70 | \$1,200.00 | \$1,450.00 | | | \$1,450.00 | 96 | 86 |
| PHILADELPHIA | | | \$2,587.20 | | \$0.00 | | | \$0.00 | 93 | 96 |
| COLUMBIA | | | \$2,371.60 | | \$0.00 | | | \$575.00 | 91 | 88 |
| GOOD NEWS GARDEN | | | \$2,398.55 | | \$0.00 | | | \$0.00 | 89 | 89 |
| First PRES-MONROE | | | \$3,449.60 | | \$0.00 | | | \$0.00 | 87 | 128 |
| First PRES-JONESBORO | \$7,000.00 | \$2,500.00 | \$2,317.70 | \$2,250.00 | \$4,750.00 | \$155.00 | | \$4,905.00 | 86 | 86 |
| TRINITY DECATUR | \$500.00 | | \$2,182.95 | | \$0.00 | | | \$0.00 | 80 | 81 |
| BETHANY | | | \$2,075.15 | \$1,100.00 | \$1,100.00 | \$250.00 | \$687.50 | \$2,037.50 | 80 | 77 |
| TIMBERRIDGE | | | \$2,236.85 | \$2,236.85 | \$2,236.85 | | | \$2,236.85 | 78 | 83 |
| GUM CREEK | | | \$2,156.00 | \$2,156.00 | \$2,156.00 | \$250.00 | | \$2,406.00 | 74 | 80 |
| PRESBY CHURCH OF THE RESURRECT'N | \$0.00 | | \$2,021.25 | \$5,282.20 | \$5,282.20 | | | \$5,282.20 | 74 | 75 |
| NORCROSS | | | \$3,934.70 | \$1,967.34 | \$1,967.34 | | | \$1,967.34 | 64 | 146 |
| ATLANTA TAIWANESE | | | \$1,805.65 | \$1,805.65 | \$1,805.65 | | | \$1,805.65 | 62 | 67 |
| HANBIT | | | \$1,778.70 | \$800.00 | \$800.00 | | | \$800.00 | 58 | 66 |
| JACKSON | \$2,000.00 | \$1,400.00 | \$1,536.15 | \$1,056.44 | \$2,456.44 | | | \$2,456.44 | 54 | 57 |
| GRACE KOREAN | | | \$1,401.40 | \$500.00 | \$500.00 | | | \$500.00 | 52 | 52 |
| CRISTO PARA TODAS LAS NACIONES | | | \$1,347.50 | | \$0.00 | | | \$0.00 | 50 | 50 |
| KELLEY | \$2,000.00 | \$2,000.00 | \$1,778.70 | \$1,185.80 | \$3,185.80 | | | \$3,185.80 | 44 | 66 |
| SUMMIT OF SOUTH FAYETTE | | | \$1,751.75 | | \$0.00 | | | \$0.00 | 34 | 65 |
| HEMPHILL MEMORIAL | | | \$943.25 | \$889.35 | \$889.35 | | | \$889.35 | 33 | 35 |
| DALLAS-DODD | \$1,000.00 | \$1,000.00 | \$943.25 | \$943.25 | \$1,943.25 | | | \$1,943.25 | 27 | 35 |
| ATLANTA KOREAN | | | \$781.55 | | \$0.00 | | | \$0.00 | 24 | 29 |
| First PRES-MANCHESTER W/M SPRGS. | | | \$646.80 | \$646.80 | \$646.80 | | | \$646.80 | 24 | 24 |
| GREENVILLE | | | \$646.80 | | \$0.00 | | | \$0.00 | 24 | 24 |

**THE PRESBYTERY OF GREATER ATLANTA
2020 BENEVOLENCE GIVING RECORDS
9/30/20**

*See explanation on final report page regarding each column.

| CHURCH | COLUMN 1 OPERATIONAL SUPPORT PLEDGE | COLUMN 2 OPERATIONAL SUPPORT RECEIVED | COLUMN 3 PER CAPITA ASSESSMENT \$26.95 | COLUMN 4 PER CAPITA RECEIVED | COLUMN 5 TOTAL RECEIPTS TO PRESBYTERY BUDGET <small>(Column 2 + Column 4)</small> | COLUMN 6 SPECIAL DESIGNATIONS | COLUMN 7 NON-BUDGETED DESIGNATIONS | COLUMN 8 TOTAL OF ALL RECEIPTS <small>(Column 5+Columns 6&7)</small> | MEMBERSHIP 12/31/19 | MEMBERSHIP 12/31/18 |
|--------------------------------|--|--|---|------------------------------------|---|-------------------------------------|--|---|------------------------|------------------------|
| FRIENDSHIP | | | \$646.80 | | \$0.00 | | | \$0.00 | 24 | 24 |
| LUTHER HAYS | | | \$619.85 | \$420.00 | \$420.00 | | | \$420.00 | 23 | 23 |
| BARNESVILLE | | | \$592.90 | | \$0.00 | | | \$0.00 | 22 | 22 |
| WESTHILLS | | | \$889.35 | | \$0.00 | | | \$0.00 | 21 | 21 |
| NEW PRESBYTERIAN CHURCH OF GA. | | | \$565.95 | \$565.95 | \$565.95 | | | \$565.95 | 20 | 21 |
| EBENEZER | \$400.00 | \$400.00 | \$700.70 | \$700.70 | \$1,100.70 | | | \$1,100.70 | 19 | 26 |
| First PRES-BREMEN | \$0.00 | | \$404.25 | \$404.25 | \$404.25 | | | \$404.25 | 16 | 15 |
| TALLAPOOSA | | | \$377.30 | | \$0.00 | | | \$0.00 | 14 | 14 |
| FELLOWSHIP | | | \$242.55 | | \$0.00 | | | \$0.00 | 9 | 9 |
| BENEVOLENCE TOTAL | \$338,193.00 | \$327,547.64 | \$914,009.25 | \$442,044.49 | \$769,592.13 | \$48,407.47 | \$23,300.34 | \$841,299.94 | 32697 | 33915 |
| INDIVIDUAL GIVING TOTAL | | | | | | | | \$12,306.40 | | |
| * OVERALL TOTAL | | \$331,455.39 | | \$446,194.79 | | | | \$865,753.27 | | |

* Kairos & Tallapoosa

COLUMN (1) Benevolence Pledges from church sessions.

COLUMN (2) All funds for basic benevolence support of GA, Synod & Presbytery Missions. Not included here are special designations, which are reported in Column 5.

COLUMN (3) Per Capita due by April 1, 2020 is \$26.95 per member based on the active membership of the congregation as of January 1, 2019 as reported in the Assembly statistics for Dec. 31, 2018.

COLUMN (4) Per Capita received at Presbytery.

COLUMN (5) Total Receipts to Presbytery Budget.

COLUMN (6) Designated amounts that support the budgeted work of the governing bodies and institutions of the church.

COLUMN (7) Designated amounts that support non-budgeted work of institutions of the church, such as E.C.O.'s, Disaster Relief & Capital Funds Campaign, etc.

COLUMN (8) Total of all receipts.

MEMBERSHIP - Shown for 12/31/19; per capita based on 12/31/18 membership.

If there is an error, please send a written request for correction to Gwen Hairston, Financial Support Specialist, at the Presbytery Office via email at ghairston@atlpcusa.org. Your written request will expedite our ability to respond. If you have any questions, contact Gwen Hairston at 404-898-0711, ext 125.

A motion was made to amend the order of the day and immediately follow the Presbytery Meeting with the Question and Answer segment regarding the Judicial Pronouncement from the meeting. The docket called for a 15 minute break. The motion was *approved*.

The meeting was adjourned with prayer by the moderator at 11:18. Following the meeting, an informal question and answer period was held.

Respectfully Submitted,

Donna E. Wells
Stated Clerk

ADDENDUMS

TABLE OF CONTENTS

1. Judicial Pronouncement for Remedial Case 20-01
2. COM Policy 14 – Pastoral Designations
3. COM Policy 12 – Minimum Compensation Standards for 2021
4. Minimum Compensation Standards for 2021 Supplemental Aid
5. Seven Marks of Vital Congregations
6. Opportunities for Presbytery Service

ADDENDUM #1

**PRESBYTERY OF GREATER ATLANTA
PERMANENT JUDICIAL COMMISSION**

| | | |
|--|---|-------------------------|
| Samuel S. Mr. Chung, |) | |
| |) | |
| Complainant, |) | |
| |) | |
| v. |) | Remedial Case No. 20-01 |
| |) | |
| Session of Korean Community Presbyterian |) | |
| Church of Atlanta, |) | |
| |) | |
| Respondent. |) | |

DECISION AND ORDER

This remedial case came on for trial on September 18, 2020, before the Permanent Judicial Commission of the Presbytery of Greater Atlanta (the "Commission"). Neither Complainant Samuel S. Chung ("Complainant" or "Mr. Chung") nor Respondent Session of the Korean Community Presbyterian Church ("Respondent" or "Session") offered any objection to the constitution of the panel of Commissioners, or otherwise objected to proceeding to trial. Both Complainant and Respondent having provided evidence and argument on the specifications of irregularities at hand, the Commission decides as set forth below.

Preliminary Matter – Non-appearance of Cited Witnesses

At the request of Complainant Chung, the Commission issued citations to Elder Dong Kil Kim and for Elder Jin Hyung Yu to appear as witnesses at today's trial pursuant to *Book of Order* ("BoO") D-7.0201. Neither witness appeared. Counsel for Respondent advised that these witnesses had work obligations that prevented their appearance.

Notwithstanding their failure to appear, Mr. Chung chose to make a proffer of what he would have expected the testimony of these witnesses to show and to conclude the trial for

submission to the Commission today rather than to suspend the trial until a later date when these witnesses might appear pursuant to a second citation.

Mr. Chung stated that he expected the testimony of these witnesses to show the following: (1) that there were no compelling reasons for any changes in the congregation's bylaws, and (2) that the Respondent Session should have publicized to the congregation the charge given to the Task Force Team concerning revision of the bylaws.

Mr. Chung also requested that the Commission hold these witnesses in contempt for their failure to appear. The Commission notes the seriousness of the failure of any member of the Presbyterian Church (U.S.A.) to obey a properly issued citation to appear. The Commission nevertheless declines to consider these witnesses guilty of disobedience and contempt, finding that good cause exists for excusing their appearance pursuant to a second citation under D-7.0203. All the allegations of irregularity in this remedial case turn on an interpretation of various provisions in the *Book of Order* and not on any disputed facts to which these witnesses might have testified. Mr. Chung's proffer, outlining what he hopes these witnesses would have proved, confirms that their testimony would not have been material to the outcome of this matter. Given the absence of any harm and Mr. Chung's choice to complete the trial proceedings and submit this matter for decision by the Commission without the appearance of these witnesses, the Commission declines Mr. Chung's request.

Specification of Irregularity No. 1

Mr. Chung claims that the revised bylaws make the Board of Deacons a "subunit" of the Session that "belongs" to the Session and that this is contrary to the BoO as the diaconate is a separate ordered ministry. (See Claimant's Ex. 1; Respondent's Ex. B.) The Session argues that the ministry of the deacons is "under the supervision and authority of the Session" as provided

for under the BoO, and that the revised bylaws conform to the BoO. The operative bylaw reads as follows:

The board of deacons is under the authority of the session. The board of deacons performs the duties delegated by the session, and the contents discussed at the board meetings must be reported in writing to the session.

The Specification is Not Sustained.

Mr. Chung complains about alleged irregularities related to the revised “bylaws,” including that related to the diaconate’s relationship to the Session, adopted via a vote of the Korean Community Presbyterian Church (“KCPC”) congregation at a properly called congregational meeting occurring on March 1, 2020. Strictly speaking, the Book of Order (“BoO”) contemplates “bylaws” in the civil law sense as related to the formation and operation of a civil-law corporation created to accomplish things required by civil law, like holding legal title to the property of the church. The “bylaws” at issue here are more in the nature of operating policies and procedures designed to govern how the church operates outside of the civil-law setting.¹

The BoO sets out in very specific terms the limited list of things that a congregation is authorized to act upon at a congregational meeting. G-1.0503 (“Business to be transacted at meetings of the congregation shall be limited to matters related to the following: . . .”). While G-1.0501 authorizes a church to hold special congregational meetings “for any or all of the purposes appropriate for congregational consideration,” that provision does not serve to expand the list of items set out in G-1.0503. The specific language of G-1.0503 controls over the general

¹ Mr. Chung points out that church business and civil law corporate business may be conducted by a congregation at the same time, relying on the concluding sentence of G-1.0503. There was, however, no evidence presented at trial of any notice or convening of a meeting of the corporation, and Mr. Chung testified that no such notice was given. The Commission does not reach the question of whether the challenged bylaw provisions could have been properly enacted at a meeting of the corporation.

language of G-1.0501. See generally *GA Minutes*, 1991, pages 124, 126, paragraph 21.198, Req. 90-16 (the congregation is not a governing body and has only specific and limited powers; there is no doctrine of implied powers and governing bodies and congregations can exercise only powers that are expressly granted).

With limited exceptions, the bylaw revisions Mr. Chung challenges address subject matters that the BoO does not permit the congregation to act upon. Mr. Chung's allegations of irregularities assume that the congregation has the authority to approve the challenged bylaws. Similarly, the Respondent does not defend against Mr. Chung's complaints by asserting that enactment of the challenged bylaws was improper. Notwithstanding the fact that neither party addresses the fundamental question of what body has authority to enact the bylaws, the question of whether the bylaws have been properly enacted is a threshold one that the Commission must address.

The evidence at trial does not support a conclusion that the Session approved and adopted the challenged bylaws, as opposed to Session simply authorizing a congregational vote on the same, and neither party advances this argument. Accordingly, except as specifically indicated otherwise below, the challenged bylaw revisions are a nullity and the Commission's consideration of Mr. Chung's claims as to such bylaws stops with this declaration. There is nothing further for the Commission to decide. Specification of Irregularity No. 1 cannot be sustained as it seeks to challenge a policy of the church that is in fact no policy at all on this record.

Alternatively, were the bylaw properly enacted, the specification still cannot be sustained. The BoO provides that the ordered ministries of the church are deacons and presbyters. G-2.0102. The ministry of deacons is "as set forth in scripture" (G-2.0201), and occurs "under the

supervision and authority of the Session.” G-2.0202. The BoO lays out the general ministry of the deacons (compassion, witness, service, G-2.0201), and provides that deacons “may also be given special assignments in the congregation” such as pastoral care and the handling of property. G-2.0202. The BoO goes on to state that deacons “shall assume other duties as may be delegated to them by the Session.” G-2.0202.

To accept Mr. Chung’s argument that the bylaw improperly restricts the deacons’ ability to engage in the general ministry of compassion, witness, and service requires one to read the bylaw as if it says that the deacons shall perform “only” the duties specifically delegated to them by the Session. While the bylaw correctly notes the Session’s authority and supervisory role over the diaconate, the bylaw does not contain such a limitation and the bylaw does not go too far.

Specification of Irregularity No. 2

Mr. Chung claims that the revised bylaw setting out the categories of church membership as baptized member, active member and affiliate member violates the BoO by not also setting out “Other Participants” as a membership category. (See Claimant’s Ex. 2; Respondent’s Ex. C.) The Session responds that these categories of membership are precisely those dictated by the BoO and that while “Other Participants” is mentioned, it is not mentioned as a category of membership. See G-1.04.

The Specification is Not Sustained.

The challenged bylaw was purportedly “enacted” via a vote of the KCPC congregation at a properly called congregational meeting occurring on March 1, 2020. The BoO, however, does not authorize the congregation to enact the bylaw revision at issue and the analysis set out at the beginning of this decision and order with respect to Specification of Irregularity No. 1 applies.

The challenged bylaw is a nullity, and the Commission's formal determination of the claim stops there.

Alternatively, were the bylaw properly enacted, the specification still cannot be sustained. Mr. Chung's claim is without support and is undercut directly by the plain language of the BoO indicating that "other participants" are not members.

Specification of Irregularity No. 3

Mr. Chung claims that the revised bylaws require that Session approve the calling of a congregational meeting even when the meeting has been properly called for by a vote of the congregation or a higher council. (See Claimant's Ex. 3; Respondent's Ex. D.) The Session asserts that Mr. Chung has misinterpreted the Korean term used in the bylaw and that the bylaw when properly read requires only that Session handle the ministerial aspects (proper notice, scheduling, etc.) of calling a congregational meeting under such circumstances. The Session does not take the position that Session has approval rights over whether a meeting should occur when called for by the congregation or a higher council. The Session advances the following translation:

A congregational meeting is organized and called as follows:

2. A congregational meeting is called by a resolution of the Session in one of the following cases. The date, place, and agenda must be continuously announced through the weekly newsletters.

- 1) When the Session resolves that a congregational meeting is required.
- 2) When there is a written request by 1/4 or more of the active members.
- 3) When there is a request from the higher governing body.

The Specification is Not Sustained.

The challenged bylaw was purportedly "enacted" via a vote of the KCPC congregation at a properly called congregational meeting occurring on March 1, 2020. The BoO, however, does

not authorize the congregation to enact the bylaw revision at issue and the analysis set out at the beginning of this decision and order with respect to Specification of Irregularity No. 1 applies. The challenged bylaw is a nullity, and the Commission's formal determination of the claim stops there.

Alternatively, were the bylaw properly enacted, the specification still cannot be sustained. The translation does not give Session approval rights in the subject circumstances. The bylaw does not violate the BoO.

Specification of Irregularity No. 4

Mr. Chung claims that the revised bylaws eliminate several subject matters that were set out as proper for consideration at congregational meetings under the bylaws as they existed since 1999, including financial management. (See Claimant's Ex. 4; Respondent's Ex. E.) More specifically, Mr. Chung asserts that the bylaw concerning business proper to a congregational meeting improperly eliminates from congregational control the approval of a financial audit team, revising church bylaws, approval of budget and settlement of accounts, and other items permitted by the congregation. Mr. Chung argues that it would be prudent to allow such things to be considered at such meetings. Mr. Chung also argues that, by providing that "whenever permitted by civil law, both ecclesiastical and corporate business may be conducted at the same congregational meeting," the BoO expands the otherwise specific list of things that can be properly considered at congregational meetings. See G-1.0503. The Session responds by denying all allegations of the count and indicating that the BoO leaves to Session the financial management of the church.

The Specification is Not Sustained.

The challenged bylaw was purportedly “enacted” via a vote of the KCPC congregation at a properly called congregational meeting occurring on March 1, 2020. The BoO, however, does not authorize the congregation to enact the bylaw revision at issue and the analysis set out at the beginning of this decision and order with respect to Specification of Irregularity No. 1 applies. The challenged bylaw is a nullity, and the Commission’s formal determination of the claim stops there.

Alternatively, were the bylaw properly enacted, the specification still cannot be sustained. The BoO states that matters eligible for consideration at a congregational meeting are limited in number and the BoO goes on to identify those matters. G-1.0503. The items removed from the prior bylaw are not among those that the BoO sets out as proper for consideration at a congregational meeting, and many are left to session via express provisions of the BoO. See for example G-3.0205. Mr. Chung’s reliance on the part of the BoO authorizing both church and civil/corporate matters to be handled at the same meeting is misplaced. There is no evidence in the trial record of a corporate meeting. See footnote 1.

Specification of Irregularity No. 5

Mr. Chung claims that the bylaws provide that the Session is composed of the senior pastor, associate pastors, and ruling elders. (See Claimant’s Ex. 5; Respondent’s Ex. F.) Mr. Chung argues that the proper composition of a Session is “ruling elders, together with all installed pastors and associate pastors,” citing G-3.0201. The Session responds by arguing that senior pastor and associate pastor positions at the church are installed by practice. The Session does not dispute the language of the part of the BoO relied on by Mr. Chung.

The Specification is Not Sustained.

The challenged bylaw was purportedly “enacted” via a vote of the KCPC congregation at a properly called congregational meeting occurring on March 1, 2020. The BoO, however, does not authorize the congregation to enact the bylaw revision at issue and the analysis set out at the beginning of this decision and order with respect to Specification of Irregularity No. 1 applies. The challenged bylaw is a nullity, and the Commission’s formal determination of the claim stops there.

Alternatively, were the bylaw properly enacted, the specification is sustained. The BoO requirement in G-3.0201 that only installed pastors and installed associate pastors are members of the Session is significant. The subject bylaw omits this requirement and appears to open Session membership to non-installed pastors. The fact that the church permits Session membership only to installed pastors by practice, a practice that may be disputed by Mr. Chung, is immaterial. Because the bylaw would permit Session membership to persons not eligible under the BoO, Mr. Chung’s specification is well-founded.

Specification of Irregularity No. 6

Mr. Chung argues that the revised bylaws are contrary to the BoO regarding how long and how often a person may serve as an active ruling elder. (See Claimant’s Ex. 6; Respondent’s Ex. G.) According to Mr. Chung, and as indicated in the trial exhibit, the revised bylaw provides that an elder serves for three years and then must take a year off. Thereafter, the elder may be reelected. The maximum number of years that a person may serve as an active elder is nine (though non-consecutive owing to the “year-off” requirement). A few longstanding elders, though, are exempted under the revised bylaw from the nine-year cap. Mr. Chung argues that the cap is not allowed, and that exempting persons from the cap is unfair.

The Session argues that a three-year term is provided for by the BoO, and that persons completing their terms “may be eligible for reelection according to congregational rule,” citing G-2.0404. The Session contends that nothing about its revised bylaw is contrary to the BoO, and that the Session has simply chosen how to handle eligibility for reelection as the BoO authorizes the Session to do. Mr. Chung responds that permitting the Session to establish eligibility requirements does not permit the Session to cap the maximum number of years of service, and he also presses a fairness argument.

The Specification is Not Sustained.

The challenged bylaw revision goes to the eligibility of persons to serve as elders and how long their terms may last. The BoO authorizes congregations to consider at congregational meetings the election of officers and matters “related to” such elections. G-1.0503. Determining eligibility for election is “related to” the election of officers and is therefore a proper subject for consideration at a congregational meeting.

The parties do not dispute the language of the BoO but instead dispute its application. The BoO language giving congregations the ability to set eligibility requirements is broad and unqualified. Allowing that persons who have served a certain number of years are thereafter ineligible for further service as an active elder is allowable under the subject language of the BoO. Mr. Chung may contend that the revision is unwise or unfair, but this has no bearing upon whether the bylaw is allowable.

Specification of Irregularity No. 7

Mr. Chung claims that the revised bylaws call for the Session to select the candidates for the congregational nominating committee before the congregation votes to elect members of that committee, and that this violates the BoO. (See Claimant’s Ex. 7; Respondent’s Ex. G.) Mr.

Chung argues that the nominating committee is to be elected by the congregation, not the Session, and that the bylaw allows for impermissible Session interference. The Session argues that the BoO allows “congregations” to “provide by their own rule for a congregational nominating committee” so long as certain minimum requirements are met. See G-2.0401. The revised bylaw calls for several groups at the church to submit to Session the names of persons proposed to be candidates for the congregational nominating committee. The Session is then to whittle down the list and propose the final recommended candidates. The matter then proceeds to a congregational meeting where the congregation votes to elect the nominating committee. Nothing in the bylaw prohibits nominations from the floor of the congregational meeting, a process required by the BoO.

The Specification is Not Sustained.

It is unclear whether the BoO authorizes the congregation to enact the bylaw revision at issue and the analysis set out in regard to Specification of Irregularity No. 1, above, may apply. In that case, the bylaw is a nullity and the determination of whether it offends the BoO stops there. Alternatively, one could argue that the subject bylaw is “related to” the election of elders and is therefore a proper matter for congregational consideration under G-1.0503.

The Commission need not decide the “properly enacted” issue. The specification fails because the bylaw does not offend the BoO. The BoO provides churches wide latitude regarding how they form nominating committees so long as minimum requirements are met and the ultimate election takes place at a congregational meeting. Under the revised bylaw, the Session plays a very active and central role in the recommendation process, but the floor remains open for nominations at the congregational meeting and the vote to elect the committee is made by the congregation as required. Because the challenged bylaw preserves the ultimate authority of the

congregation to make nominations from the floor and to elect the congregational nominating committee, it is does not violate the BoO.

Specification of Irregularity No. 8

Mr. Chung claims that the revised bylaws violate the BoO by removing from the congregation the ability to vote in regard to certain financial matters, leaving the congregation with only the ability to receive reports. (See Claimant's Ex. 8.) The subject financial matters include approving a settlement of accounts and an audit team chosen to look at the church's books. Mr. Chung argues that the old way of doing things was better and more prudent. The Session argues that the BoO calls for Session to prepare a budget, determine the distribution of the church's benevolences, and arrange for a financial review of the books. The Session contends that no provision of the BoO requires congregational voting in regard to the matters raised by Mr. Chung or any related financial matters.

The Specification is Not Sustained.

The challenged bylaw was purportedly "enacted" via a vote of the KCPC congregation at a properly called congregational meeting occurring on March 1, 2020. The BoO, however, does not authorize the congregation to enact the bylaw revision at issue and the analysis set out at the beginning of this decision and order with respect to Specification of Irregularity No. 1 applies. The challenged bylaw is a nullity, and the Commission's formal determination of the claim stops there.

Alternatively, were the bylaw properly enacted, the specification still cannot be sustained. There is nothing in the BoO that calls for congregational action in regard to the subject matters, and there are numerous BoO provisions and judicial commission decisions of record holding that budgets and other financial matters are not for congregational vote. See for example G-3.0205.

The BoO delineates what can be handled at a congregational meeting and voting on financial matters such as those raised by Mr. Chung is not included on the list.

Order


It is ordered that the Clerk of Session of the Korean Community Presbyterian Church of Atlanta report this Decision to the Session at the first meeting after receipt, that the Session of the Korean Community Presbyterian Church of Atlanta enter the full Decision upon its minutes, and that an excerpt from those minutes showing entry of the Decision be sent to the Stated Clerk of the Presbytery of Greater Atlanta.



It is further ordered that the Stated Clerk of the Presbytery of Greater Atlanta report this Decision to the Presbytery of Greater Atlanta at the first meeting after receipt and that the Presbytery of Greater Atlanta enter the full Decision upon its minutes.

So decided and ordered this 18th day of September 2020.

Absences

Commissioner John Callahan was absent and took no part in the deliberation or decision of this matter.


Jane E. Fahey, Moderator

 (by  w/ reported permission)
Susan L. Haynes, Clerk

CERTIFICATE OF SERVICE

I certify that I have served the foregoing Decision and Order upon the parties and their counsel by U.S. mail at the following addresses:

Samuel S. Chung
2581 Nutwood Trace
Duluth, GA 30097

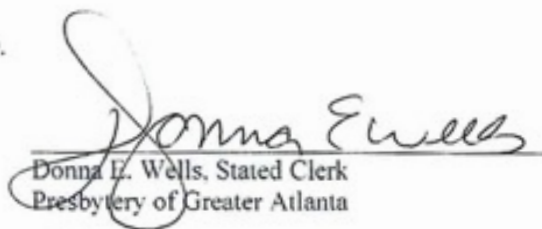
Elder Min Gyu Park, Clerk of Session
Korean Community Presbyterian Church of Atlanta
2534 Duluth Highway
Duluth, GA 30097

Elder Hakkeun Chang
Korean Community Presbyterian Church of Atlanta
2534 Duluth Highway
Duluth, GA 30097

Deacon Esther Kwak
Korean Community Presbyterian Church of Atlanta
2534 Duluth Highway
Duluth, GA 30097

Woon Y. Kim
WK Law Group, P.C.
3296 Summit Ridge Pkwy., Suite 1510
Duluth, GA 30096

This 21 day of September, 2020.


Donna E. Wells, Stated Clerk
Presbytery of Greater Atlanta

ADDENDUM #2

Policy #14 PASTORAL DESIGNATIONS

COM Approval: September 17, 2020

PGA Approval: N/A

The Form of Government allows for flexibility around mission concerns with our churches. Because of this new flexibility, the Presbytery of Greater Atlanta has made the following policies regarding pastoral designations:

Parish Associates:

In the Form of Government, there is no mention of Parish Associates. The Presbytery of Greater Atlanta chooses to continue to permit parish associates under the following guidelines:

- The church will request an Executive Reference Check by the Presbytery Office on the considered Parish Associate.
- Parish associates will be confirmed by the pastor and the session.
- Upon the above confirmation, the COM will add its confirmation.
- Parish Associates are not compensated except for the occasional honorarium.
- When a pastor leaves the church, the session must re-address the invitation to continue the Parish Associate relationship in order to confirm or change the relationship.

Permanent Pastoral Positions...hereby called, Installed Pastoral Positions (G-2.0504a)

All Installed Pastoral Positions of the Presbytery of Greater Atlanta require participation in the Board of Pensions of the Presbyterian Church (U.S.A.) as required by the Book of Order.

All Installed Pastoral Positions of the Presbytery of Greater Atlanta require meeting the Presbytery's Guidelines for Minimum Compensation Standards.

In the Presbytery of Greater Atlanta, there will be three Installed Pastoral Positions:

1. **Pastor or Co-Pastor** shall be called through the normal process of a pastor nominating committee elected by the congregation.
2. **Associate Pastor** shall be called through the normal process of an associate pastor nominating committee elected by the congregation.

If an Associate Pastor Nominating Committee in their search process comes across an individual who is already a Candidate in the ordination process, the church may hire that individual for the position and then move towards ordination and installation of that person when the process for ordination has been complete. If the ordination process takes more than 2 years, a new search will need to be undertaken.

In the case of a church wishing to move forward with an installed associate search while the head of staff position is vacant, such a decision should be carefully considered and discussed with the Presbytery's congregational consultant.

3. **Designated Pastor** shall be instituted in conversation with the Committee on Ministry, the church, and the congregational consultant. Designated pastors shall be for specific situations where a congregation has gone through a significant situation (conflict with the former pastor, the death of a pastor, spilt in the church, to name a few), or where the congregation is in an extreme place of vulnerability and viability. All candidates for designated pastor positions shall apply through the presbytery. The designated period may be between one and four years with a detailed contract outlining the expectations for the designated period in order to have something measurable at the end of the designated time period.

The Designated Pastor is installed and is eligible to become the Pastor, Co-Pastor, or Associate Pastor after the designated period.

Temporary Pastoral Positions...hereby called Non-Installed Contracted Call Positions

All Temporary Pastoral Positions are required to include in the contract the Minister's Choice Program from the Board of Pensions or some higher level of participation in the Board of Pensions Plan of the PC(USA). It is recommended that benefits such as professional allowances or other allowances, as listed in the standard terms of call, be a part of the contract pastor's package, as agreed upon by the session and potential temporary pastor

In the Presbytery of Greater Atlanta, there will be three Non-Installed Contracted Call Positions:

Contract Call Pastor

**This position is for churches that cannot afford an installed pastor and choose to go the route of a contract call pastor.

The search for a contract call pastor will be conducted by a search committee appointed by the session.

- a) This position requires a contract approved by the congregational consultant and the COM. Contract terms shall be admitted to the presbytery's record under the Committee on Ministry Report
- b) This position requires a job description as well as a selection process that includes interviews with at least two candidates.
- c) This position ordinarily shall be for a term of 12 months and may be renewed with Session and COM approval beyond the initial 12-month period.
- d) This position is ordainable.
- e) This designation is not intended as a substitute for an interim pastor.

Contract Call Associate Pastor

The search for a contract call associate pastor will be conducted by either a search committee appointed by the session or by a committee elected by the congregation. (**For specific requirements, please see below, Changes in status of Pastoral Positions; Contract Call Associates becoming the Installed Associate)

- a) This position requires a contract approved by the congregational consultant and approved by the COM. The contract terms shall be admitted to the Presbytery's admit to record under the Committee on Ministry Report.
- b) This position requires a job description.
- c) This position ordinarily shall be for a term of 12 months and may be renewed with Session and COM approval beyond the initial 12-month period.
- d) This position is ordainable.
- e) The person must be ordained in the PCUSA or a Formula of Agreement Church.
- f) The person serving in this position is not eligible to apply for an installed position as the head of staff of the church.

Interim Pastor shall be procured by an interim search committee appointed by session.

- a) This position (See Policy #5) requires a contract approved by the congregational consultant and the COM and which terms shall be admitted to the presbytery's record under the Committee on Ministry Report.
- b) This position requires a job description pertinent to the interim tasks needed by a congregation in transition.
- c) This position shall be for a term of 12 months and may be renewed with Session and COM approval beyond the initial 12-month period.

- d) An interim will ordinarily be previously ordained as a Minister of Word and Sacrament and have served in a pastoral setting.
- e) The decision as to whether or not an interim is the desired route for a particular church will be made in consultation with the congregational consultant and COM Executive Committee.
- f) If the interim is not from the Presbytery of Greater Atlanta, the interim must first be approved by the Examinations Commission to serve the church.
- g) Any person serving as an interim, shall have interim training. If the training has not yet been completed, it shall be completed at the first opportunity. The church calling the interim shall pay for the training.

Changes in status of Pastoral Positions

- a) Interim pastors shall NOT become the Head of Staff in the church where they are serving, in the Presbytery of Greater Atlanta.
- b) Associate pastors shall NOT become the Head of Staff in the church where they are serving, in the Presbytery of Greater Atlanta.
- c) A Contract Call Pastor may become the installed pastor in churches that have discerned they can move towards an installed pastoral relationship. This situation is possible under the following conditions:
 - d) The COM, in consultation with the congregational consultant, must approve that this is the best vehicle for mission in this congregation.
 - e) Pending approval by the COM, a congregational meeting is required to elect the contract call pastor to the installed position. The quorum for this meeting shall be no less than 25% and notice of this congregational meeting shall be distributed for three weeks prior to and not to include the Sunday the congregational meeting is held. The contract call pastor shall NOT moderate the congregational meeting. The congregational consultant shall serve as the moderator of the congregational meeting. In the absence of the congregational consultant, the congregational consultant will appoint, on behalf of the Committee on Ministry, a moderator for the congregational meeting.
 - f) The name of the contract call pastor must receive a $\frac{3}{4}$ vote in the congregational meeting in order for the call to be extended. The vote shall be taken by ballot.
 - g) Contract Call Associate Pastor may become the installed Associate pastor. This situation is possible under two conditions:
 - i) The first condition is when the original search committee was elected by the congregation:
 - The COM, in consultation with the congregational consultant, must approve that this is the best vehicle for mission in this congregation.
 - Pending approval by the COM, a congregational meeting is required to elect the Contract Call Associate Pastor to the installed position. The quorum for this meeting shall be no less than 25% and notice of this congregational meeting shall be distributed for three weeks prior to and not to include the Sunday the congregational meeting is held. In the absence of the Head of staff the congregational consultant shall moderate the meeting. If the congregational consultant is not available he/she will appoint, on behalf of the COM, a moderator for the meeting. The Associate Contract Called pastor shall not moderate the meeting.
 - The name of the Contract Call Associate pastor must receive a $\frac{3}{4}$ vote in the congregational meeting in order for the call to be extended. The vote shall be taken by ballot.
 - ii) The second condition is when the original search committee was appointed by the session:
 - A full search process takes place where the Contract Call Associate may be one of the candidates.

ADDENDUM #3

Minimum Compensation Standards for 2021

Policy 12

COM Approval: October 15, 2020

PGA Approval: N/A

These **Minimum Compensation Standards** apply to all churches with full-time pastoral services of a Minister of the Word and Sacrament (Teaching Elders) and full-time educators. All Terms of Call should meet or exceed these Minimum Compensation Standards. They should also be considered as guidelines to prorate compensation for part-time calls, except that paid time off for vacation and continuing education leave should not be prorated for part-time calls. These standards are written for the situation of a congregation calling a minister to fill a vacancy. Calls, Terms of Calls and annual changes in either or both should be approved by the Committee on Ministry.

The compensation guidelines are based on the Cost of Living Adjustment published by the Social Security Administration.

For 2021, the COLA increase is 1.3%. COM's policy is to take the average of the last three years of COLA. Therefore, for 2021, our increase is 1.9%. All congregations are encouraged to review the history of salary increases and consider giving this as a minimum increase to all clergy and educators. The COLA increase applies to all clergy and certified Christian educators presently serving congregations. In addition to the COLA increase, in 2013 the Presbytery increased the minimum amount in order to more closely align with other professionals such as school teachers with Masters degrees in Dekalb county whose present average is over \$43,000. The 2021 minimum effective salary is \$45,127.86.

Ministers called by congregations are considered by the IRS to be "employees" for income tax purposes, and yet "self-employed" for purposes of Social Security taxation. Ministers are exempt from withholding for income taxes or for Social Security taxes. Instead, they are required to pay quarterly estimated income taxes and self-employment Social Security taxes (SECA). At the end of the year, one's salary and certain cash allowances are reported in Block 1 of a W-2, upon which both income and SECA taxes must be paid. One's housing allowance is reported in Block 14 of a W-2, upon which only SECA taxes must be paid (to the extent that the Housing Allowance is used specifically for this purpose). Both income and SECA taxes must then be paid on any Housing Allowance received in excess of what the IRS allows.

The following six categories and annual amounts are required parts of these standards for calendar year 2021:

I. Salary and Housing:

NOTE: The cash amounts for Salary plus Housing Allowance is the effective salary for a pastor serving a congregation. For 2021 the minimum effective salary is \$45,127.86. The minimum effective salary is increased by 1% for each year of service compounded beyond ordination, for up to 30 years of service.

The pastor may adjust how the salary and housing will be divided, so that the Pastor receives the maximum tax benefit of a housing allowance. For more information, see VI.2. below.

II. Benefits

1. Full Pension (including death and disability coverage) and Medical Benefits through the Board of Pensions. Dues for 2021 for installed pastors are 37% of the total of Salary, any deferred compensation (such as employer contributions to a 403 (b) Plan), and Housing Allowance as a minimum (“Effective Salary”). Professional Expenses above and other benefits may be included also. SECA amounts in excess of 50% must also be included as part of Effective Salary for calculating benefits dues. For further information and publications, see <http://www.pensions.org>.
2. At least one-half of Social Security (SECA) based on Salary and Housing Allowance.
3. Four weeks paid vacation.
4. Two weeks of Continuing Education per year, which can be accumulated up to six weeks.
5. Moving Expenses - actual.
6. Expenses for First Call program, if applicable. (See VI.6. below.)

III. Continuing Education Expenses:

Continuing Education and Professional Books expense minimum of \$1,000.

This expense should be set up under an Accountable Reimbursement Plan and substantiated by adequate documentation before reimbursement by the church. (See below for further information.)

IV. Professional Expenses:

Any combination of the following, minimum \$4,100:

1. Dental coverage
2. Church Business Travel Expenses
3. Additional Continuing Education Expense
4. Cell Phone
5. Other Church Business and Professional Expenses

These expenses should be set up under an Accountable Reimbursement Plan and substantiated by adequate documentation before reimbursement by the church. This is beneficial to the pastor since Professional Expense Allowances paid directly to ministers are reportable as taxable income in Block 1 of a W-2, and deductible only to the extent they exceed 2% of adjusted gross income. It is also beneficial to the church because cash allowances are included in effective salary for purposes of calculating Board of Pensions dues. The church should set up an accountable reimbursable plan for the church business use of a minister's personal car. The published IRS business mileage rate will be used and can be found at www.irs.gov.

V. Annual Review

1. Consideration of a merit increase, cost of living increase and changes in Fair Rental Value of the Manse.

VI. Additional Standards

1. Any additional agreements shall be in writing and shall become part of the terms of call when approved by the presbytery.
2. The designation for Housing or Manse Allowance shall be approved before the calendar year begins in order to meet Internal Revenue Service requirements. From Church Treasurer Alert, October 2002: “Relevance to church treasurers: The tax code now limits the nontaxable portion of a church-designated housing allowance for ministers who own their home to the annual fair

rental value of the home (furnished, plus utilities), beginning in 2002. As a result, ministers who own their home will not pay federal income taxes on the amount of their compensation that their employing church designates in advance as a housing allowance, to the extent that A) the allowance represents compensation for ministerial service, B) is used to pay actual housing expenses, and C) does not exceed the annual Fair Rental Value of the home (furnished, plus utilities).”

3. Churches may want to consider leasing an automobile for a minister. All personal use shall be included as income to the minister.

4. The budgeted amount for Travel is an estimate and should be negotiated on a yearly basis in light of the current IRS rate and the miles a pastor drives on church business.

5. Churches are encouraged to develop creative ways to compensate clergy, such as extra vacation time, a Sunday off each quarter, use of a parishioner vacation home in the mountains, beach, etc.

6. If it is a first call situation, the church will allocate sufficient money in the pastor’s Continuing Education allowance to cover the cost of the Presbytery of Greater Atlanta’s First Call Program (\$400.00 annually) and will allow for the necessary time commitment of 5 days annually above the required 2 weeks of Continuing Education.

ADDENDUM #4

2021 Minimum Annual Compensation for Full-Time Installed Pastor

| | | |
|---|--------------|----------------------------|
| Effective Salary (Includes Salary and Housing) | | \$ 45,127.86 |
| SECA Allowance (7.65% of Effective Salary) | | \$ 3,452.28 |
| Board of Pensions Dues | | |
| Medical | \$ 12,184.52 | |
| Pension | \$ 3,835.87 | |
| Death and Disability | \$ 451.28 | |
| Temporary Disability | \$ 225.64 | |
| Total Board of Pensions | | \$ 16,697.31 |
| Continuing Education and Books | | \$ 1,000.00 |
| Professional Expenses (Dental, Travel Expense, Add'l. Continuing Ed., Cell Phone, etc.) | | <u>\$ 4,100.00</u> |
| Total Minimum Compensation | | <u><u>\$ 70,377.45</u></u> |

ADDENDUM #5





Seven Marks of Vital Congregations

1

LIFELONG Discipleship Formation vs.

Complacent "Christian" piety, simply teaching good morals, or offering the latest programs.

"The righteousness that comes through faith in Christ, the righteousness of God based on faith." (PHIL. 3:9B)

- From the cradle to the grave seeking to be formed for right living with God and with all people.
- Faith — seeking understanding, cultivating wisdom, and actively following Christ. It is not an extra-curricular activity nor merely head-knowledge.
- Discipleship awakened and engaged in issues facing today's culture: injustice, inequality, divisive segregation, oppression, suffering, abuse of creation.
- Discipleship formed and strengthened in the community of Christ and permeates daily practices and daily living.

2

Intentional Authentic Evangelism vs.

"Jesus freaks"; "Christian" Hypocrisy; A committee.

"We have this treasure in clay jars, so that it may be made clear that this extraordinary power belongs to God." (2 COR. 4:7)

- Intentionally sharing the Good News of Jesus Christ, not just acts of kindness.
- Authentically sharing Christ because it is intrinsic to self-identity; overflow of Christ in our life.
- Relational, not programmatic or systematic

3

Outward Incarnational Focus vs.

Inward Institutional Survival; Closed communities of assimilation/exclusion.

"The gate is narrow and the road is hard that leads to life, and there are few who find it." (MATT. 7:14)

- Outward exploration, awareness, and focus on neighbors and neighborhood.
- Beyond relationship with those who are like us, the incarnate Christ dwells among the lowly & least, the stranger & the suffering, the marginalized & majority.
- Missional focus on where Christ is already living and present and calling us to dwell.

4

Empower Servant Leadership vs.

the Pastor's job; monopolized leadership; hiring the young energetic pastor; burning out good volunteers.

"The harvest is plentiful, but the laborers are few; therefore, ask the Lord of the harvest to send out laborers." (MATT. 9:37-38)

- Identify, nurture, support the use of spiritual gifts of all people to serve; not monopolized cliques of power.
- All voices and people are necessary, and it is noticeable when people are absent/missing.
- Nurture and encourage those specifically called and gifted for pastoral ministry.

5

Spirit-Inspired Worship vs. *Self-gratifying worship, stale ritual divorced of meaning, or consumer entertainment worship*

“These people draw near with their mouths and honor me with their lips, while their hearts are far from me, and their worship of me is a human commandment learned by rote.” (ISAIAH 29:13)

- Worship is about God. We get to come on holy ground, encounter God, and experience wonder.
- Worship is active participation in the living relationship of the triune God, thus all should feel welcome just as they are to come.
- Worship challenges, teaches, transforms, encounters, convicts, and sends people out different.

6

Caring Relationships vs. *Any other Social Club; façades, hypocrisy, and judgment of “church” and “religion.”*

“By this everyone will know that you are disciples, if you have love for one another.” (JOHN 13:35)

- Sharing in God’s true agape moves us beyond half-hearted programmatic participation, lukewarm faith, and pretending.
- Instead of a closed, judgmental community, people find freedom to share stories, encounter the Savior, and ask for help.
- Welcome and hospitality are not left to a committee, but, imperfectly, we strive for all people find identity, purpose, and belonging in the household of God.
- Confront conflict, seek reconciliation in all divisions, find ways to embrace all diversity, seek to be peace-makers and bridge builders together.

7

Ecclesial Health vs. *Unhealthy dysfunction; toxic environments; obsolete and irrelevant buildings*

“The body does not consist of one member but of many. God has so arranged the body that there may be no dissension within the body, but the members may have the same care for one another.” (1 COR. 12:14, 24B–25)

- Understanding of: Why we are a church community? How are we a church community in practice? Prayer permeates all life together.
- Clarity in mission, core values to ministry, passion and joy in being the church. Our budget reflects these values, vision, and ministries.
- Fiscally responsible — stewardship and tithing are taught, transparency in spending, continual assessment/discernment of a sustainable budget.
- All are aware of how decisions are made, stake-holders in the process and procedures, valued voices in the envisioning, open to changes, continual assessment of the “why” and “how” we are church together.
- Nurturing and supporting the health of pastor(s), staff, and all called to lead; fighting against burnout.

ADDENDUM #6

Opportunities for Presbytery Service

*Committees and Commissions of the Presbytery need you! If interested and able, please complete and return requested forms (Volunteer Interest Form and General Assembly Interest Form) found with full descriptions of the committees/commissions at <http://atlpcusa.org/committees>. Terms for committees & commissions are ordinarily 3 years with eligibility for re-election to a maximum of 6 years. The * indicates that committee members must be Ruling Elders or Teaching Elders in the PC (USA).*

***Bills and Overtures Committee/General Assembly (GA) Commissioner** – prepares for, attends and participates in the General Assembly and reports to the Presbytery. Serves as the Presbytery Bills and Overtures Committee for two years following the General Assembly.

***Committee on Ministry (COM)** - provides care of congregations, pastors and educators. Ordinarily meets on the 3rd Thursday of each month from 5 – 6:30 PM at the Presbytery office. Subcommittees also meet monthly.

***Committee on Preparation for Ministry (CPM)** - works with inquirers and candidates as they discern calls to ministry and move through the requirements for ordination. Ordinarily meets on the 4th Thursday of the month from 4:30 – 7:30 PM at First Presbyterian Church of Atlanta.

***Presbytery Council** - guides, plans and envisions staffing needs and directions to be taken by the Presbytery. Meets 6 Monday evenings from 5:00-7:00 pm at the Presbytery office.

Committee on Representation (COR) - offers ways to live out the church's commitment to inclusiveness and representation. Meets 4 times each year during the day at the Presbytery office.

***Examinations Commission** - examines all ministers who wish to be received into the Presbytery for membership during monthly meetings on the third Thursday afternoon from 1 - 4 PM at the Presbytery office.

Grants Committee - awards three primary grants each year to churches or other organizations. Also considers awards for seminarians. Ordinarily meets at the Presbytery office in May and October.

***New Church Development Commission (NCDC)** - catalyzes and supports the development of new worshipping communities throughout our presbytery. Meets for an annual half day strategic planning meeting and quarterly on Wednesdays, 10:30 am – 12:30 pm at the offices of the Presbytery. The Operations, Development and Advisory teams meet as needed, some face to face and some online.

***Nominating Committee** –Identifies and recruits volunteers for all Presbytery committees. Meets 3-4 mornings a year at the Presbytery office.

Operations Committee - manages financial and business processes of the Presbytery. Meets quarterly on Mondays at 2 PM at the Presbytery office. Subcommittees meet additionally.

***Permanent Judicial Commission (PJC)** - exercises church discipline through judicial process. Meets as necessary during one term of 6 years.

Personnel Committee – provides guidance, expertise and assistance to the Presbytery staff re: matters of personnel. Quarterly meetings on weekdays, usually on Mondays, noon – 1:30 pm, at the Presbytery office.

***Synod Commissioners** - represent the Presbytery at 1-2 Synod meetings each year of a 4 year term.

Presbytery Worship and Planning Committee - assists in planning worship and order of business for stated Presbytery meetings. Meets approximately 6 weeks prior to each Stated Presbytery Meeting, usually at upcoming host churches and once annually with Council to discuss themes.