

PRESBYTERY REPORTS—NOVEMBER 2019

From the Stated Clerk

- The Stated Clerk reports the following resignations from committees/commissions:
 - Committee on Ministry-- Rev. Chuck Booker
 - Committee on Ministry—Elder Patrick Tarr
- The Stated Clerk reports that she appointed the Rev. Mark Tidd to moderate the Aldie Presbyterian Church December 2019 annual congregational meeting.

From the Leadership Council

NCP LEADERSHIP COUNCIL MEETING Minutes October 2, 2019

Present: Charles Barber, Lee Bishop, Brian Clark, Miriam Dewhurst, Pat Futato, Neill Morgan, Michael Rankin

Staff: Sara Coe, Tara Spuhler McCabe, Todd McCreight, Jan Moody

Excused: Elsie Reid, Laura Cunningham, Quinn Fox, Dave McClung

Absent: Beth Goss

Guests: Reverends Kevin Powell and Ann Herlin

- The Chair, Charles Barber called the meeting to order at 12:30. As a devotion, Pat Futato read Jeremiah 32: 1-15 followed by prayer.
- Rev. Kevin Powell presented the annual report of the Committee on Representation. The committee is now staffed fully and is being trained on making reports and keeping focused on its mandated purpose.

Motion: To accept with gratitude the Committee on Representation annual report.

Approved

- Rev. Ann Herlin presented a report on the work of the Personnel Committee that included:
 - Updating Sabbatical Policy
 - Recognition and affirmation of NCP staff
 - Managing Transitions including departures of Wilson Gunn and Karen Chamis and the welcoming of Tara Spuhler McCabe as Transitional Director of Church Development and Mission
 - Updating of Staff Job Descriptions

It was suggested that Personnel check on recent changes to D.C. Family Leave Law and see if it applies to NCP.

LC went into Executive Session and asked staff members, except for Todd McCreight, to be excused so that LC could be informed of a confidential Personnel matter.

- Todd McCreight gave an update on John Molina Moore's Paternity Leave. John's son, Otis Juanito Molina-Moore was born September 26. John will return to the office on November 12. Todd provided an overview of which staff would handle specific matters in John's absence.

- Todd McCreight and Tara Spuhler McCabe gave an update on conversations with the Church Development Committee and the Mission Coordination Committee concerning needed cutbacks to the NCP Mission Budget. The committees were cooperative in considering changes and will submit requests in time for LC to finalize their recommendations for a proposed 2020 Mission Budget for a first reading at the November 19 NCP meeting. The chairs of CDC and MCC will be invited to the next LC meeting to explain the thinking behind the proposed budget adjustments.

- For LC to make decisions about the Mission Budget prior to November 8, the day the docket for the November 19 NCP meeting will be posted, LC voted to change the date of its next meeting.

Motion: To change the date of the Leadership Council Meeting from November 6, 2019 to October 30, 2019. **Approved**

- A Growth Fund for the development of new worshipping communities using money from the Neelsville Fund was proposed. There was a wide-ranging discussion on how this fund might be used and the standards that would be adopted for deciding which projects to fund. Todd and Tara will craft language for the proposal for LC to consider at its next meeting.

- The Confronting Racism Report was discussed. Charles and Tara discussed a general approach that aligns the recommendations of the report with existing programs and committees that might be enhanced, modified or tweaked. Tara provided a visual summary of specific examples under the categories Missional, Pastoral and Prophetic. LC will discuss its response to the report's recommendations at its October 30 meeting.

- Sara Coe reported on the handbells of former Unity PC.

Motion: To gift the set of handbells and any accompanying pads, music, or other related accessories that belonged to the former Unity Presbyterian Church to the Mount Vernon Unitarian Church, Alexandria Virginia, the church where Peter Sailer, former director of music at Unity, goes to church. **Approved**

- Sara reported on the work of the Wheaton Community Congregation AC that is now serving as the Session of the church and reviewing financial records. The contract for Rev. Jin Choi ended September 29, 2019.

- Sara reported that the Virginia appellate court will conduct a hearing on December 3 and decide whether to accept an appeal of Circuit Court of Alexandria, VA ruling in May 2019 that the Presbyterian Church (U.S.A.) is the owner of the property located at 1122 Oronoco Street, Alexandria Virginia.

- Pat Futato, chair of the Vision Implementation Team is working on scheduling a date and time for the team to meet.

Neill Morgan closed the meeting in prayer at 3:10 pm.

Dates:

October 27: John Molina-Moore's Installation at National PC, 4:00 PM

October 30: Leadership Council Meeting, 12:30 PM., Saint Mark PC.

**NCP LEADERSHIP COUNCIL MEETING Minutes
October 30, 2019**

Present: Charles Barber, Brian Clark, Miriam Dewhurst, Neill Morgan, Michael Rankin, Elsie Reid, Laura Cunningham, Quinn Fox, Dave McClung, Beth Goss

Staff: Sara Coe, Tara Spuhler McCabe, Todd McCreight, Jan Moody, LaJuan Quander

Excused: Lee Bishop, Pat Futato

Guests: Reverends Eric Peltz and Mark Gaskill and Elder Mark Stunder

- The Chair, Charles Barber, called the meeting to order at 12:30. As a devotion, Beth Goss led a mid-day responsive prayer that included a reading from Psalm 147 and Ezra 6 about the rebuilding of the Temple.
- Todd McCreight introduced the discussion about the responses from the Committee on Church Development (CDC) and the Mission Coordinating Commission (MCC) concerning making needed cutbacks, totally \$62,564.80, to their original 2020 Mission Budget requests.

Rev. Peltz reported the following from CDC:

Total Reduction from Original Request: -\$40,000

Rev. Gaskill reported the following from MCC

Total Net Reduction from Original Request: -\$25,000

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Charles asked CDC and MCC to provide brief explanations of items selected for budget changes to assist with Mission Budget presentation at the November 19 NCP meeting. Prior to the NCP meeting, Charles, Mark Stunder, Todd, and Tara Spuhler McCabe, will meet to determine how the 2020 Mission Budget will be presented for a First Reading at the November 19th presbytery meeting. This presentation would include a general statement by Laura Cunningham of the strategic purpose of these changes, a statement by Mark Stunder on the general budget picture, and statements by representatives of CDC and MCC explaining the proposed specific changes in their budgets.

Motion: to recommend for a First Reading to presbytery on Nov. 19, 2019 a proposed 2020 NCP Mission Budget of \$224,365. * **Approved**

Todd reported that the Chair of Personnel, Rev. Ann Herlin had informed him of an error in the requested COLA amount for the Presbytery Staff. Todd requested that LC move to amend the approved 2020 NCP Operating Budget to increase the COLA amount approved for the Presbytery Staff to match the amount approved for NCP ministers.

Motion: to recommend to presbytery an amendment to 2020 Operating Budget to change the COLA amount approved for the Presbytery Staff from .6 to 1%. **Approved**

*Final proposed NCP Mission Budget will reflect increase in COLA to 1% for Tara whose salary is included in the Mission Budget.

- Charles and Tara led the discussion on next steps for the presbytery following the recommendations from The Confronting Racism Report. Among the suggestions for continued discussion with LC, GP Rev. John Molina Moore, and MCC, were:
 - Continuance of Racial Awareness Festival
 - Anti-Racism training for NCP ministers and Committee/Commission chairs
 - A Diversity Statement
 - Various pilgrimage opportunities
 - Other actions not included in the specific recommendations

A brief update on the recommendations will be given at the November presbytery meeting with a follow up at the January presbytery meeting.

- Todd gave an update on the Vision Implementation Team (VIT). The team had a ZOOM meeting and began work on a VIT charter and discussed how VIT should interact with the Growth Fund proposal for the development of new worshipping communities.
- Todd and Tara reported that they have started the conversation on the Growth Fund and want additional input from GP Rev. Molina-Moore as they prepare a proposal for LC for its December 4 meeting.
- The following motion for the recommended change to the Personnel Policy will be sent out to LC for an e-vote.

Motion: To recommend to approve the request of the Personnel Committee to amend the “Policy on the Right to Inspect Books and Records” to add the minutes and records of the Personnel Committee to the list of those documents automatically considered exempt from inspection.

Full Document at <http://thepresbytery.org/wp-content/uploads/2019/02/Policy-on-Right-to-Inspect-Books-and-Records1.pdf>.

Current Language: “Open to inspection are all financial records, minutes of Presbytery meetings, minutes of Council meetings and any other non-confidential records. Specifically exempted from this policy are all documents which are identified and/or marked "Attorney-Client Privilege", Committee on Ministry minutes or records, Committee on Preparation for Ministry minutes or records, Sexual Misconduct Response Team minutes or records or any other record of a confidential nature.”

Proposed Language: “Open to inspection are all financial records, minutes of Presbytery meetings, minutes of Council meetings and any other non-confidential records. Specifically exempted from this policy are all documents which are identified and/or marked "Attorney-Client Privilege", Committee on Ministry minutes or records, Committee on Preparation for Ministry minutes or records, Sexual Misconduct Response Team minutes or records, **Personnel Committee minutes or records**, or any other record of a confidential nature.”

Background: In the course of its work, the personnel committee has been concerned to maintain appropriate confidentiality of its records. We think that personnel committee minutes would likely be covered under the umbrella statement “or any other record of a confidential nature.” However, since the minutes of several committees are explicitly exempted, and because personnel matters are also of a confidential nature, we think it would offer greater clarity and security to add the personnel committee records to the list of those

automatically exempted. The above motion was approved by the personnel committee at its stated meeting on September 9, 2019.

**By E-vote, motion was approved by LC on Oct. 31.

- The Annual Report from CDC will be considered at the Dec. 4 LC meeting. Charles Barber closed the meeting in prayer at 3:15 pm.

Next Leadership Council Meeting, December 4, 12:30 PM., Saint Mark, PC

From the Commission on Preparation for Ministry

Nick Carsen was enrolled as an Inquirer, effective August 17, 2019

Kallie Pitcock was enrolled as a Candidate, effective May 30, 2019

Stella Lee was certified ready to receive a call on November 2, 2019