

(Preliminary minutes – subject to approval by Presbytery of Lake Huron)

**PRESBYTERY OF LAKE HURON**  
Stated Meeting – October 2, 2007

The Presbytery of Lake Huron was called to order with prayer by the Moderator, the Rev. Ken Hetzel, at 9:30 a.m., on Tuesday, October 2, 2007, at Kirkridge Presbyterian Church, Grand Blanc, Michigan.

The roll was taken, and the moderator announced that a quorum was present. (See Attachment A for list.)

New minister members and elder were introduced.

MOTION WAS SUSTAINED to enroll the Rev. James Black (St. Augustine Presbytery) as a corresponding member.

MOTION WAS SUSTAINED to enroll the Rev. Randy Cullen (Detroit Presbytery) as a corresponding member.

MOTION WAS SUSTAINED to enroll the Rev. Bill Carter (Lackawanna Presbytery) as a corresponding member.

MOTION WAS SUSTAINED to enroll the Rev. Marjorie Mair-Hansen (UCC Minister) as a corresponding member.

Welcome by the host pastor, the Rev. Glenn Grant was given.

MOTION WAS SUSTAINED to adopt the docket as distributed.

MOTION WAS SUSTAINED to approve the Consent Agenda as distributed.

Recommendations from the **VISIONING TEAM** that were placed on the consent agenda were all approved by presbytery. They were as follows:

1. The Rev. Richard Lawther elected as Synod Commissioner, class of 2008, effective immediately.
2. The Rev. Kenneth Hetzel elected as Synod Commissioner, class of 2007, effective immediately.
3. Elder Andrea Drapp re-elected to a three-year term as treasurer of the Presbytery of Lake Huron, effective January 1, 2007.

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The **STATED CLERK** report was given by Douglas Tracy. The Clerk recommended and presbytery approved:

1. The minutes of the August 7, 2007 stated meeting.
2. The request of the Rev. Chris Moody, Interim Chaplain at Alma College, to celebrate the Sacrament of the Lord's Supper as part of the student ministry program on October 7, 2007 and once a month during the remainder of the academic year (dates to be determined); and to celebrate the Sacrament of the Lord's Supper on November 11, 2007 for the Detroit Presbytery Youth Mix and on March 9, 2008 for the Lake Huron/Lake Michigan Presbyteries Youth Mix.
3. The request of the Presbyterian Women to celebrate the Sacrament of the Lord's Supper as part of the Presbyterian Women's Fall Gathering at Saginaw-Second on October 13, 2007. The Rev. Karen Blatt will officiate.
4. The request of the Tyrone Community Presbyterian Church for an exception to and waiver of the requirements of the Form of Government, G-14.0222, to allow the re-election of an elder who has served two consecutive terms (G-14.0226c).
5. A report requested by the Synod on behalf of the Committee on Representation. (See Attachment D)

The Clerk reported the following items for information:

6. That the Rev. Robert Osborne passed away on Thursday, September 27, 2007 in Saginaw, Michigan.
7. The records of Bay City-Covenant and Flint-Westminster were deposited with the Presbyterian Historical Society on July 5, 2007.
8. The Stated Clerk's office has filed the request for transfer of membership for the following:

Stacey Jones	to the Presbytery of North Central Iowa
Amanda Adams	from the Presbytery of Detroit

9. The Stated Clerk's office has received confirmation that the transfer of membership is complete for:

Tim Sutton	to the Presbytery of Minnesota Valleys
Martin Han	to the Presbytery of Mid-Kentucky
Robert Brown	to the Presbytery of Mackinac
Mary Anne Evans-Justin	as the Temporary Supply of Ithaca-First

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10. The following invitations have been received to host presbytery stated meetings in 2008:

<u>Date</u>	<u>Location</u>	<u>Time</u>
February 5	Flushing	9:30 am
April 1	Flint-Trinity United	9:30 am
June 3	Alma College	9:30 am
August 5	Tawas	1:30 pm
October 7	Caro	9:30 am
December 2		9:30 am

11. The minutes of the Administrative Commission to install the Rev. Amanda Adams have been received and are as follows:

The Administrative Commission was appointed by Moderator Kenneth G. Hetzel, as authorized by the Presbytery on June 5, 2007, to install The Rev. Amanda Adams as Associate Pastor of First Presbyterian Church, Fenton, MI. It met at Fenton-First on August 12, 2007 at 3:30 p.m.

The meeting opened with prayer by the Rev. Kenneth G. Hetzel. Commission members present were: the Revs. Kenneth G. Hetzel (Chair), Larry McMellen (Parish Associate, Fenton-First), Dale Swihart, Jr. (Pastor, Fenton-First), Nancy Young (Member-at-Large, Presbytery of Lake Huron), and Elders Jane Motta (Fenton-First), Barbara Selden (Linden-First), Dale Thompson (Flushing) and Maggie Watters (Fenton-First). The Rev. Eldon Beery (Honorably Retired member of the Presbytery of Detroit) was seated as a corresponding member.

The Rev. Amanda Adams answered the Constitutional questions, and was installed at a worship service held at 4:00 p.m.

The meeting of the Commission was adjourned with the pronouncing of the benediction concluding the worship service.

The Rev. Kenneth G. Hetzel  
Chairperson

The Clerk has received the following official correspondence:

1. From the Rev. George Baird, Stated Clerk of the Synod of the Covenant, notice that the Presbytery's 2008 Per Capita Apportionment for the work of the Synod has been set at \$36,301.74 and is due on February 28, 2008.

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2. From the Rev. Dr. Carol Gregg, a copy of her request to New Hope Presbytery for permission to labor within their bounds during a sabbatical leave.
3. From Dr. Saundra Tracy, President of Alma College, a copy of a letter requesting permission to approach churches in the presbytery to solicit financial support for their "Open Windows" capital campaign.
4. From the Rev. Chris Moody, Interim Chaplain at Alma College, a letter requesting permission to labor within the bounds of this presbytery and to celebrate the Sacrament of the Lord's Supper as part of the chapel program.
5. From Nancy Taylor, Records Archivist at the Presbyterian Historical Society, a letter acknowledging receipt of the records of Westminster Presbyterian Church of Flint and Covenant Presbyterian Church of Bay City; and of the minutes of the Presbytery of Lake Huron, June 2001 through December 2003.
6. From Pamela Heavner, Clerk of Session of the Tyrone Community Presbyterian Church, a request for an exception to the provisions of the Form of Government limiting the term of service for an elder.
7. From Jeanette Hall, Clerk of Session at First Presbyterian Church of Flint, a letter informing the Presbytery that the Session has recommended that Joey Novak, an inquirer, be advanced to candidacy.

The report of **COMMITTEE ON MINISTRY** was given by the Rev. David Jackson. Mr. Jackson introduced new minister member, the Rev. Randy Cullen of Holly who addressed the members. Elder Linda Smith introduced the Rev. Marjorie Mair-Hansen, the new Interim Associate Pastor at Flint-First. Ms. Mair-Hansen addressed the members. The committee recommended and presbytery approved:

The Committee on Ministry reports that on behalf of presbytery it:

1. Approved the 2008 minimum terms of call (Attachment B)
2. Approved the covenant agreement for an interim pastor (full time) relationship between Community Presbyterian Church of Flint and the Rev. Dr. David Jackson for one year, effective September 15, 2007 at the following terms:

a. Cash salary	\$19,327
b. Housing Allowance	20,000
c. SECA offset	1,601
d. Full pension dues	
e. Study/professional dev. allowance	1,560
f. Study Leave	2 weeks study leave
g. Vacation	28 days vacation (4 Sundays)

- h. Travel reimbursement at the IRS rate (currently \$.485/mile)
- i. Other Reimbursement of church-related phone calls from home, when applicable

This agreement may be terminated by either party with 30 days written notice.

At the end of service to the congregation, if the interim pastor has not secured a new position, he shall receive full compensation for one month or until a new position is secured, whichever occurs first; and full payment of pension dues for ninety days or until a new position is secured, whichever occurs first.

3. Granted permission to the Rev. Chris Moody of New Hope Presbytery to labor within the bounds as Interim Chaplain for Alma College.
4. Approved the call from Holly Presbyterian Church to the Rev. Dr. Randolph (Randy) Cullen as pastor and directed the Stated Clerk to request the transfer of his membership to the Presbytery of Lake Huron, effective October 1, 2007, at the following terms:

Total Terms of Call		69,525.73
Effective salary	Salary	16,500.17
	Housing	30,000.00
	Medical Deductible & Vision	500.00
	SECA (FICA)	3,595.51
	Pension and Medical	14,805.05
	Additional	Study Leave
Professional Expenses		1,000.00
Automobile Expenses*		2,500.00
Vacation		4 weeks
Study Leave		2 weeks

\*Note: Automobile expenses are reimbursed at the IRS rate, and could exceed the budgeted amount.

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(This position will be part time in October and November and full time as of Dec. 1 – the Committee on Ministry has approved prorated terms for October 1-December 31, 2007).

Per Committee on Ministry recommendation, approved a motion to empower the moderator, the Rev. Ken Hetzel, to appoint an administrative commission to install Dr. Cullen, date and time to be determined.

5. approved the call of the Rev. Marjorie Mair-Hansen (a UCC Minister) as Interim Associate Pastor (full-time) of Flint-First for a period of six months, effective September 2, 2007 at the following terms:

Cash Salary	\$19,500
Housing Allowance	32,500
Pension & Medical	17,621
Travel	Approved IRS Rate
Reimbursement	
Cell Phone Reimbursement	420
Professional Expenses	1,200
SECA	3,978
Study Leave Allowance	1,200
Vacation Time	4 Weeks
Study Leave Time	2 Weeks

Ms. Mair-Hansen was granted permission to labor within the bounds of the presbytery. Pastoral duties of worship, teaching, visiting, funerals and weddings and to work with Congregational care Teams and the Deacons.

The **ADMINISTRATIVE TEAM** report was given by the Rev. Ted McCulloch. The committee recommended and presbytery approved:

1. If the way be clear, of First Presbyterian Church of Maple Ridge to donate its former church building to Sandra and Roger Bowen who will relocate it from its present location to a site about four miles down the road.

2. To enter into the application process as a co-borrower with Trinity United Presbyterian Church for a loan from the Presbyterian Investment and Loan Program. Loan details are:

Loan amount:	\$450,000
Length of loan:	240 months
Interest rate:	5.5 percent
Amount of payment:	\$3,095.49 per month (principal & interest)

and that Robert Emrich and Theodore McCulloch be authorized to sign documents on the presbytery's behalf.

Background: Normally when a church borrows money from the General Assembly the Presbytery has to guarantee the loan. In this instance because Trinity United Presbytery Church has been designated as a new church development the Presbytery is moved up into a "co-borrower" position which means that if the church cannot make its monthly loan payment within the ten day period then the Presbytery will do so.

The team reports the following for information:

3. The Administrative Team has approved a request of Alma College to solicit financial support for its Open Windows campaign from the churches within the Presbytery and to invite a College staff member to make a presentation at an upcoming Presbytery meeting.
4. The Administrative Team reduced the listing price of the former Covenant Presbyterian Church building and property in Bay City from \$85,000 to \$50,000 in order to generate more buyer interest and ultimately reduce the length of time that insurance, utilities, and upkeep need to be paid.

The **PRESBYTERY STAFF REPORT** was given by the Rev. Louise Brokaw and emphasized the relationship between the governing bodies.

The **GENERAL ASSEMBLY COUNCIL** report was given by Elder Ann Moe. Ms. Moe led members in table-group discussions of the Four Work Areas of GAC. The work areas are:

- Spirituality and Discipleship
- Justice and Compassion
- Leadership and Vocation
- Evangelism and Witness

A summary of the results will be included in the permanent minutes of this meeting.

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The **MODERATOR'S REPORT** will be included in the permanent minutes for this meeting (See Attachment B).

MOTION WAS SUSTAINED to adjourn following the Stewardship Workshop at 3:45 p.m.

**WORSHIP** was led by the Elder Linda Smith. The sermon was given by the Rev. Dr. David Pierce.

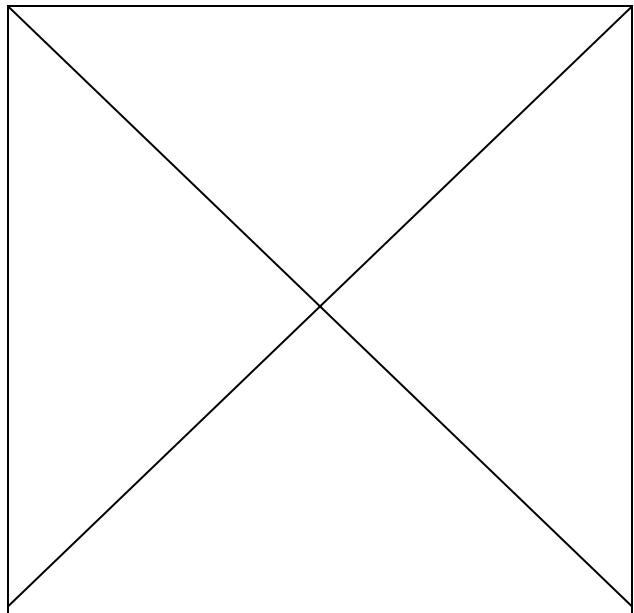
Closing prayer was led by the host pastor, the Rev. Glenn Grant.

The next stated meeting of the Presbytery of Lake Huron will be held Tuesday, December 4, 2007, at First Presbyterian Church, Lapeer beginning at 9:30 a.m.

Douglas Tracy  
Stated Clerk

**ATTACHMENT A – Attendance**

<u>NAME OF MINISTER</u>	<u>Present</u>	<u>Excused</u>	<u>Absent</u>	<u>NAME OF MINISTER</u>	<u>Present</u>	<u>Excused</u>	<u>Absent</u>
Adams, Amanda	1			Musgrave, John	1		
Ahn, Daniel		1		Neumann, James	1		
Anderson, Kenneth (HR)		1		Neuville, Donald (HR)		1	
Baird, George (HR)		1		Offrink, James	1		
Becker, John	1			Park, Dong Won (HR)	1		
Blackburn, David			1	Parker, Kenneth		1	
Blatt, Karen	1			Pattison, Eugene (HR)		1	
Brackbill, Thomas	1			Perry, Jesse	1		
Brokaw, Louise	1			Pierce, David	1		
Brooks, Alexander (HR)		1		Russell, Peter (HR)		1	
Browne, Roger			1	Shoemaker, Rodney			1
Chambers, Janice (HR)		1		Shugert, Stephen			1
Clark, Bert (HR)		1		Smith, Parker	1		
Cundiff, Thomas	1			Smith, Todd	1		
Cunningham, Bruce (HR)	1			Stratton, Brian		1	
Darocy, Charles (HR)			1	Swihart, Dale	1		
Der-Garabedian, Lucy		1		Taylor, Robert	1		
DeRosia, Melissa	1			Tracy, Douglas	1		
Duncan, Annie (TS)	1			Vogeley, Richard	1		
Dykstra, Wesley (HR)		1		Walser, Joseph (HR)		1	
Emrich, Robert	1			Weenink, Jeffrey	1		
Evans-Justin, Mary Anne	1			Young, David	1		
Fargo, Valerie	1			Young, Nancy	1		
Findlay, William (HR)		1					
Fox, Robert (HR)		1		<b>Total Present</b>	36		
Grant, Glenn	1			<b>Total Excused</b>	27		
Gregg, Carol		1		<b>Total Absent</b>	6		
Grimes, Ronald	1						
Hennessy, William	1						
Hetzel, Kenneth	1						
Hunter, Rhashell		1					
Jackson, David	1						
Jenkins, Paul (HR)		1					
Jones, William (HR)		1					
Kelly, Beverly		1					
Kwon, Young			1				
Lakey, Robert (HR)	1						
Lawther, Richard		1					
Loenshal, Michael		1					
Marquardt, Charles			1				
Mayton, Wally	1						
McCulloch, Ted	1						
McDowell, John (HR)		1					
McMellen, Larry (HR)	1						
Miller, Carol (HR)		1					
Morningstar, Mark	1						



**ATTACHMENT A – Attendance (Continued)**

<b>NAME OF CHURCH</b>	<b><u>Present</u></b>	<b><u>Absent</u></b>		<b><u>Present</u></b>	<b><u>Absent</u></b>
Alma-Eastminster		1	Ubly		1
Alma-First		1	Vassar	1	
Bay City-First		1	Yale	1	
Bay City-Memorial		1	<b>Total Present</b>	33	
Bay City-Westminster	1		<b>Total Represented</b>	28	
Beaverton	1		<b>Total Not Represented</b>	23	
Birch Run		1			
Breckenridge	1		<b>LAY COMMISSIONERS</b>		
Caro	1		CJ Merriman (Vice Moderator)	1	
Cass City-First		1	Andrea Drapp (Treasurer)	1	
Cass City-Fraser		1	Nadine Baxter (Mod-PW)	1	
Croswell	1		Karen Banaszak (CE)		1
Davison	1		<b>Total Lay Commissioners</b>	3	
Deckerville	1				
Elkton-Chandler		1			
Fairgrove		1			
Fenton-First	2		<b>COMMISIONED LAY PASTORS</b>		
Fenton-Tyrone	1		Kay Adair	1	
Flint-Community	1		Susan Loenshal		1
Flint-First	3		Sam McKim		1
Flint-Trinity United		1	Charles Moerdyk		1
Flint-Unity		1	Julianne Princinsky		1
Flushing		1	Dave Schrieber	1	
Grand Blanc-Kirkridge	1		Gloria Watson	1	
Grand Blanc-Korean Amer		1	Chris Wolf	1	
Harbor Beach	1		<b>CLP Attending</b>	4	
Holly	1				
Houghton Lake		1	<b>CLP Not Attending</b>	4	
Ithaca-First	1				
Ithaca-Lafayette	1				
Kinde-First		1	<b><u>MEETING ATTENDANCE TOTALS</u></b>		
Lapeer	2		<b>CATEGORY</b>	<b><u>Present</u></b>	<b><u>Excused</u></b>
Linden		1	Members of Presbytery	36	27
Marlette-First	1		Corresponding Members	4	
Marlette-Second	1		Commissioned Lay Pastors	4	4
Midland-Chapel Lane	1		Commissioners	33	
Midland-Memorial	2		Elder Members present	3	
Mt. Pleasant		1	Visitors (Including LHP Staff)	20	
Rosebush		1	<b>Total People in Attendance</b>	<b>100</b>	
Saginaw-Countryside Trinity	1		Churches represented	28	
Saginaw-First	1		Churches not represented		23
Saginaw-Korean		1			
Saginaw-Second		1	<b>Corresponding Members:</b>		
Saginaw-Warren Avenue	1		Rev. Jim Black (St. Augustine)	1	
Sandusky		1	Rev. Bill Carter (Lackawanna)	1	
Swartz Creek		1	Rev. Randy Cullen (Detroit)	1	
Tawas	1		Rev. Marjorie Mair-Hansen(UCC)	1	
Twining	1				

**Attachment B - Report of the Moderator**  
**October 2, 2007**

1. On behalf of the Presbytery, as moderator I was privileged to chair the installation commission for Rev. Amanda Adams at the Fenton First Presbyterian Church.
2. On behalf of the Presbytery, as Moderator, I was privileged to chair the installation commission for Rev. Tom Brackbill at the Alma First Presbyterian Church.
3. I chaired the meeting of the Visioning Team on September 14 and the Coordinating Team on September 18.
4. On behalf of COM I remain the moderator of the sessions at 1<sup>st</sup> and 2<sup>nd</sup> Presbyterian Churches in Marlette. I have begun pre-marital counseling with a young couple of the 2<sup>nd</sup> Presbyterian Church, Marlette, and will be officiating at their wedding in October.
5. I remain a participating member of the Church Growth Committee.
6. The Moderator's Cluster VI met at Alma First, September 8 from 10 a.m. to noon. This was a very good meeting which I enjoyed very much.

Three churches were present, Ithaca First, Alma First and Breckenridge Emerson. In addition to myself the General Presbyter was also present.

The elders and members of recent PNC's discussed their participation in their church's transition to a new/renewed ministry. Each affirmed that in spite of the difficult times, it was a time of personal and congregational spiritual growth. Each felt the congregation was stronger as a result, that committee and church members each assumed greater responsibilities in the life of the church, and that the churches did not want to relapse into old habits with the arrival of their new pastor.

There was an interesting side discussion that it might be more helpful to churches changing pastors to affirm that they are still healthy, "good" churches who are "all right." To assume that without a pastor the church is broken and now needs to be rebuilt or corrected injures the health and self-confidence of the church. It would also be helpful if pulpit supply might be contracted for longer term presence, rather than having a new speaker each week.

When reflecting upon the good things happening, mention was made of the continuing vitality of the choir and its worship leadership. There was some thought given to sharing choirs and special musical programs, joining onto existing choirs or musicians at smaller adjacent congregations. One church hosts a monthly community meal, through which any

**Attachment B - Report of the Moderator (Continued)**

hurting or needing person is invited to come and share a meal. This ministry has become a community wide event serving the spiritual needs of the whole community. Most of the congregations participated in the CROP walks and found that their presence was important to them and their community.

The congregations reflected that they needed to publicize their ministries more and to thank the members of the congregations for their participation or support. Ministries such as art fairs, community festivals, and non-church charitable fund raisers are all part of living in a community and also a witness of one's faith. There are many members serving their community in many individual ways. These ministries should be seen as an extension of the congregation, as their members are living their faith commitments.

This Cluster asked what is next in gathering together. There seems interest in shared regional ministry. They desire to meet again.

7. Cluster VII is scheduled to meet at Twining Maple Ridge on September 22 (after this report is written). A report of that meeting should appear as part of the hand out addenda to the Presbytery's Docket and Committee reports.

**The following report was distributed at the meeting (the above report was distributed with the docket and agenda prior to the meeting)**

Cluster VII met Sept. 22 at the Maple Ridge Presbyterian Church. Representative of the Tawas, Beaverton and Maple Ridge churches attended, along with the General Presbyter and the Moderator of the Presbytery. The meeting was both pleasurable and at times profound.

The group shared those personal times in which they were spiritually aware. Various elders talked about their personal prayer life, God's answers to prayers of need, God's blessings and affirmations while doing the work of the church. Elders talked about discerning the ways God met the needs of the congregation. Teachers discussed their awareness of God teaching them while they taught students. They also noted the profound affirmation of God through a student who might return to say thank you after a lesson. One elder noted the affirmation of God in the "Sabbath rest period" between service, and the extra joy in returning to teaching or serving on session. Another elder noted that their evangelism committee schedules a half hour of prayer before each meeting. While that prayer was for the work of the committee, it was a personally meaningful time for the elders as well.

**Attachment B - Report of the Moderator (Continued)**

Several noted the joy of being in the presence of the Holy Spirit during morning worship in their beautiful sanctuary. Several commented that they had found their congregational families warm and welcoming to them, and in turn being welcoming to newer folk coming in. The value of seasonal ministries was noted, as churches in a resort and tourist area see a significant influx of visitors during the summer. Ministry to these visitors is a joy and is a significant ministry given to them by God. Musical programs and guest musicians were part of making people feel welcome, and at times these programs functioned as ministry to the community as a whole. There was a profound awareness of God as a living partner in ministry. Churches large and small are strengthened by this awareness.

These churches engage in a number of special programs and ministries. Among these are food drives for Thanksgiving and Christmas. Each of the churches had a Christmas gifting time for families in need. Sometimes these families were identified to the church either through the counselor of the local school or a county agency. One church adopted families throughout the year and provided gifts and supplied needs at times other than the holidays. Another church purchased boots and shoes for needy children in the school. One congregation supplies juices and snacks to the library's after school program. Another was a partner to a senior citizen's center. Still another noted a program of purchasing back packs and teddy bears for children in crisis.

By the conclusion of the morning's conversation, there was an awareness that each church is actually doing a lot of ministry, often without knowing it. Members of the church offer themselves and their personal time in doing ministries from shopping to delivering boots to cooking foods to visiting the shut-ins to serving the community food bank. It would be interesting and informative to collect all the person-hours freely contributed into the greater life of the church. If we added together the time contributed by members of all the churches of the Presbytery we would discover what a powerful presence we all are as we carry out ministry in God's name.

Similarly, each church freely contributes to any number of special needs through special offerings. Often these dollars, like the personal time contributed, go uncounted. We Presbyterians give of ourselves and our resources freely.

Once again this cluster gathering demonstrated that our sister churches are healthy, vitally alive, and spiritually strong. Some might not have large numbers, and some might be larger in summer than in winter, but all are doing God's work in vibrant ways. And so together then is the Presbytery.

Submitted by: Rev. Kenneth Hetzel, Presbytery Moderator, October 2007

**ATTACHMENT C – Minimum Terms of Call for 2008**

CHANGES IN THE COST OF LIVING  
AND CHANGES IN THE MINIMUM TERMS OF CALL  
REPORT TO THE PRESBYTERY OF LAKE HURON  
OCTOBER 2, 2007

The policy of Lake Huron presbytery with regard to minimum salary figures is twofold:

1. The presbytery changes the minimum cash salary figure for ministers annually in accordance with the change in the Cost of Living figures issued by the Bureau of Labor Statistics. The figure to be used is to be the one issued by the Bureau on July 1<sup>st</sup> for the preceding twelve months, and is to become effective on the following January 1<sup>st</sup>.
2. The presbytery has established two minimum salary packages – one for ministers who have up to 10 years experience, and one for ministers who have 10 years or more experience.

The Committee reports that the Cost of Living increase from June 2006 – July 2007 was 2.52 %. Therefore, the Committee reports that the **Minimum Terms of Call for 2008** should be increased, making the Terms of Call as follows:

For full-time, less than 10 years experience

Cash Salary	\$30,812
Housing (20% of cash)	\$ 6,162
Medical/Pension/disability (with manse)	\$12,618
Medical/Pension/disability (with housing allowance)	\$11,647
Travel Reimbursement	IRS rate
Study leave allowance	\$ 609
Study leave time	14 days with 2 Sundays
Vacation time	28 days with 4 Sundays
Moving expenses	All

For full-time, 10 years or more experience

Cash Salary	\$31,414
Housing (20% of cash)	\$ 6,283
Medical/Pension/disability (with manse)	\$12,864
Medical/Pension/disability (with housing allowance)	\$11,875
Travel reimbursement	IRS rate
Study leave allowance	\$ 609
Study leave time	14 days with 2 Sundays
Vacation time	28 days with 4 Sundays
Moving expenses	All

**ATTACHMENT D – Committee on Representation Report to the Synod**

FORM D

PRESBYTERY Lake Huron  
REPORT ON MEMBERSHIP INCLUSIVENESS OF PRESBYTERY COMMITTEES

PRESBYTERY COMMITTEES	ELECTED MEMBERSHIP		MALE CLERGY		FEMALE CLERGY		MALE LAY			FEMALE LAY			AGE DISTRIBUTION			PERSONS WITH DISABLING CONDITIONS					
	TOTAL		TOTAL		TOTAL		TOTAL			TOTAL			UNDER 35			35-55		55+			
	A	B	H	NA	W	A	B	H	NA	W	A	B	H	NA	W	A	B	H	NA	W	
Visioning Team	10	4			4	1			1					1		4					0
Coordinating Team	6	2			4	2			2					1		1					0
Administrative Team	9	5			5	0			1					1		3					0
Discipleship Ministry Team	6	1			1	2			2							3					0
Committee on Ministry	15	6	1		5	2	2		2					2		5					0
Response Coordinating Team	6	1			1	1	1		1					1		3					0
Comm. on Prep. for Ministry	5	1			1	1			1					2		1					0
Church Growth Ministry	7	4			4	1	1		0							2					0
Comm. On Lay Pastor Training	3	2			2	0			0							1					0
Talent Nominating Committee	3	1	1			0			1					1		1					0
Committee on Representation	3	1			1	2			2							0					0
Permanent Judicial Commission	6	1			1	1			1					2		2					0
<b>TOTALS</b>	<b>79</b>	<b>29</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>29</b>	<b>13</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>12</b>	<b>11</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>26</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

KEY: "A" ASIAN, "B" BLACK, "H" HISPANIC, "NA" NATIVE AMERICAN, "W" WHITE