

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

**PRESBYTERY OF LAKE HURON**  
Stated Meeting – September 20, 2011

The Presbytery of Lake Huron was called to order with prayer by the Moderator, Elder Liz Long, at 9:30 a.m., on Tuesday, September 20, 2011, at Warren Avenue Presbyterian Church, Saginaw, Michigan.

The roll was taken, and the moderator announced that a quorum was present.  
[ATTACHMENT A]

MOTION WAS SUSTAINED to adopt the docket.

Welcome by the host pastor, the Rev. Tom Cundiff was given.

New ministers and elder members were introduced.

MOTION WAS SUSTAINED to seat The Revs. Phil Olson (Detroit Presbytery), Clint Cozier (Lake Michigan Presbytery), David Robertson (Detroit Presbytery) and David Myers (Newton Presbytery).

MOTION WAS SUSTAINED to approve the Consent Agenda.

The **COMMITTEE ON MINISTRY** report was given by Elder Jim Murton. The committee recommended and presbytery approved:

1. To accept the Annual Compensation Report as distributed. [ATTACHMENT B]
2. To set aside for one year the Presbytery policy on Cost of Living increases for Minimum Terms of Call. If approved by the Presbytery, there would be no increase to Minimum Terms of Call for 2012 except the mandated 0.75% Board of Pensions increase for healthcare dues. The Cost of Living, as figured by the Bureau of Labor Statistics, would have increased minimums by 3.79%. [ATTACHMENT C]

The committee reports that it took the following actions on behalf of Presbytery:

3. Adjusted the effective salary for the Rev. Dr. David Robertson, Interim Pastor at Midland-Memorial, to \$46,964. The call for Mr. Robertson was approved at the May 24, 2011 meeting but the effective salary needed to be adjusted due to his status of Honorable Retirement and full pension dues not needing to be paid by the church.
4. Granted permission for the Rev. Dr. David Robertson to Labor Within The Bounds of Lake Huron Presbytery. Mr. Robertson is serving as the Interim Pastor at Midland-Memorial and wishes to retain his membership with Detroit Presbytery.

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5. Directed the Stated Clerk, if the way be clear, to transfer the membership of the Rev. David Myers from Newton Presbytery to Lake Huron Presbytery.
6. Appoint an Administrative Commission to Install the Rev. Dr. Rhonda Myers as Pastor at Midland-Chapel Lane on October 16<sup>th</sup> at 3:00pm. Commission consists of: the Revs. Matt Schramm, Cathy Chang, Carol Gregg, Tom Brackbill and David Myers and Elders Liz Long (Moderator; Beaverton-First), Jim Murton (Tawas), Judy McDowell (Midland-Memorial) and Carl Vander Woude (Midland-Chapel Lane).
7. Appoint an Administrative Commission to Ordain Lucy Waechter Webb at Midland-Memorial on September 4<sup>th</sup> at 2:00pm. Commission consists of: the Revs. Wally Mayton, Cathy Chang, John Musgrave and Louise Brokaw and Elders Liz Long (Moderator; Beaverton-First), Ann Moe (Midland-Chapel Lane) and CJ Merriman (Lapeer-First).
8. Approved the Pastoral Call of the Rev. Andrew Miller to Mt. Pleasant-First effective September 11, 2011. Terms are as follows:

#### **Effective Salary**

Cash Salary	\$27,000
Housing Allowance	\$22,194
SECA Allowance	Equal to 50% of your SECA liability (Expected to be between \$3,271 and \$3,763 per year)

Full medical, pension, disability and death benefit coverage under the Board of Pensions.

#### **Reimbursable Items**

403B	\$3,306
Professional Expenses	\$2,600 (Including study leave, professional travel, professional publications or similar expenses for your own professional development)
Automobile Expense	IRS rate up to \$1,400
Continuing Education	Not listed separately
Moving Costs	Moving expenses to be not more than the lesser of 3 competitive bids to be obtained from legitimate moving contractors
Vacation Time	28 days (4weeks) to include not more than 4 Sundays
Continuing Ed. Time	14 days (2 weeks) to include not more than 2 Sundays

The committee commended the church in fulfilling the provisions of the presbytery's Affirmative Action Equal Employment Opportunity Program for the Calling of Pastors, meeting the requirements of the church-wide plan for EEO.

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9. Directed the Stated Clerk to transfer the membership of the Rev. Sandra Hanna to the Member-At-Large roll of the presbytery.
10. Granted the Rev. Karen Blatt permission to Celebrate the Lord's Supper at the September 24, 2011 CLP/CRE class.
11. Approved to require that all clergy who are new to the presbytery attend at least one of the Pastors in Transition seminars in their first three years. The church will pay for half of the cost and the presbytery will pay for half of the cost. This is to be included in the first call agreement.
12. Approved a shared grant request for a clergy member of presbytery.
13. Approved scholarship requests for three clergy members of presbytery.

A report of the Pastor Nominating Committee for Mt. Pleasant-First was given by the PNC Chair, Elder Sallie Scheide. Ms. Scheide gave an introduction of their new Pastor, the Rev. Andrew Miller. Mr. Miller addressed the presbytery.

The **TRUSTEES** report was given by Elder Jim Kelly. The Board of Trustees reported the following for information:

1. The audit of the 2010 financial records of the Presbytery of Lake Huron was completed by Yeo and Yeo CPAs and was presented to the Trustees on August 11, 2011. It was a clean audit. Copies are available from the Presbytery Office for anyone who would like to see it.
2. Westminster Church, Bay City, was given permission in 2010 to borrow funds from a local lending institution in order to replace its heating and air conditioning system. They were asked to report the loan details to the Trustees when they became available. The loan commitment of \$150,000 is from Thumb National Bank and Trust Company. The interest rate will be fixed in five year increments beginning with 5.5% for the first five years with monthly principal and interest payments of \$1,350 (based on a 13 year amortization). No mortgage was required and the loan fee was \$125.
3. On July 12, 2011 the Board of Trustees approved lending \$10,000 to First Presbyterian Church of Beaverton in order to reroof its log building and bring up to date the electrical wiring in connection with relamping the church parlor and log building. The term of the loan is for 30 months and monthly payments of \$350 include both interest and principal. The current interest rate is 3.17 percent but will change annually in accordance with the policy that "the rate of interest for presbytery churches who have existing loans will be set automatically on January 1 by taking 75 percent of the 15 year fixed rate at Citizens Bank of Saginaw."

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4. The church has a loan from the Presbyterian Investment and Loan Program (PILP). The Presbytery is the co-borrower. The church requested an adjustment in its payment schedule in order to relieve some financial stress at this time. PILP agreed to adjust the loan by providing for one year interest only payments beginning with the July 1, 2011 payment. PILP also requires Trinity UPC to run a capital campaign. If TUPC is unable to make payments during the interest only period or when the loan reverts back to full principal and interest payments, the Presbytery will be responsible for the payment immediately upon notification.

A report on the **Presbytery Then and Now** comparing what the presbytery looked like in 2011 and what it looks like in 2010-11 was given by the Rev. Louise Brokaw,

The **COORDINATING TEAM** report was given by the Rev. Teresa Peterson. The Coordinating Team recommended and presbytery approved:

1. To establish the Presbytery Per Capita Apportionment for 2012 at \$12.80 per communicant member and 2013 at \$13.00 per communicant member. The total per capita apportionment for 2012 will be:

General Assembly	\$ 6.63 (increase of 2%)
Synod of the Covenant	\$ 3.25 (same as 2011)
Presbytery	<u>\$12.80</u> (increase of 2.5%)
Total	\$22.68 (increase of 1.9%)

The **NOMINATING TEAM** report was given by Elder Jerry Nippa. The Nominating Team placed the following persons in nomination for the offices and terms indicated and presbytery approved to elect:

- Elder Jim Murton (Tawas), Vice-Moderator of Presbytery for 2012
- Elder Carol Dulin (Flushing), Coordinating Team, Region 3, Class of 2014
- The Rev. Tom Cundiff, Coordinating Team, Region 2, Class of 2014
- Elder Janie Gugino (Saginaw-First), Committee on Ministry, Region 2, Class of 2012
- The Rev. Dr. Sharlyn Gates, Committee on Ministry, Region 4, Class of 2012
- Elder Robert Wood, (Marlette-Second), Committee on Ministry, Region 5, Class of 2014
- Elder Gayle Wooster (Harbor Beach-First), Committee on Ministry, Region 5, Class of 2014
- Elder Sue Waechter (Midland-Memorial), Committee on Ministry, Region 2, Class of 2014
- Elder Liz Long (Beaverton-First), Committee on Ministry, Region 1, Class of 2014
- Elder Peggy Ronk (Ithaca-First), Committee on Preparation for Ministry, Region 1, Class 2014

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- Elder Gerry Jackson (Holly), Committee on Preparation for Ministry, Region 4, Class of 2014
- Elder Jon Essex (Bay City-Memorial), Nominating Team, Region 2, Class of 2014
- Elder Sharron Alexander (Flint-Trinity United), Trustees, Region 3, Class of 2014
- The Rev. Dr. Rick Vogeley, Trustees, Region 2, Class of 2013
- The Rev. Don Neuville, Permanent Judicial Commission, Region 4, Class of 2017

A report on elder training being held at Vassar-First on October 21-22 was given by the Rev. Dr. Clint Cozier.

The **STATED CLERK'S** report was given by the Rev. Ted McCulloch. The Stated Clerk recommended and presbytery approved:

1. The minutes of the Stated Meeting of June 7, 2011.
2. Granted permission to the Rev. Carol Gregg to celebrate the Sacrament of the Lord's Supper as part of the regular chapel program at Alma College, effective immediately and continuing through the 2010-2011 academic year.

September 4, 2011

October 2, 2011

November 6, 2011

December 4, 2011

February 5, 2012

March 4, 2012

April 1, 2012

May 6, 2012

3. Granted permission to the Rev. Desiree Lawson to celebrate the Sacrament of the Lord's Supper at the PW Fall Gathering on October 16, 2011 at Flint Trinity Presbyterian Church.

The Stated Clerk reports the following items for information:

Items 4 through 8 are proposed By-Law changes in light of the passage of the new Form of Government. Changes are noted in one of two ways: italics indicate where language was changed or added. Strikethroughs indicate wording to be eliminated. Wording inside of parentheses was added by the Stated Clerk solely for the purpose of clarification and is not part of either the current or proposed changes.

4. Proposed changes to By-Law B-2.1.c for a first reading, to be voted on at the December 6, 2011 Stated Meeting of the Presbytery of Lake Huron. The current and proposed changes are as follows:

By-Law B-2.1.c: Special Meetings of the Presbytery may be called according to the provisions of the Form of Government.

PROPOSED CHANGE: Special Meetings of the Presbytery may be called *at the request, or with the concurrence, of two ministers and two elders, the elders being of different churches. Should the moderator be unable to act, the stated clerk shall, under the same conditions, issue the call. If both the moderator and stated clerk are unable to act, any three ministers and three elders, the elders being of different churches, may call a special meeting. Notice of a special meeting shall be sent not less than ten days in advance to each teaching elder and to the session of every church. The notice shall set out the purpose of the meeting, and no other business than that listed in the notice shall be transacted.*

5. Proposed changes to By-Law B-4.5.c for a first reading, to be voted on at the December 6, 2011 Stated Meeting of the Presbytery of Lake Huron. The current and proposed changes are as follows:

By Law B-4.5.c: Due diligence will be applied to provide balance between clergy and elders, women and men on all standing units.

PROPOSED CHANGE: Due diligence will be applied to provide balance between clergy and *laity*, women and men on all standing units.

6. Proposed changes to By-Law B-7.3 for a first reading, to be voted on at the December 6, 2011 Stated Meeting of the Presbytery of Lake Huron. The current and proposed changes are as follows:

By Law B-7.3 Quorum (for Committee on Ministry)

As provided by the Form of Government, a quorum for the Committee on Ministry shall be one-half its members.

PROPOSED CHANGE: ~~As provided by the Form of Government,~~ A quorum for the Committee on Ministry shall be one-half its members.

7. Proposed changes to By-Law B-7.5.a for a first reading, to be voted on at the December 6, 2011 Stated Meeting of the Presbytery of Lake Huron. The current and proposed changes are as follows:

By Law B-7.5.a: The Committee (on Ministry) and its members shall perform all duties assigned to it in the current Form of Government.

PROPOSED CHANGE: The Committee (on Ministry) and its members shall perform all duties assigned to it, *based on G-11.05 of Part II, 2009-2011 edition of the Book of Order.*

8. Proposed changes to By-Law B-11.2 for a first reading, to be voted on at the December 6, 2011 Stated Meeting of the Presbytery of Lake Huron. The current and proposed changes are as follows:

By-Law B-11.2: The Committee (on Representation) shall have six members, one from each of the 5 regions of the Presbytery plus one chosen at large, selected according to the criteria for a Committee on Representation as specified in the Form of Government.

PROPOSED CHANGE: The Committee (on Representation) shall have six members, one from each of the 5 regions of the Presbytery plus one chosen at large, ~~selected according to the criteria for a Committee on Representation as specified in the Form of Government.~~

9. Received the report of the Synod Assembly.

The Synod met on August 10-11, 2011. The Synod invited all the Moderators of Presbyteries in the Synod to arrive at 10:00am to meet and share what is going on in their Presbytery. And we met our Moderator of GA, Cynthia Bolbach. The whole assembly gathered at 12:00pm for lunch followed with the assembly meeting. We heard presentation by the Chaplains of each of the three Presbyterian Colleges in the Synod: Alma College, The College of Wooster, and Muskingum University, and the Assembly approved new Covenants of Agreement with each of the three colleges. The Mobile Health Fairs were very successful again this year. They screened a total of 1941 participants at 44 fairs in 7½ weeks, in Detroit, Maumee Valley, Lake Huron, Lake Michigan, Scioto Valley, and Western Reserve Presbyteries. More than 391 volunteers have assisted at fairs to date. Without volunteers these fairs couldn't conduct successful fairs.

Liz Long, Synod Commissioner

10. Received notice that the Rev. Carol Gregg Celebrated the Lord's Supper at Alma College on the following dates during the 2010-2011 academic year:

September 5, 2010	February 6, 2011
October 3, 2010	March 6, 2011
November 7, 2010	April 3, 2011
December 5, 2010	May 1, 2011

11. The following invitations have been received to host presbytery stated meetings in 2011:

<u>Date</u>	<u>Location</u>	<u>Time</u>
December 6	Midland-Memorial	9:30 am

12. The following invitations have been received to host presbytery stated meetings in 2012:

<u>Date</u>	<u>Location</u>	<u>Time</u>
March 6	Flint-First	9:30 am
June 5	Fenton-First	9:30 am
September 18	Linden	9:30 am
December 4	Presbytery Office, Saginaw	9:30 am

The Presbytery welcomes invitations to host a stated meeting of Presbytery for the June, September or December meetings of 2013.

13. The status of the following minister transfers:

Rhonda Myers	From Newton	Complete
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14. Received notice that the Rev. Dale Swihart Celebrated the Lord's Supper on July 24, 2011 during the Isle Royale Backpack Trip as authorized by the Presbytery at its June 7, 2011 stated meeting.

15. Received the minutes of the Administrative Commission to Ordain Cassie Todd. They are as follows:

The Administrative Commission appointed on June 7, 2011 to ordain the Rev. Cassandra Ann Todd met at Holly Presbyterian Church on June 19, 2011 at 4:00pm. The meeting opened with prayer by the Rev. Ken Hetzel. Commission members present were: Elder Elizabeth Long (Beaverton), Chair of the Administrative Commission and Presbytery Moderator; the Revs. Ken Hetzel, Paul Ytterock and Sharlyn Gates; Elders Joe Adamson (Lapeer-First) and Jim Lyles (Holly). Ms. Todd answered the Constitutional questions, and was ordained at a worship service at 4:00pm. Also participating in the ordination were: Elders Randy Cook (Holly), Laura Parker (Holly) and Gerry Jackson (Holly). The meeting of the Commission was adjourned with the pronouncing of the benediction concluding the worship service.

Elder Elizabeth Long, Chairperson

16. The minutes of the Administration Commission to Ordain Lucy Webb have been received and are as follows:

The Administrative Commission appointed on June 7, 2100 to ordain the Rev. Lucy Webb as Teaching Elder met at Memorial Presbyterian Church, Midland, Michigan on September 4, 2011 at 2:00pm. The meeting opened with prayer by the Rev. Louise Brokaw. Commission members present were:

the Revs. Ted McCulloch, John Musgrave, Wallace Mayton III, Catherine Chang and Nanette Sawyer; Elders Liz Long (Beaverton-First), Moderator, Ann Moe (Midland-Chapel Lane) and CJ Merriman (Lapeer-First). Ms. Webb answered the Constitutional questions, and was ordained at a worship service held at 2:00pm. The meeting of the Commission was adjourned with the pronouncing of the benediction concluding the worship service.

Elder Liz Long, Moderator

17. The records of the following churches have been reviewed and approved without exception: Deckerville-First and Marlette-Second
18. The records of the following church have been reviewed and approved with exceptions: Marlette-First
19. The records of the following churches have not been reviewed yet for 2010: Cass City-Fraser, Sandusky, Ubyl-First and Yale-First

The **HEALTH FAIRS COMMITTEE** report was given by the Rev. Dr. Valerie Fargo. It was another successful year. Congregations in the presbytery donated over 600 health kits that were distributed to health fair attendees and women's shelters. The next health fairs will take place the week of July 9, 2012.

Ms. Fargo also gave a report on the **RESOURCE CENTER**. There have been many new items added to the collection recently. There is also a new feature on the presbytery's website enabling users to request items online.

**WORSHIP** was held and included a **CELEBRATION OF THE LORD'S SUPPER**; the **SERMON** was given by the Rev. Dale Swihart.

The meeting was adjourned following prayer by the Vice Moderator, the Rev. Dr. John Musgrave at 12:00 p.m.

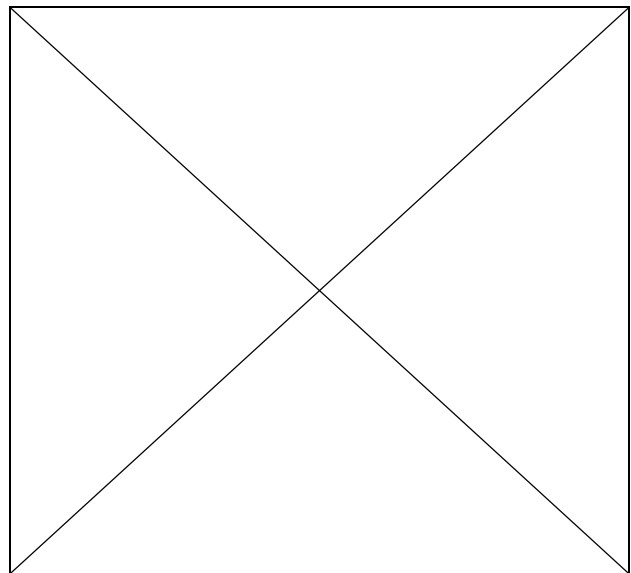
The next stated meeting of the Presbytery of Lake Huron will be held Tuesday, December 6, 2011, at Memorial Presbyterian Church, Midland, Michigan, beginning at 9:30 a.m.

Respectfully Submitted,

Ted McCulloch  
Stated Clerk

**ATTACHMENT A – Attendance**

<b>NAME OF MINISTER</b>	<b><u>Present</u></b>	<b><u>Excused</u></b>	<b><u>Absent</u></b>	<b>NAME OF MINISTER</b>	<b><u>Present</u></b>	<b><u>Excused</u></b>	<b><u>Absent</u></b>
Ackerman, Marjorie	1			Myers, Rhonda	1		
Ahn, Daniel	1			Neumann, James	1		
Anderson, Kenneth (HR)		1		Neuille, Donald (HR)		1	
Baird, George (HR)		1		Normington, Seth	1		
Becker, John (HR)		1		Offrink, James (HR)	1		
Blackburn, David			1	Park, Dong Won (HR)		1	
Blatt, Karen			1	Parker, Kenneth	1		
Brackbill, Thomas	1			Pattison, Eugene (HR)		1	
Brokaw, Louise	1			Peterson, Theresa	1		
Brooks, Alexander (HR)		1		Russell, Peter (HR)	1		
Browne, Roger (HR)		1		Salim, Jonah		1	
Chambers, Janice (HR)		1		Schramm, Matthew	1		
Chang, Catherine	1			Shoemaker, Rodney	1		
Chung, Isaac	1			Shugert, Stephen (HR)		1	
Clark, Bert (HR)		1		Smith, Todd			1
Cundiff, Thomas	1			Stratton, Brian		1	
Cunningham, Bruce (HR)		1		Swihart, Dale	1		
Der-Garabedian, Lucy		1		Taylor, Robert (HR)		1	
Duncan, Annie (TS)	1			Vogeley, Richard	1		
Emrich, Robert		1		Walser, Joseph (HR)		1	
Evans-Justin, Mary Anne (HR)		1		Weenink, Jeffrey	1		
Fargo, Valerie	1			Ytterock, Paul	1		
Fox, Robert (HR)		1					
Gates, Sharlyn	1			<b>Total Present</b>	<b>34</b>		
Gillette, George (HR)	1			<b>Total Excused</b>	<b>27</b>		
Grant, Glenn	1			<b>Total Absent</b>	<b>5</b>		
Gregg, Carol		1					
Grimes, Ronald (HR)	1						
Hanna, Sandra		1					
Hetzel, Kenneth	1						
Hunter, Rhashell		1					
Lakey, Robert (HR)	1						
Lawson, Desiree	1						
Lawther, Richard		1					
Lee, Joungnam			1				
Loenshal, Michael		1					
Marquardt, Charles	1						
Mayton, Wally	1						
McCulloch, Ted	1						
McMellen, Larry (HR)		1					
Miller, Andrew	1						
Miller, Carol (HR)		1					
Moody, Chris			1				
Musgrave, John	1						



**ATTACHMENT A – Attendance (Continued)**

<b>NAME OF CHURCH</b>	<b><u>Present</u></b>	<b><u>Absent</u></b>	<b><u>Elder Commissioner(s) Present</u></b>
Alma-Eastminster	1		Betty Weaver
Alma-First	1		Ann Baker
Bay City-First	1		Pam Hughes
Bay City-Memorial		1	
Bay City-Westminster	1		Christopher Elzinga
Beaverton	1		Caroline Johnson
Birch Run		1	
Breckenridge		1	
Caro		1	
Cass City-First		1	
Cass City-Fraser		1	
Croswell		1	
Davison		1	
Deckerville	1		Ann Merriman
Elkton-Chandler		1	
Fairgrove	1		Jerry Noble
Fenton-First	1		Roger Terrill
Fenton-Tyrone	1		Norma Carnahan
Flint-First	2	2	Linda Smith and Bill Kinloch
Flint-Trinity United	1		Georgia McCall
Flint-Unity		1	
Flushing	1		Dean Bemis
Grand Blanc-Kirkridge	1		Donna Kursik
Grand Blanc-Korean American		1	
Harbor Beach		1	
Holly	1		Gerry Jackson
Houghton Lake		1	
Ithaca-First		1	
Ithaca-Lafayette		1	
Kinde-First	1		Carol Gage
Lapeer		1	
Linden	1		Marilyn Fisher
Marlette-First		1	
Marlette-Second	1		Pat McLaren
Midland-Chapel Lane	1		Ann Moe
Midland-Memorial	2	1	Judy McDowell and C.R. Miles
Mt. Pleasant	1		Tom Miles
Rosebush		1	
Saginaw-Countryside Trinity	1		Louis Diechman
Saginaw-First	1		Blake Johnson
Saginaw-Korean	1		Tae Ahn
Saginaw-Second	1		Hans Schmidt
Saginaw-Warren Avenue	1		Don Lyons
Sandusky		1	
Swartz Creek		1	
Tawas	1		Jim Murton
Twining		1	
Ubly		1	

**Preliminary Minutes – September 20, 2011**

**ATTACHMENT A – Attendance (Continued)**

<b>NAME OF CHURCH</b>	<b><u>Present</u></b>	<b><u>Absent</u></b>	<b><u>Elder Commissioner(s) Present</u></b>
Vassar	1		Jo-Linda Manus
Yale		1	
<b>Total Present</b>	29		
<b>Total Represented</b>	27		
<b>Total Not Represented</b>	23		

<b>LAY COMMISSIONERS</b>	<b><u>Present</u></b>	<b><u>Absent</u></b>	<b><u>Excused</u></b>
Sharron Alexander (Trustee)			1
Nadine Baxter (Mod-PW)	1		
Karen Banaszak (CE)			1
Andrea Drapp (Treasurer)	1		
Carol Dulin (Coordinating Team)			1
Gary Melow (Personnel)			1
Jim Kelly (Trustee)	1		
Henry Kubin (Coordinating Team)	1		
Jim Lindsay (Trustee)			1
Liz Long (Moderator)	1		
Ann Moe (Coordinating Team)			(Attended as the Elder Comm. for Midland-Chapel Lane)
Jim Murton (COM)			(Attended as the Elder Comm. for Tawas)
Jerry Nippa (Nominating Team)	1		
Roger Terrill (Coordinating Team)			(Attended as the Elder Comm. for Fenton-First)
<b>Total Lay Commissioners</b>	6	0	5

<b>COMMISSIONED RULING ELDERS</b>	<b><u>Present</u></b>	<b><u>Absent</u></b>	<b><u>Excused</u></b>
Steve Baillie	1		
Jon Essex			1
Kathy Grimes	1		
Linda Living-Hawley			1
Sam McKim			1
Charles Moerdyk	1		
Peggy Ronk	1		
Gloria Watson	1		
Chris Wolf			
<b>CRE Attending</b>	6		
<b>CRE Excused</b>	3		

**MEETING ATTENDANCE TOTALS**

<b>CATEGORY</b>	<b><u>Present</u></b>	<b><u>Absent</u></b>	<b><u>Excused</u></b>
Members of Presbytery	34	5	27
Corresponding Members	4		
Commissioned Lay Pastors	6	0	3
Church Commissioners	29		
Elder Members	6	0	5
Visitors (Including LHP Staff)	10		
<b>Total People in Attendance</b>	<b>89</b>		
Churches represented	27		
Churches not represented		23	
<b>Corresponding Members:</b>			
Clint Cozier (Lake Michigan)	1		
David Myers (Newton)	1		
Phil Olson (Detroit)	1		
David Robertson (Detroit)	1		

**ATTACHMENT B – 2012 Minimum Terms of Call**

Report as of 9/22/2011  
First line 2010 Members  
Second line 2009 Members

**PRESBYTERY OF LAKE HURON  
2011 ANNUAL REPORT OF COMPENSATION**

1st Line = 2011 Terms  
2nd Line = 2010 Terms

LAST	FIRST	STATUS	CHURCH	CITY	Members	SALARY	HOUSING/ MANSE	UTILITY ALLOWANCE	PENSION & MAJ MED DUES	AUTO/ MILEAGE	STUDY LV'S	BOOK EXP	MED EXP	PROF EXP	SEPA OFFER	ANNUITY & OTHER	VAC LV	STUDY LV	STD CUM
ACKERMAN (part time)	MARJORIE	PA FIRST	DECKERVILLE		64	17000	Manse		10752	Yes	609			300			4	2	0
AHN	DANIEL	PA	KOREAN	SAGINAW	57	22800	7800		yes		400					3000 bonus	4	2	
BLAITT	KAREN	PA FIRST	BEAVERTON		58	22800	6000	1800	12100		2000						4	2	
(part time)					53	17304	13200		yes	640	400						4	2	
BRACKBILL	THOMAS	PA FIRST	ALMA		281	16800	13200		9442	640	400				4627		4	2	n/a
					281	38616	22500		20709	4000	2500						4	2	0
					290	34233	25000		18659	2000	2500						4	2	0
CHANG	CATHY	AP	MEMORIAL	MIDLAND	1147	23892	19200		14590	5000	2000		1500	1000	2866	1724=Employer contribution	4	2	2
					1142	22800	19200		14232	5000	2000		1500	1000	3213	1680=Employer contribution to 401k Dental & Supplemental death	4	2	
CHUNG	ISAAC	AP	WESTMINSTER	BAY CITY	423	20000	21000		13031	2000	1600		1500 HRA	1000	2751		4	2	
					440														
CUNDIFF	THOMAS	PA	WARRENAVE	SAGINAW	104	16237	30000		16380	3000	1000		5500	1000		\$253 Life ins.			
					109	23000	21392		15494	3000	1000		5327				35 days	14 days	
EMRICH	ROBERT	PA FIRST		SAGINAW	444	49823	17523		21702	4500	1750					5 addl Sundays and \$1500 bonus	4	2	6
					439	49823	17523		21214	4500	1750					5 addl Sundays	4	2	6
GRANT	GLENN	PA	GRAND BLANC	KIRKBRIDGE	144	34043	17710		18061	2000	650		1950				4	2	6
					137	34043	17710		18560	2000	650		1500	450			4	2	6
HETZEL	KENNETH	PA FIRST		CROSWELL	148	16540	27000		yes	3000	1500		792=Dntl			\$500 bonus	31 days	2 wks	
					154	11540	31999		13940	3000	1500	1500	742=Dntl			Reduce loan by \$750	4	2	
LAWTHER	RICHARD	PA	FAIRGROVE	FAIRGROVE	78	30225	Manse		13246	4980	600						5	2	
					78	29025	Manse	3100	12730	4980	600						5	2	4
LEE	JOUNG NAM	PA	UNITY	FLINT	69	24420	16800	3600	13225	650	600							4	2
					67	32528	5505	3600	12296	Mileage	609							yes	yes
MAYTON, III	WALLACE	AP	MEMORIAL	MIDLAND	1147	38463	29757		23661	5000	1000		1500	2000	2558	546=Employer contribution to 401k	4	4	2
					1142	37388	29757		23315	5000	1000		1500	2000	2860	5372=Employer contribution to 401k	4	2	2

**ATTACHMENT B – 2012 Minimum Terms of Call (Continued)**

Report as of 9/22/2011  
First line 2010 Members  
Second line 2009 Members

PREBYTERY OF LAKE HURON  
2011 ANNUAL REPORT OF COMPENSATION

1st Line = 2011 Terms  
2nd Line = 2010 Terms

LAST	FIRST	STATS	CHURCH	CITY	Members	SALARY	HOUSING/ MANSE	UTILITY ALLOWANCE	PENSION & MAJ MED DUES	AUTO/ MILEAGE	STUDY LV'S	BOOK EXP	MED EXP	PROF EXP	VAC LV	STUDY LV	STD CUM	ANNUITY & OTHER	% VOTES
McCULLOCH	TED	PA	FIRST OF TAYMOUTH	BIRCH RUN	219	33160	Manse + 2400	Church pays	15346	IRS rate			1600	1500	4	2	n/a	900=Employer contribution to 403(b) 900=Employer contribution to 403(b)	
MUSGRAVE	JOHN	PA	FLINT	FIRST	219	31560	Manse + 2400	Church pays	14842	3900	1500		1500		4	2	2	DI.DNTL.LIFE	
NEUMANN	JAMES	PA	SECOND	SAGINAW	1660	70000	45000		34158	IRS rate	2000		2000	2000	4	2		DI.DNTL.LIFE	
NORMINGTON	SETH	PA	LINDEN	LINDEN	1686	70000	45000		34158	IRS rate	2000		2000	2000	4	2		DI.DNTL.LIFE	
					372	47734	15000		21273	1500	1500		500	700	4	2			
					360	46514	15000		20554	1500	1500		500	700	4	2			
					333	31540	18324		Yes	1200	1200				4	2			
					328										4	2			
PARKER	KENNETH	PA	COUNTRYSIDE	SAGINAW	172	39465	Manse	3200	18513	2500	800	595			4	2		300=Employer contribution to 403(b) 300=Employer contribution to 403(b)	3224
					212	39465	Manse	3200	18513	2500	800	595			4	2		1392=Employer contribution to 403(b)	3224
PETERSON	TERESA	PA	FLUSHING	FLUSHING	266	26200	18000		14553	2000	1000	500	871	1100	4	2			
					275	30000	16200		14553	2000	1000	500		1100	4	2			
SCHRAMM	MATTHEW	PA	WESTMINSTER	BAY CITY	423	36451	Manse + 10500		19375	2000	2100		1500 HRA	1200	4	2		Dental & Supplemental death Dental & accidental death	
					440	33263	10500		17921	Mileage	1500			1200	4	3	4	1233=403(b) Dnt=1400	
SMITH	TODD	PA	FIRST	LAPEER	379	41697	19975		20546	2842	712				4	2		1208=403(b) Dnt=1400	
					383	40418	19975		19024	2842	712				4	2			
SMHART	DALE	PA	FIRST	FENTON	476	43692	19884		22335	IRS rate	700				5	4	6		
					473	46430	19687		22132	Mileage	700	400		5500	5	2	6		
VOGLEY	RICHARD	PA	TAWAS	TAWAS	152	29575	22000		16687	4000	1695	1500	2600	600	4	2	1	140=Employee contribution to 403(b)	
					155	26946	22000		15827	5000	2500	2300	3200	800	31 days	2	6	140=Employee contribution to 403(b) 6000=Annuity 998=Supplemental death	
WEBINAK	JEFFREY	PA	FIRST	BAY CITY	634	27700	36500		23404	4500	1500			3000	38 days	14	Accumulate d 16 was		
					622	32500	36500		21577	20491=Mileage/Study LV/Business expenses				500	5	2	6	500=insurance	
YTTEROCK	PAUL	AP	FLINT	FIRST	1660	36500	24000		19687	IRS rate	1000			500	4	2			
					1686	38500	24000		19687	IRS rate	1000			500	4	2			

**ATTACHMENT C – 2012 Minimum Terms of Call**

**2012 MINIMUM TERMS OF CALL**

**REPORT TO THE PRESBYTERY OF LAKE HURON**

**September 20, 2011**

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 of experience, and one for ministers who have 10 years or more experience.

Motion approved that Presbytery set aside for one year the Presbytery policy on Cost of Living increases for Minimum Terms of Call. Therefore, there is no increase to Minimum Terms of Call for 2012 except for the mandated increase in the Board of Pensions Dues. The Cost of Living, as figured by the Bureau of Labor Statistics, would have increased minimums by 3.79%.

Items	Full time, less than 10 years	Full time, more than 10 years
Cash Salary	33,068	33,714
Housing allowance (20% of cash)	6,614	6,743
Medical/pension/disability (with manse)	13,863	14,135
Medical/pension/disability (with housing allowance)	12,797	13,047
Travel Reimbursement	Current IRS business rate	Current IRS business rate
Study Leave allowance	\$650	\$650
Study leave time	14 days with 2 Sundays	14 days with 2 Sundays
Vacation time	28 days with 4 Sundays	28 days with 4 Sundays
Moving expenses	All	All

**IMPORTANT:**

2012 Board of Pensions Dues increase to 32.25 percent (an increase of .75% in healthcare dues)

2013 Board of Pensions Dues increase to 33.00 percent (an increase of .75% in healthcare dues)

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**ATTACHMENT C – 2012 Minimum Terms of Call (Continued)**

The following Maternity/Paternity Policy was approved by Presbytery on Dec. 1, 2009:

a. Maternity Leave: should be provided to female clergy following the birth or adoption of a child. Leave should be provided in the following way: eight (8) weeks at full compensation (including salary and housing). Vacation time may be taken in addition to the 8 weeks maternity leave extending the leave to twelve (12) weeks paid. During this time the session is responsible for providing pulpit supply and may apply to COM for financial assistance from their budgeted funds.

b. Paternity Leave: should be provided to male clergy following the birth or adoption of a child. Leave should be provided in the following way: two (2) weeks at full compensation (including salary and housing). Vacation time may be taken in addition to the two (2) weeks paternity leave extending the leave to six (6) weeks paid. During this time the session is responsible for providing pulpit supply and may apply to COM for financial assistance from their budgeted funds.

This information is also available on our website: [www.presbylh.org](http://www.presbylh.org)

