

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

PRESBYTERY OF LAKE HURON
Stated Meeting – December 10, 2024

The Presbytery of Lake Huron was called to order with prayer by the Moderator, Matt Schramm, at 9:30 a.m., on Tuesday, December 10, 2024, and was held at First Presbyterian Church in Flint, Michigan.

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

Welcoming of new clergy and elder commissioners was held.

MOTION WAS SUSTAINED to seat the Rev. Dr. Chip Hardwick (Miami Valley) as a Corresponding Member.

Host pastor, Joseph Novak gave a welcome from the church.

MOTION WAS SUSTAINED to adopt the docket as amended.

MOTION WAS SUSTAINED to approve the following item on the Consent Agenda:

1. The minutes of the September 17, 2024 Presbytery meeting.

Short break was taken to prepare for Worship.

WORSHIP was led by the Presbytery's Pastors To Pastors, Brenna Overland and Joseph Novak.

The **OFFERING** taken will be given to Presbyterian Disaster Assistance for Hurricane Relief.

A short break was taken after worship.

Discussion and voting on the **PROPOSED AMENDMENTS TO THE BOOK OF ORDER** was led by the Stated Clerk, Ted McCulloch. Each amendment was discussed and voted on separately. The presbytery voted as follows:

24-A	Yes	24-H	Yes
24-B	Yes	24-I	Yes
24-C	Yes	24-J	Yes
24-D	Yes	24-K	Yes
24-E	Yes	24-L	Yes
24-F	Yes	24-M	Yes
24-G	Yes		

INSTALLATION OF THE MODERATOR AND VICE MODERATOR took place. Elder Beth Asperger (Moderator) and the Rev. Paul Pfeuffer (Vice Moderator) installations will be effective at the conclusion of the meeting.

The **VISIONING TEAM** report was given by Linda Kennan.

The **SYNOD REPORT** was given by Chip Hardwick, Synod Executive.

ADJOURNED TO LUNCH by the Moderator following prayer by Chip Hardwick.

The Vice Moderator assumed the chair when the presbytery **RECONVENED FROM LUNCH**.

The **NOMINATING TEAM** report was given by Linda Graham.

The Nominating Team nominated, and a **MOTION WAS SUSTAINED** to elect the following to the positions and classes listed:

Commission on Ministry & Minister Preparation, Class of 2027
Rev. Kim Strunz

Trustees, Class of 2027:

Rev. Linda Graham	Teaching Elder
Elder Tim Rutzen	Bay City-Westminster
Elder Chuck Hewitt	Bay City-First

Mission Coordinating Committee, Class of 2027:

Elder Kitty Myers	Saginaw-Second
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Synod Commissioner, Class of 2026:

Rev. Andrew Miller	Teaching Elder
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Presbytery Council for Region 2, Class of 2027:

Rev. Brenna Overland	Teaching Elder
Elder Ed Savage	Birch Run-Taymouth

The **MISSION COORDINATING COMMITTEE** report was given by Jamie Milton. A discussion and first reading of the proposed Anti Racism Policy took place. [ATTACHMENT B] The policy will be voted on at a future stated meeting of presbytery.

The **STATED CLERK'S REPORT** was given by Ted McCulloch. The Stated Clerk recommended, and presbytery approved:

1. The following actions with regard to the review of Session minutes and Church Registers:
 - a. The minutes of the following churches be approved without exception: Alma-First, Bay City-Westminster, Beaverton-First, Birch Run-Taymouth, Breckenridge-Emerson, Croswell-First, Davison-St. Andrews, Deckerville-First, Elkton-Chandler, Fairgrove, Fenton-First, Fenton-Tyrone, Flint-First, Flint-Trinity United, Flushing, Grand Blanc-Kirkridge, Holly. Houghton Lake-Kirk of the Lakes, Kinde-First, Lapeer-First, Marlette-Second, Midland-Memorial, Mt. Pleasant-First, Rosebush, Swartz Creek-Mundy, Tawas-Tawas Area and Yale-First
 - b. The minutes of the following churches be approved with exception: Marlette-First
 - c. The minutes of the following churches were not approved: None
 - d. The church registers for the following churches be approved without exception: Alma-First, Bay City-Westminster, Beaverton-First, Birch Run-Taymouth, Breckenridge-Emerson, Croswell-First, Davison-St. Andrews, Deckerville-First, Elkton-Chandler, Fairgrove, Fenton-First, Fenton-Tyrone, Flint-First, Flint-Trinity United, Flushing, Grand Blanc-Kirkridge, Holly. Houghton Lake-Kirk of the Lakes, Kinde-First, Lapeer-First, Marlette-First, Marlette-Second, Midland-Memorial, Mt. Pleasant-First, Rosebush, Swartz Creek-Mundy, Tawas-Tawas Area and Yale-First
 - e. The church registers for the following church be approved with exceptions: None
 - f. The church registers for the following churches were not approved: None
2. Dissolve the call of the Rev. Lindsey Carnes as Co-Pastor of Fenton-First effective January 1, 2025.

Rationale: It is with sadness and frustration that the Presbytery approved the dissolution of the call of the Rev. Lindsey Carnes as co-pastor of Fenton First. Her spouse, Rev. Robbie Carnes, will continue as the installed pastor for Fenton First. The changes to the Board of Pensions medical plan requires full dues for each installed pastor. An accommodation for clergy couples who are both serving the same congregation is no longer provided. Thus the only affordable option for the church is to have only one installed pastor. Even though both Lindsey and Robbie will continue to serve Fenton First, it will be with Robbie as the installed pastor and

Lindsey in a contract position. The Presbytery finds this to be unfair and expresses their support and care for Lindsey and the gifts she will continue to bring to ministry at Fenton First.

The Stated Clerk presented the following items for information:

3. The Stated Clerk presents the following proposed by-law change for a first reading. To amend Bylaw B.8.3 as follows (changes in **bold**).

The Permanent Judicial Commission shall consist of ~~seven~~ **nine** members, ~~three~~ **four** Ruling Elders and ~~three~~ **four** Ministers of the Word and Sacrament with the ~~seventh~~ **ninth** person either a Ruling Elder or Minister of the Word and Sacrament. The Commission shall be divided into **three equal** classes. ~~as nearly equal as possible.~~ Each member shall serve for one six year term, ~~approximately~~ one-third being elected every other year. A person elected to fill an unexpired term of three years or less shall be eligible for re-election for a full term. Any person having served a full term shall be ineligible for **immediate** re-election. ~~for four years.~~

4. Schedule of the upcoming Presbytery meetings in 2025. Pending Council approval, dates and formats are as follows:

Saturday, March 1, 2025

Zoom only Virtual hosts: Grand Blanc-Kirkridge and Flint-Trinity United

Tuesday, June 3, 2025

Alma College is typically our host.

Tuesday, September 16, 2025

Invitation pending

Tuesday, December 2, 2025

Flushing

5. The minutes of the Presbytery of Lake Huron were approved without exception by the Synod of the Covenant.
6. The minutes of the Administrative Commission to Ordain and Install Nathaniel Asperger are as follows: The Commission established by the Presbytery of Lake Huron to Ordain and Install Nathaniel Asperger as the Pastor of Countryside Trinity Presbyterian Church of Saginaw, MI met at the church on November 16, 2024 at 1:50pm. Members present: The Revs. Matthew Schramm (Moderator), Robbie Carnes, Kate Morrison and Andrew Miller and Elders: Ann Klatt (Fairgrove), Terry Woods (Caro-First) and Rose Cook (Cass City-First). A quorum of the Commission was present. Matthew Schramm, Presbytery Moderator opened with prayer. Nathaniel Asperger reviewed the Order of Service. Motion was sustained to proceed with the commission and that the commission would be dismissed with the benediction at the end of the worship. Matthew Schramm closed with prayer.

The Moderator assumed the chair.

The **PRESBYTERY COUNCIL** report was given by Wally Mayton. Roger Scovill presented the 2025 Budget.

The Council recommended, and presbytery approved:

1. Compensation for the Stated Clerk for 2025 as follows:

Salary	\$21,029.06
SECA/Medicare	\$ 4,180.82
Travel & Business Reimbursements	\$ 4,000.00
Total	\$29,209.88

2. The 2025 budget as presented. [ATTACHMENT C]

The Presbytery Council presented the following items for information:

3. Designation of the meeting offering will be for Presbytery Disaster Assistance for relief efforts for the victims of Hurricanes Helene and Milton

4. Elder Bonnie Rapson, Kinde-First, was appointed to the Personnel Team, Class of 2025

The **TRUSTEES** report was given by Wally Mayton.

MOTION WAS SUSTAINED if the way be clear, to approve the sale of approximately 0.65 acres (66' x 433') located along the eastern edge of Parcel ID 08-23-300-002 (Flushing Presbyterian Church) to be transferred to Parcel ID 08-23-300-001 (Flushing High School) for \$15,300.

The **COMMISSION ON MINISTRY AND MINISTRY PREPARATION** was given by Linda Kennan.

The Commission on Ministry and Ministry Preparation reported that it took the following actions on behalf of presbytery:

1. Approved the contract renewal between Elder Bonnie Rapson and Deckerville-First effective September 11, 2024. Terms are as follows:

Cash Salary	\$850/month (35 hours per month)
Travel Reimbursement	At IRS rate
Other	\$150
Continuing Education	\$1000
Book Allowance	\$500
Vacation Time	4 weeks including 4 Sundays
Study Leave Time	2 weeks including 2 Sundays

The Rev. Christina Jensen will continue to serve as her mentor.

2. Approved the part-time (25 hours/week) Temporary Supply Covenant renewal between the Rev. Sue Hand and Tawas effective for a period of one year, effective January 1, 2025. Terms are as follows:

Cash Salary	\$37,000
Housing Allowance	\$15,000
Travel Reimbursement	At IRS rate
Vacation Time	4 weeks (non-consecutive) including 4 Sundays
Study Leave Time	3 weeks including Sundays
Compensatory Time Off	5 weeks including Sundays
	12 weeks plus Sundays at one week per month
Family Leave Time	Up to 12 weeks
Reimbursable Items	Study leave allowance, phone calls, professional expenses and others

3. Approved the part-time Temporary Supply Covenant renewal between the Rev. Kate Morrison and Grand Blanc-Kirkridge effective for a period of one year, effective January 1, 2025. Terms are as follows:

Cash Salary	\$11,865
Housing Allowance	\$16,800
SECA Allowance	\$2,193
Board of Pension Items	As BOP rate
Travel Reimbursement	Up to \$1,500 at IRS rate
Study Leave Allowance	\$750
Professional Expenses Allowance	\$750
Vacation Time	4 weeks including 4 Sundays
Study Leave Time	2 weeks including 2 Sundays
Family Leave Time	Up to 12 weeks
Reimbursable Items	Study leave allowance, phone calls, professional expenses and others

4. Approved the CRE Handbook/Policy.
5. Transferred the membership of Mark Morningstar to Lake Huron, placed him on the Pulpit Supply List and gave him permission to accept Pulpit Supply and Interim Pastor positions.
6. Approved the Administrative Commission to Ordain and Install Nathaniel Asperger as Pastor of Saginaw-Countryside on November 16, 2024 at 2:00pm. Members include: The Revs. Matthew Schramm (Moderator) Robbie Carnes, Kate Morrison and Andrew Miller and Elders: Ann Klatt (Fairgrove), Terry Woods (Caro-First) and Rose Cook (Cass City-First).

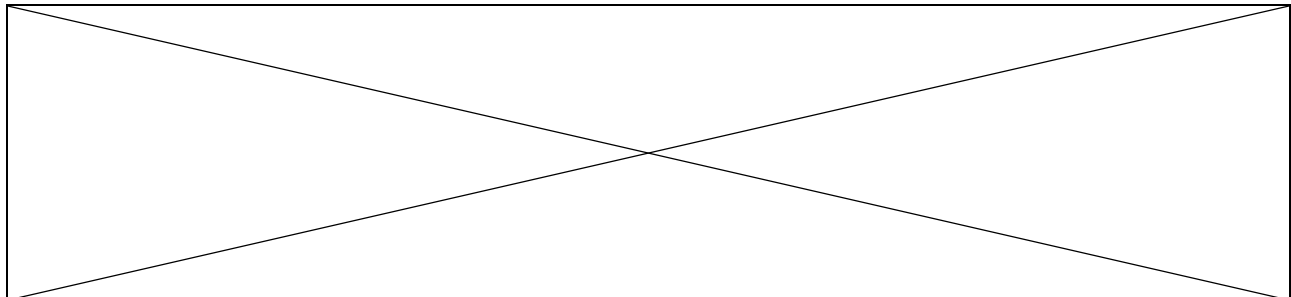
The meeting was adjourned following prayer by the Moderator at 1:20pm. The next stated meeting of the Presbytery of Lake Huron is scheduled to be held via Zoom only on Saturday, March 1, 2025 beginning at 9:30 a.m.

Respectfully Submitted,

Ted McCulloch
Stated Clerk

ATTACHMENT A – Attendance

NAME OF MINISTER	<u>Present</u>	<u>Excused</u>	<u>Absent</u>	NAME OF MINISTER	<u>Present</u>	<u>Excused</u>	<u>Absent</u>
Ahn, Daniel (HR)				Miller, Andrew			
Asperger, Nathaniel	1			Milton, Jamie	1		
Becker, John (HR)				Moody, Chris			
Blackburn, David (HR)				Moon, Hakbae			
Blatt, Karen (HR)	1			Morningstar, Mark			
Borycz, Edward (HR)				Morrison, Kate	1		
Browne, Roger (HR)				Neumann, James (HR)			
Carnes, Lindsey				Neuville, Donald (HR)			
Carnes, Robbie	1			Novak, Joseph	1		
Chambers, Janice (HR)				Overland, Brenna	1		
Chang, Catherine				Park, Dong Won (HR)			
Cundiff, Thomas (HR)				Parker, Kenneth (HR)			
Cunningham, Bruce (HR)				Pekich-Bundy, Katrina	1		
Emrich, Robert (HR)				Pfeuffer, Paul	1		
Emrich, William (HR)				Piper, Brant			
Eshelman, David (HR)				Piper, Leslie (HR)			
Estell, Ruth	1			Russell, Dawn	1		
Evans-Justin, Mary Anne (HR)				Saperstein, Dan (HR)			
Graham, Linda	1			Schramm, Matthew	1		
Grant, Glenn (HR)	1			Shafer, Hal	1		
Grimes, Ronald (HR)				Shugert, Stephen (HR)			
Jensen, Christina	1			Snyder, Noel			
Kim, Do Hyeong				Stilwell, Elizabeth			
Kroener, Scott	1			Strunz, Kim			
Lawther, Richard (HR)				Swihart, Dale (HR)			
Lee, Hoon Koo				Taylor, Robert (HR)			
Ludwig, Michael	1			Thomas, Chris			
Marquardt, Charles (HR)				Todd, Cassie	1		
Mayton, Wally	1			Walser, Joseph (HR)			
McCulloch, Ted	1			Young, Jane			
McMellen, Larry (HR)				Ytterock, Paul	1		
				Total Present	22		
				Total Excused	0		
				Total Absent	0		



ATTACHMENT A – Attendance (Continued)

<u>_NAME OF CHURCH</u>	<u>Present</u>	<u>Absent</u>	<u>Elder Commissioner(s) Present</u>
Alma-First		1	
Bay City-First	1		Patrick Martin
Bay City-Westminster		1	
Beaverton		1	
Birch Run	1		Ed Savage
Breckenridge		1	
Caro		1	
Cass City-First		1	
Cass City-Fraser	1		Elizabeth Leitch
Croswell		1	
Davison-St. Andrews	1		Judith Bernethy
Deckerville		1	
Elkton-Chandler		1	
Fairgrove	1		Beth Asperger
Fenton-First		1	
Fenton-Tyrone		1	
Flint-First	2		Linda Gibbs, Lionel Wernette
Flint-Trinity United	1		Delphine Moore
Flint-Unity		1	
Flushing	1		Ed Davison
Grand Blanc-Kirkridge		1	
Harbor Beach		1	
Holly	1		Jan Bradshaw
Houghton Lake		1	
Ithaca-First		1	
Ithaca-Lafayette		1	
Kinde-First		1	
Lapeer	1		TJ Craven
Linden		1	
Marlette-First		1	
Marlette-Second		1	
Midland-Memorial	2		Linda Kennan, Trish Martin
Mt. Pleasant		1	
Rosebush		1	
Saginaw-Countryside Trinity	1		Roger Scovill
Saginaw-First		1	
Saginaw-Michigan Nanum		1	
Saginaw-Second	1		Kathryn Myers
Sandusky		1	
Swartz Creek		1	
Tawas		1	Excused
Twining		1	
Ubyly		1	
Vassar		1	
Yale		1	
Total Present	15		
Total Represented	13		
Total Not Represented	32		

ATTACHMENT A – Attendance (Continued)

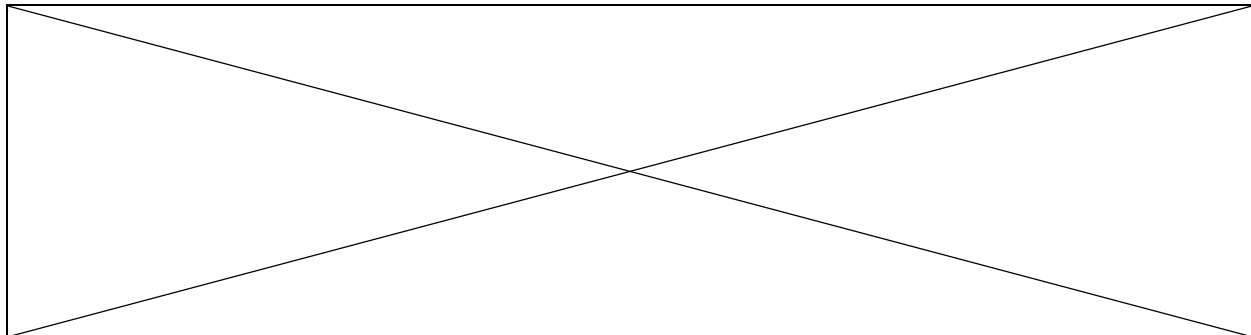
ELDER MEMBERS	<u>Present</u>	<u>Absent</u>	<u>Excused</u>
Adam Engel (Trustee)			1
Joyce Hetzler (Council)			1
Chuck Hewiitt (Trustee)			1
Linda Kennan (COMMP Moderator) ***			
Sue McClary (Trustee)			1
Roger Scovill (Treasurer) ***			
Tim Rutzen (Trustee)			1
Total Elder Members	0	0	5

*** Signed in as Elder Commissioner, did not count here

COMMISSIONED RULING

ELDERS	<u>Present</u>	<u>Absent</u>	<u>Excused</u>
Jon Baker			1
Jon Essex			1
Mark Garavaglia	1		
Shaun Hardimon			1
Liz Long			1
Bonnie Rapson			1
Jodie Vanderstow			1
Chris Wolf	1		
CRE Attending	2		
CRE Not Attending	0		
CRE Excused	6		

CATEGORY	<u>Present</u>	<u>Absent</u>	<u>Excused</u>
Members of Presbytery	22	0	0
Corresponding Members	1		
Commissioned Ruling Elders	2	0	6
Church Commissioners	15	32	
Elder Members	0	0	5
Visitors (Including LHP Staff)	8		
Total People in Attendance	48		
Churches represented	13		
Churches not represented		32	



ATTACHMENT B – Anti Racism Policy – First Reading

Presbytery of Lake Huron Antiracism Policy

Introduction

In the book of Micah, chapter 6, the Hebrew scriptures remind us of what the Lord requires of their people - “to do justice, and to love kindness, and to walk humbly with [our] God” (New Revised Standard Version).

As the Presbytery of Lake Huron seeks to live out this calling, we understand that there are many injustices that continue to plague our world, including the sin of racism. Recognizing this, we, the Presbytery of Lake Huron and its members commit ourselves to the work of recognizing, confronting, and dismantling racism and racist systems by requiring anti-racism training for all leaders at the Presbytery and local congregational levels. Such training will allow us to better equip ourselves and our congregations as we seek to confront the pervasiveness of racism and racist structures, and move toward the hope of racial healing and restorative justice.

We affirm that “[r]acism is more than individual acts of bigotry or prejudice. Racism is any system, institution, or cultural practice or tradition, which protects or prefers the lives, property, and status of White people--or any group which takes power over another, at the expense of our siblings of color or other marginalized persons or groups. Racism is contrary to the Gospel injunction to love God and our neighbor as ourselves. Scriptures teach us that though we are individually unique, we are collectively, as children of God, one in God’s eyes, equally beloved by God” (National Capital Presbytery’s Policy Statement on Dismantling Racism).

The Presbytery of Lake Huron reaffirms its commitment to justice, equity, and love, as central to its mission as followers of Christ. These tools are intended to aid our member congregations as they seek a deeper awareness of the sin of racism and its corrosive effects and discern how they may become agents of racial justice and reconciliation. This policy and training structure is a step toward fulfilling this commitment, trusting in the guidance of the Holy Spirit.

With this understanding, the Presbytery of Lake Huron and all of its members dedicate ourselves to this important work as a reminder that God created humankind and called us all “good”, and that as the prophet Isaiah stated, “My house will be called a house of prayer for all peoples” (56:7 - NRSV).

Implementation

Antiracism Training Structure

- **Mandatory Training:**

- The Presbytery of Lake Huron (PLH) shall offer annual antiracism training workshops. The following people are required to complete the training once every three years:
 - All church leaders serving in a pastoral capacity (called and installed ministers of Word and Sacrament, designated pastors, contracted or temporary supply pastors, etc.)
 - Commissioned Pastors (also known as Commissioned Ruling Elders) serving in a work commissioned by the Presbytery.
 - Presbytery Staff and Officers
 - Ministers of Word and Sacrament and Ruling Elders serving on Presbytery Committees
 - Inquirers and Candidates for Ministry
 - Certified Christian Educators and Certified Associate Christian Educators on the rolls of the Presbytery.
 - All those on the PLH Pulpit Supply List
- Failure to complete the required training may result in consequences following the guidelines set by the Presbytery Council.
- The Mission Coordination Committee, in consultation with the Presbytery Council, will select a non-profit organization dedicated to racial justice, antiracism practices, and restorative practices to conduct the training. This training should include education on racial justice, systemic racism, and restorative practices. The cost of the training module will be paid from PLH funds.
- The Stated Clerk of the Presbytery will maintain a roster of those who have completed the training and those who need to complete the training or be retrained.
- Congregational members, especially Elders, Deacons, and church staff are strongly encouraged to participate in these trainings as well.

- **Content of Training:**
 - Education on the history and impact of racism within the church and society.
 - Examination of implicit bias and strategies for identifying and addressing it.
 - Practical steps for individuals and congregations to take in combating racism.
 - Development of allyship skills to support marginalized communities.

- **Resources:** The Mission Coordination Committee (MCC) will provide access to a variety of resources, including workshops, reading materials, and online modules, to support ongoing education and action. The MCC will review and update the resource list annually.

PLH invites and encourages clergy and lay members to embrace this discipline of training and commit to the work of confronting and ending systemic racism. The training will provide

information and insights into anti-racism efforts; however, this workshop is only a beginning. Ongoing prayer, study, conversation, discernment, and practice by and among PLH members will be essential.

The major work within the Presbytery of dismantling racism, of restoring right relationships with God and each other, will be done within the member congregations of the Presbytery.

Suggested Actions for Churches and Individuals

- **Policy Implementation:**
 - Sessions should regularly review and update church policies, practices, and programs to ensure they align with antiracist practices. The Session should also oversee the implementation of the church's antiracism policy and ensure accountability in these practices.
- **Community Engagement:**
 - Partner with local organizations dedicated to racial justice to support community initiatives and provide opportunities for congregation members to engage in antiracist work.
 - Host regular forums and discussion groups on racism, allowing space for education, reflection, and collective action.
- **Internal Practices:**
 - Implement fair hiring practices to promote diversity within church leadership and staff.
 - Ensure that church investments and financial practices reflect a commitment to racial equity and justice.
 - Create a reporting process for instances of racism or discrimination within the church.

Ongoing Reflection and Improvement

- **Continuous Learning:** Encourage a culture of continuous learning and self-examination, where members regularly engage with new materials and perspectives on racism and social justice.
- **Regular Evaluation:** Church Sessions will regularly evaluate the effectiveness of the policy and training, making adjustments as necessary to ensure ongoing relevance and impact. The progress of antiracism initiatives including successes, challenges, and areas for improvement should be reported to the congregation annually to facilitate accountability.

Conclusion

As we work towards the implementation of this policy and becoming a more unified church, we profess our beliefs as stated in the Belhar Confession:

“We believe that Christ's work of reconciliation is made manifest in the church as the community of believers who have been reconciled with God and with one another;”

“Therefore, we reject any doctrine which absolutizes either natural diversity or the sinful separation of people in such a way that this absolutization hinders or breaks the visible and active unity of the church, or even leads to the establishment of a separate church formation;”

Rejecting divisive doctrine is the beginning of this journey that we will walk together.

Anti-Racism Resources

Implicit Bias Test: <https://implicit.harvard.edu/implicit/takeatest.html>

21 Day Racial Equity Challenge - <https://www.americaandmoore.com/>

“The Inherent Problem of Whiteness in our Policy” By Rev. Jill Duffield, *Presbyterian Outlook*. <https://pres-outlook.org/2020/08/the-inherent-problem-of-whiteness-in-our-polity/>

“What Is BIPOC?” <https://www.nytimes.com/article/what-is-bipoc.html>

“Microinterventions for Maximum Effect” by Sarah Lazarovic, *Yes! Magazine*. <https://www.yesmagazine.org/issue/black-lives/2020/08/26/microaggressions-how-to-intervene>

“Celebrating Diversity” University of Louisville

https://louisville.edu/philosophy/ftw/files/FreemanandStewart_MicroaggressionsinMedicineandtheHarmstoPatients.pdf

Ibram X. Kendi, *How to Be an Anti-Racist*. New York: Random House, 2019.

Ijeoma Oluo, *So You Want to Talk About Race*. Basic Books, 2018.

Matthew 25 Resources: <https://www.presbyterianmission.org/ministries/matthew-25/matt-25-resources/>

“Teaching Hard History: American Slavery Classroom Videos”

<https://www.learningforjustice.org/frameworks/teaching-hard-history/american-slavery/classroom-videos>

Howard Thurman, *Jesus and the Disinherited*, Beacon Press, 1949.

Intersectionality, https://awis.org/wp-content/uploads/AWIS_FactSheet_Intersectionalityv4.pdf.

Ta-Nehisi Coates, “The Case for Reparations,” *The Atlantic*.

<https://www.theatlantic.com/magazine/archive/2014/06/the-case-for-reparations/361631/>

ATTACHMENT C – 2025 Proposed Budget

2025 PROPOSED BUDGET

Acct #	Description	2024 Budget	2025 projections	Change from 2024
40100	Per Capita	181061	\$170,912.61	
40200	GA Basic mission		\$33,350.00	
40210	Synod Basic Mission			
40220	Presbytery Basic mission	115000	\$81,650.00	
40225	Prior Year Pledge			
40260	Joy Fund	20000	\$20,000.00	
40270	PW of Lake Huron Presbytery	750	\$750.00	
40280	Investment distribution	80387	\$88,869.84	\$8,482.84
40281	Prep for Ministry Fund transfer			
40283	Committee on Ministry Fund transfer			
	Sub-total income	\$397,198.00	395,532.45	
40350	Miscellaneous income		2,800.00	
	Flint Trinity Loan Payments	2800	28,800.00	
40370	Other MTS: Presbytery			
40380	Other MTS: Synod			
40390	Other MTS: GA			
40395	Gifts in Kind			
40396	Gain/Loss on Sale of Church			
	Sub-total Miscellaneous income	2,800.00	31,600.00	
	TOTAL INCOME	\$399,998.00	427,132.45	
	DISBURSEMENTS			
	Admin. Assistant/Office Manager			
50131	Wages	33654.61	\$34,495.98	
50132	Fica/medi	2500	\$2,638.94	
50134	Continuing Education	300	\$300.00	
	Total Administrative Assistant	35475	\$37,434.92	
	Financial Secretary			
50141	Salary	18953.12	\$19,426.95	
50142	Fica/medi	1400	\$1,486.16	
50143	Travel expenses		\$0.00	
50144	Continuing Education		\$500.00	
	Total Finance Secretary	20204	\$21,413.11	

2025 PROPOSED BUDGET

Acct #	Description	2024 Budget	2025 projections	Change from 2024
Communication Mgr/Recording Clerk:				
50161	Wages	38005	\$38,955.13	
50162	Fica/medi	2907	\$2,980.07	
50163	Continuing Education	1000	\$1,000.00	
	Total Comm Mgr/Recording Clerk	41912	\$42,935.20	
Stated Clerk:				
50221	Salary	20516.16	\$21,029.06	
50222	Seca/Medi	3605	\$3,605.80	
50224	Travel/business reimbursements	2000	\$4,000.00	
	Head of Staff	26016.37	\$26,016.37	
	Total Stated Clerk	50524	\$54,651.23	
Pastor to Pastor				
	Salary	25956	\$25,956.00	
	Fica/medi	1542.24	\$1,985.63	
	Travel expenses	4000	\$8,000.00	
	Total Pastoral Care	31498.24	\$35,941.63	
Pastor to Pastor				
	Salary	25956	\$25,956.00	
	Fica/medi	1985.63	\$1,985.63	
	Travel expenses	4000	\$8,000.00	
	Total Pastoral Care	31941.63	\$35,941.63	
Other				
50231	Treasurer Annual Salary	1000	\$1,000.00	
50230	Staff Development	750	\$1,000.00	
50235	Contingency	1500	\$1,500.00	
	Warren Ave Expense	0		
	Support staff group life @50k	240	\$240.00	
	Total Other	3490	\$3,740.00	
	Total Personnel	215044.87	232,057.72	

2025 PROPOSED BUDGET

Acct #	Description	2024 Budget	2025 projections	Change from 2024
Preparation for Ministry (#104)				
50605	Annual Consultations & other	400	\$400.00	
50606	Career counseling	400	\$400.00	
50608	Scholarships & Grants	400	\$0.00	
50609	Midwest Career Center donation		\$400.00	
50610	CRE Training Program	1000	\$0.00	
	Pastor to Pastor Conference/ Events		\$2,000.00	
	CPM transfers		\$1,000.00	
	Preparation for Ministry Total	2200	\$4,200.00	
Commission on Ministry (#105)				
50701	Shared grants & emergency	2500	\$2,500.00	
50703	Disciplinary procedure expenses		\$0.00	
50704	Care & Professional development-Clergy/CF	3000	\$3,000.00	
50707	Training	500	\$500.00	
	COM transfers		\$0.00	
	Committee on Ministry total	\$6,000.00	\$6,000.00	
Mission Coordinating Committee (#106)				
50909	Mission Grants	2,500.00	2,500.00	
	Niger Mission Network	2,000.00	2,000.00	
50910	Missionary Designated Support	4,000.00	4,000.00	
50911	Disaster Preparedness Team	300.00	300.00	
	Mission Coordinating Committee total	8,800.00	8,800.00	
Presbytery Council/CT (#107)				
50905	Youth Triennium	2,000.00	2,000.00	
50906	Alma Chapel Program Support	1,000.00	1,000.00	
50907	Leadership Development	0.00	0.00	
50912	Alma College Chaplaincy	2,500.00	2,500.00	
50995	CT meetings/moderatorial expenses	500.00	500.00	
	Presbytery Council/CT Team total	6,000.00	6,000.00	

2025 PROPOSED BUDGET

Acct #	Description	2024 Budget	2025 projections	Change from 2024
Board of Trustees (#108)				
50312	Annual audit	5,000.00	5,000.00	
50313	Legal expenses	2,000.00	2,000.00	
50314	Insurance	5,400.00	5,400.00	
	Trustees total	12,400.00	12,400.00	
Other (#110)				
51030	Presbytery meetings	3,000.00	3,000.00	
51031	Presbytery Office	40,000.00	40,000.00	
51032	Publications & website	2,000.00	2,000.00	
51033	Presbytery conferences	100.00	1,000.00	
51034	Standing units administrative expenses	2,000.00	2,000.00	
51036	Participation in G.A.	1,000.00	1,000.00	
51040	Permanent Judicial Commission	100.00	100.00	
51404	G.A. per cap	54,616.36	54,616.36	
51405	Synod per cap	19,766.50	19,766.50	
51406	G.A. Basic mission			
51407	Synod Basic Mission			
51408	Prior Year's Pledge Disbursement	0.00	0.00	
51409	Loan interest payment	0.00	0.00	
51410	Loan principal payment	0.00	0.00	
	Total Other	122,582.86	123,482.86	
	Budget sub-total	373,027.73	392,940.58	
PASS THROUGH FUNDS - NO NET IMPACT				
52002	Non-budgeted expenditures	\$0.00	\$0.00	
52105	GP Search Committee	\$0.00	\$0.00	
52004	Other MTS: Presbytery	\$0.00	\$0.00	
52005	Other MTS: Synod	\$0.00	\$0.00	
52006	Other MTS: GA	\$0.00	\$0.00	
52009	Transfer Out	\$0.00	\$0.00	
	Total Miscellaneous	\$0.00	\$0.00	
	Grand total	373,027.73	392,940.58	