

Heartland Presbytery Stated Meeting

MINUTES

September 19, 2009

Heartland Presbytery convened its 196th Stated Meeting on Saturday, September 19, 2009, in the sanctuary of the Grandview Park Presbyterian Church in Kansas City, Kansas.

Moderator Jack Schrimsher called the presbytery to order at 9:06 am with three raps of his gavel then opened the meeting with prayer.

The Stated Clerk declared a **quorum** was present and reminded the body to use their bright orange voting cards for raised hand votes during the meeting.

There were three corrections to the docket which included:

Page 3, Item #5, add at the end of the printed motion: “and that the presbytery admit to record the commission’s actions as the presbytery’s actions.”

On page 6 of the docket, the second motion that concerns the Manual of Operations should read: “The Presbytery Council recommends that Presbytery adopt the addition of section 34 “Process to Amend the Manual of Operations” to the Manual of Administrative Operations and all the amendments that follow (highlights indicate changes):”

On page 20, in the Committee on Ministry report, there should be four motions numbered 1 through 4 instead of 1, 2, 3 and 3.

For the presbytery’s information, in the Committee on Ministry Report (Item #25) under Rev. Andrew Lincoln Cullen’s terms of call at the top of page 4, add: “Full pension and medical benefits”.

The Stated Clerk moved Approval of the Docket as amended. There were no other amendments. It was seconded and approved.

Building Community

Rev. Rick Behrens and Rev. Alfonso Tot, our host pastors welcomed the presbytery to Grandview Park in both Spanish and English.

First-time Commissioners were introduced.

The following **corresponding members** were introduced:

Rev. Jack Barden, Austin Seminary	Pby New Covenant
Rev. Norwood “Woody” Brown	Pby of Arkansas
Rev. Jason Carle	Pby of Blackhawk
Rev. Sandra Hanna	Pby of Santa Fe
Candidate Jeffrey Patrick Jackson	Pby of Northern KS
Candidate Heather Walchar	Pby of Mission
Rev. David Winters	Pby of the Pacific
Rev. Gail Neal	Pby of Cherokee

Rev. Dwight Tawney moved that these ministers and candidates being seated as corresponding members for this meeting. It was seconded and approved.

Announcements for the Good of the Community including information about “Giving Hope” the 2010 congregational workshops offering in late January 2010; CROP Walk; the Festival of Peacemaking; a resource for congregations to interpret the Lord’s Supper to children was highlighted by the Worship and Fellowship Division; New Church Development of the General Assembly is hosting a “how to build your church” event in San Diego in October for \$200 for an entire team from a congregation plus travel expenses (www.presbygrow.net); Church Development Corporation requested churches and individuals move a portion of their assets to CDC so that they make the loans that churches are wanting; First, KCKS is hosting a healthcare reform forum; and the Guatemalan Maya Quiche Presbytery Partnership groups is selling coffee mugs for an \$8 or more donation so that all of our pastors and members may have the same mug as every pastor in Maya Quiche

Preparing for Worship

Joys and Concerns for Prayer during Worship which were shared with the presbytery included a joyful presentation to Grandview Park PC by Elder Mary Johnson from Grace Covenant which was photograph September 21, 1923, GPPC’s Tenth Annual Picnic from her father-in-law’s time as the pastor; and Bev Barr expressed her gratitude for the prayers of the presbytery and her home church while she was having health issues; Rev. Lloyd Haney, HR is being treated for bladder cancer; Rev. Don Schomacker is in New Orleans for additional treatment for his cancer; Jim Hamil, member at Second, KCMO is still recovering and needs prayers for sleep; and those that have been mentioned in the Heartland Connections.

Worship including the Lord’s Supper

The Revs Rick Behrens and Alfonso Tot, preached the Word and celebrated the sacrament in English and Spanish. The offering benefitted equally The Deacons’ Food Ministry of Grandview Park Presbyterian Church and the Immigrant Fellowship Fund of the Presbytery. There was also an Offering of Talents.

Presentation of the Consent Agenda

The Stated Clerk presented the Consent Agenda as followings:

- (1.) The Presbytery Council recommends approval of the May 18, 2009, minutes of Heartland Presbytery Council’s stated meeting.**
- (2.) The Presbytery Council recommends approval of the June 20, 2009, minutes of Heartland Presbytery’s Stated Meeting.**
- (3.) The Presbytery Council recommends approval the requests to open new session minutes books from Westminster, Ottawa, KS and First, Atchison, KS.**
- (4.) The Administrative Commission moves that Presbytery admit to record their actions since June 20, 2009, and receive them as their own. (See Item 4)**

(5.) The Nominations Committees moves that Presbytery make the following change of class: Congregational Ministries Division, Dennis Haines (WMC) from the Class of 2011 to the Class of 2010.

(6.) The Committee on Ministry moves that the Presbytery approve the request of St. Luke Presbyterian Church, Kansas City, MO, to be added to the Board of Pensions' Relief of Conscience roll and direct the Stated Clerk to communicate such action to the Board.

Report of the Stated Clerk

(1.) The Stated Clerk has received the following **resignations** since June 20:

Allan Dodge (WME) Ward Parkway, KCMO	Worship & Fellowship	2009
Lou Hanson (WME) First, NKC	Nominations	2011
Daryle McDonald (WME) First, Olathe, KS	Cong Ministries, Moderator	2009
Kendra Tomes (WFL) Ward Parkway, KCMO	Congregational Ministries	2009
Don Schomacker, HR (WMC)	Congregational Ministries	2010
Don Schomacker, HR (WMC)	Sexual Misconduct Response Panel	2009
Jeff Clayton (WMC) Southminster, PVKS	Social Justice Ministries	2010
Craig Holstedt (WMC) Pine Ridge, KCMO	Moderator, COAL	2009
Seth Wheeler (WMC) Northminster, KCMO	Presbytery Council	2011
Seth Wheeler (WMC) Northminster, KCMO	Personnel Moderator	2011

(2.) **Overtures to the 219th General Assembly** will be posted at www.pcusa.org/ga219 when it is up and functioning soon.

(3.) The Stated Clerk received **correspondence** from Gradye Parsons, Stated Clerk of the General Assembly expressing appreciation for our presbytery's full support of the 2009 per capita apportionment to General Assembly.

Reports from Administrative Commissions

First Presbyterian Church, Kansas City, KS
Ruskin Heights Presbyterian Church, Kansas City, MO

The Commission corrected the motion to set the dissolution date of September 19, 2009 instead of August 31, 2009.

Rev. Molly Jones on behalf of the Administrative Commission moved that the Presbytery dissolve the Ruskin Heights Presbyterian Church at their request effective ~~August 31, 2009~~, September 19, 2009, after 55 years of worship and witness in southeast Kansas City, MO, and admit to record the commission's actions as the presbytery's actions.

Rationale: The Session recommended to the congregation the dissolution of the congregation. The congregation concurred on July 12, 2009. The last worship service was held on August 30, 2009.

The motion was unanimously approved.

Rev. Carla Libby Gentry led the presbytery in a Celebration of the Mission and Ministry of the Ruskin Heights congregation during which the Session Minutes Books and Church Register were presented to the Stated Clerk.

Sudanese Community Church, Kansas City, MO
New Horizon Presbyterian Church, Odessa, MO
Neema Fellowship/New Church Development, Prairie Village, KS
Churches Seeking Dismissal Interim Report

Consent Agenda Vote

The Moderator asked if there were any items the presbytery wished to have removed from the consent agenda. There were none. **Rev. Craig Holstedt moved approval of the consent agenda as presented.** It was seconded and approved.

Rev. Jack Barden, Director of Admissions at Austin Theological Seminary made a presentation to the presbytery bringing their attention to tomorrow's Theological Education Sunday. Members of the presbytery were encouraged to look within their congregations to discern whom God is calling into the ordained ministry of Word and sacrament. Austin currently has 130 Master of Divinity students along with other students pursuing the Master of Arts in Theological Studies and the Doctor of Ministry. Austin works in partnership with the University of Texas to offer dual degrees of the M.Div. and the MSW.

Committee on Preparation for Ministry (CPM)

Rev. Matthew Reeves, Moderator of the CPM, conducted the examination for ordination for **Jeffrey Patrick "Pat" Jackson** from Presbytery of Northern Kansas so that he might receive a call to be pastor, Blue Ridge Presbyterian Church, Raytown, MO. His examination included questions in the areas of polity concerning how ordained offices carry out the functions of PC (USA) ministry; to contrast society's sense of security with the Christian view of the grace of God; to explain how the reformed service of worship should shape the worshippers' experience of God; to explain the two creation accounts in Genesis and how they demonstrate that all of creation is rooted in God's actions; then the Moderator of COM asked questions in the areas of how his home church in Topeka, KS has nurtured him and what might he take from that experience to his call at Blue Ridge Presbyterian Church in Raytown, MO; how can the congregation at Blue Ridge church support one another and him as their pastor and can he answer all the constitutional questions for ordination and installation in the affirmative including being subject to its governance and discipline.

Questions from the floor included he emphasized service of "mind and heart" so how does he provide pastoral care for the sick, homebound and suffering;

Elder Taylor Hess moved that the examination of Jeffery Patrick Jackson cease. It was seconded and approved.

Gary Oberlander spoke on behalf of the Blue Ridge PNC affirming their joy in calling Pat Jackson as their pastor.

Mr. Jackson left the meeting briefly.

On behalf of the CPM, Moderator Rev. Matthew Reeves moved that Jeffrey Patrick Jackson be approved to be ordained to the ministry of Word and sacrament in order to accept a call as pastor of the Blue Ridge Presbyterian Church, Raytown, Missouri, and that his home presbytery of Northern Kansas provide his service of ordination.

It was approved.

As it was noon, the **Order of the Day** was called. Rev. Rick Behrens shared grace and the meeting was recessed until 1:00 p.m.

The presbytery was reconvened at 1:02 p.m. with prayer by Moderator Schrimsher. The Moderator announced the morning offering was \$1,483 which is a new record for the presbytery!

Rev. Jeff Mercer gave a **“Minute for Mission”** sharing information about the upcoming Peacemaking Offering. More information about the October 4th offering at www.pcusa.org/peacemakingoffering.

On behalf of the CPM, Moderator Reeves moved that Heather Walchar be approved for ordination to the ministry of Word and sacrament in order to accept a call as pastor of Trinity Presbyterian Church in St. Joseph, Missouri and that her home presbytery of Mission provide her service of ordination.

Rev. Reeves then conducted the examination for ordination for **Heather Walchar** from Presbytery of Mission so that she might receive a call to be pastor, Trinity Presbyterian Church, St. Joseph, MO. She was examined in the areas of childhood faith development; the Lord’s Supper and how it shapes the Christian outside of the four walls of the church; her doctrine of the church; her understanding of the authority of scripture and Jesus Christ in the Confession of 1967; then the Moderator of COM examined her in the areas of her understanding of how congregations relate to the larger church particularly the presbytery; and she affirmed that she could answer all the constitutional questions for ordination and installation in the affirmative including being governed by its discipline.

There were no questions from the floor.

Elder Bond Faulwell moved that the examination cease. It was seconded and approved.

The PNC from Trinity reported they received over 100 PIFs and Heather was the one whom God was calling to serve them.

Ms. Walchar was excused from the meeting briefly.

The main motion was unanimously approved. Ms. Walchar was welcomed back to the meeting with applause.

Report of Council

Rev. Tamara Miller reported that most of the items discussed at the stated meeting on August 17 and the called meeting on August 24, 2009 were being brought before the presbytery today.

2010 Minimum Effective Salary

(1.) The Council recommends upon the recommendation of Committee on Ministry that Presbytery approve that the 2010 minimum salary for ministers and commissioned lay pastors should remain the same as 2009, with no increase in the minimum in recognition of the current economic times. Therefore, the 2010 Minimum Effective Salary Guidelines (per G-11.0103n) would be as follows:

Full-time Minister of Word and Sacrament:

Effective salary	\$35,560.00
Pension	3,911.60
Disability	355.60
Major Medical	<u>6,934.20</u>
TOTAL	\$ 46,761.40

3/4-time (Based on 30 hours per week)

Effective salary	\$26,670.00
Pension	\$ 2,933.70
Disability	266.70
*Major Medical	<u>6,616.32</u>
TOTAL	\$36,486.72

1/2-time (Based on 20 hours per week)

Effective salary	\$17,780.00
Pension	\$ 1,955.80
Disability	177.80
*Major Medical	<u>6,616.32</u>
TOTAL	\$26,529.92

Heartland Presbytery Minimum Effective Salary for full-time Commissioned Lay Pastors and Certified Christian Educators is set at 85% of the Heartland Presbytery minimum for ministers of Word and sacrament.

The motion was approved.

Gashland Presbyterian Church

Rev. Miller introduced Rev. Joe Carle, a member of the Administrative Commission for Churches Seeking Dismissal from the Presbyterian Church (USA) to speak to all three of the motions concerning Gashland church. Rev. Carle gave a brief history of the work of the commission with the congregations in Paola and Hillsdale, Kansas.

The commission came to an impasse with Gashland since they ceased to communicate with or respond to any form of communication with the commission. In order to be responsible to Chapter 8 of the Book of Order, the following motions are being recommended by Council.

Council Moderator Miller moved that the Presbytery Council recommends to Presbytery that it dissolve the congregation of Gashland Presbyterian Church (G-11.0103i).

Elder Di Lupton moved that the first motion concerning the Gashland Presbyterian Church be referred to Council for more information and be brought to the November 17, 2009, presbytery meeting.

It was seconded. The motion to refer was debated.

The motion to refer failed.

The main motion was approved.

Rationale: The motion is based on the following facts: Rev. Maryann Farnsworth, Stated Clerk of Heartland Presbytery, is in receipt of a letter from Michael McCarty, Stated Clerk of New Wineskins Presbytery, confirming that the Session of Gashland Presbyterian Church has dispersed its members to the New Wineskins Presbytery of the Evangelical Presbyterian Church as of January 4, 2008; and,

On September 12, 2008, G. Stanton Masters, attorney for the Session of Gashland Presbyterian Church, notified Allan Hallquist, legal counsel for the Administrative Commission, that he had conveyed his offer, on behalf of the Administrative Commission, to engage in discussions with Gashland, and that Gashland had advised him that it was not interested in further discussions with the Administrative Commission or Heartland Presbytery. Mr. Masters said that “they [Gashland] have moved on,” and “they wish the Presbytery well.”; and

Gashland Presbyterian Church is being served by a pastor who renounced jurisdiction of the Presbyterian Church U.S.A. effective January 14, 2008; and

The Gashland Presbyterian Church website identifies the church as a congregation of the Evangelical Presbyterian Church, and indicates no relationship to the Presbyterian Church U.S.A.

That members of the Administrative Commission participated in a Congregational Meeting of Gashland Presbyterian Church on September 23, 2007; and,

Members of the Administrative Commission participated in a listening session with the Session of Gashland Presbyterian Church at the church on November 4, 2007; and,

Members of the Session of Gashland Presbyterian Church did not attend a duly announced Hearing on matters concerning the church's request for dismissal with property on April 10, 2008; and,

Members of the Session of Gashland Presbyterian Church did not attend a duly announced Hearing on matters concerning the church's request for dismissal with property on June 2, 2009; and,

By fax to Allan Hallquist, legal counsel for the Administrative Commission, dated June 11, 2009, G. Stanton Masters, attorney for Gashland said, "For the reasons previously explained, Heartland Presbytery's Administrative Commission has no jurisdiction over the affairs or property of Gashland Presbyterian Church. Please advise your client that no representative of the Church will attend the Administrative Commission meeting on June 12, 2009."

Moderator Miller moved that the Presbytery Council recommends to Presbytery, upon the dissolution of Gashland Presbyterian Church, in accordance with G-8.0301 and G-8.0401, that the property of Gashland Presbyterian Church be sold, that the funds from that sale be used to cover the expense of legal actions and the sale of the property, and that all remaining proceeds be set aside for new church development and redevelopment of congregations in Heartland Presbytery.

Rationale: In light of the Book of Order G-8.0301, "*Whenever property of, or held for, a particular church of the Presbyterian Church (U.S.A.) ceases to be used by that church as particular church of the Presbyterian Church (U.S.A.) in accordance with this Constitution, such property shall be held, used, applied, transferred, or sold as provided by the presbytery.*"

And G-8.0401, "*Whenever a particular church is formally dissolved by the presbytery, or has become extinct by reason of the dispersal of its members, the abandonment of its work, or other cause, such property as it may have shall be held, used, and applied for such uses, purpose, and trusts as the presbytery may direct, limit, and appoint, or such property may be sold or disposed of as the presbytery may direct, in conformity with the Constitution of the Presbyterian Church (U.S.A.)*."

And the Administrative Commission's charge, Item 3. e. iii., "*The Commission shall be empowered to determine and negotiate distribution of all property and assets of the congregation, with any final resolution to be recommended to the Presbytery Council for approval.*"

Questions from the presbytery included clarification of the practical matters that lay ahead for the presbytery including the current congregation's access to the facility; concern about utilizing the secular world's process;

Rev. Clay Cook called the previous question and no one further was desiring to speak.

The motion was approved.

Council Moderator Miller moved that the Presbytery Council recommends that Presbytery concur with the Administrative Committee to authorize Allan Hallquist, legal counsel to the Administrative Commission, to file a civil suit in Clay County, Missouri, to secure the assets of Gashland Presbyterian Church.

Rationale: This is the Administrative Commission's charge, Item 3.c. "*Authority to engage appropriate legal counsel.*"

Concerns from the presbytery included legal fees in light of the recent Ohio State Supreme Court's decision against the presbytery in question, then the presbytery may have to pay not only their legal fees but also Gashland's legal fees, if the presbytery lost in court or on appeal; gratitude for the commission's work;

Rev. Dave Moore moved an amendment to the motion following the word "Missouri," insert "on or after October 15, 2009,". It was seconded.

There was debate about the amendment to the motion. The amendment failed.

The main motion was approved.

Business Affairs Committee

Elder Bond Faulwell gave an overview of the presbytery's financial status as of July 31, 2009. The presbytery is solvent.

Elder Bond Faulwell moved that the presbytery approve the 2010 Operating Budget including the Per Capita Rate for 2010 of \$31.00.

Elder Faulwell explained that the Synod was considering reducing their per capita by 9 cents and that the presbytery could entertain a motion of \$30.91 at the November stated meeting instead of the \$31.00 proposed today. The Synod will make their final decision in October.

There was no discussion. The motion was approved.

Elder Bond Faulwell moved that the presbytery approve the 2010 Mission Budget.

There was no discussion. The motion was approved.

Rev. Tamara Miller requested a time for prayer in light of the difficult decisions the presbytery had been making and then led the presbytery in prayer.

Amendments to the Manual of Operations (Adoption)

Rev. Craig Holstedt, moderator of Church Order and Listening Division moved that the Presbytery Council recommends that Presbytery approve the following process: "Administrative Policies in the Manual of Administrative Operations are added to the Manual upon the recommendation of Council and a 2/3 affirmative vote of presbytery. Administrative Policies are amended or rescinded in the same manner."

There was no discussion. The motion was approved.

Rev. Holstedt moved that the Presbytery Council recommends that Presbytery adopt the addition of section 34 "Process to Amend the Manual of Operations" to the Manual of Administrative Operations and all the amendments that follow (highlights indicate changes).

Corresponding Member Rev. David Winters spoke on behalf of the Guatemalan Partnership Committee who at their meeting last week decided that the name "International Partnership" did not accurately reflect their concerns.

Rev. Andy Cullen moved that the name of the "International Partnership" in 24.4 be changed to the Guatemalan Maya Quiche Partnership. It was seconded. Discussion followed.

Nancy Ehrlich moved an amendment to the amendment to add following Maya Quiche “and other”. There was no second to the amendment to the amendment. The motion died for lack of a second.

The amendment to the main motion to change the name of the International Partnership to Guatemalan Maya Quiche Partnership was approved.

The amended motion to approve all the amendments to the Manual of Administrative Operations was approved.

34. PROCESS TO AMEND MANUAL OF OPERATIONS

Church Order and Listening Division shall receive all requests and recommendations for amending the Manual. COAL will research and recommend, if necessary, any amendments for the Manual to Presbytery Council. If Council has concerns or suggestions, Council shall refer changes back to COAL for reconsideration. Following Council’s approval, the amendments will be presented to the Presbytery for approval after their second reading.

11.9 COMMITTEES OF COUNCIL

11.9.1

In order to carry out more effectively its functions of planning, review, administration, budgeting, and personnel oversight, the Presbytery Council shall establish three permanent committees (Business Affairs, Personnel and Trustees) at the first meeting of each newly elected Council. At large members shall be divided between Business Affairs, Personnel and the Board of Trustees. Five at large members shall serve on Business Affairs. Five at large members shall serve on Personnel. Two at large members shall serve on the Board of Trustees. In consultation with the Presbytery Moderator, the Stated Clerk and Executive Presbyter, the Moderator of Council shall recommend appointments of each at large member of council to one of the three council committees. The council shall ratify all appointments and changes in appointments for their committees. ~~Each committee’s membership shall consist of six members of Council, the Board of Trustees shall consist of two at large members and one of three Presbytery officers as described below.~~

11.10.1 Membership (of Business Affairs)

The committee shall be composed of five at-large members of Council and the Presbytery Moderator-Elect. Up to four (4) additional ad hoc members may be added and shall be approved by council for a one year term, renewable up to 3 years and shall have voice and vote in the committee. The Treasurer and Executive Presbyter will staff the committee.

11.3 Functions of the Committee on Nominations: Insert the word “board” so that it will read: “nominate a moderator for each committee, division, or board for a one-year term”.

16. COMMITTEE ON MINISTRY (COM)

16.1 MEMBERSHIP

The committee shall consist of twenty-four (24) members (twelve (12) ministers and twelve (12) elders) elected for three year terms in three classes of eight members each. Members are eligible to serve no more than two consecutive terms or portions thereof.

16.2 QUORUM

A quorum of the Committee on Ministry shall consist of the majority of the members of the committee, provided that at least three elders and three ministers are present.

16.3 FUNCTIONS

The Book of Order 2005-7 Chapter 14 is the adopted policy of the presbytery on “Ordination, Certification and Commissioning” as of September 18, 2007. The full text and all amendments made by action of Presbytery is Administrative Policy 13.

The Committee on Ministry shall:

- a. Provide pastoral care for ministers and congregations, overseeing the pastor/congregation relationship.
- b. Assist ministers seeking calls.
- c. Examine the call, character, education, ecclesiastical status, and professional training of persons seeking admission into the Presbytery.
- d. Recommend to Presbytery the ordination, reception, installation, discipline and removal of ministers.
- e. Appoint a sub-committee or a single member to serve as a liaison between the Presbytery and the Board of Pensions.
- f. Carry out any other duties assigned to it by the Book of Order or Presbytery or delegated to the Committee on Ministry by Book of Order G-11.0502h.
- g. **On behalf of Presbytery**, “Authorize specific elders for periods not exceeding one year at a time, to administer or preside at the Lord’s Supper in specific circumstances and with proper instructions by Presbytery in the doctrine and administration of the Lord’s Supper, when it deems it necessary to meet the needs for the administration of the Sacrament of the Lord’s Supper that cannot otherwise be met” (G11.0103z)
- h. Ensure that all candidates for installation or for membership in Heartland Presbytery shall:
 - i. Whenever possible, be examined by the full presbytery at a stated meeting.
 - ii. When necessary, be examined by the full Committee on Ministry at one of its stated meetings, with approval requiring a two-thirds majority.
 - iii. When absolutely necessary, be examined by a delegation (or sub-committee) of the Committee on Ministry, but only with three-quarters approval of the Committee on Ministry, and such examination not to be considered sustained until approved by the full Committee at its next stated meeting.
- i. Have the authority to recommend powers and membership on administrative commissions to be elected by Presbytery.
- j. Have the authority to structure itself to accomplish certain COM delegated actions or decisions between COM meetings.
- k. Carry out all other duties relating to ordination, certification, commissioning, and relationships between pastors and congregations in accordance with presbytery policy, as found in Administrative Policy 13.

16.4 POWERS GIVEN TO C.O.M. BY HEARTLAND PRESBYTERY

- To receive and dismiss minister members
- To establish calls
- To dissolve calls in all cases where there is concurrence
- To approve Administrative Commissions to ordain and install
- To appoint moderators of sessions
- To grant the status of honorably retired
- To grant permission to labor within and outside the bounds of Presbytery
- To designate persons as Parish Associates
- To take appropriate actions related to the commissioning and placement of Commissioned Lay Pastors
- To grant relief of vacancy dues, where appropriate
- To act on routine issues related to Board of Pensions
- To authorize elders to administer the Lord's Supper in accordance with G-11.0103z**

16.5

Direct access to this committee shall be had at all times by ministers in the Presbytery, by all elders in the Presbytery in active service, by all certified Christian Educators in the Presbytery in active service and by sessions of the Presbytery in all matters relating to the spiritual welfare of the churches in which they hold office.

22. LAY MINISTRIES COMMITTEE (LMC)

Purpose:

The basis of the LMC is to “prepare all God’s people, specifically elders, for the work of Christian service in order to build up the body of Christ.” (EPH. 4:12). The primary purpose of the LMC is to enhance the congregational vitality of small churches by providing them with a trained person(s) to lead them in their ministries. A secondary purpose is to offer additional education to lay people in order to equip them for additional ministry at the local, Presbytery, Synod, and General Assembly levels of the PC (USA).

The LMC reports to the Council, and its moderator is a member of Council.*

Membership:

The LMC consists of nine members. There will be at least one from and appointed by the Committee on Preparation for Ministry (CPM) and at least one from and appointed by the Committee on Ministry (COM). The presbytery’s nominating committee shall nominate the remaining members, giving consideration to persons who have previously served on COM or CPM. It is recommended that Ministers of Word and Sacrament and Elders be as evenly divided as possible on the committee. The term shall be for three-year terms aligned such that three members would complete their term each year. Members shall not serve more than 6 consecutive years.

Functions:

1. Determine the need for CLPs, promote the program, and schedule training

2. **Manage the CLP Program, including approval of instructors, materials, courses, and mentoring for CLP candidates while in training. The curriculum shall include, but not be limited to the subject areas specified by the Book of Order.**
3. **Provide for an ongoing process of discernment for potential CLP candidates.**
4. **Determine admission requirements and screen/accept candidates to become CLPs.**
5. **Meet with and oversee the training of those admitted to the CLP program.**
6. **To prepare CLP candidates for examination and approval by COM as ready to be commissioned.**
7. **Provide training to lay people interested in serving the church.**

** NOTE: This will automatically increase the Council's membership from 30 to 31 in 11.3 and add this committee's name to the list of Moderators in 11.3.2.*

24. ~~MISSION AND SOCIAL JUSTICE MINISTRIES DIVISION (MSJM)~~

24. **MISSION AND SOCIAL JUSTICE DIVISION (MSJ)**

24.1 **MEMBERSHIP**

This division shall consist of twenty-four (24) members, twelve (12) ministers and twelve (12) laypersons, elected for three-year terms in classes of eight members each. Members are eligible to serve no more than two consecutive terms or portions thereof.

24.2 **FUNCTIONS** - This **committee division** shall:

- a. Provide education and motivational leadership for congregations to address social justice concerns.
- b. Serve as liaison in carrying out resolutions and recommendations concerning church and society issues enacted by the Presbytery, except as otherwise provided.
- c. Have responsibility for recommending funding to the Presbytery Council through its sub-committee on Business Affairs for all social agencies and other mission entities seeking funding from the Presbytery.
- d. **Develop and implement a comprehensive educational and motivational plan for church-wide mission.**
- e. **Arrange international and national mission trips annually for mission education and interpretation.**
- f. **Identify and co-ordinate annual hands-on mission project(s) within the bounds of Presbytery.**
- g. **Develop Presbytery-wide tools for mission and news dissemination.**

24.3

Currently organized task forces reporting through and accountable to Mission and Social Justice Division include but are not limited to the following: Earthkeepers, Health Issues, and Peacemaking.

24.4

~~The International~~ **Guatemalan Maya Quiche** Partnership is a task force of **Mission and Social Justice Division.**

STEWARDSHIP DIVISION (SD)

25.1 MEMBERSHIP

The division shall consist of twelve (12) members, six (6) ministers and six (6) laypersons, elected for three year terms of four members each. Members are eligible to serve no more than two consecutive terms or portions thereof.

25.2 FUNCTIONS

- a. Promote stewardship commitment and develop training tools for congregational personal growth in stewardship.**
- b. Recommend annually to Council, approval of related mission entities and organizations for display space and access to promotion through the presbytery packet.**
- c. Provide opportunities for congregations to share their mission stories.**

Administrative Policy 11: Seminary Guidance Statement approved by the Presbytery on February 20, 2009, upon the recommendation of Committee on Preparation for Ministry.

Administrative Policy 12: The Presbytery approved the addition of the 2005-7 Book of Order Chapter 14 into the Manual of Operations as an Administrative Policy for the work of Committee on Ministry in 2007.

Administrative Policy 16: Certified Christian Educators and Presbytery Membership with the insertion of "if an elder," following "...shall be granted voice and vote"
Certified Christian Educators who have been nationally certified by the Educator Certification Council on behalf of the General Assembly Council of the PC(USA), and who are officially employed by and serving a congregation of Heartland Presbytery, shall be granted voice and vote at all meetings of Heartland Presbytery, if an elder. Their vote will be in addition to all elder commissioner and minister member votes from the congregation they are serving and will not take the place of the vote of any commissioner from that congregation.

Administrative Policy 17: Seminary Debt Policy adopted by Presbytery 2006.

Administrative Policy 18: Small Loans Policy - RESCIND

Administrative Policy 19: Guarantee Pension Dues Payments - RESCIND

Administrative Policies currently in effect and recommendations for review*:

- AP 1 Definitions (2008)
- AP 2 AA/EEO Policy (1992) - COM to review and make recommendations
- AP 3 Ethical Behavior for Church Officers (GA 1998)
- AP 4 Sexual Misconduct Policy (2005)
- AP 5 Financial Policies (2001) - Business Affairs to review and make recommendations
- AP 6 Mission Funding Guidelines (11/2005) - Social Justice Division to review & make recommendations
- AP 7 Nomination Procedures for GA and Synod Commissioners (2006)
- AP 8 Church Resource Center Advisory Board Guidelines (11/2006)
- AP 9 Disaster Response Task Force Policies (1994)
- AP10 Church Property (3/1997) – Trustees to review and make recommendations
- AP11 Seminary Guidance Statement (2009)

- AP12 COM Handbook: 2005-7 Book of Order Chapter 14 (2007) – COM to review
- AP13 Guidelines for Health, Maternity and Paternity Leave for Pastors (2005) – COM to review and make recommendations
- AP14 Sabbatical Program (1987) – COM to review and make recommendations
- AP15 Overture Advocates Policy (4/2006) – Council to review and make recommendations
- AP16 Certified Christian Educators and Presbytery Membership (see above)
- AP17 Seminary Debt Policy (6/2007)
- AP18 Small Loans Policy - RESCIND
- AP19 Guarantee of Pension Dues Payment - RESCIND

Amendments to the Heartland Presbytery Employee Handbook (Adoption)

Amendments to the Employee Handbook require only one vote of Presbytery

The Heartland Presbytery Employee Handbook (adopted 11/2004) was included in the presbytery packet for reference.

The Presbytery Council recommends that Presbytery amend the Employee Handbook of Heartland Presbytery by adding a “Progressive Discipline” Policy and the replacing the current “Grievance Policy” with the proposed “Problem Resolution” Policy as listed below.

There was no discussion. The motion was approved.

Rationale – The Personnel Committee continues to work on improving the employee policies contained in the Employee Handbook. We are proposing the inclusion of a “Progressive Discipline” Policy that will help guide the Personnel Committee and Executive Presbyter in times of difficulty with staff. The flip side of the issue is dealt with in the proposed “Problem Resolution” Policy which guides the staff in their recourse to deal problems that arise from the staff’s point of view.

(Beginning of Recommendation)

If approved by Presbytery, the sections below will replace the current sections in the Heartland Presbytery Employee Handbook. Current sections are titled...

- II / J. Grievances and Complaints
- III / I. Grievance Process

New sections will read as follows...

II / J. Resolution of Problems

Heartland Presbytery, through the Personnel Committee, will establish and administer a process that will ensure all employees a fair and equitable opportunity, including the right to choose an advocate, for the hearing and resolution of misunderstandings, problems, and grievances that may arise in the administration of these policies and the supervision of the work of employees.

III / I. Discipline and Problem Resolution

I.1 Progressive Discipline

All staff are expected to conduct themselves in accordance with the theology of employment in the preface as well as applicable laws, regulations, policies, and generally acceptable work behaviors. Staff in supervisory positions are expected to set an example by their own conduct, attitudes and work habits. Disciplinary measures are to be assessed for unacceptable conduct, in a consistent and uniform manner.

- Personnel Committee Assistance – All levels of the disciplinary process shall require prior notice to the Personnel Committee Moderator to determine if counseling or disciplinary action is warranted and to ensure consistent application of policy. Supervisory staff members are encouraged to consult with the Personnel Committee through its Moderator for assistance in implementing this policy.
- Staff Coaching – Staff coaching is a supervisor-initiated process of interaction between a staff member and his/her supervisor that affords the staff member the opportunity to ask performance-related questions, make suggestions, and share information, and that affords the supervisor an opportunity to provide feedback, training, and needed information to maximize performance and job satisfaction.
- Counseling – Where discipline is unwarranted, a written counseling statement shall ensue. The staff member will be required to acknowledge receipt (not agreement) of the document by signature. Counseling shall be administered as a means to discussing issues that have to do with job performance and/or inappropriate conduct. Counseling is to prevent future infractions by making the staff member aware that: 1) a problem exists, 2) the problem has a negative impact on the organization, and 3) a work improvement plan is needed.
- Disciplinary Actions – Disciplinary actions shall be considered as constructive procedures for the purpose of correcting inappropriate work behavior. Therefore, in most instances, disciplinary actions should consist of the least severe action to accomplish this purpose.

- The following progressive process may be implemented:

Level 1 may be the initial action in the disciplinary process. The purpose of this step is to alleviate any misunderstanding and to clarify the direction for necessary and successful correction of a problem. A written warning shall be completed and reviewed with the staff member and placed in the staff member's personnel file.

Level 2 may be the second action taken in the disciplinary process. This step shall be taken when the staff member has not satisfactorily corrected the problem as outlined during Level 1. If the staff member commits an infraction of the policies within a year of an existing disciplinary action, the next higher level will be utilized. In cases of a more serious nature, Level 2 may be given as the initial step in the process. Level 2 includes suspension of up to 2 weeks without pay or disciplinary probation for up to 90 days, depending on the seriousness of the infraction. Documentation of the step shall be placed in the staff member's personnel file.

Level 3 may be the third action taken in the disciplinary process. When a staff member fails to modify behavior and/or performance, it may be necessary to move to this final step in the disciplinary process, which is termination of employment. Terminations of employment require the approval of the Personnel Committee.

- Disciplinary actions shall be administered on a uniform basis throughout the staff. However, each offense must be judged on a case-by-case basis and consideration given to the staff member's past record.

- For charges such as a threat to the safety and/or well being of a staff member, stealing, direct insubordination, overt sexual harassment, or reporting to work under the influence of drugs or alcohol, a temporary suspension may be imposed while fact finding is being conducted.
- Serious offenses may result in immediate suspension or termination for the first offense.
- Employment remains at-will and may be terminated by the employer at any time with or without cause and with or without notice.
- The staff member will be required to acknowledge receipt (not agreement) of disciplinary action by signature. Disciplinary action may be appealed through the grievance process as outlined in this Employee Handbook. Documentation of disciplinary action will be retained in the staff member's personnel file indefinitely.

I.2 Problem Resolution Procedure

The employer encourages good working relationships that affirm the importance of each individual and his/her contribution to the organization in an atmosphere of mutual respect.

Both an informal process and a formal process are available to staff members. The informal process is to be used by staff to address non-disciplinary work-related complaints. The formal process is available to staff to appeal disciplinary actions, such as, but not limited to, suspensions and terminations of employment. Staff members who desire to file an appeal under the formal complaint process must do so within 5 business days of receipt of the subject disciplinary action.

These problem resolution procedures may not be used to address:

- acts or policies implemented by management to comply with General Assembly or Presbytery actions, or with applicable laws and governmental regulations;
- management and/or insurance carrier decisions regarding worker's compensation and benefits claims such as short-term and long-term disability claims; or
- any matter that is subject to specific administrative review set out in any employee benefits plan.

Complaints involving discrimination, sexual harassment or any other form of harassment are to be processed under Section II, I of this Employee Handbook.

- **Informal Process/Open Door Policy**

Staff members are encouraged to discuss informally their concerns first with their supervisors (open door policy). If a staff member is not satisfied with their supervisor's response or if the nature of the problem makes a supervisory discussion uncomfortable or awkward, staff members may approach the Personnel Committee through its Moderator.

- **Formal Complaint Process**

This formal complaint process is available for appeals to disciplinary actions or serious concerns not able to be resolved informally, including, but not limited to, termination of

employment. Disciplinary actions are written warnings, suspensions and employment termination. The Personnel Committee through its Moderator must be consulted by the supervisor in determining whether disciplinary actions are appropriate. Terminated staff members may use this policy as a means of recourse.

- **Step One.** Within 5 working days after being notified of a disciplinary action, the staff member can request a meeting with their Supervisor by submitting a written complaint. The Supervisor must meet with the staff member within 5 working days. The staff member is given an opportunity to explain why he/she believes the discipline was unjust. The staff member should present any evidence and names of witnesses who can support his/her position. Following the meeting, the Supervisor reviews the appeal and gathers any necessary information. The Supervisor must reply to the staff member in writing within 5 working days after the meeting.
- **Step Two.** If the staff member is not satisfied with Supervisor's response, the staff member can request a review by the Personnel Committee. The Moderator of Personnel or designee may arrange a meeting with the staff member or review the written documents. The Personnel Committee will complete the review as soon as practicable and issue the final decision. There is no appeal from the Personnel Committee's decision.

The above time limits may be extended by the employer to meet circumstances beyond the control of the employer (e.g., vacations, holidays, medical absences, business travel and weekends). Staff members will not lose pay for any time not on the job when their presence is required at these meetings.

The employer is committed to resolving these disputes at the earliest possible step in the above procedure. By mutual agreement at any time in this process, the staff member and employer may resolve the matter. No retaliation is taken against staff members who pursue their rights to appeal disciplinary action.

During any of the above steps, no tape recorders will be allowed in any of the meetings. The complaint process shall be confidential and only open to the complainant and their advocate; the Supervisor, Personnel Committee, and their advocate. All participants shall conduct themselves in a professional manner.

Any investigation, administrative records, reports, or findings that are related to the allegations shall remain confidential and will be placed in the care and custody of the Executive Presbyter. Breach of confidentiality will be cause for disciplinary action, up to and including termination.

Not every problem can be resolved to everyone's total satisfaction, but through discussion staff members and employer will pursue an organizational confidence that facilitates an efficient and harmonious work environment.

(End of Recommendation)

The Board of Trustees

On behalf of the Board of Trustees, Rev. Ron Patton moved that the presbytery approve the request of Colonial Presbyterian Church to sell "801 W. Bannister Road in Kansas City, MO, 64133, legally described as Lot 63, Thomas Homesteads, a subdivision in Kansas City, Jackson County, Missouri,

except part conveyed for Highway in instrument filed August 13, 1979, as document K-416972” to buyers Shelia M. Stuteville and Justin R. Bybee for \$70,000.

Rationale: Colonial does not use the property for its original intended use and it has become a hazard and a liability for the church.

The motion was approved.

With the Trustees, on behalf of the Council, Rev. Ron Patton moved the Presbytery approve the refinance of the Church Development Corporation loan of Heritage Church, Olathe, Kansas with Church Development Corporation, pending the congregation’s approval. There is no new risk to the Presbytery. The terms are:

Original loan: \$820,000 @ 7.5% for 30 years beginning in March 15, 2002.

New loan: \$638,510.40 @ 5.5% for 30 years beginning in March, 2009.

Rev. Ron Patton reported that the congregation voting in the affirmative on September 13, 2009.

The motion was approved.

Linwood Area Ministry Place (LAMP)

Elder David Warm, President of the LAMP Board and member of Council reported on a new and exciting development plan concerning the presbytery’s property at Linwood and Michigan. A site map of the proposed project was included in the presbytery packet.

Elder Warm reported that the Council unanimously recommends and he moved that the Presbytery approve ~~the concept of~~ a redevelopment plan for the Linwood Area Ministry Place project, including the former Linwood Presbyterian Church, the Harold Thomas Center and surrounding properties, for purposes of creating a campus of community services and senior housing and to authorize the Presbytery’s Board of Trustees to serve as agents for the Presbytery in taking actions necessary to implement the plan. This action is taken with the following understandings:

- 1. The Trustees will work in consultation with the LAMP Board and the Business Affairs Committee to complete the project in a manner that serves the fiduciary, legal and mission interests of the Presbytery; and are authorized to develop, finalize and implement the redevelopment plan consistent with this action of presbytery.**
- 2. Presbytery will not be obligated to commit financial resources to the redevelopment.**
- 3. The project will involve the use of federal and state historic preservation and housing tax credits.**
- 4. The project will include transfer of ownership of current Presbytery properties at this location to a development company in which LAMP or another Presbytery entity will be a minority partner.**
- 5. The project will be subject to appropriate legal reviews.**

Elder Warm moved that Jim Scott, Kite Singleton and Dumont Reed be granted voice. It was seconded and approved.

Questions from the presbytery included empowering the trustees as they represent the presbytery and how members of the presbytery can positively influence the state and federal processes.

Rev. Chad Herring moved the amendment to delete “the concept of” and then insert at #1, change the period to a comma at the end and insert “and are authorized to develop, finalize, and implement the redevelopment plan consistent with this action of Presbytery.”

It was seconded and the amendment to the motion was approved.

The amended motion was unanimously approved.

Rationale:

LAMP History:

The Linwood Area Ministry Place (LAMP) is a 501(c)3 organization created by the Heartland Presbytery to redevelop the former Linwood Presbyterian Church, which is currently vacant and located at Linwood Boulevard and Michigan/Bruce R. Watkins Parkway in the heart of Kansas City, as well as the adjacent Harold Thomas Center, which currently houses the offices of the Heartland Presbytery.

From the first service in 1891 to the closing of the congregation in 1975, the Linwood Presbyterian church focused on providing help to those in need. In 1917, a home was established for girls with disabilities, followed by an impressive list of outreach services-- from a convalescent home for poor and working women in 1929 to a well baby clinic, methadone clinic, and drug-counseling clinic in the 60's to a day care and Head Start program for neighborhood children in the 70's. From its earliest days, the spirit of Linwood has been one of bringing support and hope to its community.

Shortly after it was closed, the former Linwood church property was sold to a private party, although the Harold Thomas Center has always remained in Presbytery ownership. In 1995, with strong support from the community, the Heartland Presbytery made a bold decision to buy back the vacated church and created LAMP to undertake its redevelopment.

From the outset, LAMP has been a ministry of presence, service, and leadership. By returning to this site, the Presbytery has made a strong commitment to be an active, positive presence in a distressed area, working as neighbor and friend to people in need. As a ministry of service, LAMP aims to create a campus of service ministries to meet urgent human needs. And as a ministry of leadership, LAMP brings church and community resources together to restore this highly visible site and to be a catalyst for restoration of the surrounding community.

For nearly 14 years, the Presbytery, many Presbyterian congregations, several community partners, and the members of the LAMP Board have worked to realize this vision. Over the last several years, the Presbytery made considerable investment to stabilize the former Sanctuary, which was constructed in 1923, and to remove the original portions of the building which could not be restored. To demonstrate its commitment to the LAMP project, the Heartland Presbytery also partially renovated the adjoining Harold Thomas Center for its new home. The Harold Thomas Center also houses the Front Porch Alliance, an important ministry initiated by Village Presbyterian church. The Alliance now engages several congregations in a wide array of youth, elderly, employment, and community improvement ministries.

Recent Activities:

In 2004, LAMP and the Front Porch Alliance, with strong support from the Ivanhoe Neighborhood Council, created a partnership with ReDiscover, a nonprofit mental health and substance abuse service provider that has cared for more than 150,000 children, adolescents, adults and older adults throughout metropolitan Kansas City. The partnership developed a plan that was approved by the Presbytery to initiate the campus of services by redeveloping the church and surrounding block, creating a permanent

home for ReDiscover's Substance Abuse Programs, as well as a home for the Presbytery and the Front Porch Alliance and other service agencies.

In 2005, ReDiscover and LAMP completed significant activities to develop the LAMP campus. Both organizations worked cooperatively to develop a site plan and to secure approvals from city agencies for redevelopment plans and for rezoning, and ReDiscover made significant investments to acquire property and to demolish interior portions of the sanctuary to make way for construction. In Spring 2005, ReDiscover took bids for construction, which were significantly higher than planned.

Subsequent efforts to raise funds were not sufficient to close the financial gap. Since that time, the partnership has attempted several other ideas to finance the redevelopment. These efforts have yielded the current proposal.

Proposed Redevelopment Plan:

LAMP is proposing to redevelop the site in two phases. The first phase, which is the subject of the action before the Presbytery, will include renovation of the 1923 Sanctuary to house the Presbytery, Front Porch Alliance and other services, as well as construction of 35 housing units (20 units in a new, two- or three-story wing to be constructed on the northwest corner of the site and 15 in the Harold Thomas Center). A second phase will include the construction of a facility for ReDiscover, expected to be undertaken in the next few years. First phase project costs are estimated to total \$12.2 million, as detailed in the enclosed materials.

The LAMP proposal is to dedicate its housing to low-income seniors and to seniors who are grandparents raising their grandchildren. Two, three, and four-bedroom units will be developed to help meet a huge demand for this type of housing. There are some 5,000 families in the Kansas City region that are comprised of grandparents and their grandchildren. Some 60% of these are headed by single women, and 60% of those are low-income. The first such project in Kansas City, which has not yet been completed, has a waiting list of some 140 families. Key to the success of this type of project is availability of family support services. Front Porch Alliance, along with an expected partnership with the Family Friends program of Children's Mercy Hospital, will provide an excellent source of services and programming for both children and their grandparents.

LAMP is following a model initiated by Presbyterian Senior Services and the Rutgers Presbyterian Church in New York City, which collaborated with other Presbyterian congregations and community agencies to open the first program of this type in 2005. The New York project, as well as the proposed LAMP project, successfully blends church, community and public resources to create a safe, nurturing environment for families who face unique and undue challenges.

The Presbytery is planned to be housed in the former sanctuary building, most likely on the lower level, which once housed spacious, well-lit classrooms. While final costs have not yet been determined, the financial plan for the project does not depend on revenue from the Presbytery, except for a pro rata share of operations and maintenance. While it is intended that LAMP will provide a permanent home for the Presbytery, there will be no binding obligations for the Presbytery to remain in this location if needs change over time.

Use of Tax Credit Programs:

As presented in the enclosed financial summary, the LAMP redevelopment plan is dependent on the use of federal and state historic preservation and low-income housing tax credits. Tax credits are a means by which governments subsidize projects that have a public purpose by forgoing tax revenue rather than making direct expenditures. When tax credits are issued to a project, they are sold to financial entities, such as banks or firms that specialize in tax credits, to generate funds for the project.

The financial entities either use the credits or resell them to other taxpayers, typically large businesses, to meet their federal and/or state tax obligations at a discount. The cost of the credits is determined by the market demand for the credits.

Historic tax credits are non-competitive and awarded by the Missouri Offices of Historic Preservation, which administers both the federal and state credits. The LAMP project has already been determined to be eligible. Formal application for federal historic designation will proceed this fall.

Housing tax credits are issued by the Missouri Housing Development Commission, which administers the state's annual allocation of federal credits, along with supplemental credits offered by the State of Missouri. The program provides a powerful leverage for producing affordable housing, and credits are awarded through an annual competition process that typically generates far more proposals than are funded. Applications for the next round of awards are due November 6, 2009.

Under the program, the credits are issued to a development company formed by the financial entities that use or resell the credits. Credits are issued over a period of ten years but expire after 15 years of issuance.

The LAMP project will follow a model that has been used successfully for many other projects, including projects undertaken by churches and community agencies. The model entails the creation of a development company that will own the properties and undertake their development. LAMP will serve as a general partner in the development company with a very small share of ownership (less than 1%) but with the responsibility to oversee the development, including the retention of a professional housing management company. The investors are silent partners, but retain the large share of the ownership until the credits expire after 15 years. Upon expiration, the general partner, or LAMP, becomes full owner of the project, and can at that time, choose to continue to own the project or to sell or divest its interests. The issuance of credits require that the project be used for affordable housing for an additional 30 years beyond the life of the credits, thus for all practical purposes, committing the site to this purpose in perpetuity.

LAMP is using two Kansas City based professional firms to guide this project, including Scott Associates, an architectural and development consulting firm headed by Jim Scott and Cougar Capital, represented by Brian Collins, which specializes in producing affordable housing. Both firms have a proven track record in using tax credits to implement similar projects in Kansas City and St. Louis. Scott Associates is responsible for supporting the tax credit application process, planning and architectural services and Cougar Capital is responsible for managing the project through construction and leasing when oversight will be turned over to LAMP as the general partner.

Transfer of Properties:

In order for the project to proceed, it is necessary for the Presbytery to transfer its properties to the new development company. This will essentially represent the Presbytery's financial commitment to the project. At this point, the Presbytery will no longer have an interest in or liability for the former Linwood church and Harold Thomas Center. However, through LAMP, the Presbytery will maintain a close connection to the project, and LAMP will eventually regain ownership.

Board of Trustees Role:

There are many details yet to be determined as the redevelopment plan is fine-tuned and as an application for tax credits is developed in time for the November 6 submittal. If tax credits are awarded, there will be also considerable work in developing agreements to implement the plan over the next year. In its recommendation, the Council is asking the Presbytery to designate the Trustees of

the Presbytery as its agent in implementation of the plan to facilitate timely decision-making and due diligence.

Key Considerations:

As it conveyed to the Presbytery Council, the LAMP Board believes the proposed redevelopment plan is a responsible strategy for completing this project for several key reasons.

The project achieves the initial vision of the Presbytery to return the former church to Linwood to community use as a campus of community service ministries and to use our investment as a catalyst for community renewal. Moreover, it supports important service ministries of the Presbytery in the short term and provides a platform for expanded urban ministry through the Presbytery and its congregations over the long term.

The development relieves the Presbytery of the current financial liability of owning major facilities in need of significant repair. It also allows the Presbytery to realize a return on the investments it has made over the years in these properties, attracting some \$12 million in reinvestment to the site that will ultimately be turned over as an asset to LAMP as a subsidiary corporation of the Presbytery. In addition, the plan will not require further investment of Presbytery funds, while providing a new space for Presbytery offices and functions.

Equally important, we have no other viable options for redevelopment. Over the last decade, the LAMP Board has diligently, but unsuccessfully pursued many other ideas for financing, including fundraising, commercial operations, and attracting new ministries and service agencies. This plan, by attracting significant public investment, represents the only economical viable strategy with any promise for success.

It is important to emphasize, however, that even though this is a promising strategy, its success depends on approval from federal and state agencies, attraction of tax credit investors, favorable construction costs and other factors. If the initial housing tax credits application is not funded, the project may have to wait for another funding round or seek additional capital and/or users to assist in financing. Nonetheless, we believe the plan is compelling and we are optimistic about the chances of securing support.

Project Schedule:

2009

July/Aug	Presbytery Committee/Presbytery Council
Sept—early	Contract Market Study Begin Architectural Concept Scheme
September	Preliminary Meeting with MHDC Staff Review Project with SHPO (State Historic Preservation Office) Review with Neighborhood, KCMO Council members and staff
September 19	Presbytery Review
Sept Oct	Application Preparation with Monthly review/Coordination with Presbytery Trustees
October 1	Submit for Historic register designation
November 6	MHDC Submission of housing tax credit application

2010

February	MHDC Tax Credit Project Award
Fall	Initiate Construction

(END OF LAMP RATIONALE)

After discussion, the motion was approved.

From the Board of Trustees for the presbytery's information:

1. First Church, Maryville, Missouri has been offered, by the Baptists, a lot across the street from their church for the cost of transfer fees and closing. It involves no encumbrance. The Trustees commended them and offered our blessings. No further action is needed by council or presbytery.
2. The Trustees are beginning the process of developing a comprehensive set of guidelines for churches seeking loans.

Committee on Ministry (COM)

Elder Bev Barr, Moderator of COM conducted the examinations of pastors either moving into our presbytery or receiving calls in our presbytery.

On behalf of COM, Elder Barr moved the approval of the request of the Rev. Norwood “Woody” Brown to transfer his membership from Presbytery of Arkansas to Heartland Presbytery pending his successful examination by presbytery in order to receive a call as pastor, Rolling Hills Presbyterian Church, Overland Park, KS. The terms of call were included in the COM report.

Questions from COM included how he led his previous congregation through successful building campaigns and program development; some of his insights from the Methodist church he most recently served; his views on evangelism; and he affirmed he could answer the constitutional questions for ordination and installation in the affirmative including agreeing to be governed by our church's polity and abide by its discipline.

There were no questions from the presbytery.

Elder Barr moved that the examination cease. It was seconded and approved.

Craig Handle, from the Rolling Hills PNC spoke about the 200+ PIFs they reviewed and are thrilled to have Wood Brown. Phil Watson, from the PNC offered words of gratitude to the presbytery for their support and to Woody for coming to Rolling Hills.

Rev. Brown left the meeting briefly. The motion was approved.

On behalf of the Committee on Ministry, Elder Barr moved approval of the request of the Rev. Jason Carle to transfer his membership from Presbytery of Blackhawk in order to be pastor of Overland Park Presbyterian Church, Overland Park, KS, pending successful examination by the presbytery and the congregational vote on September 20. His terms of call were included in the COM report (ITEM 8).

Questions from COM included what it is that makes a church different from a social club; things that he experienced in his previous call that he hopes to bring with him; his leadership style; he affirmed he could answer the constitutional questions for ordination and installation in the affirmative including agreeing to be governed by our church's polity and abide by its discipline.

Elder Bill McEachen moved the examination cease. It was seconded and approved.

Kyle Browning from the PNC along with several others spoke to the process of seeking a pastor and how Jason's passion, wisdom and humor came through from the beginning of the process.

Rev. Carle introduced his wife and infant son. Rev. Carle was excused from the meeting briefly.

The motion was approved.

On behalf of the Committee on Ministry, Elder Barr moved approval of the call to Rev. Andrew Cullen to be pastor, John Knox Kirk, Kansas City, MO effective October 1, 2009, pending his successful examination by the presbytery. His terms of call were included in the COM report (ITEM 8).

Questions from COM included his faith journey from conservative beginnings to his current broader perspective on theological issues; his delight with the Book of Order particularly the Great Ends of the Church; his involvement in the larger church and its positive effects on his personal and professional growth; and he affirmed he could answer the constitutional questions for ordination and installation in the affirmative including agreeing to be governed by our church's polity and abide by its discipline.

A question from the presbytery included what has he learned from the interims he has served in that he will take to John Knox Kirk.

Rev. Craig Holstedt moved that the examination cease. It was seconded and approved.

Ann Weedaman, Clerk of Session, along with representatives from the staff and PNC reported the congregation voted on September 13 to call Andy Cullen and they are excited about his coming.

Rev. Cullen introduced his wife Nancy to the presbytery. Rev. Cullen was excused from the meeting briefly.

There were no questions for COM. The motion was approved.

On behalf of the Committee on Ministry, Elder Barr moved the approval of the request of Rev. Sandra Lee Hanna to transfer her membership from the Presbytery of Santa Fe to Heartland Presbytery in order to be interim pastor of First Presbyterian Church, Independence, MO, pending successful examination by the presbytery. The interim contract was approved by COM and is in their report (ITEM 8).

Questions from COM included her understanding of God as parent when visiting with non-believers who have experienced parental abuse in their lives; her changing theology from one that motivates by guilt and one that motivates from grace; her skills in session training for leadership to empower the church; and she affirmed she could answer the constitutional questions for ordination and installation in the affirmative including agreeing to be governed by our church's polity and abide by its discipline.

There were no questions from the presbytery.

Rev. John Swisher moved that the examination cease. It was seconded and approved.

Phyllis Pottker from First, Independence spoke to their delight in finding Sandra as their interim.

Rev. Hanna was excused from the meeting briefly. There were no questions for COM.

The motion was approved.

Report of the Executive Presbyter

Rev. Charles Spencer reported that six members including himself attending the Lombard Mennonite Institute's Mediation Training last week. He highlighted the "Oasis" Christian Education event in October; the "Giving Hope" event in January; and the Peacemaking event in April. He encouraged ministers and elders to volunteer at the presbytery level. He reminded the ministers that ordination and installation services are the work of the presbytery and require our attendance as often as possible.

Committee on Nominations

Rev. Heidi Peterson, Moderator of the Committee on Nominations moved that the following persons be elected for service in the presbytery as follows:

CHURCH ORDER AND LISTENING DIVISION (COAL)

Class of 2010

_____ Clergy

_____ Clergy

Avis Odenbaugh (1) (WFE) Blue Ridge

Class of 2011

_____ Clergy

Class of 2012

June Fisher (1) (WFE) Chapel Hill

_____ Elder

Rachel Lancey (2) (WFC) Tarkio

_____ Clergy

COMMITTEE ON MINISTRY (COM)

Class of 2010

_____ Elder

Class of 2011

_____ Elder

COMMITTEE ON PREPARATION FOR MINISTRY (CPM)

Class of 2010

_____ Elder

Class of 2011

_____ Elder

Class of 2012

Dorothy Clark (2) (WFE) Ward Parkway, KC MO

Thomas Are (2) (WMC) Village, Prairie Village, KS

Henry Gower (2) (WMC) At-large

David Christianson (2) (WME) Chapel Hill, Blue Springs, MO

COMMITTEE ON REPRESENTATION (COR)

Class of 2011

_____Clergy
_____Youth

Class of 2012

Tom Carlisle (2) (WME) Westport, Moderator
Mary Ann Grimes (2) (WFE) First Paola
Bill Tucker (1) (WME) Chapel Hill, Blue Springs, MO

CHURCH DEVELOPMENT AND REDEVELOPMENT DIVISION (CD&R)

Class of 2011

_____Elder
_____Clergy

Class of 2012

_____Elder
Dan McKnight (2) (WMC—ELCA) Kaw Prairie, Moderator (2)
Landon Whitsitt (1) (WMC) First, Liberty MO

CONGREGATIONAL MINISTRIES DIVISION (CMD)

Class of 2010

_____Elder
Bob Curtis (2) (WMC) Member at Large

Class of 2011

_____Elder

Class of 2012

Jonathan Mitchell (1) (WMC) First, Maryville, MO

SOCIAL JUSTICE MINISTRIES DIVISION (SJMD)

Class of 2010

_____Clergy
_____Clergy

Class of 2011

_____Clergy

Class of 2012

Diane Waddell (2) (WFE) Trinity, St. Joe
Barbara Bever (2) WFE) Covenant, KC MO
Larry Williams (2) (WME) Southminster, Prairie Village, KS
_____Elder
_____Clergy
_____Clergy
_____Clergy
_____Clergy

PERMANENT JUDICIAL COMMISSION

Class of 2015

Brian Ellison (WMC) Parkville
_____Elder

SEXUAL MISCONDUCT RESPONSE PANEL

Class of 2012

Donna Chavez (___) (WFC) Argentine United, KC KS

STEWARDSHIP AND MISSION COMMITTEE

Class of 2012

Don Haring (2) (WME) Central, KC MO

Mary Jorgenson (2) (WFE) Southminster, Prairie Village, KS

Carla Gentry (2)(WFC) At-Large

_____clergy

WORSHIP AND FELLOWSHIP

Class of 2010

_____Elder

Class of 2012

Rob Cromwell (2) (WMC) Faith, Raytown, MO

David Joslyn (2) (WME) NorthEastminster, KCMO

PRESBYTERY COUNCIL

Class of 2010

Jeffrey Clayton (WMC) Southminster, Prairie Village, KS

Class of 2012

Carla Gentry (2) (WFC) At-large

Allison Seed (2) (WFC) Trinity Independence

William McEachen (2) (WME) Village, Prairie Village, KS

Mary Jane Houston (2) (WFE) Linwood, KC MO

HEARTLAND PRESBYTERY BOARD OF TRUSTEES

Class of 2012

Mardy Cottrell (2) (WFE) Ward Parkway, KC MO (Member at large)

Ron Patton, HR, Moderator (2) (WMC) (Presbytery Council appointee)

The Moderator asked for nominations from the floor. There were none. The slate was elected as presented.

Moderator Schrimsher moved the following nomination to the **Committee on Nominations:**
C. Davis Young, HR (2) (WMC).

The Moderator asked for nominations from the floor. There were none. The motion was approved.

Presbyterian Women – no report

Social Justice Ministries Division

Rev. Donna Chavez moderated the division's report.

Moderator Schrimsher asked former Presbytery Moderator (2008) Rev. Tamara Miller to moderate the presbytery meeting during the next report as he needed to participate in it.

Elder Jack Schrimsher and Rachel Lausch reported on the **Guatemalan Partnership Trip** which traveled to Maya Quiche in late July. The Presbyterian Church has a significant influence in Guatemala. There are 22 Maya Quiche speaking congregations in the presbytery united by their common dialect. Heartland Presbytery has been in partnership with Maya Quiche Presbytery for 14 years. The presbytery celebrated its 50th anniversary and Heartland Presbytery sent 9 representatives including its presbytery moderator to be present. The 22 celebration banners were presented to each church and commemorative mugs to each pastor during the celebration. Rachel Lausch spoke about the upcoming trip in November which will include some strategic planning conversations with Maya Quiche's leaders and it will alter the relationship toward doing physical projects in Guatemala.

Moderator Schrimsher returned to the chair expressing gratitude to Rev. Miller.

Mission Challenge is bringing a missionary from Indonesia to Heartland. Her schedule will be posted on the presbytery website. She is an anthropology instructor living as a Christian in a Muslim country.

World Wide Communion Sunday Event is October 4 at 5:00 p.m. at Central Presbyterian Church.

Community Development: Thwake Village, Kenya

Rev. David Nzioka and Rev. Kirk Perucca presented the history of the concept of starting a community development project in Thwake Village, Rev. Nzioka's home in Kenya. Rev. Nzioka was shocked that his village had not progressed since his last visit so he reported this to the Social Justice Ministries Division and the idea of doing community development there was born.

The Social Justice Ministries Division and the Presbytery Council recommend to presbytery that it (1) bless this mission project for community development in Thwake Village, Kenya; (2) grant permission to SJMD to approach our churches for funding and (3) that presbytery will receive funds from churches and individuals and distribute the funds to Thwake Village through the presbytery office.

Questions from the presbytery included the clear differences between partnership and projects; who is the Kenyan connection and what organization has invited Heartland Presbytery to partner with them. Rev. Chavez clarified that this would be a project not an official partnership. Rev. Nzioka has started discussions with people in the village about Heartland Presbytery helping them revitalize their village but there is no formal organization that has requested our presence.

The motion was approved.

At 4:04 p.m., the church lost power and the presbytery was truly operating in the dark.

Congregational Development & Redevelopment (CD&R)

In light of the late hour and the lack of electricity, Rev. Dan McKnight postponed his report until November 17th. A report on the Arabic Christian Fellowship was included in the packet.

New Business – none

Moderator Schrimsher reminded the presbytery their next stated meeting will be on Tuesday, November 17, 2009, beginning business at 9:00 a.m. at the Grace Covenant Presbyterian Church in Overland Park, Kansas.

Rev. Craig Holstedt moved that the meeting adjourn. It was seconded many times and approved.

Moderator Schrimsher adjourn with Prayer at 4:05 p.m. The electricity illuminated the darkness right after the presbytery said "Amen."

Submitted by:



Rev. Maryann S. Farnsworth, Stated Clerk

Approved by Council: 10/19/2009

Approved by Presbytery: 11/17/2009

Attested to by:

