

MINUTES

Special Called Meeting of the Presbytery of Grand Canyon
March 2, 2013

CALL TO ORDER

The Presbytery of Grand Canyon of the Presbyterian Church (U.S.A.) held a special Called Meeting at Valley Presbyterian Church in Paradise Valley. Bob Schulz, Moderator, began the meeting at 10:00 a.m. and Terry Palmer led the opening prayer and litany as the Peace Candle was lit. Tony Cook, Interim Stated Clerk, reported that a quorum was present. This special meeting was duly called by the Moderator under the provisions of the Presbytery's Manual of Administrative Operations, Part 1, for the purposes of considering the Joint Presbytery Staffing Work Team Final Report and an alternate plan, if needed, as well as nominations from the Operations Committee.

Commissioners attending for the first time and other guests were welcomed. New minister member David Smallegan (Springerville) was introduced. Because Bob Schulz was acting as a representative from the Joint Presbytery Staff Planning Team to answer any questions, Moderator-Elect Martha Sadongei presided over that portion of the meeting having to do with the team's Report.

ROLL

Teaching Elders Present – 41

| | | | |
|-------------------|---------------------|--------------------|-------------------------|
| Alvarez, Renato | Hicks, Mae | Poling, John | Uhley, James |
| Arbesman, Janet | Houdeshell, Donavan | Proudfoot, Charles | Wasserman, Dave |
| Bailey, Linda | Keesecker, Joe | Ramos, Gonzalo | Watkins, Gale |
| Baker, Brant | Kesler, Jim | Sadongei, Martha | Wood, Patricia Cockrell |
| Beard, Steve | Ledermann, Eric | Saylor, George | Worsnop, Linda |
| Byall, Lowell | Lineweaver, Thomas | Saylor, Mary | Young, Patricia |
| Citron, Suzanne | Manning, Marilyn | Selestewa, Sharon | Zabriskie, Richard |
| Crelin, James | McKewen, James | Simmons, Robert | Zelle, Trina |
| Evans, Jonathan | Miller, Joan | Smallegan, David | |
| Hartwell, Michael | Murman, Kimberly | Spence, Edward | |
| Hawkins, Ron | Palmer, Terry | Tilly, Mark | |

Churches/Ruling Elder Commissioners Present – 38

| | |
|---|---|
| Bethany - Lanny Trapnell | Mesa First - Bill Lents |
| Celebration of Life - Marlin Fried | Mission del Sol - George Prohaska |
| Central - Aaron King | Mountain View - Gail Loeffel, Sharon Palenkas |
| Church of the Master - Charles Holland | Orangewood - Glenn Campbell |
| Desert Palms - Jane Linville, Robin McFarland, Jean Montgomery | Palo Cristi - Dan Schoeffelman |
| Emmanuel - Laurie Van Dyke | Payson Community - John Wilson |
| Faith - Matt Alderson, Bill Anderson | Pinetop Community - Dick Doane |
| Fountain Hills - John Bivens | Pinnacle - Paul Rooker |
| Ganado - Vivian Manning | Prescott Trinity - Dede Tilly |
| Gilbert - Mike Gallagher | Sierra Vista - Cindy Michels |
| Heritage - Carol West | Southminster - Gloria Young, Cecil Patterson |
| Historic First - Brett Wingate | Sunnyslope - Walter Herd, Willie Zunker |
| John Calvin - Kathi Hasten | University - Jeanette Miller, Lawn Griffiths |
| Memorial - Mary Lynn Walters | Valley - Jack Schuler, Miriam Schuler, Dick Coffelt |
| | Westminster - Marcia Weiland |

Commissioned Ruling Elders Present – 2

Jones, Paul Lopez Loreda, Martha

Ruling Elder Leadership Team Members and Commission/Committee Chairs Present

Cook, Tony Lineweaver, Sandy Stott, Joanne Schulz, Bob
 Lane, Beverly McBurney, Bruce Owens, Kathryn

Staff Members Present

Kath, Beth McBurney, Carolyn

Visitors Present

There were 7 registered visitors present.

Teaching Elders Excused

| | | | |
|------------------------|---------------------|-----------------------|----------------------|
| Anderson, Fred | Engstrom, Bud | Latty, Allan | Rae, Robert |
| Anderson, Richard | Ensley, Milton | Lefebvre, Eugene | Ramsdell, Richard |
| Atchinson, Glenn | Evans, Lloyd | Martz, Robert | Remer, James |
| Baer, Doug | Farwell, Barbara | Mayes, Robert | Robertson, John |
| Baxter, Patricia | Flahiff, John | McCabe, Norma | Sabbagh, John |
| Bell, Arthur | Fletcher, Tully | McIntosh, Constance | Schenck, Jed |
| Berg, George | Fooks, John | Melendez, Hipolito | Schlotzhauer, Wesley |
| Bibiloni, Jose | Forsberg, David | Mann, Melissa | Schmitt, Gus |
| Bigler, Robert | Fowler, Douglas | Meredith, Ralph | Smith, Esther |
| Borden, John | Fox, Charles | Miller, Jerry | Stevens, Charles |
| Brahams, Hap | Fredrick, John | Miller, Craig | Straatmeyer, Al |
| Branfass, Gwen | Fulton, Helmi | Moe, Kenneth | Swicegood, Terry |
| Bruening, James | Garvin, Woody | Moe, Michelle | Thom, Francis |
| Burtless, Stanford | Gephart, Al | Moranville, Thomas | Ulrickson, Paul |
| Byers, Harold | Goodenberger, Alton | Moser, Paul | Valle, Paula |
| Cameron, Stu | Gray, Barrie | Muenich, Karen | Van Arsdale, David |
| Campbell, Arthur | Hayes, William | Nielsen, Richard | Vautier, Grif |
| Clark, Robert | Hodgson, Deanne | Northrup, Cathy | Vogel, Leslie |
| Clark, Bobbye | Hood, Brandon | Olagues, Jose' | Voth, John |
| Clarke, Dennis | Hubbard, Deborah | Oppenhuizen, Kathleen | Wallace, David |
| Cook, John Coy | Jenkins, Charles | Page, Kenneth | Wayne, Richard |
| Corazin, Nan Lyn | Joe, Victor | Parker, Thomas | White, Frank |
| Corbett, Lawrence | Johnson, Caleb | Parker, Gayle | Williamson, Donald |
| Courtney, Philip | Johnson, Bruce | Pfeffer, William | Witt, Bill |
| Davis, Harrell | Jones, Stanley | Phillips, Norman | Wright, Douglas |
| Doh, Joseph | Jousan, Mike | Phillips, Beverly | Wright, Eugene |
| Dulaney, Robert | Kim, Kwang | Porter, Don | Young, Alvin |
| Eaken, Lawrence | Kim, Myung Bae | Pratt, Edward | |
| Eckert, Peter | Kimberlin, Kenneth | Pulido, Gloria | |
| Eisenhower, LauraGrace | Kush, Gary | Pyke, Richard | |

Churches Excused

| | | | |
|---------------|---------|--------------|-----------------|
| Chandler | Horizon | Kingman | Winslow |
| Fort Defiance | Kayenta | Verde Valley | Tuba City First |

Teaching Elders Absent

| | | | |
|-----------------|-------------------|-------------------|----------------|
| Anderson, Mark | Hawkins, Darren | Kim, Yong Suk | Song, Seok Min |
| Avram, Wesley | Hicks, David | Kirk, Wayne | Turner, David |
| Berry, Thomas | Hilla, Andrew | Lloyd, Linda | Vautier, Holly |
| Blincoe, Robert | Jacobs, Lynn | Ramirez, Julio | Weir, Kyle |
| Bybee, David | Jennison, Cynthia | Reinhold, Ruth | Wintz, Michael |
| Doh, Helen | Johnson, Sarah | Roberts, Margaret | Wintz, Susan |
| Good, Bill | Johnston, Robert | Schumacher, Bruce | Witte, Cathy |
| Hart, Floyd | Kerber, Keith | Sexton, Kirk | |

Commissioned Ruling Elders Absent

| | | |
|----------------|----------------|---------------|
| Danforth, Mary | Halwood, Danny | Kelly, Calvin |
|----------------|----------------|---------------|

Churches Absent

| | | | |
|---------------------|------------------|------------------|-------------------|
| Alpine Community | Gila Crossing | Mingus View | Scottsdale |
| Arizona Korean | Goodyear Village | Mingus View | Springerville |
| Betania | Guadalupe | Mohawk Valley | Sun City-First |
| Blackwater | Indian Wells | Northminster | Tuba City First |
| Chinle Trinity | Lake Havasu | Parker Valley | Vah-Ki |
| Christ | Community | Peoria First | Wellton Community |
| Crosswinds | Lehi | Prescott Trinity | Wickenburg First |
| Flagstaff Federated | Leupp First | Sacaton First | Yarnell Community |
| Ft. McDowell | Maricopa First | Salt River | Yuma First |

OPERATIONS COMMITTEE REPORT

Bruce McBurney presented the following nominations, which were approved:

Congregational Leadership

2015 Rev. George Saylor (Chandler)

Congregational Development

2015 Cheryl Carlson (Orangewood)

Commission on Preparation for Ministry

2015 Rev. Joe Keesecker (HR)

JOINT PRESBYTERY STAFFING PLAN

The Joint Presbytery Staffing Work Team Final Report had been posted to the Presbytery website prior to the meeting. Before beginning discussion on the report, the following was approved:

MOTION: To adopt special rules of consideration:

- (a) that in order for the Plan (Motion number 2) to be adopted, it must receive a super-majority of two-thirds of those present and voting;
- (b) that only those proposed amendments received in writing prior to the beginning of the meeting will be considered; and
- (c) that a vote of both presbyteries is needed to amend the plan as proposed. When one presbytery adopts a proposed amendment, it will be immediately transmitted to the other presbytery for its consideration. If the second presbytery rejects the amendment, the first presbytery will vote on it again.

It was explained that Presbytery de Cristo was also in a meeting on this topic and that Tony Cook would be communicating with them at their location in order to monitor any amendments they were considering. Voting was to proceed as simultaneously as possible through each of the listed motions so that one presbytery could consider any passed amendments of the other presbytery before moving on to the remaining motions.

One proposed amendment was received by Grand Canyon prior to the meeting. The motion was made and seconded, followed by a number of comments from the floor. The motion involved recommitting the proposal to the Joint Presbytery Staff Planning Work Team to develop job descriptions for the Presbytery Pastor, Stated Clerk/Associate, and administrative staff and to then report in a more complete manner at our April 27, 2013 Stated meeting. Bob Schulz was asked for a response on behalf of the Work Team. He said there were general job duties listed in the Plan and that the definition of the work to be done, along with more detailed job descriptions, was to be the responsibility of the search committee(s).

Concerns expressed included the pace at which the plan had emerged and would be implemented, as well as whether de Cristo might have a different focus than Grand Canyon. There were a number of comments in favor of the Plan. It was pointed out that the presbyteries were not merging, but just sharing staff. It was also noted that the General Presbyter Search Team had already been delayed for several months and felt they needed to get started on their work before the April 27th meeting. The question was called and the motion was defeated.

VOTING ON THE ACTUAL JOINT STAFFING PLAN

The following was approved:

MOTION 1: To receive the Introduction and Appendices of the Joint Presbytery Staffing Work Team Final Report, provided that Presbytery de Cristo also receives the Report.

Word was received that Presbytery de Cristo had approved an amendment, proposed by First Presbyterian Church in Silver City, New Mexico, to the above motion in relation to Line 96. They replaced the phrase "The state boundaries provide" with "Our shared placement in the Southwest provides," with the resulting paragraph to read as approved in their motion below:

To amend Lines 92-98 of the Plan to read:

92 **Presbytery Relationship:** Since 2009, there have been efforts to nurture the
93 relationship between our two presbyteries. Shared workshops and common
94 presbytery gatherings have proven to be enriching. There has been a good spirit when
95 the leaders of the two presbyteries have met, particularly among this staffing work
96 team. **Our shared placement in the Southwest provides** a natural way to see our
97 common mission especially in our commitment to the border and our heritage of service
98 with Native American and Hispanic peoples.

Grand Canyon Presbytery then approved the following:

MOTION: To approve MOTION 1, as just amended by Presbytery de Cristo (above).

Voting proceeded on the main motions and the following was approved:

MOTION 2: That the Presbytery of Grand Canyon adopt the Joint Presbytery Staff Plan of the Joint Presbytery Staffing Work Team Final Report (pages 11-16).

There was discussion about the personnel costs outlined in Motion 3. The following was approved:

MOTION: To reconsider the rules of consideration adopted at the beginning of this meeting in order that amendments to clarify motions may be considered.

There was concern about the dollar figures indicated for each presbytery's portion of the personnel cost, including what would happen if either presbytery could not meet its commitment. There were questions about the wording and whether the dollar figures given were to be the same for 2014, 2015, 2016 and 2017. It was clarified that these figures were based upon a percentage of total personnel cost and were meant to serve as a guideline for 2014, with the future budgeting process, as outlined in Motions 15 & 16, to determine figures for 2015, 2016 and 2017. A motion was made that would clarify that the figures were to apply only for 2014. There was a motion to call the question, which was approved. The main motion was defeated.

Voting returned to the original motion. The following was approved:

MOTION 3: To commence the Joint Presbytery Staff Plan by 2014 and commit sufficient financial resources to maintain the personnel portion at the level budgeted in the plan for four years, through the end of 2017 (\$126,100 for de Cristo, \$392,900 for Grand Canyon Presbytery).

Motions 4 and 5 were approved and then, in order to save time, Motions 6-9 were approved:

MOTION 4: That the two presbyteries form a Joint Presbytery Search Committee for the Presbytery Pastor position and the Stated Clerk/Associate position by continuing the members (10) of the Grand Canyon Presbytery Search Committee AND by the election of ten (10) persons from Presbytery de Cristo.

MOTION 5: That the Joint Presbytery Search Committee split into two teams of 10 each such that the Search Team for the Stated Clerk/Associate be made up of 5 Grand Canyon members and 5 de Cristo members, known as the Stated Clerk/Associate Search Committee, and that the Search Team for the Presbytery Pastor be made up of 5 de Cristo members and 5 Grand Canyon members, known as the Presbytery Pastor Search Committee.

MOTION 6: That each 10 team group shall elect a chairperson and both chairpersons will serve as co-chairs of the Joint Presbytery Search Committee.

MOTION 7: That the schedules for both the Stated Clerk/Associate Search Committee and the Presbytery Pastor Search Committee be parallel in preparation of activities and duties to identify and publish the positions. This includes a delay in the final election of the Stated Clerk/Associate to permit input and evaluation of candidates by the selected Presbytery Pastor following the election.

MOTION 8: That the Joint Presbytery Search Committee prepare position descriptions for the Presbytery Pastor and Stated Clerk/Associate and secure the approval of both the Ministry for Leadership of the Presbytery de Cristo and the Leadership Team of Grand Canyon Presbytery for each.

MOTION 9: That the Joint Presbytery Search Committee prepare the Presbytery Information Form, to be approved by the Ministry for Leadership of Presbytery de Cristo and the Leadership Team of Grand Canyon Presbytery.

While Presbytery de Cristo considered an amendment to Motion 10, voting proceeded on Motions 11-17. It was noted that there was an error in Motion 17, which should read “the Ministry for Leadership” rather than “the Ministry for Administration.” The following was approved:

MOTION: That the Stated Clerk is to resolve any matters of grammar and punctuation in the Joint Presbytery Staffing Plan, including the correction to Motion 17 as outlined above, without substantive changes.

Voting on the motions in the Plan continued and the following were approved:

MOTION 11: That the Ministry for Administration of Presbytery de Cristo and the Operations Committee of Grand Canyon Presbytery form a Joint Presbytery Staff Planning Team and prepare position descriptions for all remaining core staff positions in this proposal; set salaries for each of the staff positions; and secure the approval of both the Ministry for Leadership of Presbytery de Cristo and the Leadership Team of Grand Canyon Presbytery.

MOTION 12: That, upon the election and arrival of the new Presbytery Pastor and Stated Clerk/Associate, the Joint Presbytery Staff Planning Team serve as the search committee for all other staff positions proposed in this plan.

MOTION 13: That the Joint Presbytery Staff Planning Team advertise and offer first consideration to those current members of either staff wishing to serve in a position of this Joint Presbytery Staff plan.

MOTION 14: That, upon filling of all positions in this plan, the Ministry for Administration of Presbytery de Cristo and the Operations Committee of Grand Canyon Presbytery form a Joint Presbytery Personnel Committee to provide support of the Presbytery Pastor in implementing the plan, and to establish policies and procedures for the encouragement, development and oversight of the joint presbytery staff team. The Joint Presbytery Personnel Team will report to the Ministry for Administration of Presbytery de Cristo and the Operations Committee of the Grand Canyon Presbytery, as needed.

MOTION 15: That, the Ministry for Administration of Presbytery de Cristo and the Resources Committee of Grand Canyon Presbytery form a Joint Presbytery Financial Tracking Team composed of members of both of these entities, as well as officers and staff, to meet quarterly to review the income and expense statements of both presbyteries as pertains to the financial support and underwriting of the Joint Presbytery Staff Plan.

MOTION 16: That the Joint Presbytery Financial Tracking Team meet annually to evaluate the necessity of using unrestricted reserve funds or increased Per Capita from both presbyteries to fulfill the four-year implementation of this plan and bring recommendations to both presbyteries through their appropriate procedures as part of adopting an annual budget for each presbytery. The Joint Presbytery Financial Tracking Team will report to the Ministry for Administration of Presbytery de Cristo and the Operations Committee of Grand Canyon Presbytery, as needed.

MOTION 17: That in the process of executing the implementation of the Joint Presbytery Staff Plan, if proposed actions appear to conflict with the actions identified in the adopted Joint Presbytery Staff Plan, the Ministry for Leadership of Presbytery de Cristo and the Leadership Team of Grand Canyon Presbytery are authorized to resolve the apparent conflict.

Voting returned to Motion 10, which was not amended by Presbytery de Cristo. The following was approved:

MOTION 10: To adopt the following plan for office and residency: That an office for the two presbyteries will be kept in Phoenix, Arizona, until the current lease ends (April 2015); that a joint presbytery work group be assigned to consider future office matters beyond this time; and that, with the exception of the Presbytery Pastor, the members of the Core Staff Team will preferably reside within the bounds of Grand Canyon Presbytery and the Presbytery Pastor will preferably reside within the bounds of de Cristo Presbytery.

ADJOURNMENT

There being no further business, the hospitality of Valley Presbyterian Church was gratefully acknowledged. The motion was made to adjourn and the meeting was closed with a litany led by Terry Palmer and a prayer by Bob Schulz at 12:20 p.m. The next Stated Meeting of the Presbytery of Grand Canyon was scheduled for April 27, 2013, at University Presbyterian Church in Tempe.

APPROVAL OF MINUTES

The Presbytery Operations Committee, acting on its delegated authority, approved the Minutes of the Presbytery of Grand Canyon special called Meeting of March 2, 2013, at the Operations Committee meeting on April 16, 2013.

S/Tony M. Cook

Tony M. Cook, Interim Assoc. Executive/Stated Clerk

April 16, 2013

Date