

SECTION III
OMNIBUS Report

SECTION III OMNIBUS MOTION

Reports, Brochures, and Items for Information to be received

Report III A Stated Clerk Report

The Stated Clerk recommends the following:

FOR YOUR INFORMATION

1. ***The Motion to Approve the docket for this meeting is now part of the Docket. It calls for items where there is anticipated debate.***

*The **CONSENT Agenda** is for routine, non-controversial, or for which no debate is anticipated items requiring presbytery approval. Any commissioner may request that an item be removed. It will be placed on the Docket for discussion at the end of the meeting.*

*The **OMNIBUS Report** includes items being reported but require no action. Minor revisions are accepted verbally in order to be recorded in Minutes. This report is voted on without discussion. Committees determine what items are included. **If you have a question regarding any item, notify the moderator, wait to be recognized, and then state your intent.***

2. Please pray for Presbytery as you participate in the meeting – especially if/when emotions run high. This practice of intentional prayer is in keeping with the reminder in the Constitution of the Presbyterian Church (U.S.A.) that “**Presbyters are not simply to reflect the will of the people, but rather to seek together to find and represent the will of Christ**” (Book of Order, F-3.0204). As a council of the church we have “business” to conduct, but it is equally important to remember and demonstrate that we are the Body of Christ.
3. **Celebrations and concerns** of our ministers and ministries will be shared as part of the Committee on Ministry Report. If you have a prayer request to share, please call or email the Stated Clerk at least a day before the meeting. rrshaw@sfpby.org.
4. "Per Standing Rules, calculation of quorum for our Presbytery meetings is based on the number of minister members of the Presbytery at the beginning of the prior year. As of January 1, 2017, we had 275 minister members, so quorum for 2019 will be 56 presbyters, including at least 28 ministers of Word & Sacrament (10% of the roll) and at least 28 ruling elders (a # equal to the minimum number of ministers). This was the same as the quorum in 2015, 2016 & 2018."
5. Each session elects a **set number of Ruling Elders** to attend a meeting of Presbytery. The number is set by presbytery each fall as we approve the formula to redress parity between numbers of ministers of Word & Sacrament and ruling elders.
6. The following formula is used to redress any imbalance in the number of Teaching Elder and Ruling Elder commissioners to our meetings:

Active congregants	Ruling Elder commissioners
Under 100	2 Ruling Elders
101-200	3 Ruling Elders
201-500	4 Ruling Elders
501-1000	5 Ruling Elders
1001-1500	6 Ruling Elders
1501-2000	7 Ruling Elders
2001-3000	8 Ruling Elders

7. In keeping with parliamentary procedure and with our theological understanding that the Spirit works in and through our discussion, commissioners are ***commissioners for an entire meeting***, and ***must be present for discussion*** in order to cast a vote. Once registered, a ruling elder may not ‘trade’ with another person from the same congregation who wishes to be commissioner.

8. This is the general flow for ***presbytery meeting planning***:

- ✓ 4 weeks ahead – deadline for *docket requests, AV plans, display table requests, Open Space topics and space for any other meeting*. Requests should be submitted to packet@sfpby.org and include speakers and general description of items of business. The requests for docket time and other time/space at a plenary meeting are all vetted by the Presbytery Meetings Working Group.
- ✓ 3 weeks ahead – deadline for *print ready material for the packet*. Documents should be submitted electronically to packet@sfpby.org. The Stated Clerk will add report titles and page numbers and may tidy up formatting, but the bulk of the packet content is determined by committee leadership and those who submit the reports.
- ✓ A ***site visit*** may be made to the host church sometime during the week of packet production to set room assignments and coordinate all plans. All requests regarding the meeting logistics should be submitted to the presbytery office as the Stated Clerk holds overall responsibility for the meeting.
- ✓ At least 1 week ahead – A “*Call to the Meeting*” is sent by email and the *packet is posted* on the presbytery website: www.presbyteryofsf.org.

9. A ***Call to the Meeting*** serves as notice for each plenary meeting of Presbytery and is sent by email at least a **week** prior to the meeting. That same day, the docket, all reports, flyers and other materials are posted at www.presbyteryofsf.org; the packet is *not* sent by mail. If you are not receiving the email notice with the *Call to the Meeting*, please contact Jennifer (office@sfpby.org) at the Presbytery office to make sure that we have your current/correct email address.

10. Any ***correspondence regarding meetings*** of Presbytery should be sent to packet@sfpby.org. The Stated Clerk will automatically receive a copy of all emails sent to the ‘packet’ address and will share information, as appropriate, with the Presbytery Meetings Working Group. Using this ‘packet’ email address helps reduce the likelihood of notes getting lost in the mix of other emails!

11. The **2020 Presbytery Meetings Calendar** or visit [website](#) for the Planning calendar.

- Tuesday, November 10, 2020

20. **Deadlines for Future General Assembly Meetings**

225th GA (2022): June 25-July 2, 2022 (Columbus, OH)

180-day Deadline: December 27, 2021

(list of commissioners to OGA)

120-day Deadline: February 25, 2022

(overtures requesting amendment to/interpretation of Book of Order)

60-day Deadline: April 26, 2022

(overtures with financial implications)

45-day Deadline: May 11, 2022

(all other overtures/concurrences; comments)

30-day Deadline: May 26, 2022

(slate of nominations)

226th GA (2024): June 29th- July 6, 2024 (Salt Lake City, UT)

180-day Deadline: January 1, 2024

(list of commissioners to OGA)

120-day Deadline: March 1, 2024

(overtures requesting amendment to/interpretation of Book of Order)

60-day Deadline: April 30, 2024

(overtures with financial implications)

45-day Deadline: May 15, 2024

(all other overtures/concurrences; comments)

30-day Deadline: May 30, 2024

(slate of nominations)

III B COM Report

- Approved grant support for **Karen Thistlethwaite** to attend Clergy Clinic on Family Emotional Process. (Exec-COM)
- Approved for **Leonard Nielson** to moderate May 16th Session meeting of Faith PC, Oakland (EB-COM)
- Approved for **Barbara Barkley** to moderate May Session meeting of First Concord PC (EB-COM)
- Approved Terms of Call/Contract for **Jenna Myers** and Seventh Avenue PC, San Francisco effective July 1, 2020 (WB-COM)
- Approved for **Don Hammond** to serve as co-chair of West Bay COM (WB-COM)
- Approved the Ordination plan for **Gerardo Garcia Palacios** (WB-COM)
- Approved change to Terms of Call/Contract for **Sarah Reyes** and New Bridges PC, Hayward (EB-COM)
- Approved the one-year pastoral contract between Faith Community Church and **Rev. Valerie Miles Tribble**. (EB-COM)
- Approved the revised Terms of Call for **Graham Baird** and First Burlingame PC (WB-COM)
- Approved the revised Terms of Call for **Jane Doty Mackenzie** and First Burlingame PC (WB-COM)
- Approved Terms of Call and transfer of membership for **Marci Glass** at Calvary PC-SF (WB-COM)
- Approved for **Lisa Robechek** to serve as Parish Associate at Old First PC, SF (WB-COM)
- Approved membership transfer of **Arlene Gordon**, HR to Presbytery of SF (EB-COM)
- Mission Study approved for associate pastor position at Lafayette Orinda Presbyterian Church (EB-COM)
- Approved commissioning of CLP (EB-COM):
 - **Rebecca Chase** - FPC Concord - Sunday, August 30, 4:00PM
 - **DeVonn Powers** - FPC Concord - Sunday, August 30, 4:00PM
 - **Ruth Mejia** - FPC Concord - Sunday, August 30, 4:00PM
 - **Carlos Flores** - FPC Concord - Sunday, August 30, 4:00PM
 - **Bowa Tucker** - New Bridges PC - Sunday, September 6 at 2:00PM
 - **Helen Gwonfogbe** - New Bridges PC - Sunday, September 6 at 2:00PM
 - **Chizu Shimizu Buckalew** - FPC Hayward - Sunday, September 13 at 2PM
 - **Michael Kim Eubanks** - Bethel Community PC - Sunday, September 27 at 2PM
- Each year the Committee on Ministry conducts an annual review of our membership and requests updates from our minister members on work and other activities. We pray for all our minister members, especially for those who are honorably retired and for other members who send in requests.
- Approved membership of all ministers in the Presbytery of San Francisco; membership is based on the 2019-2020 Annual review submissions (Exec-COM):
- Ministers of Word and Sacrament serving congregations of this Presbytery automatically remain on the active roll.
- Ministers in validated ministry in 2019-20 remain on the active roll.
- Ministers whose status as members at large of the Presbytery for 2019-20 remain on the active roll.
- "Inactive" ministers are in the inactive roll. (NOT -to our knowledge- been in active ministry, nor are Honorably Retired, nor have been in a

If you have questions or concerns, please contact the Committee on Ministry at com@sfpby.org

**Presbytery of San Francisco
Assessment & Audit of Presbytery Structure Summary**

Subgroup: Tim Cahn, Theresa Cho, Karen Thistlethwaite
In consultation with: Dale Sollom-Brotherton
Requested by: Mission, Vision, & Leadership (MVL)

At the January 2019 MVL meeting, a task force was charged to look at the overall structure of the Presbytery of San Francisco. The Assessment and Audit proceeded in early 2019 and completed in June 2019. It was then accepted by MVL and shared at the Presbytery leadership retreat in the Fall of 2019. As it is now 2020, amidst a pandemic and social/ racial unrest—the Assessment and Audit may be viewed in a different perspective.

INTRODUCTION & RATIONALE

For the past six years or so, the Presbytery of San Francisco has been journeying through its own wilderness and has managed a lot of difficult challenges. In 2012, we took a step forward as a new Pastor to the Presbytery was hired after eight years of transitional leadership and operating without an installed executive. During this time, several churches, both big and small, left the denomination, which took a lot of attention, focus, and energy away from looking toward the future.

Currently, the landscape of our presbytery has changed. The number of racial, multi, and immigrant churches is growing and the number of small churches is increasing. A third of the 68 churches and worshiping communities are immigrant and racial ethnic churches, and an additional 3 or 4 churches are multicultural churches. A little over half of the churches have 100 or fewer members. A third of the churches have fewer than 60 members. In the past we have not dealt with issues of diversity well which contributed to mistrust and power disparity in the presbytery. This is not a pattern we wish to continue.

Our presbytery's current structure also needs to be reexamined which can be traced to an interim presbyter who dismantled some committees and consolidated others into working groups under the umbrella of MVL (previously named "Council"). As we move away from a time of "wilderness wandering" and into a new chapter in the life of our presbytery, MVL realized an internal assessment and audit would be helpful. The process involved reviewing the Standing Rules, Manual of Operations, and other committee and working group structural documents. Committee and working group chairs/members and presbytery staff were interviewed as well as teaching elders and church members that represented a cross-section of diversity in our presbytery.

The interview questions covered three main areas:

- A description of the committee, working group, staff position, or church; it's/person's sense of effectiveness; needed resources to be effective
- Power analysis: define power; who/which committee/church has power in the presbytery; who/which committee/church does not have power; self-assessment of power
- Personal/church/committee relationship to other committees/staff/churches; perceptions of what other committees/staff/churches do

SUMMARY OF FINDINGS

While our presbytery has come a long way, there are plenty of opportunities for improvement. The assessment and audit identifies the following areas:

Inconsistency of Information: committee and working group descriptions and responsibilities were found to be inconsistent with the **standing rules (SR)** and **manual of operations (MO)**. Perceptions of what committees and staff do were also inconsistent with what committees and staff were defined to do.

Problematic Communication: There is a lack of transparency in what committees/working groups do and how decisions are made, especially decisions concerning money. At the time, lack of clarity of what the Pastor to the Presbytery did, MVL, and the budget process were highlighted. Committees, working groups, and staff tend to work in silos, unaware of how the respective work connects together and with the overall mission and vision work of the presbytery.

We are Under-volunteered: Many committee and working group members commented that they do not have enough people on their committee or working group to accomplish the tasks given. The skill set of many of the volunteers on committees and working groups do not match the task of the working group. Certain committees and working groups need people with specific skills.

We are Understaffed: Many members of committees/working groups and churches mentioned that current staff either need more time or more support staff is needed. A result of this is that churches with urgent needs get attention while churches with less urgent needs or in transition do not.

We operate with a Power Disparity. The disparity is linked to the perception of where power is held and where decisions are made as well as what staff position and committee a person occupied. The understanding is that individual power within the presbytery is attained by those who are informed about how the presbytery works and knows how to work the system.

The areas/people who were listed as having the least power in the presbytery are:

- People of color and racial ethnic churches who are not well-represented in the power structure.
- Smaller churches
- Bilingual churches
- Bi/Multi-lingual members

RECOMMENDATIONS

Better Communication: Harmonize internal documents and policies; gather committee/working groups and leaders regularly; and implement a communication practice and process that is accessible, shared equitably, and represents diverse voices.

Structure: Increase the size of our staff in terms of hours and/or positions according to the needs of the presbytery and in line with where we envision the presbytery moving forward. Assess and modify the current committee and working group structure to align it to the presbytery's priorities; address low volunteerism and spreading staff too thin; and expand representation and involvement that reflects the diversity of the presbytery. Anti-racism work that includes examining the system and policies of the presbytery is needed to halt embedded patterns and habits.

Leadership: We need leadership that is proactive, able to move things forward and implement processes with clarity, transparency, and clear communication. Leadership that is proactive, willing to take risks, encourages a variety of views, not conflict averse, and able/willing to learn as well as lead the presbytery in doing anti-racism work. MVL should provide mission, vision, and leadership, and be led by a rotating chair who is not staff.

To view the Full Assessment and Audit, please click here: [REPORT](#)

Anti-racism, Inclusion and Diversity

The Presbytery of San Francisco resides within four counties: Alameda, Contra Costa, San Francisco and San Mateo. The population within these counties in 2019 was 4.45 million. It is expected to grow by another 150,000 by 2024. Diversity in these counties is such that not one racial ethnic group makes up the majority of the population. (See chart below)

	Study Area							CA
	2010		2019		2024		5 Yr Chg	2019
Racial/Ethnic Trends								
Asian (Non-Hisp)	981,039	24.03%	1,104,432	24.84%	1,143,082	25.03%	0.18%	13.33%
Black/African American (Non-Hisp)	343,274	8.41%	365,282	8.22%	376,144	8.23%	0.02%	5.72%
White (Non-Hisp)	1,656,542	40.57%	1,761,490	39.62%	1,795,057	39.30%	-0.32%	39.39%
Hispanic or Latino	899,725	22.04%	983,766	22.13%	1,010,003	22.11%	-0.02%	37.83%
Pac Is/Am Ind/Oth (Non-Hisp)	202,402	4.96%	230,837	5.19%	243,436	5.33%	0.14%	3.71%
Totals:	4,082,982	100.00%	4,445,807	100.00%	4,567,722	100.00%		100.00%

Our presbytery is very diverse. Though not as diverse as the population at large, within our 68 churches, a third of our churches are racial ethnic congregations and 3 or 4 could be considered multi-ethnic churches. Here are the numbers for our racial ethnic churches and worshipping bodies within those congregations: African-American(6). Cantonese(2), Filipino(1), Hispanic(3), Indonesian(1), Japanese(2), Korean(7), Mandarin(2), Taiwanese(3). Our presbytery also consists of 10 New Worshipping Communities. Nine of these are led by racial ethnic leaders serving mostly racial ethnic populations.

The need for racial awareness, diversity, inclusion and anti-racism work has always been needed in our presbytery. This work began with a 3-day conference in 2015 with Eric Law and the Kaleidoscope Institute with 43 multi-ethnic participants followed by further in-depth training of 7 participants. Then on December 9th, 2017, Crossroads was invited to lead a workshop on anti-racism. It was held at Primera Iglesia in Oakland. For this full day training on Saturday, there were 60 participants representing 22 churches as well as staff and retired pastors. And in the summer of 2019, an Anti-Racism workshop was held at Sojourner Truth attended by 65 participants.

After the horrors of witnessing the death of another Black man, George Floyd, by those in power, the presbytery staff collectively wrote a letter to the presbytery which was well received with encouragement to move forward with this work of anti-racism and dismantling structural racism. Soon after, with the suggestion from Rev. Kamal Hassan, the We Can't Breathe Vigil for Black Lives was held on June 21, which he graciously hosted. And through that was born the 21 day racial equity challenge and a July 26th virtual gathering to debrief that experience. In all, over 200 members of our presbytery took part in these events. This September for Presbytery Day, the meetings working group is working to bring Denise Anderson, former co-moderator of the PCUSA, and the coordinator for racial and intercultural justice, to speak and lead workshops.

Racism and especially structural racism wasn't born in a day and neither will it be dismantled in a day. It is slow deliberate work to examine ourselves, individually, as the church, and as the presbytery. We recommend these next steps for the presbytery:

1. Tentatively in October, the MVL leadership retreat will happen, including staff, MVL, and all of the chairs of committees and working groups. We recommend inviting Crossroads to this retreat where we will

begin the work of dismantling anti-racism with the current leaders of our presbytery. Crossroads will work with us on self-examination and help us chart a path to dismantle racism within our presbytery structure. Much of this work will help us examine our presbytery structure and to formulate our vision for the future.

2. Beginning in the Fall, we recommend the presbytery contract with Crossroads for the long term to help our presbytery in the work of anti-racism and to dismantle structural racism wherever it resides by doing the following:

a. Leadership/Capacity Building – work with leadership of the presbytery, Staff, MVL, chairs and other leaders. This is teamwork and capacity building in the presbytery. These words are from Crossroads: “Teams receive training to organize inside their institutions, working to shape awareness of systemic racism and identifying internal barriers to change. They then create strategies to dismantle racism on all levels, help develop a new cultural identity based on antiracist values, and redesign structures that share power in ways accountable to People of Color and other oppressed groups.”

b. Presbytery Audit – to know where we are going, we need to know where we are. The audit will be specific to our work in dismantling structural racism. It will examine our structure, the way we make decisions, who gets to sit at the table of decisions, where the power lies and how to access that power equally as well as many other factors. This will need presbytery buy-in for us to conduct this audit of the presbytery. Our preliminary work with Crossroads will hopefully pave the way to encourage our whole presbytery in this work, particularly seeking out feedback from our racial-ethnic communities.

c. Work with Racial-Ethnic Leaders and members – There is need for a safe space for racial-ethnic leaders and members of our presbytery to engage in dialogue together. Crossroads will have several gatherings for this group at the beginning of their engagement.

d. Training Events and Workshop – along all of these processes, we will work with Crossroads to create training and workshops and discussion groups to help all presbytery members engage in the work of dismantling structural racism

As we engage in the work with Crossroads, we will form a diverse team to work closely with Crossroads and keep our focus on anti-racism work for the foreseeable future.

Prayerful Submitted by InHo Kim in collaboration with Presbytery Partners, MVL, and the Stated Clerk.

III E FPOC Report

Actions to Report at the August 2020 Presbytery Meeting-

Zephyr Point CD Deposit with PILP

Motion: That the PSF make a CD deposit of \$200k, for a period of 3 years at a rate of 1.49%, with the PILP program, to be used by Zephyr Point conference center as their offsetting CD to receive a lower mortgage interest rate. MSC

Conditions: PILP and ZP must agree, in writing, as follows: this cannot in any way be collateral for the loan at ZP. PSF reserves the right to withdraw this CD if necessary, paying the resulting interest penalty to PILP, prior to the term of the CD being reached. ZP and PILP agree that PSF is in no way responsible for reissuing this CD after maturity, or pre-maturity if the need arises.

Request to resume Granting in the Regions

Motion: Upon concurrence (which was received) from the just-named small group who will evaluate our cash position, reopen the regional granting process, withdrawing investment funds as necessary to pay for the grants. In 2020, \$300k for West is anticipated and \$245k for East is anticipated. Central will likely have requests, but at present has not presented such. MSC

Reports from the Joint COM-FPOC Committee on grant aid to churches.

After the initial Covid assistance grant of \$340K to our churches and NWC's, Presbytery approved an additional \$500k for assistance to churches,) and an additional \$500k if necessary with the concurrence of MVL). Since the aid's inception, a total of approximately \$ 550k has been granted to our congregations and our NWC's for Covid aid and benevolence aid. After the initial \$5K assistance grant to each congregation, the \$2k assistance grant to each NWC, and the initial \$50k set aside for benevolence (which totaled approx. \$340k), the granting committee of the Joint COM-FPOC committee has subsequently approve approx. \$10k more in aid to 14 churches, is asking for clarifying information from another 6 churches, and is expecting applications from another 5 churches. Additionally, the granting committee has also made further benevolence grants of approximately \$15K.

III F CPM

For information only:

1. Conducted Annual Consultation with Sookja Han (Candidate), Sturge Presbyterian Church, San Mateo on July 1, 2020
2. Conducted Annual Consultation with Christopher Abreu (Candidate), Mission Bay Community Church, San Francisco on August 5, 2020