

SECTION I

Docketed Motions

REPORT I A The Mission, Vision and Leadership (MVL) request the following:

MOTION: That Presbytery Concur with MVL in the creation of three new Working Groups of MVL as follows:

“Envisioning Groups for Developing Strategic Missional Priorities for Real Church Assets”

The Presbytery of San Francisco finds itself in the somewhat unique position of having to determine the best and highest use for the buildings of several churches that are in the process of closing, or which have closed, or who are willing to turn their property over to the Presbytery—and the reality that we will also see several additional congregations closing in the next decade. The closing of church buildings represents unique challenges and opportunities that call for strategic thinking about how to use these assets for the up-building of God’s Kingdom in the Bay area.

Some may find a future as repurposed congregations with new missions; some may best honor the closing congregations by selling the assets and applying them to new and emerging mission priorities of the presbytery; some may provide homes to New Worshipping Fellowships growing into chartered congregations. Previously we have done this work on a site-by-site basis based upon existing mission needs at the time that were identified. But, we also know that some of the ideas already being informally discussed, such as housing, may require the assets of more than one site to be successful. But, that can only happen if we have a shared mission plan in place.

So, we need a group of individuals in each region who have a heart and vision for using our property help create the future of the Presbyterian Church in this geographic region. For this reason, we recommend the creation of Regional Envisioning Groups, one for each Region, with the responsibility for looking at how repurposing church properties can meet the regional mission needs in the West, Central and East Regions. In wider conversations within the regions, the envisioning team will propose missional needs and ideas to address in that Region. The Regions will then have presbytery-wide conversations leading to a proposal for adoption by presbytery.

REPORT I B The Joint FPOC-ExCOM committee overseeing Covid Aid from the Presbytery:

MOTION:

That Presbytery allocate up to an additional \$1M, above that already allocated, for new Covid grants to churches and to NWC’s. FPOC to determine the source (not from Fund 1 or 2), and the Granting Committee will continue to make church grants per present policies, and the NWC group will continue to make NWC grants per present policies.

Unsolicited grants in April totaled about \$360k. Presbytery then approved an additional \$500k for a first round of grant applications, and if needed, a subsequent round of \$500k after that. In April through Dec approved around \$800k total.

REPORT I C The Personnel (PWG) and the Partnership Model Evaluation Team

MOTION:

In concurrence with the Personnel WG, the Partnership Model Evaluation Team (PMET) recommends for the Presbytery of SF to approve that the **Transitional Partnership Leadership Model be extended for an additional year (May 2021 through May 2022)**, with essentially the same roles and division of responsibilities

Report of the Personnel Working Group to the Presbytery of San Francisco

February 9, 2021

At the 714th Meeting of the Presbytery of San Francisco August 25, 2020 the Transitional Partnership Model (TPM) was approved. The TPM was to be implemented for a minimum of twelve months (a period to end June 2021) during which the PWG would provide both staff oversight and support, as well as offer recommendations about the staffing design and policies.

Ongoing Staff Oversight and Support:

During the year begun in June 2020 the PWG has done regular three-month check-ins with our Presbytery Partners. This has been done in dyads with two PWG members working with one Presbytery Partner.

Our latest review was done at six month incorporating observations from the partners as well as the committee co-chairs and the Presbytery moderators with whom they work. This evaluation involved observations about general strengths and growth areas based upon measurable individual goals and the adopted job descriptions.

For the nine-month evaluations, the PWG will work again by dyads to incorporate observations about measurable and general goals of 3-4 churches. These are to be churches with whom the partners have worked significantly. This will be done by April 2021.

The PWG has also moved forward in establishing a greater clarity around the relationship to the Stated Clerk within this model, specifically in terms of relationship to the head of staff and evaluation.

Recommendations about the Staffing Design: Evaluating the efficacy of the TPM

At the August Meeting of the Presbytery, the PWG advanced that a body other than the PWG should evaluate the effectiveness of the Transitional Partnership Model. This action would help to avoid any perceived conflict of interest or lack of objectivity on the part of PWG. This work was to be done in advance of the conclusion of the twelve-month period ending in June 2021. The intent of this decision-making schedule was to provide adequate time to the Presbytery to make a decision about the effectiveness of the TPM and subsequent actions to be undertaken.

This work is being done by the Partnership Model Evaluation Team ("PMET"). Formed by the Mission and Vision Leadership (MVL) Committee in December 2021 the PMET will also report at the February 2021 Meeting of Presbytery.

Transitional Partnership Leadership Model Evaluation Status Report - February 9, 2021

The **Partnership Model Evaluation Team (“PMET”)** was formed by the Mission and Vision Leadership (MVL) Committee in December 2020 for the purpose of evaluating the effectiveness of the Transitional Partnership Leadership Model put in place in May 2020 for a one-year period.

The six members of this ad hoc team are:

Carmen Mason Browne (TE), Randy McGrady-Beach (TE), Nelson Mosi (RE), Claudia Perkins (RE), Karen Thistlethwaite (TE), and Lori Yamauchi (RE)

Overview

1. The PMET was tasked with evaluating the *leadership model*, not the performance of the individual partners (who are being evaluated by the Personnel Working Group “PWG”).
2. The Transitional Partnership Leadership Model appears to be working as designed in service to the Presbytery, notably during extraordinary circumstances.
3. The PMET determined that more time is needed in order to properly evaluate how well the partnership model is working and if it is the most effective long-term solution for our Presbytery.
4. We have recommended to the MVL that the Transitional Partnership Leadership Model be extended for an additional year (May 2021 through May 2022) with essentially the same roles and division of responsibilities. The Personnel Working Group will share specifics of new contracts at the May Presbytery meeting.

Further Work – Discovery and Reflection

1. In reviewing the design of the Transitional Partnership Leadership Model, the PMET realized that our Presbytery has not addressed the need for a period of discovery and examination, similar to what we ask churches to do in interim periods before calling new pastors.
 - The importance of this time for reflection was confirmed by leaders both from within and outside our Presbytery.
 - By engaging in a process of self-examination and discovery, our Presbytery will gain more clarity about our strengths, weaknesses, emerging needs, and opportunities to better understand the kind of leadership and staffing model that would best suit our work together to live out our values, mission, vision and goals.
2. Referencing the Presbytery Assessment and Audit report of June 2019 and other resources, the PMET acknowledges that there are systematic gaps that the current leadership model was not designed to address; for example, finding new ways to ensure that all voices throughout the Presbytery are engaged and heard to best serve their respective communities and ministries.

3. While the six PMET members bring a varied set of experiences and perspectives, the team cannot fully represent the many voices within our diverse Presbytery to fully assess the model within a few weeks. The evaluation process requires more time to listen and gather feedback from more constituents in our Presbytery.
4. The PMET will be researching further the scope of work needed for self-reflection and discovery with a goal to present recommendations at the May Presbytery meeting about what needs to be done and by whom during the next phase of the Transitional Partnership Leadership Model, with a timeline for the process likely to extend into 2022.
5. We realize that our Presbytery may be experiencing uncertainty common whenever leadership is in transition, but we believe that the work of discovery and examination is necessary and vital to determining the right leadership model and leaders for the long-term.

Next Steps for the Evaluation Team:

1. Identify gaps and opportunities that are not addressed in the current design of the Transitional Partnership Leadership Model with findings to be presented at the May presbytery meeting.
 - o Recommendations would be shared in April and allow for 1-2 talking circles/open spaces before the May Presbytery meeting
2. Recognize that the work of identifying and addressing gaps goes above and beyond what the current partners are being asked to do and would likely benefit from the external perspective of someone with expertise in leading organization development during times of transition.

REPORT I D

Latinos Unidos en Cristo (LUEC) / Igreja Presbiteriana Brasileira (IPB) Administrative Commission

MOTION #1: To add to the authority of the original charge of this AC, the task of explore with IPB and making a recommendation to the Presbytery, for the permanent status of IPB as a worshipping community of the Presbytery. This might include forming a formal congregation under the Book of Order, or making IPB a joint witness or yoked congregation, or some other designation. IPB is currently a mission of the Presbytery, with no specific organizational designation.

MOTION #2: That effective immediately, the LUEC/IPB AC be composed of the following people:

Rev. Beth Frykberg, First PC, Burlingame
Elder Lyn Hughes, Bethany PC, San Bruno
Elder Eliandra Lopes, IBP, San Mateo
Elder George Lynch, Bethany PC, San Bruno
Elder Angie Ortiz- Morra, LUEC, San Mateo
Elder Susanne Lea, Montclair PC
Rev. Leonard Nielson (to continue as staff liaison and resource)

BACKGROUND

The original motion approved by Presbytery in November 2018 to establish this AC:

That the Presbytery of SF appoint an AC of at least 5 members to meet with the congregations of Latinos Unidos en Cristo (LUEC) and Igreja Presbiteriana Brasileira (IPB) and with the leadership of FPOC to determine the viability of these congregations, and that the Presbytery continue their missional funding until the AC brings to Presbytery a recommendation regarding any future funding from Presbytery for these congregations.

The Current members of the AC are:

Rev. Janet Bower, Burlingame
CLP Angie Ortiz-Mora, LUEC
Elder Susanne Lea, Montclair Pres.
Eliandra Lopes, IPB
Rev. Beth Frykberg, Burlingame
Rev. Leonard Nielson (to serve as presbytery staff liaison and resource)

A second motion to establish permanent funding support for these two churches was brought forward from this AC, and approved at the August 2020 Presbytery meeting.

REPORT I E

From the St. Paul's Administrative Committee:

MOTION: With the submission of this final report on its work, and concurrent with the actions already taken by this AC and approved at previous Presbytery meetings (to turn over the property management, financial management and legal affairs of the site to the Presbytery, and to authorize the Presbytery to transfer the real property into the name of the Presbytery of San Francisco), **this AC moves to:**

- a) *Dissolve the St. Paul's Administrative Commission and return its AC authority to the Presbytery of San Francisco as of the date of this vote,*
- b) *To authorize the Presbytery of San Francisco to take over (as the successor corporation) the legal corporation of St. Paul's Presbyterian Church of San Francisco,*
- c) *To dissolve the congregation of St. Paul's Presbyterian Church of San Francisco, and*
- d) *Until such further election of officers is held by the Presbytery, the current officers of the corporation of St. Paul's Presbyterian Church of San Francisco (who are members of the St. Paul's AC) are designated and empowered to remain as officers of that corporation with the full authority to execute any documents needed to effect these transfers and actions.*

The Presbytery is grateful for the work of this Committee and its service. The AC members have been Rev. Dr. Carol Antablin Miles, Elder Vickie Lewis, Rev. Bruce Der McLeod, Rev. Joan Huff, and Elder Marcus Jung. Rev. Maggi Henderson served as the COM representative, and Rev. Leonard Nielson served as staff liaison for Presbytery and for the FPOC.

Here is the final report of the AC:



Background: The Session of St. Paul's Presbyterian Church voted to dissolve the congregation after 113 years of ministry in the outer Sunset District. The timing of the closure corresponded with the retirement of part-time Pastor Kathy Simmons (UCC). The last Lord's Day worship service was held on Sunday, October 13, 2019, and was attended by approximately 15 members and friends of the church, including Revs. Jeff Hutcheson and Carol Miles representing SFP. An Administrative Commission was approved by the Presbytery on August 28, 2019, and the members convened to begin their work on October 1, 2019.

AC Members and SFP Support:

Rev. Dr. Carol Antablin Miles (Chinese Presbyterian Church, Oakland), moderator
Elder Vickie Lewis (Ingleside Presbyterian Church, SF), clerk
Rev. Bruce Der Mcleod (Honorably Retired)
Rev. Joan Huff (Honorably Retired)
Elder Marcus Jung (Mission Bay Community Church, SF)
Rev. Leonard Nielsen – SF Presbytery Staff and FPOC support
Rev. Maggi Henderson (Old First Presbyterian Church, SF) – COM liaison

The first summary report of this AC was given to the Presbytery at the Jan 2020 Presbytery Meeting, covering AC work from Oct 2019 through Jan 2020. This present final report covers work of the AC from Jan. 2020 through Feb 2021, and formally ends the primary work of this AC.

Care of Membership: The AC worked with Session to identify active and inactive members still living in the area, as the rolls had not been updated since 2008. About 25 people were contacted personally by phone, informed of the church's closing and encouraged to seek participation in other local congregations. No further members were found subsequently.

Church Property and Finances:

The church accounting and financial records were formally turned over to the Presbytery in Jan 2020, and were accepted by the Presbytery. The property management responsibilities were formally turned over to the Presbytery in January 2020, and were accepted by the Presbytery.

The AC sorted through records and files in the church office, and boxed up the other pertinent church registers, logs etc., and turned those over to the Presbytery in August 2020, which were placed in Presbytery storage by Presbytery staff.

In Nov 2020, this AC voted to turn the real and personal property of the congregation over to the Presbytery, and directed and authorized the Presbytery to change the legal title of the property into the name of the Presbytery of San Francisco, which action was accepted and approved at the Nov. 2020 Presbytery Meeting. At that meeting, the AC also proposed that at the Feb. 2021 Presbytery meeting, the AC would move to conclude the work of this AC, and to hold a service for remembrance of this church at that Presbytery meeting.

In January 2021 this AC met for its final time, and put forth a motion for the Feb 9, 2021 Presbytery meeting, to a) dissolve the AC, b) to formally turn over all AC responsibilities to the

Presbytery, c) to turn over to the Presbytery as successor corporation all corporate power and functions and records, and d) to approve that the present officers of the Corporation of St. Paul's Presbyterian Church SF will continue to serve in that capacity, with full authority to sign all documents on behalf of the congregation and the corporation, until new officers of the corporation are elected by the Presbytery.

Respectfully submitted by the St. Paul's Presbyterian Church

REPORT I F The Committee on Ministry (COM) recommends

MOTION:

The Committee on Ministry (COM) recommends and moves that the Presbytery of San Francisco approve the *Presbytery of San Francisco Policy and Procedures for the Personal Safety and Well-Being of All*.

- [Presbytery of San Francisco Policy and Procedures for the Personal Safety and Well-Being of All](#)

REPORT I G The Committee on the Preparation of Ministry (CPM) recommends

MOTION:

The Committee on the Preparation of Ministry (CPM) recommends and moves that the Presbytery of San Francisco approve *The Presbytery of San Francisco CPM Procedural Manual (STEPS)*.

- [Introduction to CPM STEPs Manual](#)
- [The Presbytery of San Francisco CPM Procedural Manual \(STEPS\)](#)