

## **SECTION III**

# **OMNIBUS Report**

## SECTION III OMNIBUS MOTION

### Reports, Brochures, and Items for Information to be received

#### Report III A Stated Clerk Report

##### FOR YOUR INFORMATION

1. The **MOTION** to approve the **DOCKET** for this meeting is now **part of the docket**. The **approved format** for the docket **includes** items for which there is **anticipated debate**.

The **MOTION** to approve the **CONSENT Agenda** includes items requiring presbytery approval but are routine, non-controversial, or for which no debate is anticipated. **Any commissioner may remove an item from the Consent Agenda and place it on the docket for discussion at the end of the meeting.**

The **OMNIBUS Report** includes items **being reported and requires no action**.

Minor docket revisions will be given verbally. If significant modifications are needed, a new docket will be distributed or displayed at the meeting. **Non-action items and reports** may need to be included in minutes to maintain a record. It saves plenary time for discussion items and worship, education, and relationship building. This motion is voted on in one block and without discussion. Committee leadership decides what items will be presented on this motion and which will be presented for discussion.

*If you have a question regarding any item on the Consent Agenda or Omnibus Report, please proceed after the moderator has recognized you.*

2. Recap of **GA 225**: <https://ga-pcusa.org/>  
Theme: **FROM LAMENT TO HOPE**

3.  **ONE GREAT HOUR OF SHARING**  
**SPECIAL OFFERINGS**  
**HUNGER • DISASTER • DEVELOPMENT**

With gratitude for their continued and generous participation,  
we lift up **all** the congregations of the  
**Presbytery of San Francisco,**  
who have given to  
One Great Hour of Sharing for at least 20 years!

## **OUR COMMUNAL LIFE AS CHRIST'S BODY –**

1. Please pray for Presbytery as you engage in our meetings – 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, we have important business to conduct. However, it is equally important to remember and demonstrate that we are the Body of Christ.
2. ***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, please get in touch with the Stated Clerk at least a day before the meeting at [rrshaw@sfpby.org](mailto:rrshaw@sfpby.org).
3. Per **Standing Rule 1.10** (approved June 5, 2018, and amended February 2019), “a quorum for a presbytery meeting, stated or special, shall be at least 10% of the Minister of Word and Sacrament (MWS) members of Presbytery and at least an equal minimum number of Ruling Elder (RE) commissioners together representing at least ten congregations. Bylaws changed to provide for minimum number of RE commissioners together representing at least ten congregations.”

As of January 1, 2020, we had **275** minister members, so the quorum for 2021 will be **56** presbyters, which includes at least **28** MWS (10% of the roll) and at least **28** RE (a number equal to the minimum number of MWS). This quorum has remained constant since 2015.

4. In keeping with parliamentary procedure and our theological understanding that the Spirit works in and through our discussions, commissioners are ***commissioners for an entire meeting***. They ***must be present for discussion*** in order to cast their vote. Once registered, a ruling elder may not ‘trade’ with another person from the same congregation who wishes to be commissioner.
5. Please **visit our website for details** regarding the general **flow for presbytery meeting planning**.
6. The “***Call to the Meeting***” email is the official notification for each Presbytery meeting, sent by the Stated Clerk to each member **a week** before the meeting. The docket, all reports, flyers, and other materials are posted at [www.presbyteryofsf.org](http://www.presbyteryofsf.org). If you are not receiving email notices with the “*Call to the Meeting*,” please contact the Administrative Assistant to the Stated Clerk, **Angelina Garcia**, at [agarcia@sfpby.org](mailto:agarcia@sfpby.org) to correct your email address.
7. Send ***correspondence*** regarding Presbytery meetings to [packet@sfpby.org](mailto:packet@sfpby.org). The Stated Clerk and Administrative Assistant to the Stated Clerk automatically receive all emails sent to this

email address. The information is shared with the appropriate staff member, committee, or Working Group.

8. Each Session elects a **set number of ruling elders** to attend a Presbytery meeting as voting commissioners. The actual number is established by Presbytery each fall when we approve the formula to redress parity between numbers of Ministers of Word & Sacrament and ruling elders.

We use the following formula to redress any imbalance in the number of Ministers of the Word & Sacrament and Ruling Elder commissioners to our meetings:

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

### **III B MVL (Mission and Vision Leadership) Report**

Mission & Vision Leadership

Presbytery of San Francisco

Report submitted by chair Talitha Amadea Aho for August 2022 Presbytery meeting

Our bylaws state (4.2): the Presbytery Mission & Vision Leadership (MVL) Committee (G-3.0109) shall provide strategic vision and direction to help the Presbytery realize its purposes (as described in G-3.0303 and The Presbytery Mission Statement and Priorities.).

MVL, comprised of the members listed below, is seeking to answer that call while also responding to urgent situations as they occur. Our goal is to bring Matthew 25 into the heart of all we do, bringing all our energy, intelligence, imagination, and love to the work of eradicating systemic poverty, dismantling systemic racism, and building congregational vitality.

We have taken a lot of time to step up our support of Personnel, who has had more to do than could be imagined over the past two years. They brought us on a journey from a solo Executive to a Partnership model, setting up the model and commissioning an evaluation of that model, but then also had to deal with a staff death, a staff resignation, and an overdue sabbatical. Their workload has been immense, and co-chairs Monte McClain and Sarah Reyes Gibbs went above and beyond in fulfilling their roles. Sarah and Monty have regrettably resigned from the Personnel Working Group effective June 1, 2022. We thank and honor the Personnel Team for their outstanding contribution and sincerely apologize for not providing more direct support during this difficult period for our Presbytery. Going forward, your MVL Team is fully committed to a more proactive role in supporting the Personnel Working Group. Currently MVL is working with the Personnel Working Group and NOM COR in hiring the third partner for the Presbytery. This fall the Presbytery will enter into an evaluation with Holy Cow Consulting to assess the health and strength of our Presbytery. It will be a time when we can celebrate how much we

have accomplished, especially during the pandemic, and how we as a presbytery have continued to work on healing from old wounds.

At our last Presbytery meeting we voted to “Empower Mission & Vision Leadership to finalize a slate of 12-15 members for the Racism Audit Team, and charge them to begin their work with Crossroads.” We thank you for that empowerment, and report that we are not yet able to finalize this slate. We hope to do so soon; the Audit Support Team has continued to meet regularly and are making good progress. The Team is planning to have the racism audit begin in October. This work must develop at the pace of trust and understanding. This cannot be rushed. We acknowledge that we are trying to begin two self-assessment programs simultaneously, but they are very different in character and in scope.

MVL continues to engage the big questions as well - Is the presbytery doing all it should be doing? Do we dream of more? Are we overstretched in offering support for churches, for pastors and for the communities in which we live? We pray that these “big-picture” questions will also be answered by the Holy Cow assessment, and we welcome your truths, vision, opinions and ideas in this assessment.

*MVL Members by Office: Barbara Barkley (PSF Co-Moderator), Mustapha Baksh (PSF Co-Moderator), & Jim Bever (Treasurer)*

*Elected Members: Talitha Amadea Aho (MVL chair), Carol Antablin Miles, Michael Kim Eubanks, Greg Chan (personnel rep and is on partnership), Karl Shadley (nominating), Mark Smith (COM Rep), Tim Cahn (FPOC rep)*

*Staff Members: Rochelle Shaw, InHo Kim, and Marda Quon Stothers (executive partners together have one exec vote)*

### **III C COM (Committee on Ministry) Report**

#### ***These actions were taken at the May and June meetings\****

- Approved the [Mission Study Report](#) of Ygnacio Valley Presbyterian Church
- Approved the transfer of membership for [Joanna Wagner](#) (Presbyterian Church of Concord) to Long Island Presbytery.
- Approved [Larry Thorson](#) to work outside the boundaries of the Presbytery. Larry is serving as an interim pastor and lives in San Jose.
- Approved the validation of [Talitha Aho's](#) ministry as a chaplain at Children's Hospital Oakland, effective May 31, 2022.
- Approved the [Mission Study from Seventh Avenue Presbyterian Church](#).
- Approved fourth year [Interim contact between Don Hammond and the English Worshipping Community of the Presbyterian Church in Chinatown](#).
- Approved [financial support for travel](#) to Liberate: Retreat for Black Clergy and Renewal for pastor of Sojourner Truth PC.
- Approved the modified [Mission Study of Christ United PC, San Francisco](#) that includes a Tentmaking Position for Japanese-Speaking Ministries.
- Approved the [installation commission plan for the Rev. Kathryn Pyke](#) on July 17, 2022 as pastor at Broadmoor PC, Daly City.

- Approved the [installation of Rev. Szuhsing Mao](#) on July 24, 2022 at 2pm as the designated pastor at Calvary in Berkeley.

***\*Note: COM was in recess in July.***

### III D Personnel Working Group Report

The Personnel Working Group, in partnership with the Committee on Nominations and Representation, is seeking additional volunteer members to share in the work of sustaining and encouraging our Presbytery staff. As reported earlier, Rev. Monte McClain and Rev. Sarah Reyes-Gibbs, former co-chairs of the Personnel Working Group, have ended their terms. The Personnel Working Group needs to add three or four members to share the responsibilities.

Please contact one of the current members of the PWG, Lori Yamauchi ([lyamauchisf@gmail.com](mailto:lyamauchisf@gmail.com)) or Claudia Perkins ([cjpi812@gmail.com](mailto:cjpi812@gmail.com)), and/or one of the Co-Moderators of the Presbytery if you are able to bring your talents and perspectives

### III E NOM and COR (Nominating and Committee on Representation) Report

The Nominating Committee and Committee on Representation have been working together to not only help nominate and fill committees in our Presbytery but to work towards inclusivity and diversity within our Presbytery. Our Presbytery has set a bold plan to be an organization where we grow from the margins as a Matthew 25 Presbytery.

This year we have elected new people to our committees who, in the past, have not had their voices heard within our leadership structure. This exclusion was unintentional but happened at an unconscious level.

As the Committee on Representation (COR), we seek to give our community new tools to include all our members in our conversations and deliberations. We know this focus will take some time and introspection, but we believe everyone desires our Presbytery to become a more just, safe, and inclusive body. To help us in this commitment, we have begun implementing the teachings of **Eric Law's Kaleidoscope Institute—Gracious Leadership**. With Gracious Leadership, we will learn to use new tools and skills to help create safe spaces in our committees and working groups where everyone has a voice and feels included and valued.

Along with this commitment, we are asking people to help us find people to share in this work.

All the work of the Presbytery, in supporting minister members and congregational ministry, is done through committees and working groups. We together are the Presbytery; San Francisco Presbytery has a place to use your gifts!

Service on Presbytery committees will assist you and our members in these ways:

- Learn about neighboring churches and their challenges and best practices.
- Meet fellow Presbyterians, and you'll be glad to know.
- Get to know, work with, and value people with whom you may not always agree.
- Serve Christ's church beyond your own congregation.

***To suggest someone to serve on a committee or to nominate yourself, please fill out the online Nominating form [HERE](#). OR Contact [NOM@sfpby.org](mailto:NOM@sfpby.org)***

**Please check the PSF website for additional information you can use to determine more about some of our various committees:**

**MISSION AND VISION LEADERSHIP COMMITTEE (MVL)** *The Mission & Vision Leadership (MVL) provides strategic vision and direction to help the Presbytery realize its priorities and live into its purpose. We are the team that takes the “balcony” view of the landscape.*

**PRESBYTERY MEETINGS WORKING GROUP** *Designs Presbytery meetings to be effective in supporting the mission and goals of the Presbytery. Recommends meeting schedule, finds sites, establishes the docket, coordinates worship, facilitates relationship-building and educational opportunities during the meeting, and regularly reviews meeting format for effectiveness. Additionally, consults with the Regional Meetings, as needed.*

**PERSONNEL WORKING GROUP** *Provides oversight and support for Presbytery staff; recommends personnel policies, staff design, compensation, and job descriptions; conducts annual performance reviews.*

**PARTNERSHIP MEETINGS WORKING GROUP** *Encourages and facilitates partnerships among congregations that support their mission, with a Special commitment toward work in Eradicate Systemic Poverty and Peace.*

**FINANCE & PROPERTY OVERSIGHT COMMITTEE (FPOC)** *Oversees the finances and property of the Presbytery, including all church property; recommends budget, reviews leases, as well as strategizes for the best use of property sale funds to maximize our mission as a Presbytery, etc.*

**THE ANNE PENKE COMMITTEE** *Helps to recommend the granting of the Anne Penke mission fund controlled through the Synod of the Pacific. Three presbyteries benefit from this fund – the Presbytery of San Francisco, the Presbytery of the Redwoods, and the Presbytery of San Jose. These three presbyteries share equally in the amount of the fund that is disbursed each year.*

**SESSION RECORDS REVIEW COMMISSION (SRRC)** *Reviews the minutes and records of the Session of each congregation in accordance with the provisions of the Book of Order. It shall make an annual report of its findings to the Presbytery.*

### III F FPOC (Finance, Property and Oversight Committee) Report

## Proposal for Holy Currencies Incubation with the San Francisco Presbytery

May 25, 2022





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## Executive Summary

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The proposed covenant covers a one-year period beginning June 2022 and outlines steps for:

1. Training staff, consultants, and members of the San Francisco Presbytery to understand and use Holy Currencies as a frame of reference and language.
2. Piloting a process for training a group of congregations to make the transition toward a mission driven and sustainable mindset as they develop new tangible programs, initiatives, or ministries.
3. Developing plans for future congregational engagement based on the outcomes of the pilot project that will continue the missional and sustainable movement for congregations in the Presbytery.

## About the Kaleidoscope Institute

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In 2006, the Rev. Dr. Eric H. F. Law founded the Kaleidoscope Institute (KI) to continue the ministry that he started in the late 1980s. As a Christian, his focus has always been: How can he follow Christ's call to seek and serve Christ in every person and respect the dignity of every human being? What started out as a need to help himself and others around him to address race and diversity issues in faithful and constructive ways developed into many useful tools and processes to empower churches and community organizations. He published books that

became the training material and consultation resources for organizations that want to further their leadership development, organizational vitality and stewardship.

KI has put together a system of practices, models, theology, and skill sets all in one place, so that individuals and groups that want to gain a deeper understanding and stronger practice of this ministry resource may come to learn and share their experiences. The resources of KI have continued to grow and expand over the years offering consultation, intensive training institutes and local workshops that deliver comprehensive leadership programs including intercultural competency, anti-racism training, building inclusive community, new ministry incubation, stewardship, community transformation and congregational vitality.

In March of 2022, the Rev. Julie Boleyn assumed the role of Director for the Kaleidoscope Institute. Eric is now the Innovator, leading up new initiatives for KI. The Institute consists of a network of accredited Facilitators and Associates who can facilitate a wide range of programs including: creating mission driven and sustainable ministries, transitional ministries, skills for building inclusive community, gracious leadership training, visioning process, community transformation, inter-group dialogue (such as programs addressing race, gender, language, generation, sexual orientation, religion, etc.), and event design and facilitation.

## Our Approach

1. Values and Tradition. The Kaleidoscope Institute honors the values and tradition of the organizations with which we work.<sup>1</sup>
2. Gracious Environment. The Kaleidoscope Institute creates a gracious respectful environment in which all participants are invited to become a community of trust.
3. Below the Surface. Transformation (adaptive change or profound change) sometimes requires the community to look beyond the surface to reveal and name the deeper issues that need to be addressed.
4. Balance between Process and Goal. The Kaleidoscope Institute strives to strike a balance between getting the job done by helping participants to set achievable, realistic, and measurable goals, and providing processes for dialogue for understanding and trust- building.
5. Skill Training. When appropriate, the Kaleidoscope Institute provides the appropriate leadership skill training to enhance intercultural competency and sustainability so that

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<sup>1</sup> For faith communities, it means including prayers, hymns, and sacred texts and framing gatherings in the context of worship familiar to the communities. For secular organizations, we reference the values and mission of the organization and we shape our consultation and training processes honoring the established tradition of the organization.

our clients can accomplish the goals they set and continue the work beyond the scope of the proposal training/consultation.

## Previous Experience

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The Kaleidoscope Institute has engaged a similar process with more than 30 communities including:

**Life Skillz, San Bernardino, California** <https://www.fpcsb.net/education/san-bernardino-high-school> <https://ehflaw.typepad.com/blog/2015/01/life-skillz-circle.html>

As the members of First Presbyterian Church, San Bernardino walked through each of the Holy Currencies, they came to understand how they might use their gifts and resources to foster wellness in their local High School. In particular, they came to understand a deeper connection to relationship and truth, which radically changed their initial ideas. In partnership with the school and the Kaleidoscope institute, they developed a program and curriculum that still thrives.

“[The Life Skillz] curriculum gave us confidence to engage in this process and many of the elements have provided some great discussions. . . . At times I have worried about what I will say or do at a given meeting, but a turning point for me was hearing one of them say, ‘I just like talking’. Maybe all they are asking is to be seen and to be heard. . . Just like the rest of us.”

## Second Chance Emporium, La Grange, Texas

<https://stjameslagrange.org/ministries/second-chance>

During the flooding resulting from Hurricane Harvey, The Second Chance Emporium, a resale shop, lost their building and all of their merchandise. The community of St. James in La Grange engaged the Incubation process to take stock of their missions and vision, to set new goals and “ask God where we are being called in the future.”

Their new mission statement helped them better align their values with their work, while building a sense of wellbeing for all involved. Their mission is now: Second Chance provides financial and other support for area non-profits by being an economic engine that empowers the flow of resources in the community in order to improve the economic and social stability of the people of Fayette County.

## The dWELLing with St. Stephen's, Liberty, Texas

<https://thedwelling.life/>

Members of St. Stephen's in Liberty, Texas engaged the Incubation process to develop The dWELLing Wellness Center with a mission to "foster hope and dignity for all adults and children through education, empowerment, and prevention with a focus on the overall well-being of every person. Utilizing an open safe space, our professional partners and volunteers deliver proactive strategies to improve a person's mind, body, Spirit, and quality of life, build unity among the community and maximize health outcomes for unique individuals with varying needs and concerns."

"Fast forward to the dWELLing's formation. The Holy Currencies training reinforced what we already knew: leverage the relationships in your life to understand what people need and what they are equipped to provide. This is where it has gotten downright delightful to watch what's transpired!"

#### **Saturday Morning Breakfast, Three Willows United Church, Guelph, Ontario**

<https://ehflaw.typepad.com/blog/2015/05/index.html>

From Eric's blog post: Three Willow United Church started with a few gracious leaders and \$200 and grew a ministry that went beyond financial sustainability. The ministry actually increased its currency of money that supported the youth's mission trip and will yoke another ministry. More importantly, the ministry grew in currencies of relationship, truth, wellness and leadership, which will ensure the continuing multiplication of more missional and sustainable ministries in the future.

#### **Peach Street Farmer's Market, Holy Comforter, Angleton, Texas**

[\(https://www.psfmarket.org/\)](https://www.psfmarket.org/)

In 2017, the people of Holy Comforter engaged the Incubation process to create a new Farmer's Market in their town. They wanted a ministry that "creates and improves its physical and social environment to enhance health and help people support one another to achieve health and well-being." Through this process, created a full ministry and business plan that helped them to launch a vibrant and sustainable ministry that truly meets their goals.

#### **Action Plan**

##### **Program Schedule**

June 2022	6-10 Potential congregations identified, with the goal of 4-6 committing to the process
July and August 2022	Congregations formally accept
September 2022 (3 hours)	Train San Francisco Presbytery Staff

October 2022 (2 hours)	Pre-Orientation Webinar
Friday/Saturday retreat in October 2022	In-Person Orientation – Currencies of Gracious Leadership and Relationship.
November 2022 (2 hours)	Webinar #1 – Currency of Time and Place
December 2022 (2 hours)	Webinar #2 – Currency of Truth
January 2023 (2 hours)	Webinar #3 – Currency of Wellness
February 2023 (2 hours)	Webinar #4 – Currency of Money
March 2023 (2 hours)	Webinar #5 – Ministry Incubation Plan
May 2023 (4 hours)	In-person Gathering – Ministry Launch and Celebration

### Setting the stage – June through September 2022

1. A Kaleidoscope team provides a 3-hour Holy Currencies training for Presbytery staff and other appropriate leaders. This will include:
  - a. An overview of Holy Currencies
  - b. An application of Holy Currencies to the Presbytery's work
  - c. Identifying potential congregations/communities to invite to this process
  - d. Determination of need for any additional training
2. Kaleidoscope and the San Francisco Presbytery will recruit 6-10 congregations to an inquiry process, leading toward the selection of 3-6 congregations to engage the 6-month process.  
This will include:
  - a. Offering a brief Holy Currencies introduction webinar.
  - b. In conjunction with Presbytery staff, reach out to identified congregations that may benefit from this process.

### Incubation Launch & Training – Fall 2022 through Spring 2023

The Kaleidoscope team provides the following for congregation teams (4-8 people per team)

1. Pre-orientation Webinar via Zoom
2. Orientation Training at a Local Retreat Center: A team of four to eight leaders from each church will attend the Holy Currencies Incubation Orientation. The orientation will cover the currencies of gracious leadership and relationship.
3. Site Visitation: Each team will be visited in their community early in the incubation program by Kaleidoscope Associates to learn more about the church and its ministries, and to establish coaching relationships.

4. Four Webinars: Each team is required to attend four, two-hour webinars over a four-month period covering the currencies of time and place, truth, wellness, and money.
5. Congregational Ministry Development: Between webinars, each church team will complete five assignments engaging the team and congregation in a discernment process.
6. New Ministry Plan: Teams will complete the assignments and create a “business ministry plan” that strategically leverages the currencies, increases sustainability, and strengthens community connection.

### **Celebration – Late Spring/early Summer 2023**

We will gather for a one-day event for congregation teams to present their ministries and programs.

### **Evaluation – Ongoing and in Summer of 2023 and beyond**

1. We will implement an ongoing process for receiving feedback, enabling the program to pivot as needed.
2. At the end of the process, we will invite congregation teams and the San Francisco Presbytery staff into a process of full evaluation to determine program successes and challenges.
3. We will check in with congregational teams six times over the course of the following year to determine what further support may be necessary.

### **Commitment: San Francisco Presbytery**

The San Francisco Presbytery will:

1. Appoint a liaison who will communicate with the Kaleidoscope team throughout this project.
2. Work with the Kaleidoscope Institute to recruit the first 4-6 congregations to attend and participate in Orientation Training.
3. Arrange for meeting space most appropriate for each of the training events.