

SECTION I

Docketed Motions

REPORT IA

The Nominating & Committee on Representation (NOM/COR)

MOTION: *The Nominating Committee requests that the Presbytery of San Francisco approve the following nominations:*

Co-Moderator of Presbytery of San Francisco for 2022-2023

- **Rev. Dr. Grace Kaori Suzuki**, minister, Christ United PC, San Francisco

Personnel Working Group (PWG)

- **Chris Baldwin**, minister, Lafayette-Orinda, class of 2025
- **L.C. Fuller**, elder, Sojourner Truth, Richmond, class of 2025
- **David Marrs**, elder, Park Boulevard, Oakland class of 2025
- **Laurie McLachlan-Fry**, elder, First, Berkeley class of 2025
- **Andi Stewart**, elder, First, Hayward, class of 2025

Committee on Ministry, West Bay (WBCOM)

- **Janet Bowers**, minister-at-large, class of 2025
- **Renee' Rico**, minister, interim, Trinity, San Carlos, class of 2023
- **Don Hammond**, minister, Chinatown, SF, second term, class of 2025, and Co-Chair
- **Leslie Veen**, minister, Co-Chair

Mission and Vision Leadership

- **Roland Peterson**, elder, First, Berkeley, class of 2025

Partnership Working Group

- **Doug Chinn**, elder, First Berkeley, Class of 2025

Commissioned Lay Pastor (aka Commissioned Ruling Elder) Working Group

- **Calvin Sodestrom**, minister, Park Boulevard, Oakland, class of 2025

Synod Commissioner

- **Cal Chinn**, minister, honorably retired, [second term] class of 2025

Nominating/ Committee on Representation (NOM/COR)

- **Brian Cochran**, Chair, (MVL approved to waive Standing Rules for one year extension through 2023)
- **Rick Leong**, elder, First, Berkeley, Co-Chair (**Committee on Representation**)

***NOTE:** *The following Committees and Working Groups still need members to volunteer. Please contact the chair of NOM/COR if you feel led by the Spirit to share your special gifts. Thanks*

- *Committee on Ministry, East Bay*
- *Committee on Preparation for Ministry*
- *Finance and Property Oversight Committee*
- *Meetings Working Group*
- *Self-Development of People*

REPORT IB

The Finance, Property, and Oversight Committee (FPOC) recommends the following:

MOTION: To approve Delta Community Presbyterian Church, Discovery Bay loan to expand the church school and remove the temporary trailers by co-signing the Synod Presbyterian Investment and Loan Program (PILP) loan for \$2.6 Million.

Global Loan Analysis

PILP Presentation

REPORT I C

The Personnel Working Group requests approval of the following two motions:

Hiring Executive Partner for Operations and Communications

MOTION: Mission and Vision Leadership (MVL) with concurrence from the **Personnel Working Group** as received from the Selection Committee for the transitional Executive Partner for Operations and Communications, recommends that the Presbytery of San Francisco **receive and approve** the following actions:

- Approve the selection of Rev. Karen Thistlethwaite as the transitional Executive Partner for Operations and Communications, according to the process outlined by the Personnel Working Group/Selection Committee and approved by Presbytery in August 2022.
- Approve the terms of employment for Rev. Karen Thistlethwaite, as transitional Executive Partner for Operations and Communications, beginning on November 28, 2022, and ending on May 31, 2023, or as extended by the Presbytery.
- Authorize the Personnel Working Group to execute the contract for employment of Rev. Karen Thistlethwaite, per the terms of direct-hire employment with salary and benefits comparable to the other two executive partner positions.

Recruitment to Hire Stated Clerk of the Presbytery

MOTION: Mission and Vision Leadership (MVL) with concurrence from the **Personnel Working Group**, recommends that the Presbytery of San Francisco **receive and approve** the following actions:

- Accept the resignation of Rochelle Shaw from the position of Stated Clerk effective February 28, 2023, with appreciation and acknowledgment of her dedicated service.
- Approve re-election of Rochelle Shaw to serve as Stated Clerk from December 1, 2022, through February 28, 2023.
- Authorize the Personnel Working Group in consultation with other key stakeholders to prepare job description and posting announcement to initiate recruitment to replace the elected position of Stated Clerk for the Presbytery of San Francisco.
- Approve the selection process for the Stated Clerk, as outlined in the Personnel Working Group report.

- Authorize the Personnel Working Group to form the Selection Committee as described in the Selection Process document.

[Karen's Thistlethwaite Resume](#)

**Presbytery of San Francisco
Report of the Personnel Working Group
November 2022**

1. **Partner for Operations and Communications.** As authorized by Presbytery at its August 2022 meeting, the Personnel Working Group formed a Selection Committee to recruit and recommend a candidate to fill the vacant position of transitional Executive Partner for Operations and Communications for a term from November 2022 through May 31, 2023. Selection Committee members were Lori Yamauchi, Claudia Perkins, Michael Kim-Eubanks, L.C. Fuller, Jr., and Marda Quon Stothers. After reviewing resumes, interviewing candidates, and contacting references, the Selection Committee recommends hiring Rev. Karen Thistlethwaite as transitional Executive Partner for Operations and Communications effective November 28, 2022, through May 31, 2023.

An Open Space virtual gathering was held on Thursday, November 10, to introduce Rev. Karen Thistlethwaite, and learn more about her relevant experience and skills, together with her enthusiasm for serving Presbytery in this Executive Partner position. Her resume is attached as an addendum to this report.

2. **Stated Clerk of Presbytery of San Francisco.** At the August 2022 Presbytery meeting, the Personnel Working Group outlined its intention to recommend that Rochelle Shaw be re-elected as Stated Clerk for the Presbytery of San Francisco for a one-year term from December 1, 2022, through November 30, 2023. Then in October, Rochelle Shaw let us know of her decision to retire and resign from the position of Stated Clerk which she has held since 2018. Therefore, Presbytery is asked to re-elect Rochelle Shaw as Stated Clerk for a three-month term, December 1, 2022, through February 28, 2023.

As a Presbytery, we will have an opportunity to extend our thanks and appreciation to Rochelle for her dedicated work on our behalf, notably during this extraordinary time of transition to staying connected through virtual meetings.

To move ahead to recruit a new person to serve as Stated Clerk, ideally allowing time for training and transition, the Personnel Working Group seeks Presbytery approval of a Selection Process to begin as soon as possible, as follows:

**Presbytery of San Francisco
Stated Clerk -- Selection Process**

The Personnel Working Group of the Presbytery of San Francisco proposes the following process for selecting the Stated Clerk to be nominated for election by Presbytery in 2023.

- A. Form a Selection Committee to be appointed by the Personnel Working Group, to conduct its work between now and the February meeting of Presbytery. The Selection Committee may include people from the following groups:

1. InHo Kim, representing the Presbytery Executive Partners
2. Mission and Vision Leadership Committee designee
3. Personnel Working Group designee
4. Committee on Ministry (COM) designee
5. Committee on Preparation for Ministry (CPM) designee
6. Nominations/Committee on Representation designee
7. An “at-large” member from Presbytery
- B. Selection Committee to develop process and criteria for evaluating candidates to recommend finalist(s) to Mission & Vision Leadership and Personnel Working Group.
- C. Develop and lead an inclusive recruitment process to reach prospective candidates, including:
 1. Circulating the job announcement to all church and clergy members of the Presbytery
 2. Circulating the job announcement to other Presbyteries including the Presbytery of the Redwoods, Presbytery of San Jose, as well as the Synod of the Pacific
- D. Following an open recruitment period, the Selection Committee will review applications and develop a short-list of candidates to interview.
- E. Short-listed candidates will be interviewed by the Selection Committee, who will check references, and identify finalist(s) for interviews with the Presbytery Partners and others, including the outgoing Stated Clerk, as appropriate.
- F. The Selection Committee and Personnel Working Group will present the nominated candidate, together with terms of employment, to the Presbytery for election at its February 2023 meeting.

Submitted by:

Personnel Working Group

Claudia Perkins, Lori Yamauchi, and Greg Chan (MVL Liaison)

REPORT I D

The Mission and Vision Leadership (MVL) recommends that the Presbytery of San Francisco approve the following motions in conjunction with the Finance, Property, and Oversight Committee (FPOC):

MOTION #1: MVL recommends that the Presbytery of San Francisco **continue the FY 2022 budget** at the previously authorized spending levels *until the 2023 budget is approved at the February Presbytery Meeting.*

MOTION #2: Since the Office of the General Assembly increased per capita by 90 cents for the year 2023, FPOC recommends that the per capita rate **effective January 1st** be increased to **\$38.90.**

MVL REPORT PART 1 - Where we are in various processes

Mission & Vision Leadership has been working on several fronts, seeking to be faithful to the work we have before us (the deadlines and urgent matters that require our attention) at the same time as we look out farther beyond that - to the goals of Matthew 25 we hold as a

presbytery: to build congregational vitality, eradicate systemic poverty, and dismantle structural racism.

New Mission Partnership - in progress! You will hear more in the meeting about the Rev. Evangeline Pua's new ministry in Indonesia. MVL worked with her this summer to create a plan for her ministry, which is already off to a good start, and we hope that many congregations will be able to partner with her during this time.

Budget process – in short, we are behind on this process. FPOC will be recommending that the presbytery vote to continue at current funding levels until a 2023 budget is created, which should happen at the February 2023 meeting rather than (as originally expected) the November 2022 meeting. This process ought to have been driven by MVL and we apologize for the delay. We did not take enough time to go back and forth in conversation, and so now, rather than put something through hastily we want to stop and do it with care and intention.

Holy Cow process – starting soon! We will be initiating a Landscape Survey with the Holy Cow Consulting company. This is a survey meant to cast a wide net and gather feedback from all corners of the presbytery: we are hoping for high participation. We will compare this to the survey last done in 2016, when 150 people participated... hopefully we can outdo our previous selves and get 200! When it is sent out please respond; it should not take a lot of time but we hope you will answer with care, and will encourage the other presbyters from your congregations to participate as well.

Crossroads process – ready for a new phase! The Audit Support team has taken nearly a year to assemble a team to work with Crossroads Antiracism Training and Organizing. The road has not been smooth, but we have approached it with prayer and discernment and with care for inclusion and representation. The support team proposes, and MVL agrees, that it is time to move forward with the people who have volunteered. We will ask for your blessing on the audit team we have assembled.

In the midst of these processes we have sought to be faithful, by supporting Personnel in this season of transition, by having deep-dive conversations about what reparations could mean to the presbytery, by self-reflecting as a committee on our work and call, and by seeking to establish good communications between us and other committees and working groups and the presbytery as a whole.

I am grateful for the honor of serving as MVL chair, and find every meeting a blessing.

Respectfully submitted,
Talitha Amadea Aho

MVL REPORT PART 2 - Commissioning of Crossroads Team

This report provides an update on the Presbytery's progress towards starting its internal audit of structural racism. The goal of the audit is to set Presbytery on the path of becoming a fully inclusive, multicultural, and antiracist community. In order to get the audit up and running, an *audit support team* was recruited by PSF staff, Rev. InHo Kim. This team consists of: Rev.

Talitha Aho, Rev. Barbara Barkley, Elder Mustapha Baksh, Rev. Kamal Hassan, Rev. InHo Kim, Elder Linda Spencer, and Elder Lori Yamauchi. Beginning in December 2021, the audit support team set to work on identifying prospective audit candidates. For the PSF racism audit, Presbytery's consultants (Crossroads Antiracism Training and Organization) recommends 12- 15 auditors, chosen to reflect a balance of racial/ethnic participation as well as equal representation between geographic regions, between genders, and between clergy and laity.

The audit support team is pleased to report that 14 prospective auditors have agreed to serve. The roster of prospective auditors, approved by MVL, is as follows:

Rev. Talitha Amadea Aho (at-large, 2022 PSF MVL Chair)
Mustapha Baksh (Irvington, Co-Moderator of PSF)
Marjorie Campany* (Clayton Valley)
Sylvia Chatagnier (Ygnacio Valley)
Angelina Garcia (Be Well)
Lisa Justice (Clayton Valley)
Linda Lee (Pres. Church in Chinatown)
Rick Leong (First Pres. of Berkeley)
Rev. Matt Prinz (First Pres. of Oakland)
Rev. Evangeline Pua (GKI)
Rochelle Shaw (Sojourner Truth, Stated Clerk of PSF)
Marda Quon Stothers (College Ave, PSF Partner of Mission and Church Assets)
Rev. Steve Wilde (First Pres. of Livermore)
Rev. Daeseop Yi (SFTS)
*Alternate

The audit support team is grateful for the prospective auditors willingness to volunteer significant time and energy for this challenging work. The team welcomes your prayers and encouragement to the auditors as they begin their work. The team recommends that this roster of auditors be Commissioned by Presbytery at the November meeting.