

THE 725th MEETING OF THE PRESBYTERY OF SAN FRANCISCO
ONLINE Presbytery Meeting
Tuesday, May 9, 2023

The **Mission** of
the **Presbytery of San Francisco** is
to **Celebrate, Nurture and Serve**
our communities
by our life together in **Christ**.

(Approved 01-28-2014)

REGISTER at https://us06web.zoom.us/meeting/register/tZlsc-GrrDljHdKED_QSHiSov-MwxQPLTRi
so you can vote & join in the discussion

*Please read **ALL** the meeting documents and meeting instruction **In Advance** at*
<https://www.presbyteryofsf.org/current-presbytery-meeting-packet/>

(Understanding Presbytery Packet)




- The **DOCKET** is for items that require action and discussion.
- The **CONSENT AGENDA** is for action items we do not anticipate require discussion.
- The **OMNIBUS REPORT** is for non-actionable items and information.

DOCKET



6:00 PM

PRESBYTERY PLENARY MEETING CONVENES



Co-Moderator

-  Land acknowledgment
-  Protocol for online participation
-  Orientation to language interpretation technology

CALL TO ORDER

-  Welcome to all presbyters, guests, and first-time Commissioners
-  Introductions

DEVOTIONAL –

-  **COURAGEOUS AGREEMENTS LITANY**
Created by T-CARE the Truth-Commission Assessing Race Equity
(Previously known as the Anti-Racism Commission)
-  **Communion together**

Elder Rick Leong
Elder Linda Lee

MOTION: To Approve the **DOCKET**

Elder Rochelle Shaw

MOTION: To Approve the [FEBRUARY 2023 meeting minutes](#)

MOTION: To Approve the **CONSENT Agenda** ([Report II](#)) Any Commissioner can remove any item from the CONSENT Agenda and place it at the end of the meeting when New Business is discussed. *Use the “Raise Hand” feature and wait to be recognized by the co-moderator before responding. While raising hand, you may type your request into the CHAT box for the moderator’s notice; but raising your hand is required for recognition.*

MOTION: To Accept the **OMNIBUS Report** ([Report III](#))
To receive all reports for recording in the Minutes

ANNOUNCEMENTS & REPORTS

6:30 Stated Clerk’s Announcements

Elder Rochelle Shaw

Report from **Executive Partners**

Rev. InHo Kim
Rev. Karen Thistlethwaite
Elder Marda Quon Stothers

6:50 Report from **Committee on Ministry (COM)**

- ✚ Welcome new members to our presbytery
- ✚ **Bill McGuiness, Candace Provey, Don Strongman, & Hallie Hottle**
- ✚ Celebrate the retirement of **Janet Bower, Chris Gellini, Teresa Saucedo, & Anne Swanson**
- ✚ Prayers for our ministers and churches

Rev. Don Hammond
Rev. Leslie Veen
Elder Kamroon Baksh
Rev. Enicia Montalvo

The Committee on Ministry (COM) recommends: ([Report IA](#))

MOTION #1: Trials of Ordination for **Ana Espinosa** in her call as **Chaplain of Stanford Hospital** effective **June 1, 2022.**

See the following:

- [Biography](#)
- [Statement of Faith](#)

7:20 Report from the **Nominating & Committee on Representation (NOM/COR)** **Rev. Brian Cochran**
Any additional names for Nominations can be made from the floor ([Report IB](#))

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

Treasurer of Presbytery of San Francisco

- Cindy Cake

Finance, Property, and Oversight Committee (FPOC)

- Theresa Cho, MWS, St. John’s, SF, Class of 2025

- **Tim Cahn**, Elder, Seventh Avenue, SF, second term, class of 2025
- **Mustapha Baksh**, Elder, Irvington, Fremont, second term, class of 2025

Mission Vision Leadership (MVL)

- **Cal Chinn**, HR, Class of 2025. Request to suspend Standing Rules related to clergy/elder balance.
- **Greg Chan**, MWS At-large, second term, class of 2025

NOM/COR

- **Deb McGuire**, MWS, Bethany, San Bruno, second term, class of 2025

SEVENTH INNING STRETCH SHARE PRAYERS in Chat Box

7:30 Report from the **Anne Penke Fund**

Rev. Bob Kraut
Rev. Deb McGuire

60 Second Celebrations

Co-Moderator

7:45 Mission, Vision and Leadership (MVL) concurs **Personnel Working Group** Report

Report from **PERSONNEL WORKING GROUP** ([Report IC](#))

Elder Lori Yamauchi
Claudia Perkins

*Recommendation to Renew Employment Agreements for Transitional Executive Partners
Personnel WG and MVL present the following motion for Presbytery approval:*

MOTION #1

To approve the renewal of the employment agreements for the three Transitional Executive Partners for a one-year period from June 1, 2023, through May 31, 2024.

Recommended Changes to Employment Agreements for Transitional Executive Partners

Personnel WG reviewed the employment agreement templates as revised collaboratively by the Transitional Executive Partners, concurring with editorial changes made for consistency and format. The Partners requested four material changes to the terms set forth in their current employment agreements:

- Include “*at-will*” employment clause to clarify that Employer or Employee may terminate employment at any time with or without cause with 30-day notice (as stated in other staff agreements)
- Add 5 additional days to annual vacation accrual, for 20 days’ total vacation days (consistent with compensation guidelines for pastors)
- Cost-of-Living Adjustment (COLA) increases, when applicable, may be made at the start of a calendar/budget year, i.e., during the contract period

- Increase benefits allowance from current 16.5% incrementally by 5% per year beginning 1/1/2024 with a goal to align with BOP benefits factor (currently 39%) over time.

MOTION #2

To approve the revisions to employment agreements for Transitional Executive Partners including changes to set forth “at-will” employment terms, 20 days annual vacation accrual, applying COLA adjustments within the contract period, and increasing the benefits allowance to align with BOP benefits percentage effective January 1, 2024.

8:00 Report from Finance, Property, and Oversight Committee (FPOC) ([Report ID](#))

Elder Tim Cahn
Elder Marda Quon Stothers

Report from **Love Never Fails** (Central Region grant recipient)

Elder Phyllis Givens, CLP

Farewells from Staff

New Business and items pulled from **CONSENT Agenda**

Co-Moderator

8:30 Closing Prayers and Adjournment

NEXT SCHEDULED MEETING (Online)

August 8, 2023

We are the Body of Christ

We are God's people gathered to do God's work, and in prayer we seek to know the mind of Christ. Our time together is much more than a 'business' meeting; it is time for fellowship, worship, education and reflection - and, yes, some decision-making, too.

The docket for our gathering is constructed so that worship is at the center of our time together to highlight that Christ is at our center. We also begin and end every presbytery meeting with prayer. Additionally, at the meeting, we often introduce a spiritual discipline such as a chant or repeating song or a litany to help us be mindful that we gather as Christ's body, not primarily as a legislative body.

With these outward actions, we are invited to seek Christ's inward leading as we speak and listen to each other and to the Holy Spirit moving among us.

- The Officers and Staff of the Presbytery of San Francisco

At our next meeting we will.....
Celebration of Ministries



Docket, table and space requests are due by **noon on Tuesday, July 18th**
"Print Ready" packet materials are due by **noon on Tuesday, July 25th**

Please send ALL requests and information (in WORD)
to packet@sfpby.org.

The packet will be posted by **8 pm on Monday, July 31, 2023**