

DOCKETED MOTIONS

Report I A

Committee on Preparation for Ministry Motion

The Committee on the Preparation for Ministry (CPM) recommends:

That Mary (“Katie”) K. Kilby of Montclair Presbyterian Church Oakland to be enrolled as a Candidate for the Ministry of Word and Sacrament, effective February 19, 2025 (See Motive for Seeking Ministry, Experience of Faith, Previous/Current Work in the Church- [MEW](#))

Report I B

Committee on Ministry Motion 1

The Committee on Ministry recommends the Presbytery of San Francisco **Erina Kim-Eubanks** is ordained and installed as the full-time co-pastor at Bethel Presbyterian Church, San Leandro effective June 1, 2025.

- [Erina Kim-Eubanks Bio](#)
- [Statement of Faith](#)

Report I B

Committee on Ministry Motion 2

The Committee on Ministry recommends the Presbytery of San Francisco approves to grant **Rev. Riana Shaw-Robinson** and **Rev. Beth Carroll** exemption on all the examination required of candidates for ordination by a two-thirds vote of the presbytery.

- [Rev. Riana Shaw Robinson Bio](#)
- [Rev. Riana Shaw Robinson Statement of Faith](#)

- [Rev. Beth Carroll Bio](#)
- [Rev. Beth Carroll Statement of Faith](#)

Report I B

Committee on Ministry Motion 3

The Committee on Ministry recommends the Presbytery of San Francisco receives **Rev. Riana Shaw-Robinson** and **Rev. Beth Carroll** transfer from the Reformed Church of America into the Presbytery of San Francisco/PC(USA).

Report I B

Committee on Ministry Motion 4

The Committee on Ministry recommends the Presbytery of San Francisco receives **Rev. David Ricketts** transfer from the Evangelical Presbyterian Church into the Presbytery of San Francisco/PC(USA).

[Rev. David Ricketts Statement of Faith](#)

Report I C

Nominating Committee Motion

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

Co-Moderator

Lori Yamauchi, RE, Old First SF, Class of 2028

Permanent Judicial Commission

Rev. Riana Shaw-Robinson, Miriam's Song -New Worshipping Community, Class of 2028 (Riana pending transfer into PSF from the RCA through COM)

Personnel Working Group

Claudia Perkins, RE, First Pres Alameda, Class of 2028

New Worshipping Communities Working Group

Rev. Emily McGinley, City Church SF, Class of 2028

Rev. Evangeline Pua, MAL, Class of 2028

Committee on Ministry

Rochelle Noone, RE, Sojourner Truth, Class of 2028

Education Working Group

Rev. Doug Schoonover, Discovery Bay, Class of 2028 (2nd term)

Rev. Evangeline Pua, MAL, Class of 2028

***Any additional names for Nominations can be made from the floor**

Report I D

Mission and Vision Leadership Motion 1

Mission and Vision Leadership recommends the Presbytery of San Francisco adopts the following policies:

San Francisco Presbytery

Harassment Prevention Policy

The Presbytery of San Francisco is committed to providing an environment free of unlawful discrimination, harassment, abusive conduct and disrespectful behavior. The Presbytery of San Francisco prohibits such conduct, which includes discrimination and/or harassment based on sex, (including pregnancy, childbirth, breastfeeding or related medical conditions), race, religion (including religious dress and grooming practices), color, gender (including gender identity, gender expression and sexual orientation), genetic information, national origin or ancestry,

ethnicity, physical or mental disability, medical condition, genetic information, marital status, registered domestic partner status, parental status, age, veteran status, political affiliation or any other basis protected by Federal, State or local ordinance or regulation. All such conduct violates our policy.

Specifically, San Francisco Presbytery will not refuse to hire, employ or select for training programs, bar or discharge from employment or training programs or discriminate in compensation or terms, conditions and privileges of employment based on any legally protected status, nor will we discriminate in interviewing or recruiting.

Our anti-harassment policy applies to all persons, whether staff or volunteers, who work or participate in activities of San Francisco Presbytery. The policy prohibits discrimination, harassment and abusive or disrespectful conduct by any employee, volunteer or participant in San Francisco Presbytery including vendors, independent contractors, visitors, and any other persons. Our policy also prohibits discrimination, harassment and abusive or disrespectful conduct based on the perception that anyone has any of the characteristics noted above or is associated with a person who has or is perceived as having any of these characteristics.

Prohibited harassment and abusive or disrespectful conduct include, but are not limited to, the following behaviors:

- Verbal conduct such as epithets, derogatory jokes or comments, slurs or unwanted sexual advances, invitations, or comments;
- Visual displays such as derogatory and/or sexually-oriented posters, photography, cartoons, drawings, or gestures;
- Physical conduct including assault, unwanted touching, intentionally blocking normal movement, or interfering with work because of sex, race, or any other protected basis;
- Threats and demands to submit to sexual requests as a condition of continued employment, or to avoid some other loss, and offers of employment benefits in return for sexual favors;
- Retaliation for reporting or threatening to report harassment; and
- Communication via electronic media of any type that includes any conduct that is prohibited by State and/or Federal law, or by policy.

Anyone who believes they have been the subject of discrimination, harassment or other prohibited conduct is encouraged to bring the complaint as soon as possible after an incident. Complaints may be made to the San Francisco Presbytery Personnel Committee, the Presbytery Executives and/or the stated clerk of San Francisco Presbytery. Alternately, complaints may be made to the Stated Clerk or the Executives of the Synod of the Pacific. Complainants will be asked to provide details of the incident or incidents, names of individuals involved, and names of any witnesses. It is best to communicate a complaint in writing, if possible, but this is not mandatory.

The Presbytery of San Francisco and/or the Synod of the Pacific will immediately undertake a timely, thorough, and objective investigation of the allegations, which will be kept confidential to the extent possible to conduct an effective investigation. We will track the progress of the investigation to ensure appropriate due process, and a timely, reasonable conclusion based on the evidence collected. There will be no retaliation permitted against any person for cooperating in or being part of an investigation.

If it is determined that discrimination, harassment or other prohibited conduct has occurred, effective remedial action will be taken in accordance with the circumstances involved. Any employee determined to be responsible for harassment or other prohibited conduct will be subject to appropriate disciplinary action up to, and including, termination. A representative of the Presbytery of San Francisco and/or the Synod of the Pacific will advise all parties concerned of the results of the investigation to the extent permitted by privacy limitations.

San Francisco Presbytery will not retaliate against anyone for filing a complaint and will not tolerate or permit retaliation by employees or volunteers of the presbytery. It is unlawful for the Presbytery of San Francisco to demote, suspend, reduce, fail to hire or consider for hire, fail to give equal consideration in making employment decisions, fail to treat impartially in the context of any recommendations for subsequent employment which the church may make, adversely affect working conditions or otherwise deny any employment benefit to an individual because that individual has opposed practices prohibited by the California Fair Employment and Housing Act or has filed a complaint, testified, assisted or participated in any manner in an investigation, proceeding, or hearing conducted by the federal Equal Employment Opportunity Commission or the California Department of Fair Employment and Housing. If you believe that you have been retaliated against, you should submit a written complaint to one or more of the parties listed above as soon as possible after the incident.

The Presbytery of San Francisco encourages all employees to report immediately as described above any incidents of discrimination, harassment or other prohibited conduct forbidden by this policy so that complaints can be quickly and fairly resolved. The federal Equal Employment Opportunity Commission (www.eeoc.gov) and the California Department of Fair Employment and Housing (www.dfeh.ca.gov) investigate and prosecute complaints of prohibited discrimination and harassment in employment and to whom persons may report complaints directly, if they feel the complaint has not been addressed satisfactorily, or believe they have experienced retaliation.

[Report I D](#)

[Mission and Vision Leadership Motion 1 \(Continued\)](#)

**San Francisco Presbytery
Antiracism Policy**

Micah 6:8 – What does the Lord require of you, but to do justice, to love kindness, and to walk humbly with God.

Facing Racism: A Vision of the Intercultural Community, the Presbytery of San Francisco antiracism policy, affirms that “racism is the opposite of what God intends for humanity. ... [it] is a lie about our fellow human beings, for it says that some are less than others.” Racism is a system of racial prejudice exerted by those in power — institutionally and individually, consciously and unconsciously — that is deeply ingrained in the history of the United States. It benefits in particular white people in the dominant culture while disadvantaging and oppressing people of color.

We as a presbytery are part of an institution founded and historically run by white people. We must come to terms with those numbers and their implications for the work we do, and the audiences we reach. We are undeniably implicated in the entrenched legacies of systemic racism and white supremacy that continue to shape the United States and our Presbytery.

The church is mandated in facing racism to embrace antiracism as a major part of our corporate identity. To this end, we state unequivocally that racism and all forms of discrimination and marginalization are sins against humanity and God, inconsistent with our Christian and corporate values and unacceptable within our agencies and entities. We understand that our presbytery must unlearn and undo existing racist values and structures that persist despite our expressed values and intentions if we are to create an antiracist church where all persons are treated with respect, all gifts are valued and encouraged, and diversity is a gift to be valued.

We recognize the strides we have made, even as we acknowledge there is more work to do. As we strive to be an antiracist presbytery, we commit but are not limited to the following:

- Repenting of the role we collectively and individually have played and continue to play in creating and maintaining white supremacy and systemic racism.
- Providing antiracism and cultural humility training for employees and volunteers as directed by the church wide antiracism policy.
- Developing and implementing practices and strategies to disrupt and dismantle systemic racism and oppression in the presbytery, church and the world.
- Striving for racial equity in recruitment, hiring, and retention of employees.
- Expanding our use of diverse suppliers as directed by General Assembly actions.
- Managing presbytery investments in ways that increase our witness to racial justice and equity among our congregations and communities.
- Taking steps of reparation and restorative action in response to disparities of wealth created and sustained by white supremacy to be consistent with the T-CARE final report recommendations.
- Working in partnership with congregations and communities in their antiracism ministry-efforts.

- Acting courageously and creatively against police brutality, voter suppression, educational and healthcare inequity, and other acts and practices of systemic racism on federal, state, county and local levels; and
- putting into practice General Assembly directives to build an intercultural church where justice and equity prevail.

We acknowledge that this work will not be easy. But, as our church wide antiracism policy affirms: “Because of our biblical understanding of who God is and what God intends for humanity, the PC(USA) must stand against, speak against, and work against racism. Antiracist effort is not optional for Christians. It is an essential aspect of Christian discipleship, without which we fail to proclaim the Good News of Jesus Christ.”

While this statement is our collective commitment to equity and inclusion, each church and congregation will implement these commitments according to their respective cultural contexts.

Report I D

Mission and Vision Leadership Motion 2

Mission and Vision Leadership recommends the Presbytery of San Francisco affirm the following:

San Francisco Presbytery Sanctuary an act of faith

Leviticus 19:33-34 *“When a foreigner resides among you in your land, do not mistreat them. 34 The foreigner residing among you must be treated as your native-born. Love them as yourself, for you were foreigners in Egypt. I am the Lord your God.”* The Presbytery of San Francisco commits, as an act of faith, to be a Sanctuary for the most vulnerable families and individuals living in our congregations and communities.

(The 222nd General Assembly (2016)) Throughout the biblical narrative, God calls us to welcome the stranger. In Exodus 22:21, God declared that the people do not oppress immigrants because they themselves were once strangers in a strange land. After the Judeans returned from exile, they expelled foreign wives and children (Ezra 10:10–11), contrary to God’s call through the prophet Isaiah to welcome all people to God’s house (Isa. 56:7). After Jesus was born, his family fled to Egypt because King Herod was persecuting young Israelite children (Mt. 2:13–14). During Jesus’ ministry, he welcomed and healed people who were estranged from Jewish society, such as the Samaritan woman, a Roman centurion, lepers, and paralytics. Jesus declares that loving our neighbor follows loving God with our whole selves (Mk. 12:30–31). He then calls us in his parable of the sheep and the goats to welcome the stranger just as we would welcome him (Mt. 25:36). Sanctuary, **providing immigrants shelter from deportation**, is an act of faith founded upon the call of the biblical witness.

The San Francisco Presbytery recognizes that **offering sanctuary is one way in which Presbyterians and Christians in general are living out the Gospel** call to love our neighbor and welcome the stranger, including but not limited to:

- Supporting and protecting our immigrant congregations physical, emotional and spiritually.
- Creating special funding for legal assistance if needed.
- Providing legal assistance and written resources as needed.
- Advocating to end family detention.
- Creating visitation programs for detained immigrants.
- Advocating and organizing to stop the criminalization of immigrants and
- Ending the collaboration of local police with Immigration and Customs Enforcement.
- Supporting and engaging with **immigrant-led congregations and organizations**.
- and advocating and organizing for humanitarian, just immigration policies on the **local, state, and federal levels**.

What can we do now?

1. Find ways to support immigrant congregations in our presbytery by accompanying them in person (visiting their worship services, leadership meetings, activities, etc.)
2. Encourage our pastors and other leaders to attend the public events that are being organized to support immigrant communities (demonstrations, press conferences, other).
3. Elaborate and present/submit a proposal to declare our San Francisco Presbytery as **sanctuary** (MVL-Presbytery, May meeting)
4. Organize meetings to invite churches, families, individuals who want to put sanctuary into practice.

Report I D

Mission and Vision Leadership Motion 3a

Mission and Vision Leadership with concurrence from the Personnel Working Group recommends the Presbytery of San Francisco adopt the PSF 2025 Employee Handbook.

[PSF Employee Handbook](#)

Report I D

Mission and Vision Leadership Motion 3b

Mission and Vision Leadership recommends the Presbytery of San Francisco give the Personnel Working Group the authority in consultation with legal counsel to make any further revisions and modification to the employee handbook as needed in order to comply with changes in the law or best practices.

Report I D

Mission and Vision Leadership Motion 4

The Presbytery of San Francisco's Response to Immigration Crackdowns

What

In its ongoing response to the crisis caused by the current administration's reactionary, draconian, and unconstitutional immigration policies impacting immigrants, refugees, and asylum-seekers, we, the Presbytery of San Francisco are prepared to respond in three ways:

- By providing direct legal assistance for PSF congregation members and their immediate family members who may be facing deportation; who are arrested or are being held in detention centers.
- By supporting families affected by the administration's immigration policies with financial, material, spiritual assistance; and day-to-day needs.
- By working to constantly educate congregations within our presbytery about the legal, financial and spiritual resources available to congregations and their members during this season of ongoing uncertainty and fear.

To that end,

- The Presbytery of San Francisco will make \$250,000 available to help address the needs of those in our Presbytery community who are impacted by the ongoing crackdown on immigrants in the United States. This fund can be used to help pay for legal costs and/or to support the financial needs of those families of those who have been detained or deported by the United States.
- The presbytery also will partner with organizations within our four counties and with congregations that may be able to provide legal, financial, or material support to those affected by the enforcement of the United States' immigration policies.
- The Presbytery will develop a strategy to educate its membership so that Presbyterians living within our Presbytery will have a good working knowledge of immigration policies, and of resources (including our own) that can be accessed by those in need of assistance.
- The Presbytery will refer this work to the Partnership Working Group so they can begin immediately upon an affirmative vote by this body. They will collaborate with Presbytery staff to offer opportunities to learn about issues surrounding the ongoing immigration enforcements, to become familiar with available resources, to facilitate the Presbytery's ability to provide legal, financial, and material assistance, and to lead in the Presbytery's educational efforts.

How

Those seeking assistance

- Those seeking help will speak with their pastor or session, which will screen the applicant, detail the level of support that is needed, and make the request

to the Presbytery's Partnership Working Group.

- The request from the church will then go to the Partnership Working Group that will work with the applicant and the church to find (and, when necessary pay for) the needed legal, financial, or material assistance. This Group will manage the fund, determine the need, and disburse funds as needed. A complete report on funding will be available at the monthly FPOC meeting and activities (minus identifying details to protect confidentiality) shared with MVL at their monthly meetings.
- The church and its session will continue to provide additional spiritual and material support as needed until the case is fully resolved. The church may then follow up by helping the individuals and families to survive, recover and rebuild their lives.

It its work of education, the Presbytery will:

- Orient congregations of the presbytery to the assistance the Presbytery can provide including:
 - Training on how to respond if one is stopped or has ICE come to their door.
 - Host three regional forums hosted by the East Bay, West Bay, and Central Bay Regions which will feature information-sharing and offer tiers of possible engagement to those communities who would like to support our members and neighbors
 - Presenters will lay out possible engagement and support strategies including:
 - Help congregations and families create safety plans
 - Providing resources such as signage and red cards, and guides for congregational responses

Why

- The current administration has implemented sweeping immigration policies, including what is currently touted as the largest mass detention and deportation program in U.S. history. These policies are targeting immigrant families and communities, increasing enforcement measures, and weakening protections for noncitizens—including those with legal status and protected status (such as DACA recipients)—and citizens alike. The administration has ended Temporary Protected Status (TPS) programs that seek to deport and criminalize people from targeted countries who had legal status until it was effectively repossessed.
- Immigrants are facing many significant challenges including: restrictive asylum policies thus making it much more difficult for refugees to seek protection. Even those who were in the US for years awaiting asylum are being singled out for deportation. Frightening effects that discourage the immigrants' participation in public life because of the fear of enforcement.

- Houses of worship and schools are also being targeted to find those who may be living here without documentation.
- Increased deportations are targeting immigrants irrespective of their current status in the country and final removal orders.
- Many in our Presbytery who come from immigrant backgrounds are experiencing a very high level of fear. Some are now even afraid to come to worship. Some may or are facing deportation.
- The Bible is unequivocal in its support for the wellbeing of immigrants over and against the irrational fears of non-immigrants;
- The Bible witness invites us to love our neighbors without regard for immigration status;
- Our confessions tell us our chief end is to glorify God and enjoy God forever, something we cannot do if we are unresponsive to the needs of God's children, who are our immigrant neighbors;
- The Christian Church in general—and the Presbyterian Church in particular—has been unfaithful in past moments that demanded our fidelity to the Kingdom of God rather than the human polities that demanded jingoistic fealty. This season of unjust immigration policy provides us with the opportunity, finally, to be faithful. We must not fail again.

Submitted by Mustapha Baksh, Ben Daniel, Pablo Morataya, and Laura Cheifetz

Report I D

Mission and Vision Leadership Motion 5

Resolved: The Presbytery of San Francisco ratifies the vote of Mission and Vision Leadership Committee and the recommendation of the Transitional Associate Presbyter Search Committee:

- To affirm Rev. Sungwoo Sam Kim as the Transitional Associate Presbyter, according to the process outlined by the Leadership Model Task Force and approved by Presbytery in November 2023.
- To authorize the corporate officers to execute the contract for employment of Rev. Sungwoo Sam Kim, in consultation with the Personnel Working Group and general legal counsel for the Presbytery per the terms of direct-hire employment.
- The Presbytery of San Francisco moves to dissolve the Transitional Associate Presbyter Search Committee effective upon the signing of the agreement with Rev. Sungwoo Sam Kim with gratitude and thanks!

Sungwoo Sam Kim Application with Statement of Faith

Report I E

Palestine Justice Network Bay Area of the PC(USA) Motion

RESOLVED that, as the Presbytery of San Francisco, we: 1. Listen to Dr. King’s prophetic witness that “there comes a time when silence is betrayal,” realizing that we cannot remain silent to the wanton killing that has taken place in Gaza and the Middle East.

[\(Resolution on the Israel/Palestinian Hostility: Our Kairos Moment\)](#)

[Report I F](#)

[Bills & Overtures Committee Motion](#)

The Bills & Overtures Committee recommends that the Presbytery of San Francisco approve by Consent Docket Proposed Amendments **24-A, 24-B, 24-C, 24-D, 24-E, 24-F, 24-G, 24-H, 24-I, 24-J, 24-K, 24-L, 24-M** are all motioned in the affirmative. ANY MEMBER OF THE PRESBYTERY MAY PULL ANY PROPOSED AMENDMENT FROM THE CONSENT DOCKET AND IT WILL BE PLACED ON THE REGULAR DOCKET OF THE MAY MEETING OF THE PRESBYTERY FOR DISCUSSION AND VOTE. (Any member may ask a question for clarification for any item without pulling it from the docket.)

[\(Proposed Amendment Summary\)](#)

[\(Proposed Amendments of the Constitution and Episcopal-Presbyterian Agreement on Local Sharing of Ministries\)](#)