

The 736th MEETING OF THE PRESBYTERY OF SAN FRANCISCO
 IN-PERSON PRESBYTERY MEETING
 SATURDAY, NOVEMBER 15, 2025
 HOSTED BY
 Alameda Korean Presbyterian Church & First Presbyterian Church Alameda
 2001 Santa Clara Ave.
 Alameda, CA 94501

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

REGISTER at:

<https://presbyteryofsf.churchcenter.com/registrations/events/3206848>

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 **DOCKETED MOTIONS** is for all **MOTIONS** presented to vote on during the meeting.
- The **CONSENT AGENDA** is for action items we do not anticipate require discussion.
- The **OMNIBUS REPORT** is for non-actionable items and information.

The following is a New Business Policy adopted by Mission Vision and Leadership.

*The Stated Clerk must receive all miscellaneous new business, in writing, no later than seven (7) days before the meeting. If new business is proposed, the Co-Moderators, in consultation with the Stated Clerk, determines whether the new business is appropriate for the meeting or if the business needs to be referred to committee. **What constitutes new business:** New business can include matters that are appropriate for action or concern by the assembly, motions to act on issues or statements that cannot be delayed until the next meeting, or actions to highlight a celebration or a concern. New business introduced for a presbytery meeting deemed best handled by the normal committee structure shall be referred back to the appropriate commission/committee, working group or task force for discussion and recommendation by the commission/committee, working group or task force for the next stated meeting of the Presbytery.*

DOCKET

9:30 AM	REGISTRATION & REFRESHMENTS	Fellowship Hall
10:30 AM	OPEN SPACES FLYER <i>Standing Rules Working Group @ 10:30am</i> <i>Finance and Property Oversight Committee @ 11am</i> <i>Central Region Team @ 11am</i>	LIBRARY LIBRARY PASTOR'S OFFICE
11:30 AM	GREETINGS FROM THE HOST CHURCH	Rev. Jinwook Yang & Rev. Cindy Towle Kephart
11:35 AM	WORSHIP & COMMUNION <i>Worship Music led by Barbara Acosta of First Presbyterian Church of Alameda Communion & Offering</i>	Rev. Enicia Montalvo
12:30 PM	Lunch Break	FELLOWSHIP HALL
1:30 PM	PRESBYTERY PLENARY MEETING CONVENES <ul style="list-style-type: none"> • <i>Establish a Quorum</i> • <i>Land acknowledgment</i> • <i>Protocol for In-Person participation</i> • <i>Orientation to language interpretation technology</i> 	SANCTUARY Co-Moderator
1:35 PM	CALL TO ORDER <ul style="list-style-type: none"> • <i>Welcome to all presbyters, guests, and first-time Commissioners</i> • <i>Introductions</i> 	

MOTION: To Approve the **DOCKET** [\(See Report I\)](#)

Elder Leticia Williams

MOTION: To Approve the [August 2025 MEETING MINUTES](#)

MOTION: To Approve the **CONSENT AGENDA** [\(See Report II\)](#) Any Commissioner can remove any item from the CONSENT AGENDA and place it at the end of the meeting when **New Business** is discussed by standing and requesting the Moderator to have it pulled from the Consent Agenda.

MOTION: To Accept the **OMNIBUS REPORT** [\(See Report III\)](#)

To receive all reports for recording in the Minutes.

ANNOUNCEMENT & REPORTS

1:40 PM

Stated Clerk's Report (Report III A)

Transitional Executive Presbyter (Report III B)

Transitional Associate Presbyter

Race Equity Coordinator

Elder Leticia Williams

Rev. Laura Cheifetz

Rev. Sam Kim

Rev. Jorge Bautista

2:05 PM Report from **Mission Vision and Leadership (Report I A)**

Rev. Dr. Barbara Barkley

MOTION A: Mission and Vision Leadership (MVL) concurs with FPOC and requests that the Presbytery of San Francisco approve the South Hayward Parish proposal assuming the budgetary numbers pan out.

South Hayward Parish Proposal

MOTION B: Mission and Vision Leadership (MVL) requests that the Presbytery of San Francisco to affirm and approve the 2026 per capita rate increase of \$ 5.00 to total \$45.00 and then another \$5.00 rate increase in 2027 to total \$50.00.

2:20 PM Report from the **Committee on Ministry (COM)**

Rev. Don Hammond

(Report I B) (Report II A) (Report III C)

MOTION: Committee of Ministry recommends the Presbytery of San Francisco adopt the Sabbatical Leave Policy 2025.

Sabbatical Leave Policy 2025

- Introduction and Examination of **Patrick O'Connor** for ordination (Validated, Chaplain at Dignity Health)
- Introducing Commissioned Pastor **Rudival Gonçalves Dos Anjos** (First Presbyterian Church of Richmond)

2:50 PM Report from the **Nominating Committee (Report I C)**

Rev. Cindy Towle Kephart

MOTION: The Nominating Committee requests that the Presbytery of San Francisco approve the following nominations: *Any additional names for Nominations can be made from the floor*

Committee on Ministry (COM)

Rev. Gregory L. Chan, TE, MBA, MAL, Class of 2028, 1st Term

Vickie Lewis, RE, Ingleside Presbyterian Church, SF, Class of 2028, 1st Term

Session Records Review Committee (SRRC)

Hannah Head, RE, Sojourner Truth Presbyterian Church, Class of 2028, 1st Term

Young Adult Advisory Delegate (YAAD) to GA

Rose Hall, Sojourner Truth Presbyterian Church, Class of 2028

Presbytery Meetings Working Group

Rose Hall, Sojourner Truth Presbyterian Church, Class of 2028, 1st Term

Personnel Working Group

LC Fuller, Jr., RE, Sojourner Truth, Class of 2028, 2nd Term

Laurie McLachlan, RE, First Berkeley, Class of 2028, 2nd Term, Co-Chair?

Finance & Property Oversight Committee (FPOC)

Byron Brown, RE, First Pres. Berkeley, Class of 2028, 2nd Term

Marcus Jung, RE, Mission Bay, Class of 2028, 2nd Term

Education Working Group

Mustapha Baksh, RE, First Newark, Class of 2028, 2nd Term

Jim Wheeler, TE, First Richmond, Class of 2028, 2nd Term

Mission and Vision Leadership Committee (MVL)

Roland Peterson, RE, First Berkely, Class of 2028, 2nd Term

3:00 PM

SEVENTH INNING STRETCH

3:10 PM

SIXTY SECOND CELEBRATIONS

3:15 PM

Treasurer's Report ([Report III E](#))

Elder Cindy Cake/Rev. Deborah Wright

Financial Statement

2026 Proposed Budget

3:30PM

New Business and items pulled from Consent Agenda

Co-Moderator

Closing Prayers and Adjournment

HOW TO GET TO THE CHURCH & PARKING OPTIONS

Public Transportation to Alameda Korean/First Presbyterian Church (AKPC/FPCA)

2001 Santa Clara Avenue, Alameda

The O bus: 9:00 AM leaves Salesforce Transit Center, SF

9:30 AM arrives at AKPC/FPCA

BART and the 51A bus: Leaves 12th Street BART, Oakland

Leaves Fruitvale Station, Oakland

Arrives at AKPC/FPCA 15 minutes later.

You may ride it in either direction.

The Civic Center Parking Structure is open 24 hours a day, seven days a week. It is conveniently located one block from Park Street and next to the historic Alameda Theatre.

Address: 1416 Oak Street between Central and Santa Clara Avenues.

Rates and Payment Instructions:

Patrons parking by the hour must pre-pay for parking between 9 a.m. and 5 p.m.,
The rate is \$0.75 per hour. After you park, note your parking space number. Then proceed to the pay stations near the ground floor elevator bank, where you will input that space number to pre-pay for your expected stay. The pay stations accept cash or credit cards.

When you are parked in the garage:

Courtesy of Alameda Korean Presbyterian Church, they are offering shuttle service from the CVS parking lot located at 2314 Santa Clara Ave. Alameda, CA 94501 starting pick-ups from 9:30 am – 11:00 am, running every 15 minutes. The last pick up will be at 11:00 am. Please look for a black van.

****If you decide to park at the garage and walk, expect it to take 13 minutes to arrive at the church.**

NEXT SCHEDULED MEETING (In-Person)

Tuesday, February 10, 2026

Hosted by

TBA

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 as 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 be in Celebration of Ministries.



Docket, table and space requests are due by **noon** on **Tuesday, January 13th**

"Print Ready" packet materials are due by **noon** on **Tuesday, January 20th**

Please send ALL requests and information (in WORD)

to packet@sfpby.org

The packet will be posted by **8 pm** on **Saturday, January 31, 2026**

DOCKETED MOTIONS

REPORT I A: Mission and Vision Leadership Motion:

MOTION A: Mission and Vision Leadership (MVL) concurs with FPOC and requests that the Presbytery of San Francisco approve the South Hayward Parish proposal assuming the budgetary numbers pan out.

South Hayward Parish Proposal

MOTION B: Mission and Vision Leadership (MVL) requests that the Presbytery of San Francisco to affirm and approve the 2026 per capita rate increase of \$ 5.00 to total \$45.00 and then another \$5.00 rate increase in 2027 to total \$50.00.

REPORT I B: Committee on Ministry (COM) Motion:

MOTION: The Committee on Ministry recommends the Presbytery of San Francisco adopt the Sabbatical Leave Policy 2025.

**Presbytery of San Francisco Committee on Ministry
Sabbatical Leave Policy 2025**

The Committee on Ministry (COM) encourages sessions to develop a sabbatical leave policy for pastors. The policy shall include how long a pastor is in the position before the pastor qualifies for a sabbatical; the length of the sabbatical leave; and an agreement about the minimum time a pastor will serve following the sabbatical leave.

COM will **require** pastoral sabbaticals with the following guidelines:

- Every 7 years, offer 3 months for full-time pastors; if a pastor leaves within one year after returning from sabbatical, the congregation may negotiate for the pastor to repay part of the sabbatical, or
- Every 4 years, 1 month sabbatical for full-time pastors, with no requirement for return.
- Part-time pastors will receive sabbaticals on a prorated basis.

The purpose of a sabbatical leave is renewal and rejuvenation. For the pastor, the sabbatical leave offers a time of sustained study, travel, and personal and professional renewal. For the congregation, the sabbatical leave is an opportunity to 1) reflect on the church's ministry and the role of the congregation in that ministry; 2) renew and strengthen congregational lay leadership; and 3) continue to grow in faith through different perspectives and preaching styles that guest preachers may bring.

A sabbatical, by its nature, requires a change to the Terms of Call. Therefore,

- The pastor who is considering a sabbatical shall consult with COM about plans.
- After the session has received and approved the pastor's proposal, the session must call a congregational meeting with the minimum purpose of changing the Terms of Call.

- The approved sabbatical plan must be submitted to COM no less than two months before the sabbatical begins.

A sabbatical leave is not intended to be an extension of vacation. If agreed upon by session, a sabbatical can be taken in conjunction with vacation and/or regular study leave. Additional months may be allowed as unpaid leave for a longer sabbatical period.

Planned activities may include, but are not limited to the following:

- Professional development- college/university course work, seminars, and workshops.
- Travel- ecumenical, interfaith, community/global partners, cultures, regions to gain new perspectives.
- Research/development tasks.
- Spiritual renewal - spiritual pilgrimage, retreat.

To ensure the pastor's sabbatical, churches shall set aside funds that are sufficient to meet the total cost of providing pastoral services during the sabbatical leave. This includes the pastor's full compensation package (salary, housing, and benefits) and pastoral coverage for the congregation during the sabbatical. Vacation and sick leave continue to accrue when a sabbatical is taken. Sabbatical leave is not payable upon termination.

Guidelines for Carrying Out a Sabbatical Leave:

Minister Responsibilities:

- Bring the sabbatical proposal before the session, a minimum of six to twelve months before the intended commencement of the sabbatical. The proposal shall include a detailed description of the plan and the goals to be achieved, together with a personal statement as to why this sabbatical leave would be valuable for both the pastor and the church.
- Secure the approval of the session for the sabbatical proposal and work out the necessary coverage of pastoral and pulpit responsibilities.
- Work with the session to assure the church of continued service following the conclusion of the sabbatical for an agreed-upon time.
- Bring up to date all pending responsibilities as determined in consultation with the session before departing on a sabbatical.
- Submit to the Committee on Ministry in writing the sabbatical timeline and detailed plan. The plan shall be submitted for approval no less than two months before the sabbatical begins. Included in the plan will be the church's plan for pastoral services during the period of the sabbatical.
- Upon return, present a written overview of the sabbatical experience (activities and reflections) to the session, congregation, and the Committee on Ministry.

Session Responsibilities:

- Receive for approval the pastor's proposal for a sabbatical at least six to twelve months in advance of the intended commencement of the sabbatical.
- Continue terms of call commitments to the pastor during the sabbatical leave.
- Contract for pastoral services during the pastor's sabbatical.
- Communicate to the congregation the importance and value to the church of a sabbatical.
- Call a congregational meeting to approve the sabbatical plan.

- Request a written overview of the sabbatical experience from the pastor upon return.

Committee on Ministry Responsibilities:

- Encourage churches to offer sabbatical leaves for pastors.
 - Review and approve the sabbatical timeline and plan submitted by a pastor.
 - Serve as mediator in any concerns of the session or minister relative to the sabbatical.
 - Determine who will moderate the session and administer communion during the minister's absence.
 - Provide support to the congregation as needed (a list of potential supply pastors, ministers to administer the sacraments or provide pastoral care in the event of an emergency or crisis).
 - Receive a written overview of the sabbatical experience (activities and reflections) from the pastor upon return.
 - Submit the sabbatical plan to the presbytery.
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REPORT I C: Nominating Committee (NOM) Motion:

MOTION: The Nominating Committee requests that the Presbytery of San Francisco approve the following nominations: *Any additional names for Nominations can be made from the floor.*

Committee on Ministry (COM)

Rev. Gregory L. Chan, TE, MBA, MAL, Class of 2028, 1st Term

Vickie Lewis, RE, Ingleside Presbyterian Church, SF, Class of 2028, 1st Term

Session Records Review Committee (SRRC)

Hannah Head, RE, Sojourner Truth Presbyterian Church, Class of 2028, 1st Term

Young Adult Advisory Delegate (YAAD) to GA

Rose Hall, Sojourner Truth Presbyterian Church, Class of 2028

Presbytery Meetings Working Group

Rose Hall, Sojourner Truth Presbyterian Church, Class of 2028, 1st Term

Personnel Working Group

LC Fuller, Jr., RE, Sojourner Truth, Class of 2028, 2nd Term

Laurie McLachlan, RE, First Berkeley, Class of 2028, 2nd Term, (Co-Chair?)

Finance & Property Oversight Committee (FPOC)

Byron Brown, RE, First Pres. Berkeley, Class of 2028, 2nd Term

Marcus Jung, RE, Mission Bay, Class of 2028, 2nd Term

Education Working Group

Mustapha Baksh, RE, First Newark, Class of 2028, 2nd Term

Jim Wheeler, TE, First Richmond, Class of 2028, 2nd Term

Mission and Vision Leadership Committee (MVL)

Roland Peterson, RE, First Berkely, Class of 2028, 2nd Term

CONSENT AGENDA

REPORT II A: Committee on Ministry (COM) Report

- Approved Rev. Neal Pres (EP, Presbytery of San Jose) as the moderator of Session to Calvary, Berkeley. (8/14/25)
- Approved support for Sojourner Truth Presbyterian Church (8/14/25)
- \$2400 for pulpit supply for 2 months (8 weeks) starting July 17, 2025 until an interim pastor arrives. (Fund 3, Supporting Congregations).
- \$6,250 a month to support a 3/4 time interim pastor starting September 2025 until January 14, 2026.
- Approved \$200 per session payable to Elaine Liang for translation service during meetings of the Mandarin Commission to be paid from Fund 3. (8/14/25)
- Approved commissioning of Elaine Lian as a CRE/CP to serve at First Presbyterian Church, Burlingame. (8/14/25)
- Approved the recommendations of the Education Working Group to recommission Maria de Jesus Martinez to serve First Presbyterian Church of Hayward. (9/11/25)
- Approved the installation service for Rev. Peter Choi at Noe Valley Presbyterian Church. (9/11/25)
- Approved Transitional Pastor contract renewal for Rev. Renee Rico for 6 months at First Presbyterian Church of San Leandro. (9/11/25)
- Approved Chinese Presbyterian Church, Oakland's Mission Study. (9/11/25)
- Approved Broadmoor Presbyterian's Mission Study. (9/11/25)
- Approved Chitoka Webb as Temporary Pastoral Associate for Sojourner Truth Presbyterian Church beginning October 1, 2025, and ending January 15, 2026. (9/11/25)
- Approved First Presbyterian, Concord's Mission Study. (9/11/25)
- Approved Rev. Michelle Henrichs from the Presbytery of San Diego to perform a wedding ceremony within the bounds of San Francisco Presbytery. (9/11/25)
- Approved Interim pastor contract renewal for Rev. Pamela Anderson with Lakeside Presbyterian Church. (10/9/25)
- Approved contract for Rev. Ed Choa as installed pastor to serve Irvington Presbyterian Church. (10/9/25)
- Approved the Temporary Stated Supply Contract for Calvary, Berkeley with CRE/CP Elaine Liang on a month-to-month basis for up to one year. (10/9/25)
- Approved the request of John Knox Presbyterian Church of Dublin to create an Administrative Commission to handle a preschool issue. (10/9/25) Members on the AC: **Greg Chan**, MWS (At-Large), **Jonelle Crow**, RE (Bethel Community Church), **Steve Wilde**, MWS (First, Livermore), and **Ann McCullough**, RE (Grace Presbyterian Church) as of 10/30/25.
- Approved the transfer of Rev. Tim Lane-Bortell from PSF to Redwood Presbytery. (10/9/25)
- Approved to change membership status from member-at-large to validated minister (10/9/25):
- Rev. Beth Carroll

- Rev. Laura Cheifetz
- Rev. Sam Sungwoo Kim
- Approval the formation of Administrative Commission to ordain Patrick O'Connor for Dec 15, 2025, at 3:30 pm at Valley Presbyterian Church, Portola Valley, CA. (11/13/25) The AC will be composed of:

The Rev. Ben Warner, Montclair Presbyterian Church - Moderator

The Rev. Jenny Warner, Valley Presbyterian Church

The Rev. Teresa Cho, St. John's Presbyterian Church

Betty Delaney, RE, Ingleside Presbyterian Church

Tim Cahn, RE, Seventh Avenue Presbyterian Church

Rev. Scott Clark, Redwoods Presbytery - Corresponding Member

- Approved the recommissioning of CRE/CPs Cathy Nance. (11/13/25)
- Approved the commissioning of CRE/CPs Rudival Gonçalves Dos Anjos to serve First Presbyterian Church of Richmond. (11/13/25)

REPORT II B: Finance and Property Oversight Committee (FPOC) Report:

Approved \$2,400 out of Fund 3 for pulpit supply for 2 months (8 weeks) for Sojourner Truth Presbyterian Church starting July 17, 2025 until an interim pastor arrives.

Approved \$6,250 a month salary (with the appropriate benefits) out of Fund 3 to support a ¾ time interim pastor (starting September 2025) until January 14, 2026.

Approved a line of credit up to \$100,000 to Westminster Woods Camp & Conference Center to be paid back by March 15, 2026 with the agreement to have a conversation with Westminster Woods Camp & Conference Center be conducted in the near future to discuss, their future, the structural issues of their financial needs and who their clients are.

Approved Repayment of debt to New Bridges and nullification of prior agreement that restricted the funds owed from the purchase of South Hayward Parish to be held by the San Francisco Presbytery for capital use. This would release the funds to New Bridges PC in the approximate amount of \$878,879.43 in principle + \$194,944.45 in interest per the initial agreement = \$1,073,823.88 total.

Approved renting space to SF Youth Chorus at Covenant Presbyterian Church from August 15, 2025 through August 14, 2026.

Approved a renewed contract for the AT&T Cell Site at New Liberation Presbyterian Church.

REPORT II C: Committee on Preparation for Ministry (CPM) Report:

Motion: The Committee (CPM) voted to recommend that Presbytery certify Victoria Bommarito of First Presbyterian Church in Berkeley as certified and ready for examination, effective August 20, 2025.

Motion: That Presbytery enroll Cindi Fong of 7th Avenue Presbyterian Church in San Francisco as an Inquirer for the Ministry of Word and Sacrament, effective August 20, 2025.

Motion: That Presbytery enroll Richard Lindsay of St. John’s Presbyterian Church in Berkeley as an Inquirer for the Ministry of the Word and Sacrament, effective September 17, 2025.

OMNIBUS REPORT

(OPEN SPACE FLYER)

Report III A: Stated Clerk’s Annual Report

Thank you to the Pastors, Elders, Deacons, and Staff at Korean Alameda Presbyterian Church and First Presbyterian Church, Alameda for your warm hospitality. Your kindness is greatly appreciated.

- 1. According to our Standing Rules, calculation of a quorum of Commissioners for presbytery meetings is based on 10% of the number of Minister members at the beginning of the prior year and an equal number of Ruling Elders. As of January 1, 2024, there were 268 minister members. Therefore, the quorum for 2026 is 56 presbyters, which includes at least 28 Ministers of Word and Sacrament and 28 Ruling Elders.
- 2. Each session elects a **set number of Ruling Elders** as voting Commissioners to attend presbytery meetings. The number is set by Presbytery each fall as we approve the formula to redress parity between numbers of minister members and ruling elders.

Active congregants	Ruling Elder Commissioners
Under 100	2 Ruling Elders
101-200	3 Ruling Elders
201-500	4 Ruling Elders
501-1000	5 Ruling Elders
1001-1500	6 Ruling Elders
1501-2000	7 Ruling Elders
2001-3000	8 Ruling Elders

- 3. Presbyter approved all Presbytery Meetings for 2026 to be held in-person. They are scheduled for:
 - Tuesday, February 10th – Location TBA
 - Tuesday, May 12th – Lafayette Orinda PC - Lafayette
 - Tuesday, August 11th – Tri-Valley PC, Pleasanton
 - Saturday, November 14th – Montclair PC, Oakland
 - Saturday, September 19th - Presbytery Day - (In-Person)

FOR YOUR INFORMATION

4.

Deadlines for 227th GA (2026)
June 28 - July 2, 2026 (Milwaukee, WI)

What is the format for GA227? The 227th General Assembly (2026) will officially begin with committees gathering online from June 22–24, 2026. Between June 25 and 26, attendees will travel to Milwaukee. The Assembly will then participate in a Community Day on June 27, where those attending will be able to join in public witness opportunities and visit the “Town Square,” where organizations will be available to equip attendees with resources and connections for further discipleship and ministry. Finally, the plenary sessions will take place in Milwaukee from June 28–July 2, 2026. *(Taken from the PCUSA website.)*

180-Day Deadline	<i>December 24, 2025 Commissioner and Advisory Delegate names submitted.</i>
120-Day Deadline	<i>February 22, 2026 All reports from General Assembly entities, all overtures with constitutional implications, all requests for authoritative interpretation.</i>
60-Day Deadline	<i>April 22, 2026 All overtures without constitutional implications and the report of the Advisory Committee on the Constitution.</i>
45-Day Deadline	<i>May 7, 2026 All comments from entities, concurrences from mid councils, and minutes of entities (including Synods).</i>
30-Day Deadline	<i>May 22, 2026 Report of the General Assembly Nominating Committee.</i>
<i>June 23, 2026</i>	<i>Commissioner’s Resolutions</i>

5. The 2025/2026 Statistical Season Updates:

- January 2, 2026: Statistics entry access will be available for churches.
- February 20, 2026: Last day the statistics entry portal will be available for churches.

OUR COMMUNAL LIFE AS CHRIST'S BODY-

FOR INFORMATION OUR COMMUNAL LIFE AS CHRIST'S BODY – Please pray for Presbytery as you read these papers and during the meeting – 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 of the church, we have “business” to conduct, but it is equally important to remember and demonstrate that we are the Body of Christ.

REPORT III B: Transitional Executive Presbyter Report to Presbytery

Introductory Remarks

The major themes for this past quarter have been the following:

- Your ministries are vital (as in, both important and life-affirming).
- We face ongoing deficits in volunteer participation, while our current volunteers are immensely talented and dedicated.
- This administration will continue to cause significant (and possibly accelerating) disruptions to our ministries.
- Needs for support for congregations continue to emerge as they seek to serve their communities' increasing needs.
- God is still good.

Below is a partial accounting of some of my activities. I will share in my report on the floor more about the status of internal dynamics and conditions.

Transitional/Presbytery Leader Development

I have monthly sessions with a coach through the Presbytery Leader Formation program and have easy ongoing access to multiple expert resources. I attended the Mid Council Leader Orientation in Louisville, KY with the Transitional Associate Presbyter, and continue to attend semi-monthly zoom tutorials on things important for me to know in my position.

PCUSA

I co-facilitated the Synod of the Pacific gathering of Executive Presbyters and Stated Clerks, and attended the Synod of the Pacific assembly, both at Zephyr Point. It was a delight to be at the assembly with San Francisco delegates Rev. Sarah Reyes-Gibbs (outgoing Synod moderator) and Rev. Don Hammond, and the Presbyterian Women representative Ruling Elder Betty Delaney.

Relational Work

Since the August presbytery meeting, I have visited the following congregations and worshiped with them:

- “BurlPres” (First Presbyterian Church, Burlingame)
- College Avenue Presbyterian Church (Oakland)
- First Presbyterian Church (Berkeley) - in a combined worship service with Bethel Community Church (San Leandro), New Bridges Presbyterian Church (Hayward), Park Boulevard Presbyterian Church (Oakland), Primera Iglesia Presbiteriana Hispana (Oakland), Sojourner Truth Presbyterian Church (Richmond)
- First Presbyterian Church (Richmond)
- Mensajeros de Dios (San Leandro)
- St. Andrew Presbyterian Church (Pacifica)
- Sojourner Truth Presbyterian Church (Richmond)

I am grieved to share that two members of the presbytery (that I know of... if you hear of anyone else, please let me know!) have completed their baptisms in August: the Rev. Elizabeth “Beth” Fryckberg and the Rev. Andrew “Duke” Robinson. I attended the lovely and joyful service for Rev. Fryckberg. Duke Robinson did not want a service but some folks gathered to share fond memories of him and I was fortunate enough to attend.

I attended the following events:

- West Region Immigration Forum at Calvary (San Francisco)
- East Region Immigration Forum at Lafayette-Orinda Presbyterian Church
- Synod of the Pacific Hispanic Women’s Gathering at Primera Iglesia (Oakland)
- Presbyterian Women Bible Study gathering at Grace Presbyterian (Walnut Creek)
- Berkeley Presbyterian Mission Homes Homecoming 2025
- Cameron House Strategic Planning Retreat and Town Hall Meeting

I served on the commissioning commission for CRE Elaine Liang at First Presbyterian Church of Burlingame. I have attended multiple session meetings to provide support and moderation.

I participated in the Cameron House Strategic Planning Retreat and Town Hall. They are tenants and formerly their ministry was directly connected to the presbytery; now we consider them a sort of partner although they are a separate entity, with a very different relationship to the Presbyterian Church of Chinatown (the ED of Cameron House used to be the pastor at PCC; they separated those roles in the 1990s and the current division is wider). There are many members of the PCC and alumni community who are displeased with some moves made by current Cameron House leadership. Cameron House leadership are trying to run their organization under extremely difficult circumstances. Two members of FPOC attended the town hall; both Rev. Don Hammond of PCC and I participated in planning the town hall and in the planning retreat.

I served on the planning team for the 2025 Pastors of Color retreat at Zephyr Point, and also offered leadership during the event. This was a wonderful time to get to know our own CREs and pastors who attended, while connecting with others in the adjoining three presbyteries (Redwoods, North Central California, San Jose). We planned for connection, reflection, and fun. I was able to deepen my connections with some of the San Francisco leaders I didn't know very well.

I continue to offer support to congregations, pastors, and sessions in difficult circumstances. I'm currently seeking folks willing and able to serve on administrative commissions so we can get congregations the support they need.

Property

I am working more closely on the Covenant project (Covenant Presbyterian Church turned their property over to the presbytery although they continue ministry onsite, and they have worked with WRET (West Region Envisioning Team) toward the dream of affordable housing on that site. FPOC has voted to explore the sale of Covenant to Mercy Housing and Michael Glass and I are continuing the conversations with Mercy Housing, while I work with WRET on assisting Covenant in the future transition.

I met with CRET (Central Region Envisioning Team) to begin envisioning what is to be done with the now-closed Fruitvale Presbyterian Church property. We have a tenant but we as a presbytery need to decide what to do with the building. WRET members are assisting former Fruitvale members and a former pastor in doing some visioning work and considering what may be next. Any developments will be shared and discussed with FPOC and MVL.

Personnel

The presbytery staff of seven is off and running now that we are all fully on board. I'm enjoying working with the team. The Rev. Sam Kim is highly capable, and we even have fun working together. Now that he is in the office, we have added an additional language competency, but most importantly, we have someone with certified expertise in intercultural work and the development and nurture of new worshiping communities. This is particularly valuable in a presbytery as diverse as we are with so many new worshiping communities.

Finances and Taxes

ND Solutions worked with several congregations on property taxes. This responsibility has not transferred to Ekklesia Financial Services; we are working with a California-based provider. *Please reach out to one of us at the office (either myself or Caneisha Felder) if you receive a tax bill or assessment previously handled by ND Solutions or have questions.*

We partnered with Redwoods Presbytery to offer a webinar featuring our General Counsel and an auditor on "Practices to Build Trust and Prevent Financial Misconduct" and I am working with the Presbyterian Foundation to offer webinar-style treasurer training in November (on the 10th at 1pm). The health of the presbytery is dependent upon the health of congregations, and we have found that many congregations need support, sometimes in the form of training and capacity-building.

I introduced a series of possible screening questions at the budget conference that could be used in the consideration of business, so that decisions are appropriately placed in the larger context of the mission and ministry of the presbytery. I am sharing them here in case they are useful to you in your ministries.

1. Is this a good use of funds/time/energy? What is it giving life to?
2. What strategy is this a part of? What possible and sustainable policy might this contribute to?
3. How does this contribute to the mission and ministry of the presbytery?

REPORT III C : Committee on Ministry Report

- **COM** Approved the [*Presbytery of San Francisco Sabbatical Leave Policy 2025*](#) (for pastors, including prorated provision for part-time pastors).
- **COM** Fund 5 Pastoral Support Fund: Upon the written request, COM review if the pastor has received funds in the last 3 years. Pastors can still apply for funds, but preference will be given to those who have not received funds before. COM review if the congregation has paid per capita. Before new financial decisions are made, there should be a verbal announcement of how much is left in Fund 5 before funds are committed.
- **COM** approved *Nurture of Ministers Fund* for staff to send flowers to folks in hospice or decline.
- **Our** pulpit supply list is being updated.
- **Our** Spiritual Directors list is being updated.
- **Appointed** Mark Burnham to moderate session meeting on August 19th for John Knox Presbyterian Church of Dublin.
- **A** recommended stipend of \$200 was set for guest moderators of session meetings, with a minimum of \$150.
- **Received** resignations of Rev. Don Steadman and Rev. Garrett Yamada from John Knox Presbyterian Church and conducted exit interviews.
- **Conducted** an exit interview with Rev. Szuhsing Mao from Calvary Presbyterian Church, Berkeley.
- **Conducted** an exit interview with the session of Calvary Church Presbyterian Church, Berkeley.
- **Conducted** an exit interview with Rev. Mark Stryker from First Presbyterian Church, Berkeley.
- **Conducted** an exit interview with the session of First Presbyterian Church, Berkeley.
- **Utilize** some of the prepaid Kaleidoscope coaching hours for Rev. Pamela Anderson
- **COM** is still reviewing *the of 2026 Minimum Compensation Guidelines* to help clarify the confusing verbiage currently being used and will present at the February Presbytery meeting to vote.

Minimum Effective Salary Compensation for Pastoral Service

Proposed for 2026 and 2027

If Housing **is** Provided

If Housing **is Not** Provided

Cash Salary: 2026: \$59,500 2027: \$66,500 Utilities Allowance: Paid by the congregation (includes at minimum electricity, gas, water, sewer, trash collection, and basic phone service).	Cash Salary (Housing Allowance): 2026: \$85,000 2027: \$95,000 Note: Where housing is not provided, the fair cost of utilities (electricity, gas, water, sewer, trash collection and basic monthly phone service) may be included in housing allowance.
Housing: If a manse is provided, the value for pension purposes is calculated at no less than 30% of cash salary. 2026: \$25,500 2027: \$28,500	
Total: 2026: \$85,000 2027: \$95,000	Total: 2026: \$85,000 2027: \$95,000

REPORT III D: PARTNERSHIP WORKING GROUP

ANNOUNCEMENT: A new cycle of Hunger Fund Food Grants from the Presbytery of San Francisco through the Partnership Working Group!!

Food insecurity throughout the Bay Area, our State and our country continues to grow as a result of the pandemic and as a result of structural poverty. The Partnership Working Group hosts Hunger Food Grants for congregations and NWCs in the Presbytery of San Francisco as a way to partner with our congregations in order to meet an immediate need.

These grants of \$1,000 are for use with congregation-led food pantries, food banks, feeding events and other food-related ministries. These grants can also support food-related programs facilitated by other organizations with which the church shares a current and

These funds are available to all congregations of the Presbytery of San Francisco, regardless of previous applications. We especially encourage congregations who have not applied before, or who have not applied in

several years, to submit an application. We hope to have a December to February granting cycle for the holidays; however, funding and circumstances will determine the length of the cycle.

The application will be open on November 12, 2025. Grants will be awarded in the order they are received and considered, with first grants being issued in February 2026.

APPLICATION PROCESS

To request a **\$1,000** grant for a food pantry or program, simply send a request by email to **partnership@sfpby.org**. In your grant request email, we ask that you include:

- Church name and address
- Name, email, and phone number of contact person at church coordinating this grant request
- Description of program: please include who is served, how many are served, and how often (8-10 sentences)
- If grant is to be forwarded by requesting church to a partner organization, provide name of organization, contact information, and brief description of historical and current relationship with that organization if any (5-6 sentences)

We would like to receive these requests through email to partnership@sfpby.org, and will honor them until funds are no longer available.

REPORT III E: Treasurer's Report

September Financial Report

2026 Proposed Budget

REPORT III F: Standing Rules Working Group

Complete Standing Rules Draft

(Please Read)

PRESBYTERY OF SAN FRANCISCO STANDING RULES

As revised 2025-2026

Version 1.0

MAJOR CHANGES TO LOOK FOR

1. Highlighted Texts: Those areas of the Standing Rules in “blue” are additions made by the Presbytery Legal Counsel to conform the Standing Rules with corporate law of the State of California. They are written in legal language to ensure conformity with laws and statutes of the

State—and may not be amended or modified without counsel review. i.e. section 2.2, 2.3, 2.5.2, 2.5.3, 4.2.i.

- a. Note especially 2.2 which is a detailed description of the Executive Presbyter position.
- b. This section also details the corporate responsibilities of the Executive Presbyter, Treasurer, and the Stated Clerk (Corporate Secretary.).

2. **Coordinating Cabinet.¹ 4.2.** The new Standing Rules replace the “Mission and Vision Leadership” Committee with a *Coordinating Cabinet* composed of representatives most of the Standing Program Committees, officers, and elected members from the presbytery. 4.2.1 The Cabinet has COMMISSION powers “when exigent and imminent” (time sensitive) enabling them to act as Presbytery—subject to the Constitution, Articles of Incorporation, and Standing Rules. **Further** The Cabinet becomes the **Corporate** authority for the Presbytery functioning as the BOARD OF DIRECTORS. Visioning responsibilities are now moved to #3 below.
3. **Visioning Team. 4.3.** These Standing Rules create a new body of 9 people, with no responsibilities and no authority--but charged with providing a strategic vision for the Presbytery and to help the presbytery respond to emerging changes in theology, the church, and society.
4. **COMMITTEE ON MINISTRY. 4.4.** These Standing Rules create two new Working Groups related to COM:

COMMISSIONED PASTORS/ELDERS WORKING GROUP. With the Committee on Preparation for Ministry (see 4.5.3), this Working Group shall manage the education and mentoring for Commissioned Ruling Elders/Commissioned Pastors.

MEDIATION MANAGEMENT WORKING GROUP. This group is created and directed by the Committee on Ministry. It is intended to be an ongoing team of individuals trained in intervention, mediation, and conflict management available to assist congregations with a specific skills set in order to avoid the need for more formal intervention.

In addition, the Committee on Ministry may form a Coordinating Team from among smaller groups. It is also assigned responsibility for implementation of the Sexual Misconduct Prevention Policy,

5. **Healthy Congregations Committee. 4.6** Creates a new Standing Committee focused solely on the needs and potentials of congregations—providing resources and support to enable them to be truly healthy manifestations of the Church. It shall also manage all grant and loan applications.
6. **New Worshipping Communities Committee 4.12.** The responsibilities for New Worshipping Communities are vested in a Committee, not in a Working Group.
7. **Executive Presbyter 2.2.** The Executive Presbyter will serve as the President of the Presbytery Corporation.

¹ The revised Constitution refers to the four governing bodies of the denomination as “COUNCILS”. Thus, the use of the word ‘CABINET’ rather than Council.

8. **Personnel Committee 4.8.** The responsibilities for Personnel are vested in a Committee, not in a Working Group.

IMPORTANT CHANGES TO NOTE

1. 3.4 *Committees elect their own Moderator.*
2. 3.8 *Allows Committees and non-judicial, non-administrative commissions to recruit additional persons to assist in specific tasks.*
3. *Commissioned Pastor/Elders are considered as “Elders” for purposes of equalization.*
4. 4.1.5 *New wording in this section allow Committees to recruit additional members to the committee—provided the names are submitted to the Nominating Committee for election by Presbytery.*
5. 4.2.5 *Legal Counsel formally reports to the Coordinating Cabinet.*
6. 4.7 *Most of the “loan application” responsibilities of the former Finance and Property Oversight Committee are moved to Healthy Congregations. Otherwise, no change in FPC responsibilities.*
7. 4.7.h *Specifies insurance for fiduciary responsibilities.*
8. 4.9.2a *Creation of database of pastors, CLP’s, ruling elders, and clerks of session for use in nominating and by Committees.*
9. 6.2 *Allows Session Records Review Commission to form an Administrative Commission for congregations that do not present their records for 3 consecutive years.*

UPON ADOPTION OF THESE STANDING RULES, THE PRESBYTERY BY-LAWS AND ARTICLES OF INCORPORATION WILL BE REVIEWED AND EDITED TO BRING THESE TWO DOCUMENTS INTO CONFORMITY WITH EACH OTHER.

THE MANUAL OF ADMINISTRATIVE OPERATIONS WHICH ARE APPENDICES TO THE STANDING RULES ARE UNCHANGED AND ARE PENDING REVISION.