

**Called Meeting of the Presbytery of New York City
Tuesday, December 8, 2009**

**Elder Yvonne Armstrong, Moderator
Rev. Perry Wooten, Moderator-Elect
Rev. Cornell Edmonds, Stated Clerk**

**Church of the Masters
New York, NY**

The meeting was called to order at 6.53 pm by the Moderator, Rev. Yvonne Armstrong. She thanked the Rev. Dr. Eugene Calendar for starting dinner with prayer. She also thanked the Church of the Master for hosting their second meeting of the Presbytery this year.

Elder Effie Bynum offered welcoming remarks to the body.

Elder Armstrong explained the purpose of the meeting being to discuss the SARC's report. She shared guidelines concerning the flow of the meeting. She stated that this is a special called meeting and only the items listed in the docket should be discussed. She reads from the Book of Order G10305.

The Synod Committee will present their presentation and then there will be time for questions.

Constituting the Meeting

Rev. Cornell A. Edmonds, the Stated Clerk, announced that a quorum is present, which consists of at least 25 minister members and 25 elder commissioners representing not less than 20 churches.. Requests for excused absence have been received from 20 minister members (**APPENDIX I**) and 9 elder commissioners (**APPENDIX II**), which is reflected on the attendance sheets. **M/S/A to dispense with the reading of the names of the persons requesting excused absences, which is reflected in the attendance record, and to honor the requests for excused absences along with any received today by email, voicemail or regular mail postmarked no later than today.**

Rev. Edmonds stated the sole purpose of the meeting is to consider the report of the Special Review Committee at its next stated meeting or special meeting called for that purpose.

Election of Docket Clerks

M/S/A to elect Rev. Joesphine Cameron, Rev. Ray Bagnouolo, Elder Tina Serlin and Elder Melanie Squillante to serve as Docket Clerks for the meeting.

Approval of the Docket

M/S/A to approve the docket.

Seating of Corresponding Members

M/S/A to seat as corresponding members Elder Gloria Browne-Daly, First Presbyterian Church Irvington, Newark Presbytery; Rev. Kathlyn Nealand-Long Island Presbytery; Elder Judy Wussler, Fanwood Presbyterian Church, Elizabeth Presbytery; Rev. Edward Castner, Southern New England Presbytery, Elder Perry Smith, Roxbury Presbyterian Church, Boston Presbytery, and Rev. Richard Blackburn, Lombard Memmondite Peace Center.

Introduction of the Synod Team (APPENDIX III)

Elder Perry Smith, chair, introduced the five members of the Committee to Present, Monitor and Report (PMR). Rev. Kathlyn Nealand, vice chair reported, that we have 3 basic things to do in our call to you. We are Presenting the SARC report and will Report back to Synod. The hard work comes with the Monitoring. We come to observe and listen. We will be here to observe and listen to you. We will guide and encourage you.

Elder Perry Smith offered a power point presentation wherein he presented the actions of the Synod of the Northeast. The first action was to approve the SARC report. The second action included the following additional actions:

1. That the Synod take the following actions:
 - a. Direct the PNYC to consider the SARC report at its next stated meeting or special meeting called for that purpose.
 - b. Appoint a special committee of three commissioners to this Synod Assembly from Metro New York, New Jersey or Connecticut and two members of the SARC.
 - to attend that meeting of the PNYC to present the SARC report and actions of this Synod concerning it;
 - PNYC to present the SARC report and actions of this Synod concerning it;
 - During the ensuing two years to monitor the Presbytery's response to the directions given below; and
 - to report from time to time to the Synod's General Council and to the 2010 and 2011 Annual Meeting of Synod.
 - c. Record the full SARC report in the minutes of this meeting and dismiss the committee with thanks for its careful work.

2. That the Synod take the following actions pertaining to the SARC recommendations:

Regarding Placement of the Staff Position of the Stated Clerk

 - a. Direct the PNYC to define the position description of its Stated Clerk so that duties required by the Book of Order are distinguished from administrative staff duties, and responsibility for report and performance review is clearly stated.
 - b. Instruct the Stated Clerk of PNYC that in accordance with (G-9.0203) and Robert's Rules of Order are distinguished from administrative staff duties, and responsibility for Presbytery, and taking charge of editing and filing of the Presbytery's minutes.

Regarding Functionality of the General Council

 - c. Direct the PNYC to secure the assistance of outside professional religious organizational systems to help the Presbytery reconceptualize itself organizationally and relationally and as an instrument of Christian mission.
 - d. Appoint an Advisory Team including members from within the Presbytery to support and encourage the work of the Presbytery's General Council as its claims its representative authority and responsibility for leadership in the Presbytery.

Regarding the Board of Trustees

 - e. In order to foster the mission of the Presbytery, direct the Presbytery General Council to provide oversight regarding the expenditure of funds gleaned from money managed by a non-profit instrument.
 - f. Instruct the Presbytery's Committee on Representation and Nominating Committee to assure that representative of the various segments of the Presbytery's congregations.

Regarding a Breakdown of the Vision of the Presbytery Staff

- g. Direct the Presbytery to work intentionally with an outside professional religious organizational development and consultation service to explore and correcting existing dynamics within the current staff structure and relationships.
- h. Direct the Presbytery to develop in consultation with the outside professional religious organizational development service a staffing plan to address future changes in staff.

Regarding Presbytery as a Christian and Nurturing Community

- i. Direct the PNYC General Council to work intentionally with an outside religious organizational development and consultation service to create a faith community that enables the Presbytery to do the work to which we are called in faithfulness to Jesus Christ and the mission of the whole Church.
 - j. Direct the PNYC to establish a program to welcome, orient, and train new members of the Presbytery.
3. That the Synod refer the proposal for an administrative commission to the General Council of the Synod with instruction to report concerning it to the 2011 Annual Meeting of Synod.

Moderator asked for questions from the body.

It was asked, when we look at the findings, was it a compilation of observations only, or was there research done to find out if there were actual issues. Rev. Edward Castner responded that they heard from many members of the Presbytery. They did not ask the members of the Board of Trustees.

It was asked, does your organization have any sort of benchmark in mind for us to hit along the way? Rev. Castner informs the Presbytery that they plan to meet the Synod regularly and set benchmarks as we listen. The Synod will be appointing an Advisory Team and members of the Presbytery will be on it.

Reference was made to Item #4 on Page 4 of the SARC Report, which reads: That the content, presentation and recording of the Presbytery minutes, and the current state of the Presbytery membership rolls, have been questioned during the Presbytery meetings over the past year. Is there anything that can be done about this? Rev. Perry Smith reported that the same thing that is done by any other Presbytery will be done with the minutes from this Presbytery. However, the accuracy of any minutes are the Presbytery's function. We assume that people read the minutes and that any corrections will be made at the next meeting. We were told how the minutes were handled.

It was asked, how much would it cost us to hire an outside consultant to work with us? How will the Presbytery bare this expense? Elder Smith replied, that we do not know at this time how much this would cost.

It was asked, if there were funds from the Synod that we could apply for? Rev. Castner, responded by encouraging the Presbytery to apply to the Synod on a shared basis and also to the General Assembly.

It was asked, did you consider that we had a Strategic Plan that was approved. How would we work on this together in conjunction with some of the recommendations and recommendations of the report? Rev. Smith indicated that they never saw a copy of the Strategic Plan.

It was asked, how you would be able to direct us at our Presbytery meetings? Rev. Nealand responded by saying that they would like to interact with us and encourage us, and if the Presbytery have any ideas on how we could do this please let us know.

It was asked, to know about the process that is in place to do the work? Rev. Smith advised the body that there would be an Advisory Team formed and along with our General Council that process will be created.

It was stated, that there are two areas that need the help of outside organizations.

M/S/A to adjourn the meeting. Closing prayer by Rev. Edward Castner at 8:15 PM.

Clergy Attendance
 Stated Meeting – December 8, 2009

APPENDIX I

	Name	Status	Resident Clergy	Signature
1	Acevedo, Luis A.	Active	X	A
2	Ahearne, Moira	At-Large		EXCUSED
3	Ahn, Chang Eui	Active	X	A
4	Aja-Sigmon, David	Active	X	EXCUSED
5	Alexander, Elizabeth	Active	X	A
6	Aloyo, Victor	Active		A
7	Amoah-Kuma, Kwame	Active		A
8	Amstein, Charles A.	Active	X	P
9	Anderson, Fred R.	Active	X	P
10	Anderson, Herbert	Active		A
11	Ankele, John	Active	X	A
12	Arkema, Carroll E.	Active		A
13	Atiemo, Samuel	Active	X	A
14	Austin, Diana	Active	X	P
15	Austin, John Charles	Active	X	EXCUSED
16	Aybar, Eliezar	At-Large	X	A
17	Bagnuolo, Raymond	Active		P
18	Baldwin, Kenneth	Active		A
19	Bartlett, Beverly Ann	Active	X	A
20	Baugh, Constance M.	At-Large		A
21	Bekaert, Guy	Active		A
22	Bell, Donald C.	Active		A
23	Bellin, Karen L.	Active		EXCUSED
24	Belonni-Rosario, Ruth Aimee	At-Large		A
25	Berry, Brenda R.	Active	X	P
26	Blackmon, Agnes	Active	X	P
27	Boling, Ruth	Active	X	A
28	Bowen, Grace	At-Large		A
29	Bowers, John Carl	Active		A
30	Bradley, Clark J.	Active	X	P
31	Brashear, Robert L.	Active	X	P
32	Brettell, S. David	Active	X	A
33	Brewster, Charles E.	Active		EXCUSED
34	Brown, Deswick H.	Active		A
35	Bryant, Lonnie	Active	X	P
36	Callender, Eugene S.	At-Large	X	P
37	Cameron, Josephine	Active		P
38	Capers, Olivia	At-Large	X	A
39	Cato, John D.	Active		A
40	Chambers, Edward Hazlett	Active	X	P
41	Chang, Yoon-Jae	Active		A
42	Chapman, Mark	Active	X	A
43	Chevalier, Roger	Active		A
44	Cho, Eun Sik	Active		A
45	Cho, Philip	Active	X	A
46	Cockcroft, David D.	Active	X	P
47	Conroy, Anne	Active	X	A
48	Damiani, Daniel A.	Active	X	P
49	Daniel, Aslam	Active		P
50	Davie, Fred	At-Large	X	A
51	Davis, Edward	Active	X	A
52	Diaz, Ricardo	Active		A
53	DiSalvo, Charles	Active		A

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54	Donnelly, Jane	Active		EXCUSED
55	Drummond, Alistair J.	Active	X	P
56	Dunn, Katherine C.	Active	X	A
57	Dyson, David W.	Active	X	A
58	Earm, Soon Hee	Active		A
59	Edmonds, Cornell A.	At-Large		P
60	Eichenberger-Gerken, Dorothy	Active	X	A
61	Entenza, Antonio	Active		A
62	Espinosa-Batista, Luis	Active		A
63	Eversley, Walter L.	Active	X	A
64	Felix, Maria	Active	X	A
65	Ferreras, Alfredo	At-Large	X	A
66	Fury, Henry	Active	X	P
67	Garcia-Mercado, Mercedes I	At-Large		A
68	Gibbs, Spencer C.	Active	X	P
69	Giraldo, Gustavo	At-Large		A
70	Goetschius, Carmen	At-Large	X	A
71	Gonzalez-Colon, Jose G.	Active	X	P
72	Gonzalez-Rivera, Edgardo	Active	X	A
73	Granberg, Krystin S.	Active	X	P
74	Grandgeorge, Douglas	Active		A
75	Greenawalt, Jack C.	Active		A
76	Gump, John R.	Active		EXCUSED
77	Hamil, Bertha Van Der Bent	Active		EXCUSED
78	Harper, Charles C.	Active		A
79	Harris, John	Active	X	P
80	Harrison, James B.	Active		A
81	Haynes, Pauline R.	At-Large	X	P
82	Helm, Robert T.	Active	X	P
83	Henderson, Charles	Active	X	A
84	Henderson, Katharine R.	Active	X	A
85	Hermanus-Rampengan, Alice	Active		A
86	Herr, Ernest C.	Active	X	A
87	Higgins, Katherine	Active	X	A
88	Hill, Lisa	At Large	X	A
89	Hostetter, Mark David	Active		A
90	Huffman, M. Jean	Active		A
91	Hundertmark, Nadine	Active	X	EXCUSED
92	Jackson, Helen E.	At-Large	X	A
93	James, Clayton Anderson	Active	X	EXCUSED
94	Jenkins, Stanley J.	Active	X	A
95	Jeong, Gyoung-Ho	At-Large		A
96	Jervis, Laura	Active	X	P
97	Johnston, Scott Black	Active	X	A
98	Kadisha, Leonard Ilunga	Active	X	A
99	Kamitsuka, Arthur	Active	X	A
100	Kay, James F.	At Large		A
101	Kim, Dong Succ	Active		A
102	Kim, Eun Joo	Active	X	P
103	Kim, Kum Ock	At Large	X	A
104	King, Douglas	Active	X	EXCUSED
105	Kingshill, Kim	Active	X	A
206	Kiskaddon, Jean	Active	X	P
107	Kissoon, Girdharry E.	Active	X	A
108	Knight, Carlton	Active		A
109	Knowles, Louis L.	Active	X	EXCUSED

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110	Kusterbeck, Richard	Active	X	A
111	Kwak, Jai Hyuck	At-Large	X	A
112	Kwon, Dae Junn	At Large		A
113	Lacey, Diane	Active	X	P
114	Lang, Christiane	Active	X	A
115	Lawrence, Thomas L.	At-Large	X	A
116	Ledger, Nancy R.	Active	X	EXCUSED
117	Lee, Hyoung Seek	At Large		A
118	Lee, Seung Ik	Active	X	A
119	Lee, Suk Jong	Active		A
120	Lindvall, Michael L.	Pastor	X	P
121	Louer, Robert C. III	Active	X	P
122	Lowry, Boyd B.	Active	X	A
123	Lui, Matthew C.S.	Active		A
124	MacCallum, C. Lee	Active		A
125	Masih, Mukhtiar	Active	X	A
126	Matos-Garcia, Gilberto	Active		A
127	May, Grace	Active		A
128	Mayhew, Bernard S.	At Large		A
129	McCaslin, Sarah	Active	X	A
130	McCloud, J. Oscar	Active		P
131	Meadows Rogers, Arabella	At Large	X	EXCUSED
132	Meeuwsen, James W.	Active		A
133	Merlin, Leslie	Active	X	A
134	Merryman, William E.	Active	X	A
135	Missick, Glen C.	Active	X	P
136	Mitchell, Charles B.	Active	X	A
137	Moore, Patricia A.	Active	X	A
138	Morton, W. Scott	Active	X	A
139	Moses, John W.	At-Large		A
140	Moss, Victoria	Active	X	EXCUSED
141	Neil, Clive E.	Active		A
142	Nelson, Carl B.	Active		A
143	Newell, Philip R.	Active	X	P
144	Noble, David	Active		P
145	O'Connor, Patrick H.	Active	X	A
146	Olinger, Donald R.	Active	X	EXCUSED
146	Oliver, C. Herbert	Active	X	P
148	Orr-Harter, Jan	At-Large		A
149	Padilla, Alvin	Active		A
150	Pang, Joseph	Active	X	A
151	Parker, Janet	At-Large		A
152	Patterson, Benjamin	Active		A
153	Pease, Richard F.	Active	X	A
154	Pettis, Jeffrey	Active	X	A
155	Phelps, Stephen	Active	X	P
156	Phillips, Donald G.	Active		A
157	Picon, Victor	At-Large	X	A
158	Pindar, William	At Large		A
159	Preston, Richard	Active	X	EXCUSED
160	Prince, David	Active	X	P
161	Raska, Brent	Active	X	EXCUSED
162	Raska, Erin	Active	X	EXCUSED
163	Reese, James F.	Active		P
164	Rheem, In Whan	Active	X	A
165	Rhei, Samuel C.K.	At-Large		A

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166	Richardson, James O.	At-Large	X	A
167	Rivera, Daniel	Active	X	A
168	Robertson, Cleotha	Active	X	A
169	Rock, Paul	Active	X	A
170	Rosario, Carmen	Active		P
171	Rosenblum, Carl D.	Active		A
172	Rudden, Alyce T.	Active	X	A
173	Sandoval, Armando	Active	X	A
174	Santos, Noreen	Active	X	P
175	Schult, David F.	Active	X	A
176	Seaman, Carol N.	At Large		A
177	Shafer, Byron E.	Active		A
178	Shelton, Miriam	At-Large	X	A
179	Shoup, Richard W.	Active	X	A
180	Shriver, Donald W.	Active	X	P
181	Sintumat, Pongsak	Active		A
182	Sisley, John R.	Active		A
183	Smith, Christopher	Active	X	P
184	Smith, Paul	Active		A
185	Smucker, John	Active		EXCUSED
186	Soga, Satoe	At Large	X	A
187	Sorg, Charles L.	Active		A
188	Speer, James G.	Active	X	A
189	Speers, Mary B.	Active	X	EXCUSED
190	Stehlik, Ondrej	Active	X	EXCUSED
191	Stilwell, Cathy	Active	X	A
192	Sweringen, Anna Taylor	Active	X	P
193	Talbot, Maurena R.	At-Large	X	A
194	Talbot, Nancy	Active	X	P
195	Tanios, Sabry	Active	X	A
196	Thomas, Kenneth J.	Active	X	P
197	Thomas, Margaret Orr	Active	X	P
198	Thomson, Alan C.	Active	X	A
199	Tisdale, Nora Tubbs	At-Large		A
200	Todd, George E.	Active	X	P
201	Tse, Eson	Active	X	A
202	Twiname, John D.	Active		A
203	Van Buren, Philip	At-Large	X	A
204	Vandersall, Mieke	Active	X	EXCUSED
205	Voelker, Theodore S.	Active	X	A
206	Wahlig, Donald	Active		P
207	Waldron, Lancelot	At-Large		A
208	Walker, Sylvia T.	Active		A
209	Waltemath, Beth	Active	X	EXCUSED
210	Walton, Jon M.	Active	X	P
211	Warren, John David	Active	X	A
212	Weber, Randolph L.	Active	X	A
213	Welty, Marcel A.	Active	X	A
214	Wentrobe, David	Active	X	P
215	West, Charles C.	Active		A
216	West, Lynne A.	Active	X	P
217	Wieser, Thomas	Active		A
218	Williams, Euton E.	Active	X	P
219	Williams, G.E.	At-Large		EXCUSED
220	Winbush, Robina	Active		EXCUSED
221	Woodbury, Waldo B.	Active	X	A

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222	Wootten, J. Perry	Active		P
223	Yang, Hi Chul	Active	X	A
224	Yang, Samuel	At-Large		A
225	Yarru, Errol	Active	X	A
226	Yoo, Jesun	At-Large	X	A
227	Yoo, Tai Young	Active		A
228	Young, Darryll	Active	X	A
229	Zarou, Andrea	Active	X	A

CORRESPONDING MEMBERS

Name	Affiliation	Name	Affiliation
Rev. Kathlyn Nealand	Long Island Presbytery	Rev. Edward Castner	Southern New England Presbytery
Elder Perry Smith	Roxbury Presbyterian Church Boston Presbytery	Elder Judy Wussler	Fanwood Presbyterian Church Elizabeth Presbytery
Elder Gloria Brown-Daly	First PC Irvington Newark Presbytery		

CE - Commissioned Elder		PE – Parity Elder				
	Church		Name	Status	Signature	
1	Astoria	Q	Sohn, Esther	CE	A	1
			Cho, Choon Whe	PE	P	2
2	Bay Ridge United	BK	Adamski, Robert	CE	A	3
			Additional Commissioner	PE	A	4
3	Beck Memorial	BX	Williams, Hazel	CE	P	5
			Ray, Flourine	PE	A	6
4	Bedford Central	BK	Hickman, Theodore	CE	P	7
			James, Wilfred	PE	P	8
5	Bedford Park	BX	Youn, Young	CE	A	9
			Gonzalez, Charles	PE	A	10
6	Bethel Presby/Reformed	BK	Amo-Adu, Michael	CE	A	11
			Additional Commissioner	PE	A	12
7	Beverly	BK	Herrin, Geraldine	CE	P	13
			Peters, Kenneth	PE	A	14
8	Brick - 1641 (4)	M	Stanton, Ellsworth, III	CE	A	15
			McCrie, Robert	CE	A	16
			Jenoure, F. Everett	CE	A	17
			Mason, Christopher M.	CE	A	18
			Ellis, Michael	PE (GC)	A	19
9	Broadway	M	Batten, John Jay	PE	A	20
			Jenoure, Sara	PE	A	20
10	Calvary	SI	Koehler, Hilda	CE	A	21
			Additional Commissioner	PE	A	22
11	Central	M	Auer, Christine	CE	A	23
			Additional Commissioner	PE	A	24
12	Church of the Covenant	M	Hanson, Nils	CE	A	25
			McDonald, Kevin	CE	A	25
			Johnson, James	PE	A	26
13	Church of the Crossroads	BK	Johnston, Roy	PE	A	26
			Stockberger, Cassandra	CE	EXCUSED	27
14	Church of the Master	M	Reid, Gregory	CE-Alt		
			Squillante, Melanie	PE	P	28
15	Christ by the Sea	Q	Damiani, Paula	CE	A	29
			Damiani, Julio	PE	A	30
16	Dunton	Q	Sherman, Cecilia	CE	P	31
			Parson, James	PE (CHAIR)	P	32
17	Duryea	BK	Miller, Connie	PE	P	33
			Ross, Michael	CE	A	34
18	Eastchester	BX	Additional Commissioner	PE	A	35
			Brandon, Pearline	CE	A	36
19	El Buen Pastor	BX	Miller, Annie	CE Alt		
			Pearson, Janet	PE (STAFF)	A	37
20	Emmanuel	M	Watson, Larry	PE	A	38
			Glover, Gladys	CE	A	39
21	Faith	Q	Additional Commissioner	PE	A	40
			Bell-Berti, Fredericka	CE	P	41
22	Far Rockaway	Q	Thompson, Valrie	PE	P	42
			Murphy, Nydia	CE	A	43
23	Featherbed Lane	BX	Huggins, William	CE	P	44
			Lee, Jong Min	CE	A	45
		BX	Hewitt, Diane	CE	P	46
			Purvis, Rosalie	CE	P	47
			McGee, Mildred	PE (GC)	A	48

CE - Commissioned Elder			PE – Parity Elder			
24	Fifth Avenue – 3288 (5)	M	Cole, Jack E.	CE	A	49
		M	Johnson, Beverly	CE	A	50
		M	Kroeger, Naomi	CE	EXCUSED	51
		M	Lamb, Lowell	CE	P	52
		M	Swarthout, Barbara	CE	A	53
		M	Malone, Ena	PE (CHAIR)	P	54
25	First – Brooklyn	BK	Kolts, Linda	CE	EXCUSED	55
26	First Chinese	M	Jang, Don	CE	P	56
27	First – Manhattan – 1138 (3)	M		CE	A	57
		M		CE	A	58
		M	Ryan, Reade	CE	A	59
		M	Richardson, David	PE (EX STAFF)	A	60
28	First Spanish	BK	Ledee, Anna	CE	A	61
		BK	Ledee, Carlos	PE (GC)	A	62
29	Flatbush Redeemer	BK	Wiltshire, Erlene	CE	A	63
30	Flushing	Q	Doyle, Eleanor	CE	A	64
31	Forest Hills	Q	Paz, Richard	CE	P	65
		Q	Amritt, Ian	PE (CHAIR)	P	66
32	Fourth	BX	Vidal, Gloria	CE	P	67
33	Fourth Avenue	BK	Kasses, Kay	CE	A	68
34	French Evangelical	M	Goued-Njayick, Emmanuel	CE	A	69
		M	Amit-Priso, Daniel	PE (GC)	P	70
35	Ft. George	M	Velez, Lydia	CE	A	71
36	Fort Hamilton	BK	Johnston, Gladys	CE	A	72
37	Ft. Schuyler	BX	Stone, Millie	CE	A	73
38	Ft. Washington Heights	M	Acosta, Frank Miranda, Delmy Guidos, Haydee Ramirez, Maria	CE CE Alt CE Alt CE-Alt	A	74
39	Gethsemane	BK	Napoli, Rosemarie	CE	A	75
40	Glen Morris	Q	Bisnauth, Amy	CE	EXCUSED	76
41	Glenmore Avenue	BK	Pierre, Desiree	CE	A	77
42	Good Neighbor	M	Valle, Rosa	CE	A	78
43	Good Shepherd-Faith	M	Gingrich, John	CE	P	79
		M	Kim, Chung-Sam	PE (CHAIR)	A	80
44	Hollis	Q	Charles-Perry, Ethel	CE	A	81
45	Home	BX	Admin Comm	CE	A	82
46	Homecrest	BK	Blossom, Ray	CE	P	83
47	House of Hope	Q	Elder Commissioner	CE	A	84
48	Indonesian	M	Hermanus, Reinhold	CE	A	85
49	Jamaica – 543 (2)	Q	Bhagwan, Masih Jones, Lavinia	CE CE Alt	A	86
		Q	Brown, Alpha	CE	P	87
50	Jan Hus	M	Connolly, Elaine	CE	P	88
		M	Rawlings, Annie	PE (STAFF)	P	89
51	Kingslawn	BK	Elder Commissioner	CE	A	90
			Parris, Peter	CE (CLP)	EXCUSED	91
52	Korean Central	Q	Elder Commissioner	CE	A	92
53	Korean United	Q	Elder Commissioner	CE	A	93
54	Laconia	BX	Smith, Beverly	CE	P	94
55	Lafayette	BK	Neal, Nancy	CE	P	95
56	Living Christ	BK	Dominguez, Francisco Nieves, Michael	CE	A	96
57	Madison Avenue -746 (2)	M	McFadden, Josephine	CE	P	97

CE - Commissioned Elder			PE – Parity Elder			
		M	Fields, Ronald	CE	P	98
58	Manhattan Cornerstone	M	Kim, Konrad	CE	A	99
59	Memorial	BK	Lugo, Luis	CE	A	100
60	Mt. Morris Ascension	M	Olivia Williams	CE	P	101
61	Mt. Washington	M	Lester, Isaac	CE	A	102
62	Newtown, First	Q	Redican, Ann	CE	A	103
63	North – Flushing	Q	Spielman, Lynda	CE	P	104
64	North – Manhattan	M	Matthews, Delores Crawford, Ethel Faust, Eunice	CE CE-Alt CE Alt	EXCUSED	105
65	Olivet	SI	Santiago, Betty	CE	A	106
66	Ozone Park	Q	Richardson, Ann	CE,	A	107
67	Queens Chinese	Q	Tse, James	CE (PE STAFF)	A	108
68	Queens Village	Q	Satchwell, Phyllis	CE	A	109
69	PC of the Redeemer of E Bklyn	BK	Bumgardner, Norman	CE (PE CHAIR)	P	110
70	Rendall Memorial	M	Hall, Marcia	CE	A	111
		M	Mack, Sara	PE (GC)	A	112
71	Ridgewood	Q	Hoffman, Arlene	CE	EXCUSED	113
72	Riverdale	BX	Miller, Amy Aldred, Joan	CE	A	114
		BX	Armstrong, Yvonne	Moderator	P	115
73	Rutgers	M	Falk, William	CE	P	116
74	San Andres	BX	Garcia, Raquel	CE	A	117
75	Second	M	Weng, Rita Woltjer, Johanna	CE CE Alt	EXCUSED	118
76	Siloam	BK	Snyder, Teresa Jackson, Ernie	CE CE Alt	A	119
77	Soundview	BX	Beaton, Amy	CE	A	120
78	Springfield Gardens	Q	Charles, Simeon	CE	P	121
		Q	Hutchins, Myra	PE (CHAIR)	A	122
79	St. Albans	Q	Lawrie, James Hendricks, Charles Neal, Beatrice	CE	A	123
80	St. Augustine	BX	Taylor, Ina	CE	A	124
81	St. James	M	Taylor, Estella	CE	P	125
82	St. Luke's	Q	Sanchez, Mike	CE	A	126
83	Throggs Neck	BX	Criscuolo, Florence Garcia, Joan	CE	A	127
84	Throop Memorial	Q	Daniels, Monica	CE	A	128
		Q	Griffith, Adolfo	PE (CHAIR)	P	129
85	Tremont	BX	Oppomg, Godfried	CE	A	130
86	Trinity- Manhattan	M	Bukowski, Jacqueline	CE	A	131
87	Trinity United	BK	DeLosSantos, Nelry Ramo, Eneida	CE CE-Alt	A	132
88	Union of Bay Ridge	BK	Mossaur, Morag	CE	P	133
89	United of Ridgewood	Q	Sprance, Walter Skane, Ellen	CE CE-Alt	A	134
90	University Heights	BX	Edwards, Dorothy	CE	A	135
91	West End	M	Serlin, Justina	CE	P	136
92	West Park	M	Nedelka, Jim	CE	P	137
		M	DeRogatis, Hope	PE (GC) CE-Alt	P	138
93	Westminster-Bethany	BK	Johnson, Grace	CE	A	139

**Elder Commissioner Attendance
Called Presbytery Meeting – December 8, 2009**

APPENDIX II

CE - Commissioned Elder			PE – Parity Elder			
94	Westminster-Cedar Manor	Q	Ruffin, Robert	CE	A	140
95	First PC of Whitestone	Q	Laird, Helena Fischbach, Thomas	CE	EXCUSED	141
96	Williamsbridge	BX	Channer, Beverly Patterson, Daphne	CE CE Alt	A	142
97	Zion	BK	Alvarez, Florida M Estrada, Ricardo	CE	A	143

GUESTS

Marietta Chisolm (Rendall)	Effie Bynum (Church of Master)	Sharon Davison (Madison Ave)
Bani Washington (Rendall)	Sally Howard (Church of Master)	Kenneth Johnson (Far Rockaway)
Douglas Howard Chisolm (Rendall)	Joyce Seebrooks (Church of Master)	Carmen Lugo (Riverdale)
Janie Johnson (Rendall)	Ellen Pearre Cason (5 th Ave)	Marion Wood (Featherbed)
Audrey Broadnax (Rendall)	Gerson Rocha (5 th Ave)	Dorette Winslow (Laconia)
Robert Washington (Rendall)	Betty Jones (1 st PC in NYC)	Myrtle Smith (St Augustine)
Dorothy Washington (Rendall)	Dorothy Hibbert (St. James)	Eva Chambers (Williamsbridge)
Thelma Chisolm Broadnax (Rendall)	Kenneth Ambrose (St. James)	Eric Toodles (Westminster CM)
Thelma Howard Chisolm (Rendall)	Cora McGilmore (St. James)	Dr David Ofori (Emmanuel PR)
		Elizabeth Edwards

CHURCHES NOT REPRESENTED (66)

Bay Ridge United	Ft. Washington Heights	Rendall
Bedford Park	Gethsemane	Ridgewood
Bethel Presbyterian Reformed Church	Glen Morris	Riverdale
Brick	Glenmore Avenue	San Andres
Broadway	Good Neighbor	Second
Calvary	Hollis	Siloam
Central	Home	Soundview
Christ by the Sea	House of Hope	St Albans
Crossroads	Indonesian	St Augustine
Dunton	Kingslawn	St. Lukes
Duryea	Korean Central	Throggs Neck
El Buen Pastor	Korean United	Throop Memorial
Faith	Living Christ	Tremont
First Brooklyn	Manhattan Cornerstone	Trinity
First Manhattan	Memorial	Trinity United
First Spanish	Mt. Washington	United of Ridgewood
Flatbush Redeemer	Newtown	University Hts
Flushing	North Manhattan	Westminster-Bethany
Fourth Avenue	Olivet	Westminster Cedar Manor
Fort George	Ozone Park	Whitestone
Fort Hamilton	Queens Chinese	Williamsbridge
Ft. Schuyler	Queens Village	Zion

**Report and Recommendations
To the Synod General Council of
The Synod of the Northeast**

By

**The Special Administrative Review Committee of
The Synod of the Northeast for
The Presbytery of New York City**

Introduction

The Synod Assembly took the action on Friday, October 17, 2008 to establish a committee with five to seven ministers and elders appointed by the Past Moderator of the Synod, Elder Kay Shields, to conduct a Special Administrative Review of the Presbytery of New York City. In responding to the request for a Special Administrative Review of the Presbytery of New York City, it became very clear to the appointed members through the interviews we held and the information we received that there exists a crucial need for such an administrative review, and that serious remedial steps must be taken. And while we strongly considered the possibility of requesting the Synod of the Northeast to establish an Administrative Commission to come into the Presbytery of New York City in an endeavor to resolve the conflicts, we decided instead that the most productive approach would be for the Presbytery of New York City, through its General Council, to assume responsibility for the leadership of the presbytery in dealing with the existing conflicts, thereby ensuring that the presbytery itself directly assumes ownership of the process of remediation.

Appointed Members of the Special Administrative Review Committee (SARC)

Elder Ionie Crosdale	Genesee Valley
Rev. Edward (Ned) Castner	Southern New England
Rev. Susan Friedl, Co-Chair	Palisades
Rev. Martin Concepción Hernandez	West Jersey
Elder Guillermo Lopez-Acosta	Palisades
Elder Perry Smith, Secretary	Boston
Rev. Eugene Turner, Co-Chair	Cayuga-Syracuse
Rev. Paul Yang	Eastern Korean

The staff person to SARC was Elder Mary Lynne Flowers, Synod of the Northeast Executive for Administration/Stated Clerk.

Synod Action to Form the Special Administrative Review Committee

The Synod of the Northeast established a Committee to conduct a Special Administrative Review of the Presbytery of New York City to seek to restore the peace, unity and purity in the presbytery.

This request was based on G-9.0408 and G-9.0409: If a higher governing body learns at any time of any irregularity or delinquency by a lower governing body, it may require the governing body to produce any records and take appropriate action (G-12.0102n, G-12.0304, G-13.0103k,n).

G-9.0409

a. In reviewing the proceedings of a lower governing body, the higher governing body shall determine, either from the records of those proceedings or from any other information as may come to its attention whether:

- (1) The proceedings have been correctly recorded;
- (2) The proceedings have been regular and according to the Constitution;
- (3) The proceedings have been prudent and equitable;
- (4) The proceedings have been faithful to the mission of the whole church;
- (5) The lawful injunctions of the higher governing body have been obeyed.

Some members from the Presbytery of New York City submitted to the synod the reasons for this request as follows:

1. Our inability at this time to move beyond issues and concerns that deeply divide us, to the point where we are unable to focus our energy and love on the ministry of Jesus Christ in New York City.
2. That the past year has been very difficult for everyone, including the Stated Clerk, our Moderators and Executive Presbyter. We worry about the impact of these dynamics upon their health.
3. That there were a series of events over the past year, including the proceedings leading up to and during the re-election of the Stated Clerk to a new four-year term on September 27, 2008, which took place in executive session. These events have raised complex questions, conflict and controversy. We believe these proceedings may not have been prudent, equitable, and lacked the decency and order expected within our Church.
4. That the content, presentation and recording of the Presbytery minutes, and the current state of the Presbytery membership rolls, have been questioned during the Presbytery meetings over the past year.
5. Our desire to seek resolution and avoid formal proceedings under the Rules of Discipline (which may or may not be available to us) and to achieve the purity and purposes of the Church through this administrative review.

Special Administrative Review Process

In order to accomplish the work of the review, members of SARC convened a total of five times as follows:

November 25, 2008	Conference Call meeting
January 6, 2009	Albany NY
January 22-23, 2009	New York City, NY
February 3-4, 2009	New York City, NY
March 3, 2009	Albany, NY

Each meeting began with worship led by members of SARC. When not meeting, the work of SARC was completed through electronic networking.

SARC gathered information through face-to-face interviews with members of the presbytery. We interviewed the Presbytery of New York City's Executive Presbyter, Stated Clerk, Moderator, two immediate Past Moderators, one of whom currently serves as Chair of the General Council, Chair of the Personnel Committee, Staff for Presbytery Property, Pastors, and Elders. In total, two large group interview listening sessions and twenty-three individual interview listening sessions were conducted. During each interview listening session, people were asked to respond to these four questions:

- ❖ Can you describe the conflict, as you understand it?
- ❖ Can you describe contributing factors to the conflict?
- ❖ Can you suggest means of reconciliation for the conflict?
- ❖ What else do you need to say?

Responses to the questions were categorized and discussed by repetition, theme, and frequency as heard by SARC. It should be noted that an additional interview listening session was added by SARC to encouraged participation by presbytery leaders of people of color.

In addition to interview listening sessions, SARC completed the review by reading the September 27, 2008 and November 18, 2008 Minutes of the Stated Meeting of the Presbytery of New York City; Report and Recommendations by the Administrative Commission for the Presbytery of New York City as presented on April 29, 2000; Presbytery of New York City Standing Rules; Position Description for the Stated Clerk; Presbytery of New York City Directory 2008; Synod Co-Executive Clint McCoy's Reflections on a Visit to Presbytery of New York City's November 18, 2008 Stated Meeting; and numerous letters received from members of the presbytery.

Special Administrative Review Committee Process Findings

Placement of the Stated Clerk in the presbytery system:

- People who spoke to us perceived serious division over the role of the Stated Clerk in the presbytery.
- The Personnel Committee's recommendation for re-election of the Stated Clerk is in conflict with perceived job performance of the Stated Clerk by persons with whom we consulted.
- Filing of the complaint with the Synod Permanent Judicial Commission by the Stated Clerk was perceived by many to increase the conflict in the presbytery.
- Subsequently, there was serious conflict over the re-election of the Stated Clerk at the September 2008 Stated Meeting of the Presbytery of New York City.

- The role of the Stated Clerk staff position in the presbytery staffing system is perceived as an issue.

Role of Board of Trustees

- Organizational structure of Board of Trustees as a separate non-profit entity is an issue.
- Many perceive that the leadership and membership of the Board of Trustees not to be racial and gender inclusive.
- It is perceived that Board the Trustees is not supportive of the mission of the presbytery.
- It is perceived that Presbytery lacks oversight of the Board of Trustees concerning its non-profit status.

Functionality of the General Council

- Some members of the presbytery desire more talk about mission, and more worship, prayer, and reflection in the stated meetings of the presbytery.
- Many perceive that the mission of the General Council should include special attention to pastoral leadership of small churches.

Break down of Vision of the presbytery staff

- Many perceive issues of power and authority conflict within staff.
- Many perceive conflict and distrust within the staff concerning race that creates high tension.
- There is a perception that the staff is not empowered to exercise authority nor is it supported when recommending ideas to address issues in the life and ministry of the presbytery.

Presbytery Community and Relationships

- Presbytery is not a nurturing community and no one claims responsibility or authority for nurture.
- Documented long history of staff and membership discord within presbytery.

- Anxiety in the presbytery by small churches that presbytery will use its power to close churches and sell the property to raise money for presbytery.
- Conflict over validation of lay pastors.
- The perception that committee membership is racially and ethnically correct, however some believe that the committees lack leadership skills, suggesting classism and racism.
- During the stated meetings of presbytery, distrust leads to the presbytery re-doing the work of presbytery committees.
- It is perceived that distrust within the presbytery cuts across racial and social boundaries.
- Many perceive there are feelings of alienation among presbytery members due to major salary differences.

Recommendations to the Synod

I. Recommendations: The Placement of the Staff Position of the Stated Clerk

- *That the position description of the Stated Clerk be re-defined so that the position clearly states to whom the Stated Clerk reports.*
- *To minimize conflict and confusion it should be clearly understood that the duties of the Stated Clerk include recording motions and actions approved by the Presbytery, and taking charge of editing and filing of the presbytery's minutes.*

Commentary

SARC's investigation of issues and concerns relating to conflict within the Presbytery of NYC is partly related to how the position of Stated Clerk is lodged in the staffing system. The position description of the Stated Clerk is vague in its definition of authority assigned. This confusion is contributing to the conflict concerning the Stated Clerk and the perceptions of how the Stated Clerk is functioning in the Presbytery.

SARC contemplated several scenarios of how to make corrections to what it feels is a source of conflict in the presbytery community. We heard from many in the presbytery pointing to the Stated Clerk as the source of the conflict. SARC does not hold that the Stated Clerk, nor the position, is the sole reason for the unhealthy tension and conflict in the presbytery.

SARC is appalled that there is so much conflict resulting from the way the minutes of the presbytery are managed. SARC observes that an electronic recording of the presbytery meeting does not constitute the recording of the presbytery minutes, according to Roberts Rules of Order. an electronic recording of the presbytery meeting is useful for archival and historical purposes.

SARC observes that motions come to the floor of the presbytery by a presbytery committee, and from the floor, when seconded. Motions made on the floor of the meeting should be submitted to the Moderator in writing. A report from a committee does not need a second. Following these procedures, motions before the house belong to the presbytery, and not to a person. We found in the record of a presbytery meeting confusion about whose motion it is when presented to the presbytery body.

II. Recommendations: Functionality of the General Council

- *That NYC Presbytery secure the assistance of outside professional religious organizational development and management consultation service with facility to address race relations in organizational systems to help the presbytery re-conceptualize itself, organizationally and relationally, and as an instrument of Christian mission.*
- *That Synod appoint an Advisory Team including members within the Presbytery to support and encourage the work of the General Council as it claims its representative authority and responsibility for leadership in the presbytery.*

Recommendation Considered and Rejected

- *SARC considered the request stated by a few individual presbytery members to dissolve or redraw the boundaries of the Presbytery of New York City, but decided against recommending this extreme action.*

Commentary

SARC believes the General Council must adopt a different style of leadership. It is recommending that an outside professional religious organizational development and management consultation service be retained to assist the Presbytery in rethinking the relational and organizational design of the presbytery. Such a recommendation is costly, but essential. There is no doubt the conflict SARC found in the Presbytery of New York City will not subside if the General Council fails to act on matters relating to its mission and community life. SARC envisions the function of the Advisory Team to support and encourage the work of the General Council as it reclaims its mission and authority for the coordination of the work of the presbytery. In moving forward, the functioning of the General Council is crucial and essential to addressing organizational conflict within the presbytery.

III. Recommendations: Role of the Board of Trustees

- *That the General Council with the presbytery, in order to foster its mission, find a way to provide oversight regarding the expenditure of income gleaned from money managed by a non-profit instrument.*

- *That the leadership and membership of the Board of Trustees be racial and gender inclusive, and representative of the various segments of the presbytery's congregations.*

Commentary

SARC heard from many people that the way the Board of Trustees operates in the presbytery produces distrust and disharmony within the community. There are some who feel the Board of Trustees stands against the mission of the presbytery. SARC assumed it is for fiduciary reasons that the Board of Trustees is thusly incorporated. Whatever the reason, the bodies must work in harmony with each other if the community of the presbytery is to be sustained.

IV. Recommendations: Break Down of the Vision of the Presbytery Staff

- *That Presbytery of New York City work intentionally with an outside professional religious organizational development and consultation service to explore and correct existing dynamics within the current staff structure and relationships.*
- *In consultation with the outside professional religious organizational development service, a staffing plan be designed to address future changes in staff.*

Commentary

SARC learned the following:

- There is a loss both of vision and of a sense of community among the staff.
- There is a perception that the staff is not empowered to exercise authority nor is it supported when recommending ideas to address issues in the life and ministry of the presbytery.
- Many believe that the Stated Clerk is the sole reason for the break down of the community of the presbytery. SARC acknowledges that some actions of the Stated Clerk have been questioned, but labeling him as the only problem of the presbytery falsifies the causes of the present conflicts and tensions within the community.
- SARC acknowledges that there are race and class issues among the staff and within the presbytery, however the relational dynamics in the presbytery should not be identified as race and class only. Race is part of the dynamics, but in this instance, using race as the source of the conflict would oversimplify the reasons for the conflict.

V. Recommendations: Presbytery as a Christian and Nurturing Community

- *That the Presbytery of New York City General Council work intentionally with an outside religious organizational development and consultation service to create a faith community that enables the presbytery to do the work to which we are called in faithfulness to Jesus Christ and the mission of the whole Church.*

- *That a program be established to welcome, orient, and train new clergy members of presbytery.*

Commentary

NYC Presbytery seems to have lost its sense of being a loving, caring and nurturing community of the faithful, working harmoniously in mission and ministry. The Committee was peppered with illustration after illustration documenting these observations:

- The presbytery is not a nurturing place, and no one claims responsibility and authority for developing the community life of the presbytery.
- Tension between the “avenue” churches and small congregations in that the avenue churches feel disenfranchised and the small churches display anger over their financial plight. There is no evidence found of open conversation regarding either situation.
- Small churches exhibit anxiety over their future, fearing that the presbytery wants their real property.
- The process of validating ministries is a source of friction and gross misunderstanding. The current Committee on Ministry procedures of validation of non-parish ordained ministers needs to be addressed.
- There is polarization along racial, economic, class, and social lines. Many operate with the belief that committees are populated with racial ethnic members not skilled to manage the tasks assigned.
- Distrust in the community is widespread. Committees assigned to do work are not trusted to complete it without much consternation and debate during presbytery meetings, often over small things.
- Several persons suggested the dissolution of the presbytery in order to restructure it into two bodies.
- The presbytery is perceived as being dysfunctional, caught up in a malaise of racial polarization and creditability problems.
- One positive impression SARC noted is that there did not appear to be theological conflict present, a strong argument for not dissolving the presbytery.

Conclusion:

The Presbytery of New York City is rich with resources among its membership, if members can find enough trust and goodwill to work together. The mission calling of the presbytery is great but it appears overwhelming. Surely members of the presbytery understand this challenge and have the desire to address it. SARC believes a sense of community and vision can be restored to the Presbytery of New York City with the help of professional and competent outsourced religious organizational development and consultation assistance. The synod is prepared to recommend the names and contact information for such consulting organizations upon request from the presbytery. SARC does not believe the Presbytery, alone, can find the harmony, unity, and Christian community necessary to carry out its mission. The conflict is too deep. Without outside assistance, gifted and intellectual

minds of the presbytery will rationalize their views and behavior, thus reducing the chance for objective scrutiny concerning the complex issues facing the presbytery. This recommendation will require an expenditure of money.

Finally, SARC wishes to express appreciation for the most helpful role that our Synod Executive for Administration/Stated Clerk, Mary Lynne Flowers, has taken in supporting the work of the members of the committee and the members of the Presbytery of New York City during the review.

THE SYNOD OF THE NORTHEAST

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Mary Lynne Flowers
Executive for Administration/Stated Clerk

Clinton A. McCoy Jr.
Executive for Partnerships



APPENDIX III

Website: WWW.SYNODNE.ORG

consulting, facilitating, partnering in mission

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November 16, 2009

Elder Yvonne Armstrong, Presbytery Moderator
The Rev. Cornell Edmonds, Presbytery Stated Clerk
The Rev. Oscar McCloud, Acting Executive Presbyter
The Rev. Margaret Orr Thomas, Chair of Presbytery General Council
Presbytery of New York City
475 Riverside Drive, Suite 1600
New York, NY 10115

Dear Friends in Christ,

As you are well aware, the Assembly of the Synod of the Northeast held a hearing on Saturday morning, October 17, 2009, on the question of forming an Administrative Commission to work with the Presbytery of New York City.

Immediately following that hearing, the Synod Assembly discussed the matter and approved two motions. The text of the motions as amended are attached to this letter.

Synod Moderator, the Rev. Stuart Buisch, has appointed the five members of the Committee to Present, Monitor and Report (PMR), as specified in the motion:


Synod Commissioner	Elder Gloria Browne-Daly	AF	Newark
Synod Commissioner	The Rev. Kathlyn Nealand	AE	Long Island
Synod Commissioner	Elder Judy Wussler	AE	Elizabeth
Former Member of SARC	The Rev. Edward (Ned) Castner	AE	Southern New England
Former Member of SARC	Elder Perry Smith	AF	Boston

This committee will present the action of the Synod Assembly at the Special Meeting of the Presbytery of New York City on December 8, 2009, called for that purpose.

The Synod Moderator is in the process of appointing Synod members to the Advisory Team for General Council as specified in the action of the Synod Assembly.

If you have any questions or need further clarification, please feel free to contact me by phone at (800) 585-5881 [synod office] or (315) 243-2645 [cell] or by email at mflowers@synodne.org

Grace and peace,


Mary Lynne Flowers, Stated Clerk
Synod of the Northeast

Enc: Motion approved by Synod Assembly on October 17, 2009

cc: The Rev. Stuart Buisch, Synod Moderator
The Rev. Clinton A. McCoy, Jr., Synod Executive for Partnerships

MOTIONS PERTAINING TO THE REPORT OF THE SPECIAL ADMINISTRATIVE REVIEW COMMITTEE FOR NEW YORK CITY PRESBYTERY (SARC) PASSED BY SYNOD ASSEMBLY [SYNOD OF THE NORTHEAST] ON OCTOBER 17, 2009.

MOTION: M/S/CARRIED

That the Synod approve the SARC report found in Appendix B of the proposal for an Administrative Commission.

MOTION: M/S/CARRIED AS AMENDED

1. That the Synod take the following actions:
 - a. Direct the PNYC to consider the SARC report at its next stated meeting or special meeting called for that purpose.
 - b. Appoint a special committee of three commissioners to this Synod Assembly from Metro New York, New Jersey or Connecticut and two members of the SARC:
 - to attend that meeting of the PNYC to present the SARC report and actions of this Synod concerning it;
 - During the ensuing two years to monitor the Presbytery's response to the directions given below; and
 - to report from time to time to the Synod's General Council and to the 2010 and 2011 Annual Meeting of Synod.
 - c. Record the full SARC report in the minutes of this meeting and dismiss the committee with thanks for its careful work.

2. That the Synod take the following actions pertaining to the SARC recommendations:

[These actions are taken with some editing from the Recommendations in the SARC report.]

Regarding Placement of the Staff Position of the Stated Clerk

 - a. Direct the PNYC to redefine the position description of its Stated Clerk so that duties required by the *Book of Order* are distinguished from administrative staff duties, and responsibility for reporting and performance review is clearly stated.
 - b. Instruct the Stated Clerk of PNYC that in accordance with G-9.0203 and *Robert's Rules of Order* (G-9.0302) the duties of the office include recording motions and actions approved by the Presbytery, and taking charge of editing and filing of the Presbytery's minutes.

Regarding Functionality of the General Council

 - c. Direct the PNYC to secure the assistance of outside professional religious organizational development and management consultation service with facility to address race relations in organizational systems to help the Presbytery reconceptualize itself organizationally and relationally and as an instrument of Christian mission.
 - d. Appoint an Advisory Team including members from within the Presbytery to support and encourage the work of the Presbytery's General Council as its claims its representative authority and responsibility for leadership in the Presbytery.

Regarding the Board of Trustees

 - e. In order to foster the mission of the Presbytery, direct the Presbytery General Council to provide oversight regarding the expenditure of funds gleaned from money managed by a non-profit instrument.
 - f. Instruct the Presbytery's Committee on Representation and Nominating Committee to assure that the leadership and membership of the Board of Trustees is racial and gender inclusive, and representative of the various segments of the Presbytery's congregations.

Regarding a Breakdown of the Vision of the Presbytery Staff

 - g. Direct the Presbytery to work intentionally with an outside professional religious organizational development and consultation service to explore and correct existing dynamics within the current staff structure and relationships.
 - h. Direct the Presbytery to develop in consultation with the outside professional religious organizational development service a staffing plan to address future changes in staff.

Regarding Presbytery as a Christian and Nurturing Community

- i. Direct the PNYC General Council to work intentionally with an outside religious organizational development and consultation service to create a faith community that enables the Presbytery to do the work to which we are called in faithfulness to Jesus Christ and the mission of the whole Church.
 - j. Direct the PNYC to establish a program to welcome, orient, and train new members of the Presbytery.
3. That the Synod refer the proposal for an administrative commission to the General Council of the Synod with instruction to report concerning it to the 2011 Annual Meeting of Synod. *[This will require that the text of the proposal be recorded in the minutes of this meeting.]*

NOTE: Recommendation d above provides that Synod appoint an "Advisory Team."