

(Preliminary minutes – subject to approval by Presbytery of Lake Huron)

## **PRESBYTERY OF LAKE HURON**

Stated Meeting – March 1, 2025

The Presbytery of Lake Huron was called to order with prayer by the Moderator, Beth Asperger, at 9:30 a.m., on Saturday, March 1, 2025, and was held via Zoom. Highlighted congregations were: The shared ministry of Flint-Trinity United and Grand Blanc-Kirkridge.

The Stated Clerk reviewed the meeting instructions and Zoom protocols.

The roll was taken, and the moderator announced that a quorum was present.  
[ATTACHMENT A]

Welcoming of new commissioners was held.

MOTION WAS SUSTAINED to seat the Rev. Dr. Chip Hardwick (Miami Valley) and the Rev. Luke Choi (Western Reserve) as Corresponding Members.

Host pastor, Kate Morrison gave a welcome from the churches.

MOTION WAS SUSTAINED to adopt the docket.

MOTION WAS SUSTAINED to approve the items on the Consent Agenda. They are as follows:

1. Approve the minutes of the December 10, 2024 Presbytery meeting.
2. Approve a renewal of the previously Presbytery approved motion that congregations who request it be granted a one-year exception to G-2.0404, allowing elders and deacons to serve beyond the normal limit of six years.
3. Approve the following actions with regard to the review of Session minutes and Church Registers:
  - a. The minutes of the following churches be approved without exception: Cass City Fraser, Saginaw Second
  - b. The minutes of the following churches be approved with exception: None
  - c. The minutes of the following churches were not approved: None.
  - d. The church registers for the following churches be approved without exception: Cass City Fraser, Saginaw Second
  - e. The church registers for the following church be approved with exceptions: None

**WORSHIP** was led by the Presbytery's Pastors To Pastors, Brenna Overland and Joseph Novak.

The **OFFERING** taken will be given to Presbyterian Disaster Assistance.

A short break was taken after worship.

The **BOARD OF PENSIONS** report was given by Luke Choi.

The **SYNOD REPORT** was given by Chip Hardwick, Synod Executive.

The **MISSION COORDINATING COMMITTEE** report was given by

The **STATED CLERK'S REPORT** was given by Ted McCulloch. The Stated Clerk recommended, and presbytery approved:

1. Amended Bylaw B.8.3 as follows (changes in **bold**).

The Permanent Judicial Commission shall consist of ~~seven~~ **nine** members, ~~three~~ **four** Ruling Elders and ~~three~~ **four** Ministers of the Word and Sacrament with the ~~seventh~~ **ninth** person either a Ruling Elder or Minister of the Word and Sacrament. The Commission shall be divided into **three equal** classes. ~~as nearly equal as possible.~~ Each member shall serve for one six year term, ~~approximately~~ one-third being elected every other year. A person elected to fill an unexpired term of three years or less shall be eligible for re-election for a full term. Any person having served a full term shall be ineligible for **immediate** re-election. ~~for four years.~~

2. 2024 Annual Statistical Report [ATTACHMENT B]

The Stated Clerk presented the following items for information:

3. Schedule of the remaining 2025 Presbytery meetings:

<u>Date</u>	<u>Host</u>
June 3, 2025	Alma College
September 16, 2025	Fairgrove (pending)
December 2, 2025**	Flushing

The Vice Moderator, Paul Pfeuffer, assumed the chair.

The **PRESBYTERY COUNCIL** report was given by Matt Schramm.

The Presbytery Council presented the following items for information:

1. Elected Matthew Schramm as Moderator of the Presbytery Council for 2025.  
Andrew Miller was re-elected Vice-Moderator of the Presbytery Council for 2025.
2. The following were appointed to their respective committees:

Budget & Finance	Roger Scovill (ex-officio), one vacancy
Planning/Visioning/Equipping	Beth Asperger, Paul Pfeuffer, Joseph Novak and Brenna Overland
3. Designation of the meeting offering will be to Presbyterian Disaster Assistance to help those who were affected by the devastating wildfires in the communities of the Pacific, San Gabriel and San Fernando Presbyteries.
4. The following were appointed to positions on the Personnel Team, Class of 2025:
  - Elder Janie Gugino, Saginaw-First
  - Elder Bonnie Rapson, Kinde-First
  - Elder Ed Savage, Birch Run-Taymouth
  - Rev. Kim Strunz, Member-at-Large

The **MISSION COORDINATION COMMITTEE** report was given by Kate Morrison.

The Mission Coordination Committee recommended, and presbytery approved:

1. The Presbytery's Anti-Racism Policy. [ATTACHMENT C]

The **TRUSTEES** report was given by Glenn Grant.

Trustees recommended and presbytery approves:

1. Approved First Presbyterian Church of Flint to borrow \$2,500,000 from PILP for a period of 240 months (20 years) for the purpose of renovations in their Christian Education space, and energy efficiency and accessibility updates. The Presbytery would act as guarantor of the loan. [ATTACHMENT D].

Trustees presented the following items for information:

2. As of December 31, 2024, the sale of the former Warren Avenue Presbyterian Church to Anointed Temple Ministries, Saginaw, MI is complete and property has been transferred.

3. The following were elected as the officers for the Trustees:

President	Rev. Glenn Grant
Vice President	Elder Tim Rutzen
Secretary	Rev. Ted McCulloch
Treasurer	Elder Roger Scovill

4. Appointed Charles Hewitt and Sue McClary to the Investment Committee.

The **COMMISSION ON MINISTRY AND MINISTRY PREPARATION** was given by Dawn Russell.

The Commission on Ministry and Ministry Preparation reported that it took the following actions on behalf of presbytery:

1. Approved the part-time Temporary Covenant between Croswell-First and the Rev. William Wright effective for a period of 12 months beginning January 1, 2025. Terms are as follows:

Cash Salary	\$1825/month (18 hours per week)
Travel Reimbursement	At current IRS rate
Mission/Professional Expenses Reimbursement	\$1,000
Book Allowance	\$600
Vacation Time	4 weeks including 4 Sundays
Study Leave Time	2 weeks including 2 Sundays
Family Leave Time	Up to 12 weeks

2. Approved the full time Temporary Relationship covenant between Davison-St. Andrew's and Rev. Linda Graham effective January 1, 2025 for a period of one year. Terms are as follows:

Cash Salary	\$25,000
Housing Allowance	\$22,000
IRA Allowance	\$4,000
Medical (estimate)	\$3,500
Study Leave	\$650
Professional Reimbursement	\$1,350
Vacation Time	4 weeks including 4 Sundays
Study Leave Time	2 weeks including 2 Sundays
Family Leave Time	Up to 12 weeks

3. Approved the part-time CRE contract between Elder Mark Garavaglia and Sandusky and Yale-First congregations effective January 1, 2025 for a period of one year. Terms are as follows:

Salary	\$837/week [split 60% (Sandusky)/40% (Yale)]
Medical	\$650/month
Continuing Education	\$1000/year
Travel Reimbursement	At current IRS Rate
Vacation Allowance	4 weeks including 4 Sundays
Study Leave	2 weeks including 2 Sundays
Family Leave Time	Up to 12 weeks

The Rev. Robbie Carnes continues to serve as his mentor.

4. Approved the Pulpit Supply Policy. [ATTACHMENT E]

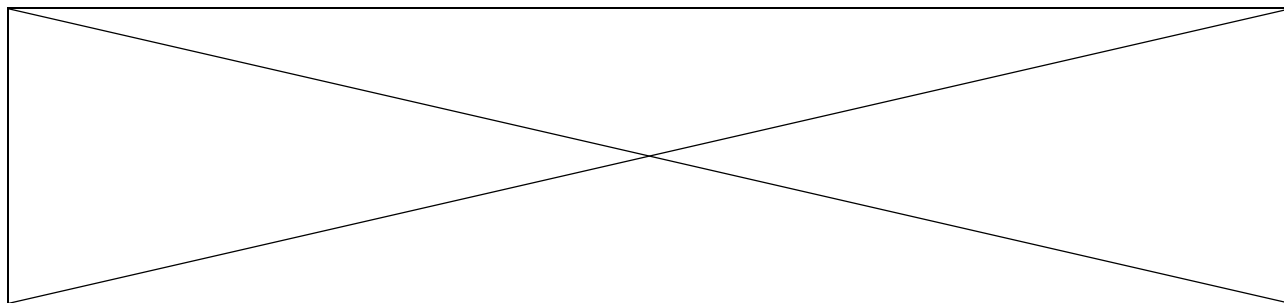
The meeting was adjourned following prayer by the Vice Moderator at 10:45am. The next stated meeting of the Presbytery of Lake Huron is scheduled to be held on June 3, 2025 at Alma College, Alma, Michigan beginning at 9:30 a.m.

Respectfully Submitted,

Ted McCulloch  
Stated Clerk

**ATTACHMENT A – Attendance**

<b>NAME OF MINISTER</b>	<b><u>Present</u></b>	<b><u>Excused</u></b>	<b><u>Absent</u></b>	<b>NAME OF MINISTER</b>	<b><u>Present</u></b>	<b><u>Excused</u></b>	<b><u>Absent</u></b>
Ahn, Daniel (HR)		1		Moody, Chris		1	
Asperger, Nathaniel		1		Moon, Hakbae		1	
Becker, John (HR)		1		Morningstar, Mark	1		
Blackburn, David (HR)		1		Morrison, Kate	1		
Blatt, Karen (HR)	1			Neumann, James (HR)		1	
Borycz, Edward (HR)		1		Neuville, Donald (HR)		1	
Browne, Roger (HR)		1		Novak, Joseph	1		
Carnes, Lindsey		1		Overland, Brenna	1		
Carnes, Robbie		1		Park, Dong Won (HR)		1	
Chambers, Janice (HR)		1		Parker, Kenneth (HR)		1	
Chang, Catherine		1		Pekich-Bundy, Kat.	1		
Cunningham, Bruce (HR)		1		Pfeuffer, Paul	1		
Emrich, Robert (HR)		1		Piper, Brant		1	
Eshelman, David (HR)		1		Piper, Leslie (HR)		1	
Estell, Ruth	1			Russell, Dawn	1		
Evans-Justin, Mary Anne (HR)		1		Saperstein, Dan (HR)		1	
Graham, Linda		1		Schramm, Matt	1		
Grant, Glenn (HR)	1			Shafer, Hal		1	
Grimes, Ronald (HR)		1		Shugert, Stephen (HR)		1	
Hand, Sue	1			Snyder, Noel		1	
Jensen, Christina	1			Stilwell, Elizabeth		1	
Kim, Do Hyeong		1		Strunz, Kim	1		
Kroener, Scott	1			Swihart, Dale (HR)		1	
Lawther, Rich (HR)		1		Taylor, Robert (HR)		1	
Lee, Hoon Koo		1		Thomas, Chris		1	
Ludwig, Michael	1			Todd, Cassie	1		
Marquardt, Charles (HR)		1		Walser, Joseph (HR)		1	
Mayton, Wally	1			Young, Jane		1	
McCulloch, Ted	1			Ytterrock, Paul		1	
Miller, Andrew		1					
Milton, Jamie	1						
				<b>Total Present</b>	20		
				<b>Total Excused</b>	40		
				<b>Total Absent</b>	0		



**ATTACHMENT A – Attendance (Continued)**

<b>NAME OF CHURCH</b>	<b><u>Present</u></b>	<b><u>Absent</u></b>	<b><u>Elder Commissioner(s) Present</u></b>
Alma-First	1		Sue Malone
Bay City-First	1		Janet Olson
Bay City-Westminster	1		Bonnie Marsh
Beaverton		1	
Birch Run		1	
Breckenridge		1	
Caro		1	
Cass City-First		1	
Cass City-Fraser		1	
Croswell		1	
Davison-St Andrew's	1		Julianne Princinsky
Deckerville		1	
Elkton-Chandler		1	
Fairgrove	1		Beth Asperger
Fenton-First		1	
Fenton-Tyrone		1	
Flint-First	2		Lionel Wernette, Linda Gibbs
Flint-Trinity United	1		Jim Dietrich
Flint-Unity		1	
Flushing	1		Annette Nickel
Grand Blanc-Kirkridge	1		Alicia Handlin
Harbor Beach		1	
Holly		1	
Houghton Lake		1	
Ithaca-First		1	
Ithaca-Lafayette		1	
Kinde-First		1	
Lapeer-First		1	
Linden		1	
Marlette-First		1	
Marlette-Second		1	
Midland-Memorial	2		Bobbie Arnold, Kori Orlowski
Mt. Pleasant		1	
Rosebush		1	
Saginaw-Countryside Trinity	1		Roger Scovill
Saginaw-First	1		Janie Gugino
Saginaw-Korean		1	
Saginaw-Second		1	
Sandusky		1	
Swartz Creek		1	
Tawas		1	
Twining		1	
Ubyly		1	
Vassar		1	
Yale		1	
<b>Total Present</b>	<b>14</b>		
<b>Total Represented</b>	<b>12</b>		
<b>Total Not Represented</b>	<b>33</b>		

**ATTACHMENT A – Attendance (Continued)**

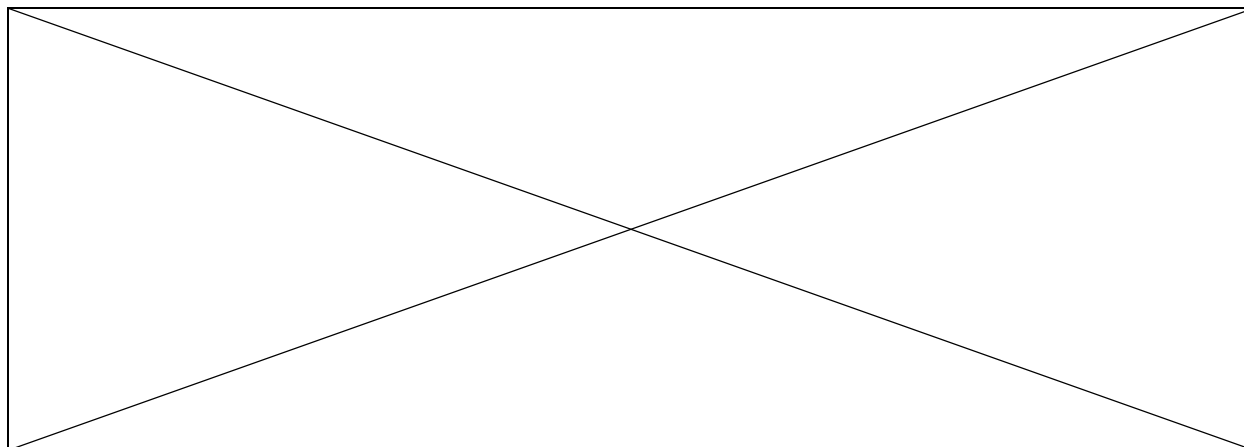
<b>ELDER MEMBERS</b>	<b><u>Present</u></b>	<b><u>Absent</u></b>	<b><u>Excused</u></b>
Beth Asperger (Presby Mod) ***			
Adam Engel (Trustee)			1
Joyce Hetzler (Council)			1
Chuck Hewitt (Trustee)			1
Sue McClary (Trustee)			1
Roger Scovill (Treasurer) ***			
Tim Rutzen (Trustee)			1
<b>Total Elder Members</b>	0	0	5

\*\*\* Signed in as Elder Commissioner, did not count here

**COMMISSIONED RULING**

<b>ELDERS</b>	<b><u>Present</u></b>	<b><u>Absent</u></b>	<b><u>Excused</u></b>
Jon Baker			1
Jon Essex			1
Mark Garavaglia			1
Shaun Hardimon			1
Bonie Rapson	1		
Chris Wolf	1		
<b>CRE Attending</b>	2		
<b>CRE Not Attending</b>	0		
<b>CRE Excused</b>	4		


<b>CATEGORY</b>	<b><u>Present</u></b>	<b><u>Absent</u></b>	<b><u>Excused</u></b>
Members of Presbytery	20	0	40
Corresponding Members	2		
Commissioned Ruling Elders	2	0	4
Church Commissioners	14	33	
Elder Members	0	0	5
Visitors (Including LHP Staff)	6		
<b>Total People in Attendance</b>	<b>44</b>		
Churches represented	12		
Churches not represented		33	





## ATTACHMENT B – 2024 Annual Statistical Report

### 2024 Presbytery Statistical Report

Presbytery	Lake Huron		
Address	PO Box 6129, Saginaw, MI 48608-6129		
Phone	989-799-7481	Fax	989-799-5286
Email	<a href="mailto:spercylh@presbylh.org">spercylh@presbylh.org</a>		
Web Site	<a href="http://www.presbylh.org">www.presbylh.org</a>		
			
<b>Membership</b>			
Prior Active Members	5407	Adjusted membership	5396
Gains		Losses	
Certificate	33	Certificate	16
Youth Professions	28	Deaths	153
Professions & Reaffirmations	81	Deleted for any Other Reason	186
Total Gains	142	Total Losses	355
Total Ending Active Members	5183		
<b>Baptisms</b>		Average Weekly Worship Attendance	1642
Presented by Others	31	Friends of the Congregation	685
At Confirmation	15	Ruling Elders on Session	306
All Other	5	Do you have Deacons? Yes / No	20 / 17
<b>Age Distribution of Active Members</b>		<b>People with Disabilities</b>	
17 & Under	134	Hearing impairment	394
18 - 25	316	Sight impairment	93
26 - 40	548	Mobility impairment	310
41 - 55	722	Other impairment	316
56 - 70	1172		
Over 70	2058	<b>Gender Distribution</b>	
Total Age Distribution	4950	Women	2986
		Men	1985
		Non-Binary	14
<b>Youth in Congregation</b>			
Age 4 and under	118	Middle School (6th – 8th grade)	153
Elementary School (K-5th grade)	247	High School (9th – 12th grade)	234
		Total Youth	752
<b>Racial Ethnic</b>			
Asian/Pacific Islander/South Asian	33	Native American/Alaska Native/Indigenous	13
Black/African American/African	56	White	4710
Middle Eastern/North African	17	Multiracial	121
Hispanic/Latino-a	35		
		Total Racial Ethnic	4985
Budgeted Income	8,039,884		
Budgeted Expense	9,296,198		
<b>Receipts</b>			
Regular Contributions	24,967,366	Bequests	2,204,731
Capital Building Fund	984,414	Other Income	384,108
Investment Income	1,552,262	Subsidy or Aid	21,668
<b>Expenditures</b>			
Local Program	7,323,530	Investment Expenditures	368,991
Local Mission	801,422	Per Capital Apprt	155,077
Capital Expenditures	1,821,495	Other Mission	160,288



## **ATTACHMENT C – Anti Racism Policy**

### **Presbytery of Lake Huron Antiracism Policy**

#### **Introduction**

In the book of Micah, chapter 6, the Hebrew scriptures remind us of what the Lord requires of their people - “to do justice, and to love kindness, and to walk humbly with [our] God” (New Revised Standard Version).

As the Presbytery of Lake Huron seeks to live out this calling, we understand that there are many injustices that continue to plague our world, including the sin of racism. Recognizing this, we, the Presbytery of Lake Huron and its members commit ourselves to the work of recognizing, confronting, and dismantling racism and racist systems by requiring anti-racism training for all leaders at the Presbytery and local congregational levels. Such training will allow us to better equip ourselves and our congregations as we seek to confront the pervasiveness of racism and racist structures, and move toward the hope of racial healing and restorative justice.

We affirm that “[r]acism is more than individual acts of bigotry or prejudice. Racism is any system, institution, or cultural practice or tradition, which protects or prefers the lives, property, and status of White people--or any group which takes power over another, at the expense of our siblings of color or other marginalized persons or groups. Racism is contrary to the Gospel injunction to love God and our neighbor as ourselves. Scriptures teach us that though we are individually unique, we are collectively, as children of God, one in God’s eyes, equally beloved by God” (National Capital Presbytery’s Policy Statement on Dismantling Racism).

The Presbytery of Lake Huron reaffirms its commitment to justice, equity, and love, as central to its mission as followers of Christ. These tools are intended to aid our member congregations as they seek a deeper awareness of the sin of racism and its corrosive effects and discern how they may become agents of racial justice and reconciliation. This policy and training structure is a step toward fulfilling this commitment, trusting in the guidance of the Holy Spirit.

With this understanding, the Presbytery of Lake Huron and all of its members dedicate ourselves to this important work as a reminder that God created humankind and called us all “good”, and that as the prophet Isaiah stated, “My house will be called a house of prayer for all peoples” (56:7 - NRSV).

#### **Implementation**

##### **Antiracism Training Structure**

- **Mandatory Training:**

- The Presbytery of Lake Huron (PLH) shall offer annual antiracism training workshops. The following people are required to complete the training once every three years:
  - All church leaders serving in a pastoral capacity (called and installed ministers of Word and Sacrament, designated pastors, contracted or temporary supply pastors, etc.)
  - Commissioned Pastors (also known as Commissioned Ruling Elders) serving in a work commissioned by the Presbytery.
  - Presbytery Staff and Officers
  - Ministers of Word and Sacrament and Ruling Elders serving on Presbytery Committees
  - Inquirers and Candidates for Ministry
  - Certified Christian Educators and Certified Associate Christian Educators on the rolls of the Presbytery.
  - All those on the PLH Pulpit Supply List
- Failure to complete the required training may result in consequences following the guidelines set by the Presbytery Council.
- The Mission Coordination Committee, in consultation with the Presbytery Council, will select a non-profit organization dedicated to racial justice, antiracism practices, and restorative practices to conduct the training. This training should include education on racial justice, systemic racism, and restorative practices. The cost of the training module will be paid from PLH funds.
- The Stated Clerk of the Presbytery will maintain a roster of those who have completed the training and those who need to complete the training or be retrained.
- Congregational members, especially Elders, Deacons, and church staff are strongly encouraged to participate in these trainings as well.
- **Content of Training:**
  - Education on the history and impact of racism within the church and society.
  - Examination of implicit bias and strategies for identifying and addressing it.
  - Practical steps for individuals and congregations to take in combating racism.
  - Development of allyship skills to support marginalized communities.
- **Resources:** The Mission Coordination Committee (MCC) will provide access to a variety of resources, including workshops, reading materials, and online modules, to support ongoing education and action. The MCC will review and update the resource list annually.

PLH invites and encourages clergy and lay members to embrace this discipline of training and commit to the work of confronting and ending systemic racism. The training will provide

information and insights into anti-racism efforts; however, this workshop is only a beginning. Ongoing prayer, study, conversation, discernment, and practice by and among PLH members will be essential.

The major work within the Presbytery of dismantling racism, of restoring right relationships with God and each other, will be done within the member congregations of the Presbytery.

### **Suggested Actions for Churches and Individuals**

- **Policy Implementation:**
  - Sessions should regularly review and update church policies, practices, and programs to ensure they align with antiracist practices. The Session should also oversee the implementation of the church's antiracism policy and ensure accountability in these practices.
- **Community Engagement:**
  - Partner with local organizations dedicated to racial justice to support community initiatives and provide opportunities for congregation members to engage in antiracist work.
  - Host regular forums and discussion groups on racism, allowing space for education, reflection, and collective action.
- **Internal Practices:**
  - Implement fair hiring practices to promote diversity within church leadership and staff.
  - Ensure that church investments and financial practices reflect a commitment to racial equity and justice.
  - Create a reporting process for instances of racism or discrimination within the church.

### **Ongoing Reflection and Improvement**

- **Continuous Learning:** Encourage a culture of continuous learning and self-examination, where members regularly engage with new materials and perspectives on racism and social justice.
- **Regular Evaluation:** Church Sessions will regularly evaluate the effectiveness of the policy and training, making adjustments as necessary to ensure ongoing relevance and impact. The progress of antiracism initiatives including successes, challenges, and areas for improvement should be reported to the congregation annually to facilitate accountability.

### **Conclusion**

As we work towards the implementation of this policy and becoming a more unified church, we profess our beliefs as stated in the Belhar Confession:

“We believe that Christ's work of reconciliation is made manifest in the church as the community of believers who have been reconciled with God and with one another;”

“Therefore, we reject any doctrine which absolutizes either natural diversity or the sinful separation of people in such a way that this absolutization hinders or breaks the visible and active unity of the church, or even leads to the establishment of a separate church formation;”

Rejecting divisive doctrine is the beginning of this journey that we will walk together.

### **Anti-Racism Resources**

Implicit Bias Test: <https://implicit.harvard.edu/implicit/takeatest.html>

21 Day Racial Equity Challenge - <https://www.americaandmoore.com/>

“The Inherent Problem of Whiteness in our Policy” By Rev. Jill Duffield, *Presbyterian Outlook*. <https://pres-outlook.org/2020/08/the-inherent-problem-of-whiteness-in-our-polity/>

“What Is BIPOC?” <https://www.nytimes.com/article/what-is-bipoc.html>

“Microinterventions for Maximum Effect” by Sarah Lazarovic, *Yes! Magazine*. <https://www.yesmagazine.org/issue/black-lives/2020/08/26/microaggressions-how-to-intervene>

“Celebrating Diversity” University of Louisville  
[https://louisville.edu/philosophy/ftw/files/FreemanandStewart\\_MicroaggressionsinMedicineandtheHarmstoPatients.pdf](https://louisville.edu/philosophy/ftw/files/FreemanandStewart_MicroaggressionsinMedicineandtheHarmstoPatients.pdf)

Ibram X. Kendi, *How to Be an Anti-Racist*. New York: Random House, 2019.

Ijeoma Oluo, *So You Want to Talk About Race*. Basic Books, 2018.

Matthew 25 Resources: <https://www.presbyterianmission.org/ministries/matthew-25/matt-25-resources/>

“Teaching Hard History: American Slavery Classroom Videos”  
<https://www.learningforjustice.org/frameworks/teaching-hard-history/american-slavery/classroom-videos>

Howard Thurman, *Jesus and the Disinherited*, Beacon Press, 1949.

Intersectionality, [https://awis.org/wp-content/uploads/AWIS\\_FactSheet\\_Intersectionalityv4.pdf](https://awis.org/wp-content/uploads/AWIS_FactSheet_Intersectionalityv4.pdf).

Ta-Nehisi Coates, “The Case for Reparations,” *The Atlantic*.  
<https://www.theatlantic.com/magazine/archive/2014/06/the-case-for-reparations/361631/>

**ATTACHMENT D – Trustees Report**

**CERTIFICATION/RESOLUTION FOR PRESBYTERY  
GUARANTOR**

I, \_\_\_\_\_, the duly elected and qualified Secretary of the Corporation of The Presbytery of Lake Huron, a Michigan domestic non-profit corporation do hereby certify that the following is a true and correct copy of the resolution adopted at a meeting of the corporation held on the \_\_\_\_ day of \_\_\_\_\_, 20\_\_ at which a quorum was present.

**RESOLVED**, The First Presbyterian Church (USA) of Flint, Michigan ("**Church**") located at 746 S. Saginaw Street, Flint, MI 48502 has applied for a loan as follows from the Presbyterian Church (U.S.A.) Investment and Loan Program, Inc. ("Lender"):

Amount of Loan:     \$2,500,000.00

**FURTHER RESOLVED**, the Presbytery of Lake Huron, Inc., a Michigan domestic non-profit corporation, ("**Presbytery**") having received and reviewed the Loan application of the Church, a member in good standing of this Presbytery, approves the Loan application, and guarantees the repayment of principal and interest on the loan to the Lender as described above. The officers of the Presbytery as listed on the attached Certificate of Incumbency marked Exhibit A are authorized to sign a guarantee and any and all documents of this loan as authorized agents of the Presbytery.

I certify that this resolution has not been modified, revoked, or rescinded and is in full force and effect this \_\_\_\_ day of \_\_\_\_\_, 20 \_\_\_\_.

\_\_\_\_\_  
Secretary of the Corporation

\_\_\_\_\_  
Typed or Printed Name

EXHIBIT A  
CERTIFICATE OF INCUMBENCY

I, \_\_\_\_\_ the duly elected, acting and qualified Secretary of the corporation of The Presbytery of Lake Huron, a Michigan domestic nonprofit corporation (hereinafter “Corporation”), hereby certifies that he/she has examined and/or is familiar with the records and minutes of the Corporation and hereby certifies that the following persons hold the offices set forth opposite their respective names and as such any one of the following are authorized to sign any and all loan documents on behalf of the Corporation and that the signature are their true and authentic signatures concerning the loan from the Presbyterian Church (U.S.A.) Investment & Loan Program, Inc. (“Lender”).

**\*If the person listed holds more than one elected office title, i.e. Secretary/Trustee, please list all titles on the line provided.**

PRINTED NAME	TITLE*	SIGNATURE
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

Further, that any person dealing with the Corporation may always rely without further inquiry on any instrument signed by any one of the above named individuals as to the authority to act on behalf of the Corporation.

I hereby certify that the above is true and exact.

Executed as of this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_.

STATE OF _____ )	_____ **Secretary of the Corporation (person other than those above)
COUNTY OF _____ )	

Sworn to before me this \_\_\_\_\_ day of \_\_\_\_\_, \_\_\_\_\_.

\_\_\_\_\_  
Notary Public

My commission expires on: \_\_\_\_\_

\*\*Only the signature of the corporate secretary needs to be notarized.

**ATTACHMENT E –Pulpit Supply Policy**  
**Presbytery of Lake Huron - Pulpit Supply Policy**

The Presbytery of Lake Huron is responsible for approving persons who preach in the pulpits of the Presbytery, including those who serve as “Pulpit Supply” preachers. Pulpit Supply is defined as very limited worship leadership and/or preaching, not to exceed serving a particular congregation more than one Sunday per month or for the duration of a pastor’s vacation. Preaching and/or worship leadership may be in person or with the agreement of the supply preacher in an online or prerecorded form. (This policy does not address contracted Temporary Supply or Interim/Transition positions.)

The Commission on Ministry and Ministry Preparation shall make available a list of persons who have been approved and authorized to be called upon to serve as Pulpit Supply Preachers in the Presbytery of Lake Huron. This list may consist of ordained Ministers of Word and Sacrament (Teaching Elders), Ruling Elders, and Commissioned Elders.

Occasionally a congregation may wish to invite someone who is not on our approved list to fill the pulpit for a single event. For example: a community leader, a youth from the church, a member of Presbyterian Women, a missionary traveling in our area, etc. Single event pulpit preaching is allowable. However, if a church desires to have someone not on the Pulpit Supply List preach more than one Sunday per month, prior approval must be obtained from COMMP. (This does not apply to a member of the congregation who is serving as pulpit supply).

Ordinarily, recognized minister members of the Presbytery, Ruling Elders, Commissioned Elders, and Candidates under care of the Presbytery (who have been approved by the COMMP to preach) may, **upon request and consent of the Commission on Ministry and Ministry Preparation**, be added to the Presbytery’s Pulpit Supply List.

However, anyone who is unable to affirm the terms of the “Sexual Misconduct Self Certification” found in the “Personal Discernment Profile” will not be eligible for placement on the Pulpit Supply list of the Presbytery of Lake Huron.

Also, there are reasons and situations for which persons may be temporarily suspended or removed from the Pulpit Supply List include but are not limited to the following:

- On medical leave, family leave or maternity/paternity leave.
- Under any type of disciplinary process.
- Those who deliberately fail to observe the COMMP limitations on the frequency of monthly preaching.
- Evidence of preaching purchased sermons, plagiarism, or sermons from others without acknowledgment.
- Continual interference with a previous congregation in violation of the departing pastor policy of the COMMP.



All persons desiring to serve as pulpit supply must:

- ✧ Have an interview through the Commission on Ministry and Ministry Preparation,
- ✧ Sign the Presbytery of Lake Huron Sexual Misconduct Policy Acknowledgment Form (attached),
- ✧ be subject to any background/reference checks that may be required of minister members of the Presbytery.
- ✧ And attend Boundary Training through the Presbytery or Synod.

**Acknowledgment of Receipt**

I hereby acknowledge that I have read the Presbytery of Lake Huron Sexual Misconduct Policy dated June 4, 2002, that I understand its meaning, and agree to conduct myself in accordance with the policy.

Signature \_\_\_\_\_

Date \_\_\_\_\_