

Miami, Divine Grace			
	Vacant	(2)	Barbara Kanagaard
Safford, Shepherd of the Valley			
	Vacant	(2)	
San Manuel, Community			
	A Jeff Dixon (101)	(1)	
Sells, Papago United			
	Vacant	(3)	Rechanda Chavez Louella Martinez
Sierra Vista, Faith			
	P Virginia Studer (101)	(2)	Diane Lemley Charles Lemley
Silver City, First			
	Vacant	(2)	Ruth McPherson Anne Sherrell
Superior, Presbyterian Church of			
	P Mary Jo Norton (107)	(1)	Roy Chavez
Tucson, Christ			
	P Steve Melde (101)	(2)	Donna Kuehn
	A Steve Brownson (107)		Pam Raines
Tucson, Immanuel			
	A John Tittle (101)	(2)	Gale Griffin
Tucson, Korean			
	Vacant	(3)	
Tucson, Mountain Shadows			
	P Rachel Srubas (101)	(2)	Jayne Raffety
Tucson, Northminster			
	P Andrew Ross (101)	(5)	Martha Allen
	P Mary Beth McSwain (108)		Don Burig
	A Kenneth Skodiak (103)		Marie Galloway
	E Pete Seiferth (103)		Susan Naegle
	P John Cheek (103)		Lori Wood
Tucson, Southside			
	E Alison Harrington (101)	(3)	Josefina Ahumada
Tucson, St. Andrew's			
	A Jim Toole (101)	(5)	
	A Mat Grover (105)		
Tucson, St. John on the Desert			
	P Lesley Abrams (107)	(2)	John Patton Susan Patton
Tucson, St. Mark's			
	P Bart Smith (101)	(2)	Carol Dieckmann Jan McCoy
Tucson, The Holy Way			
	P Ray Thomas (101)	(2)	Sherri Atleson
	P Elizabeth Smith (791)		Mooneen Ringenberg
Tucson, Tortolita			
	A Jennifer Wilcox Cummins (191)	(2)	Dennis Larson Annette Trask

Tucson, Trinity

A	Jerry Foust (105)	(2)	John Hill
A	William Voigt (103)		Carroll Keegstra

Validated Outside a Congregation

P	Mark Adams (405)	A	Alberto Cordova (751)
P	George Bitar (791)	A	David Fife (701)
P	Kenneth Brown (405)	P	Brad Munroe (304)
E	William Brown (644)		

Member-At-Large

A	Steven Akins (797)	A	Thomas Letts (797)
E	John Carr (797)	E	Robert Reese (797)
A	James Myungwon Chon (797)	A	Patricia Toole (797)
P	Valerie De La Torre (797)	E	Brandon Wert (797)
P	Stephanie Hamilton (797)		

Honorably Retired

E	Midhat Abraham (299)	E	James Hervey (299)
E	Lance Barker (299)	E	Edward Hunt (299)
E	Dorothy Buchanan-Barrow (299)	E	James Jenson (299)
E	William Buehler (299)	E	Young Youl Lee (299)
E	Don Chanslor (299)	P	Edmund Lowe (299)
E	Lerold Chase (299)	P	Elizabeth Lyman (299)
E	Walter Clark (299)	E	Robbin MacDonald (299)
E	James Cobb (299)	E	Della Moore (299)
E	John Davies (299)	E	Bill Pennock (299)
E	William Dean (299)	E	George Pike (299)
P	John Dunham (299)	E	Richard Rowley (299)
E	George Easley (299)	E	Lee Sankey (299)
E	William Evans (299)	P	Robert Seel (299)
E	John Fife (299)	P	Don Shepherd (299)
E	Gary Gard (299)	E	Michael Smith (299)
E	Tom Green (299)	E	Valerie St. John (299)
E	Jerrold Groves (299)	E	John Stevenson (299)
E	James Hargleroad (299)	E	Ralph Strong (299)
E	Roberta Hargleroad (299)	E	John Wall (299)
E	Mary Harris (299)	P	Carla Williams (299)
E	Joe Hawkins (299)	E	James Wilson (299)
E	Ralph Hensley (299)		

Commissioned Ruling Elders

A	Larry Biehl (107)	A	Laura Munroe (107)
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Ministry for Leadership Present

Charlie Ashton	Bonnie Thompson
Linda Freeman	Peter Vogel
Bob Schulz	

Ministry Moderators Present

Russ Amling (COR)	Peggy Free (Nominating Committee)
Tommy Calhoun (Ministry for Administration)	Jane Raffety (MWO)

Staff Members Present

Beth Kath

Carolyn McBurney

AGENDA

Presbytery approved the agenda:

Friday, January 29, 2016

COMBINED GRAND CANYON and DE CRISTO PRESBYTERY MEETING

- | | | |
|-----------|---|--|
| 2:00 p.m. | Call to Order and Opening Prayer | Stephanie Hamilton/Mary Lynn Walters |
| 2:05 p.m. | Welcoming First Time Commissioners, Teaching Elders, Guests | |
| | Enrolling Corresponding Members | |
| | Establishing a Quorum | |
| | Approving the Docket | |
| | Approving the Consent Agenda | |
| | Receiving New Business | |
| | Welcome to First Casa Grande | Harry Cole |
| | Election of Presbytery Moderators-Elect | RE George Prohaska – Grand Canyon
TE Paul Philips – de Cristo |
| | Nominations Report | |
| | Annual Meeting of the Corporation | |
| 2:45 p.m. | Grand Canyon Northminster Administrative Commission Report | Lawn Griffiths |
| 2:55 p.m. | Board of Pensions Report | Clayton Cobb |
| 3:15 p.m. | Plenary 1 Call to the Church: PC(USA) Future Ministry | Heath Rada |
| 4:20 p.m. | Montlure Update | Liz Wallendorf |
| 4:35 p.m. | Triennium Update | |
| 4:40 p.m. | Grand Canyon CPM Request for Waivers | Estawri Khjeek
Daniel Albertson
Dick Coffelt |
| 4:50 p.m. | Recognition of Sunnyslope and Winslow Presbyterian Churches | Michael Hartwell |
| 5:00 p.m. | Dinner | |
| 6:30 p.m. | Worship and Celebration of the Lord’s Supper | Heath Rada, preaching |
| | 2015 Necrology Report | |
| | Installation of Moderators | RE Linda Freeman – de Cristo
TE Ken Page – Grand Canyon |
| | Commissioning of 222 nd General Assembly Commissioners | |
| | Commissioning of CREs | Larry Biehl – de Cristo
Hilbert Schouten – Grand Canyon |
| 8:00 p.m. | Recess | |

Saturday, January 30, 2016

DE CRISTO BUSINESS MEETING

- | | | |
|-----------|--|----------------|
| 8:00 a.m. | Approval of Bylaws and Manual of Operations | Linda Freeman |
| | Approval of Gracious Dismissal Policy | |
| | Approval of Overture to 222 nd General Assembly | |
| 8:30 a.m. | Approval of 2016 Budget | Thomas Calhoun |
| | MWO Update | Jayne Raffety |

COMBINED GRAND CANYON and DE CRISTO PRESBYTERY MEETING

8:45 a.m.	Morning Worship and Call to Order	Linda Freeman/Ken Page
9:15 a.m.	Recognition of 2015 Moderators	Mary Lynn Walters – Grand Canyon Stephanie Hamilton – de Cristo
9:30 a.m.	Plenary 2 Continued Discussion on the Denomination	Heath Rada
10:30 a.m.	Stated Clerk Report 2016 Imbalance Computation	Bob Schulz
10:45 a.m.	Presbytery Pastor Report	
11:00 a.m.	Adjourn Combined Plenary and Presbytery de Cristo Meeting	Linda Freeman

CONSENT AGENDA

There was one typographical correction to the Consent Agenda. There was a question about the oil lease mentioned under the 11/12/15 MFA report as to why the Presbytery was “in the oil business.” It was explained that this had been a gift to the Presbytery from an estate. There was an objection to having a report under MFA that an audit for the fiscal year ending 1/31/15 had taken place, and the following was approved:

MOTION: To remove the notation regarding a fiscal audit within the MFA report from the Consent Agenda.

The remaining, corrected Consent Agenda was then approved as a record of actions taken on behalf of Presbytery de Cristo in accordance with the responsibilities granted to the various ministry teams, committees and commissions under the Bylaws and Manual of Operations, as follows:

1/29-30/16 Consent Agenda

1. Ministry for Leadership Report

Actions taken at the October 28, 2105 meeting

Approved appointment of the following persons to a Sexual Misconduct Response Coordinating Team, with training to take place in January 2016 and terms of office to be determined:

- | | |
|-------------------------------|--------------------------------|
| John Cheek (PDA) | Laura Munroe (CRE) |
| Mary Davis (Faith) | Katie Sayre (Valley) |
| Stephanie Hamilton (At-Large) | Bonnie Thompson (Northminster) |
| Ed Hunt (HR) | |

Actions taken at the December 9, 2105 meeting

Approved modifications to the MEPF Administrative Commission.

Approved designating the offering at the January 2016 Presbytery meeting for Refugee Ministries in both Presbyteries and, if no other designation is provided by MFL, offerings at future meetings will be dedicated to Triennium scholarships.

1/29-30/16 Consent Agenda

2. Ministry for Administration Report

2015 Endowment Fund Report

The beginning balance for the fund, after donating ninety percent of 2014 earnings to MWO, was \$73,009.56. With a rocky investment year, half the fund's investment in the New Covenant Balanced Income Fund was moved to the New Covenant Balanced Growth Fund. The ending balance, as of the close of business December 31, 2015, was \$72,927.59, a loss of \$81.47 for the year. There were no earnings to share with MWO.

New authorities for Presbyterian Campus Ministries are taking over the responsibilities for their investments under the Presbytery's Employer ID number so MFA will no longer have any responsibilities for those funds.

Fred Whitley, Endowment Chair

Actions taken at the November 12, 2015 meeting

Authorized Larry Norrid to notify 5L Properties that Presbytery de Cristo does not plan to adjust the terms of the oil and gas lease.

Approved development of a task force for handling signatory duties surrounding financial investments, with Larry Norrid and Thomas Calhoun to act as signatories, effective January 31, 2016.

Authorized Fred Whitley to reallocate the mix of investments in the Endowment Fund to improve income growth.

Approved the use of \$1,500 in 2051 Youth Funds for Triennium scholarships, thereby closing out that account, and approved creating a new Triennium budget line item so funding can be budgeted on an annual basis.

3. Committee on Ministry Report

Actions taken at the October 1, 2015 meeting

Letts, Thomas

Approved the transfer of membership of the Rev. Thomas Letts (At-Large) from the Presbytery of Yukon to Presbytery de Cristo, effective October 1, 2015.

Hamilton, Stephanie

Approved changing the status of the Rev. Stephanie Hamilton on the Roll of Teaching Elders from Validated Ministry to Member-At-Large, effective October 1, 2015.

Munroe, Laura

Approved revision to the motion made at the September 3 COM meeting to indicate permission for CRE Laura Munroe to administer the Sacraments at St. Andrew's Presbyterian Church, effective 10/1/15.

1/29-30/16 Consent Agenda

First Presbyterian Church, Silver City

Authorized Ruling Elder Barbara Taylor, who received instruction on January 25, 2015, to serve the Lord's Supper at First Presbyterian Church in Silver City, effective June 1, 2015 through March 31, 2016.

Appointed John Cheek to serve as moderator of the Session meeting at First Presbyterian Church in Silver City on October 3, 2015.

The Holy Way Presbyterian Church

Approved a new position at The Holy Way Presbyterian Church to be defined as "Parish Associate" for part-time service (10 hours/week at \$23/hour) under supervision of the Session, effective October 1, 2015, for a six-month trial period, renewable by agreement of the Session, Pastor and Parish Associate. (The Rev. Elizabeth Smith was hired for this position.)

Community Presbyterian Church Coolidge and First Presbyterian Church Florence

Approved and supported an agreement between the Sessions of Community Presbyterian Church in Coolidge and First Presbyterian Church in Florence for the shared pastoral services of TE John Johnson, with the terms of such a Pastoral Agreement to be presented for approval at the November COM meeting.

Review of Sexual Misconduct Prevention Policy

Concluding COM's review of proposed revisions to the current Sexual Misconduct Policy:

Approved the following under Groups Requiring Sexual Misconduct Education and Training:

Persons required to be included in training are: Presbytery staff; Investigating Committees; Committee on Ministry; RCT members; and teaching elders and commissioned ruling elders, ministerial candidates, newly ordained and clergy new to the Presbytery.

Persons recommended to be included in training are: Clerks of Session and other church members serving in ordered ministries; and professional and non-professional church staff.

Persons allowed to be included in training are: local church members.

Approved the entire section under Item #5 as recommended by Hugh Wood/Insurance Board.

Approved wording for inclusion in the Sexual Misconduct Prevention Policy to indicate:

Conviction for the following crimes shall be considered barriers to employment or volunteer work with children: violent crimes; sexual assault; and sexual abuse or neglect of a child.

Drug offenses or driving offenses (depending upon position requirements) shall be reviewed and may be considered barriers to employment or volunteer work with children.

To approve removal of section titled "Grandfathering Not Permitted."

Approved inclusion of the 3 appendices (Limited Access for Cases of Convicted Sex Offenders, Code of Conduct, and Ministry Standards) as Presbytery recommended templates.

1/29-30/16 Consent Agenda

Triennial Visits

Approved procedure to include that a COM Triennial visit team will submit a written report to COM which, after review by the Stated Clerk, will be sent to the church Session.

Actions taken at the November 12, 2015 meeting

Grover, Mathew

Approved the request of Mathew Grover to be ordained on October 18, 2015, at St. Andrew's Presbyterian Church and approved the following Administrative Commission to Ordain the Rev. Mathew Grover as Interim Associate Pastor to St. Andrew's Presbyterian Church on Sunday, October 18, 2015, at 3:00 p.m.:

Teaching Elders

Stephanie Hamilton (moderator)
Ken Skodiak (Northminster)
Jim Toole (St. Andrew's)

Ruling Elders

Veronica Crider (St. Andrew's)
Charissa Kamps (Northminster)
Matthew Kreamer (Trinity)

Ross, John

Approved the transfer of membership of the Rev. John Ross from Presbytery de Cristo to the Presbytery of Denver, effective November 2, 2015, in order that he may accept the position of Interim Pastor to Grace Presbyterian Church, Highlands Ranch, Colorado.

Wall, John

Approved the transfer of membership of the Rev. John Wall (HR), at his request, from Presbytery de Cristo to the Presbytery of Kendall, effective November 12, 2015.

Choi, Kun Soo

Approved removal of the Rev. Kun Soo Choi from the Roll of Teaching Elders of Presbytery de Cristo effective November 12, 2015 based on G-2.0508 Failure to Engage in Validated Ministry.

Appointment of Installation/Ordination Commissions

Approved, should the need arise between meetings of the COM, authorization for the COM Moderator and the Stated Clerk jointly to approve, subject to ratification at the next meeting of COM, ordination and installation commissions that meet the criteria regarding number and composition of teaching elders and ruling elders with appropriate distribution of churches within the presbytery. This change will be incorporated into revised instructions for ordinations, installations or commissioning to be developed and which will include planning, approvals and reporting.

Actions taken at the December 3, 2015 meeting

COM Liaisons for Validated and MAL

Approved appointing COM liaisons to make at least one annual contact with Teaching Elders on the Presbytery Roll of Teaching Elders listed under Validated Ministry Outside a Congregation or Member-At-Large, with the COM moderator to distribute a liaison list at the beginning of each year.

1/29-30/16 Consent Agenda

Skodiak, Ken (Northminster)

Approved a revised Pastoral Call of the Rev. Ken Skodiak as Associate Pastor to Northminster Presbyterian Church on a part-time basis, effective January 1, 2016, pending approval at a Congregational Meeting on December 6, 2015, on the following terms:

Salary	\$19,589	Pension/Medical	BOP dues as required
Housing Allowance	25,132	Vacation *	28 days including 4 Sundays
Study Allowance	930	Study Leave *	14 days including 2 Sundays, accumulative up to 6 weeks

* proportionally allocated between Northminster and PCM

Skodiak, Ken (PCM)

Approved validation of the ministry of the Rev. Ken Skodiak as Director of Presbyterian Campus Ministries in Tucson as a Validated Ministry Outside a Congregation, pending request for that action by PCM.

Biehl, Larry

Approved commissioning of Ruling Elder Larry Biehl as a Commissioned Ruling Elder (CRE) to be on call to serve at the request of a named congregation or its Teaching Elder, made directly or through COM, and subsequently reported quarterly by Larry to the Stated Clerk, to moderate a session or congregational meeting and/or administer the sacraments at: Community Presbyterian Church, Benson; Covenant Presbyterian Church, Bisbee; Trinity Presbyterian Church, Cliff; Community Presbyterian Church, Coolidge; First Presbyterian Church, Douglas; First Presbyterian Church, Florence; First Presbyterian Church, Globe; Divine Grace Presbyterian Church, Miami; Shepherd of the Valley Presbyterian Church, Safford; Community Presbyterian Church, San Manuel; Papago United Presbyterian Church, Sells; First Presbyterian Church, Silver City; Presbyterian Church, Superior; Korean Presbyterian Church, Tucson; and Tortolita Presbyterian Church, Tucson, with appropriate compensation to be paid by each church. The commission is to be for three years, effective January 29, 2016, and is renewable.

Minimum Salary for 2016

Approved that the Presbytery minimum salary for 2016 remain at \$45,000 for Teaching Elders.

Actions taken at the January 7, 2016 meeting

Song, Sungmin

Approved designating Bob Seel and Jean McElrath to interview Rev. Sungmin Song on behalf of COM to grant approval for membership in Presbytery de Cristo, with arrangements to be made for his transfer from The Presbyterian Church in the Republic of Korea so that he may serve as Temporary Supply Pastor to the Korean Presbyterian Church of Tucson.

Japenga, Michael

Approved the transfer of membership of the Rev. Mike Japenga from Presbytery de Cristo to the Presbytery of Grand Canyon, effective October 1, 2015 in order that he may serve as Designated Pastor to Chandler Presbyterian Church.

1/29-30/16 Consent Agenda

Trinity Presbyterian Church

Approved the Ministry Information Form (MIF) of Trinity Presbyterian Church.

Gracious Dismissal Policy

Approved recommending to Presbytery de Cristo adoption of the Gracious Dismissal Policy, as amended.

Overture on Amending G-2.1001

Approved recommending to Presbytery de Cristo approval of “Overture: On amending Section G-2.1001 to make more clear discretion given presbyteries to utilize Commissioned Ruling Elders effectively in fulfilling the presbyteries’ missions, especially to smaller congregations.”

4. Committee on Preparation for Ministry Report

Actions taken at the January 7, 2016 meeting

Approved funding for a Candidate under care to assist with the cost of ordination exams.

Enrolled Laura Munroe of St. Andrew’s Presbyterian Church as an Inquirer for the office of Teaching Elder.

5. Committee on Representation Report of Annual COR Review

The meeting was held on January 7, 2016 at St. Andrew’s Presbyterian Church. Those attending were Russell Amling, moderator of the Committee on Representation, Brad Munroe and Bob Schultz. As the Committee on Representation, we are charged with maintaining the correct balance on all committees each year. A review was conducted of the slate of those previously elected or being elected to serve on committees for 2016. Our report is as follows:

Ministry for Leadership: Looks as though it is within the correct parameters.

Ministry for Administration: Looks like there are too many RE’s and not enough TE’s, plus short one member.

Committee on Ministry: Looks good.

Ministry for Witness & Outreach: All is in order for this committee.

Committee on Preparation for Ministry: This committee is out of balance and needs more RE’s.

Committee on Representation: Fairly well balanced but needs a little tweaking. There are two vacancies.

Permanent Judicial Commission: Commission well represented.

Ministry for Service (Nominations): The ratio of men and women needs work, along with the ratio of TE’s and RE’s.

Synod of the Southwest Commissioners: This is balanced with TE’s and RE’s but needs balance with men and women.

1/29-30/16 Consent Agenda

Conclusions: The Ministry for Service (Nominations) has worked many hours to get members to accept being elected to our various committees. I personally want to commend this committee for all their hard work and many hours spent in order to present a slate of committee members. It sure would be nice if any of you would like to serve on committees. Please let Peggy Free, chairperson, know of your willingness. I believe there are still some vacancies.

Russell K. Amling, COR Moderator

6. Stated Clerk Report

REPORT OF ADMINISTRATIVE COMMISSION

Minutes of Service of Ordination – Rev. Mathew Grover October 18, 2015

The Administrative Commission to Ordain Mathew Grover met at St. Andrew’s Presbyterian Church, Tucson, on Sunday, October 18, 2015, at 3:00 p.m. and did ordain Rev. Grover, following the guidelines set forth in the Directory for Worship (W-4.4). Members of the Administrative Commission were:

Teaching Elders

Stephanie Hamilton (moderator)
Ken Skodiak (Northminster)
Jim Toole (St. Andrew’s)

Ruling Elders

Veronica Crider (St. Andrew’s)
Charissa Kamps (Northminster)
Matthew Kreamer (Trinity)

Respectfully submitted,
Stephanie Hamilton

REPORT ON REVIEW OF SESSION RECORDS

In addition to those previously reported, the following Session records for 2014 were reviewed and approved:

October 17, 2015
First Silver City

ANNUAL REPORT OF AUDIT

As required by the *Book of Order* (G-3.0113) it is noted that Presbytery de Cristo received an annual independent auditors’ report from Jennifer J. Phillips, CPA, PLLC for the year ending January 31, 2015.

NEW BUSINESS

There was no new business.

APPROVAL OF MINUTES

The minutes of the October 17, 2015 Stated Meeting were approved as presented.

GREETING

The Rev. Harry Cole, Interim Pastor, welcomed Presbytery to First Presbyterian Church in Casa Grande.

MINISTRY FOR SERVICE REPORT

Peggy Free presented nominations. There being no nominations from the floor, the following were approved:

Treasurer (3 year term) RE Paul Carey (Northminster)

Class Commission on Ministry
 2018 RE Josephina Ahumada (Southside)
 2018 RE Eloise Frederickson (Valley)
 2018 TE Jennifer Wilcox Cummins

Class Commission on Preparation for Ministry
 2018 TE Mark Adams
 2018 TE Steve Melde

Class Ministry for Witness and Outreach
 2016 TE Steve Aiken
 2018 RE Cheryl Larson (Tortolita)

Class Permanent Judicial Commission
 2018 TE Jim Cobb
 2018 RE Rona Kraemer (Trinity)
 2022 RE Bruce Burke (St. Mark's)

Class Ministry for Administration
 2016 TE Harry Cole
 2017 TE Carla Williams
 2018 TE John Dunham
 2018 RE Denny Honodel (Casa Grande)
 2018 TE Ray Thomas

Class Ministry for Service
 2017 RE Jasper Melton (St. Andrew's)
 2017 RE Peter Vogel (Casa Grande)
 2018 RE Bill Heinle (Casa Grande)
 2018 RE Jim Nelson (Valley)
 2018 RE Peggy Free (Immanuel)

Class Committee on Representation
 2017 RE Sierra Yamanaka (Northminster)

Class Synod Commissioners
 2016 TE Bob Reese

ELECTION OF PRESBYTERY MODERATOR-ELECT

Stephanie Hamilton read an introduction of TE Paul Phillips (Valley, Green Valley), who was unable to attend the meeting. His name was placed in nomination and the following was approved:

MOTION: To elect TE Paul Phillips as Moderator-Elect of Presbytery de Cristo for 2016.

RE George Prohaska was elected Moderator-Elect of the Presbytery of Grand Canyon.

ANNUAL MEETING OF THE CORPORATION

The Presbytery meeting was recessed and the Annual Meeting of the Corporation was called to order. The following was approved:

MOTION: To elect the 2016 Presbytery de Cristo Corporation officers:

President	RE Linda Freeman
Vice President	TE Paul Phillips
Treasurer	RE Paul Carey
Secretary	RE Robert Schulz

The Annual Meeting of the Corporation was adjourned.

BOARD OF PENSIONS REPORT

Clayton Cobb, Board of Pensions representative to both presbyteries, announced that there would be changes in 2017 to the affiliated program, offering a menu of options rather than the current bundle. The Board hoped to have an online pricing tool on its website prior to the General Assembly meeting.

Clayton reported that more than 40% of Board of Pension participants in both Grand Canyon and de Cristo had completed the 2015 Call To Health, qualifying them for lower health care deductibles for 2016.

PLENARY SESSION 1: A CALL TO THE CHURCH

RE Heath Rada, Moderator of the 221st General Assembly, was welcomed. He spoke about his efforts to have the PC(USA) evaluate the shape and form of its future ministry. In his travels as Moderator he said he had found a concerned, grace-filled spirit desiring a denomination “not called to be the judges, but called to be the Church.” He had been convicted that the PC(USA) needed to move now in a new direction. He said that young adults, particularly in urban areas, had expressed an interest in a church which was: 1) open to their asking questions; 2) concentrated on being a church “without walls” and committed to active outreach, and 3) accepting of diversity. Heath reported that the PC(USA) staff was working to plan a 222nd General Assembly that would concentrate on who we are going to be.

Commissioners from both presbyteries were then asked to split into conversation groups of from 10-12 people to discuss what focus they would like to see the denomination take towards a new future. A number of suggestions were offered as each group reported briefly on their discussion. Written details of the discussions were turned in so they could be given to Heath and evaluated and reported back to the presbyteries.

TRIENNIUM UPDATE

Bart Smith and Tully Fletcher encouraged continued enrollment for the Youth Triennium, the largest gathering in our denomination drawing more than 5,000 participants. So far, 15 were signed up from de Cristo and 19 from Grand Canyon.

MONTLURE PRESBYTERIAN CHURCH CAMP UPDATE

Montlure Board member Liz Wallendorf reported on the status of the camp, jointly sponsored by de Cristo and Grand Canyon. Obtaining U.S. Forestry Service permission to again use the camp after the damage caused by the 2011 Wallow Fire was not certain due to the possibility of mudslides.

The Board was deciding whether to attempt to raise funds to complete a \$100,000 risk assessment study of the Greer site and was taking time to discern the best way forward in continuing their ministry. Montlure was able to provide camping opportunities the past few summers by renting other facilities, and four camp sessions were planned for 2016 at a camp in Flagstaff.

WORSHIP

There was a time to remember and celebrate the lives of the pastors and church elders from both presbyteries who joined the Church Triumphant during 2015. Ruling Elder Heath Rada delivered the sermon. Heath and the Rev. Harry Cole presided over the Sacrament of the Lord’s Supper. Special music was provided by First Casa Grande’s chancel and bell choirs.

The offering on Friday evening and Saturday morning was dedicated to refugee ministries and totaled \$1,588; \$140 was donated for Triennium; and the Cents-ability collection at dinner was \$167.41.

The Moderators for 2016 were installed, RE Linda Freeman for de Cristo and TE Ken Page for Grand Canyon. Hilbert Schouten was commissioned as a Grand Canyon CRE serving VahKi Presbyterian Church in Bapchule. Commissioners to the 222nd General Assembly were commissioned: TE John Cheek (Northminster), RE Robin Thomas (The Holy Way), and YAAD Erin Cech (Christ). Heath Rada officiated at the commissioning for all and gave the charge. Following the benediction, the meeting recessed until Saturday morning.

NECROLOGY REPORT FOR THE YEAR 2015

Teaching Elder	William Rhoades		
Ruling Elders	Bisbee	Covenant	Tommy Hill Jimmy Smith
	Globe	First	Joyce Loew
	Green Valley	Valley	John Hazlitt Irene Kayser David Moore Lowell Tompkins John Wilson
	Miami	Divine Grace	Melito De La Torre
	Sierra Vista	Faith	Arthur Anderson Beatrice Latta
	Tucson	Immanuel	Bill Hillman Nancy Lehrkamp
		Northminster	Richard Ruiz
		St. Mark's	Virginia Shelby
		The Holy Way	Helen Denman Larry LaCroix Ed Staley

RECONVENE

The business meeting of Presbytery de Cristo was opened in prayer by Moderator Linda Freeman on Saturday, January 30, 2016, at 8:00 a.m.

APPROVAL OF REVISED BYLAWS

Stated Clerk/Associate Bob Schulz introduced proposed revised Bylaws for approval. The Bylaws revision had been presented for first reading at the August 15, 2015 Presbytery meeting and for second reading at the October 17, 2015 Presbytery meeting. Bob had made minor clarifications to the Bylaws as he received comments or questions. The final proposed version, dated December 30, 2015, had been posted to the Presbytery website prior to this meeting.

The motion (A) to approve the revised Bylaws was made and seconded. This was followed by a motion (B) made and seconded to amend the Bylaws to specify only three groups as commissions, with the others to be specified as committees.

Bob clarified that commissions were given broader power to make decisions and take actions on behalf of the Presbytery, whereas committee decisions/actions required Presbytery approval. This did not preclude

requesting more information on a commission's action reported in the Consent Agenda at a Presbytery meeting, just as with a committee's action. Members of a commission must also be either Teaching or Ruling Elders, but committees may include unordained lay persons.

There was another proposed motion (C) amending the above amendment (B) requesting clarification as to the actual number of commissions and identifying them as Leadership Team, COM and the PJC. This motion (C) was seconded and approved. The second motion (B) was approved. The original motion (A), as amended (B&C), was then approved as follows:

MOTION: To approve the proposed Bylaws for Presbytery de Cristo, to be amended to include wording specifying three commissions (Leadership Team, Commission on Ministry and Permanent Judicial Commission) and five committees (Administration, Preparation for Ministry, Mission, Nominating and Representation), with the Stated Clerk charged with making these approved modifications to the Bylaws, effective January 30, 2016.

There was a question about the definition of a quorum in the Bylaws. It was agreed that the Bylaws should clarify that a quorum may not be less than the majority of the commission/committee members, despite the temptation for a commission/committee to stipulate an easier-to-attain quorum in order to conduct business when a number of members are not present. It was noted that business could proceed at a meeting lacking a quorum, with any actions to be ratified at a future meeting at which there was a quorum. Rather than a formal motion on this subject, Bob Schulz was asked to make a clerical clarification(s) regarding the meaning of quorum in the Bylaws wherever appropriate.

APPROVAL OF MANUAL OF OPERATIONS

Stated Clerk/Associate Bob Schulz introduced a proposed revised Manual of Operations for approval. The Manual revision had been presented for first reading at the August 15, 2015 Presbytery meeting and for second reading at the October 17, 2015 Presbytery meeting. Bob had made minor clarifications to the Manual as he received comments or questions. The final proposed version, dated December 30, 2015, had been posted to the Presbytery website prior to this meeting.

The motion (D) to approve the revised Manual of Operations was made and seconded. This was followed by a question as to whether the Leadership Team should be permitted to make decisions or take actions on behalf of Presbytery, based on the opinion that the *Book of Order* mandated that all decisions be approved directly by the Presbytery. There was a motion (E) made and seconded to call the previous question (D). A voice vote on the motion (E) was not definitive and a hand vote was taken, with the motion to call the question upheld by a vote of 24 for and 17 against. The original motion (D) was then approved:

MOTION: To approve the proposed Manual of Operations for Presbytery de Cristo, with an effective date of January 30, 2016.

DISCUSSION OF GRACIOUS DISMISSAL POLICY

There was discussion about the proposed revision to the policy entitled "Commitment To Pursuing Reconciliation with Member Churches Seeking Gracious Dismissal from the Presbyterian Church (U.S.A.);" which was adopted on October 19, 2013.

Several presbyters noted that it was difficult to determine where changes had been made. Bob Schulz was asked if he could provide a strikeout version. The following was approved:

MOTION: To table consideration of approval of the revised Gracious Dismissal Policy so a version indicating the revisions can be made available.

APPROVAL OF OVERTURE REGARDING CREs

There was discussion of a proposed overture to the General Assembly from Presbytery de Cristo regarding commissioning a Commissioned Ruling Elder (CRE) to more than one church not served by a Teaching Elder or CRE. The Presbytery had been trying this as a way to serve a number of our small congregations, but a disciplinary complaint had been filed with the Synod by a member of the Presbytery seeking to reject this practice as not in accord with the *Book of Order*. There was an approved motion to call the previous question and the following was approved:

MOTION: To approve the proposed Presbytery de Cristo overture to the 222nd General Assembly regarding service of CREs to multiple churches, as follows:

Overture: On amending Section G-2.1001 to make more clear discretion given presbyteries to utilize Commissioned Ruling Elders effectively in fulfilling the presbyteries' missions, especially to smaller congregations.

Presbytery de Cristo respectfully overtures the 222nd General Assembly to send the proposed amendment to the presbyteries for their affirmative or negative vote: Shall G-2.1001 of the Form of Government be amended by adding the language shown in bold to the existing language:

[G-2.1001 Functions]

When the presbytery, in consultation with the session or other responsible committee **within the presbytery**, determines that its strategy for mission requires it, the presbytery may authorize a ruling elder to be commissioned to limited pastoral service as assigned by the presbytery. A ruling elder so designated may be commissioned to serve in a validated ministry of the presbytery. Presbytery, in its commission, may authorize the ruling elder to moderate the session of the congregation to which he or she is commissioned, to administer the Sacraments, and to officiate at marriages where permitted by state law. **The commission may be to more than one specified congregation for occasional specified service, when such requests for occasional service originate from the session or its clerk or the pastor.** This commission shall also specify the term of service, which shall not exceed three years but shall be renewable. The presbytery shall review the commission at least annually.

APPROVAL OF 2016-17 PRESBYTERY BUDGET

Tommy Calhoun, Moderator of MFA, introduced the proposed budget, which had been distributed with the meeting call materials. (A copy of the budget is included at the conclusion of these minutes.) The following was approved:

MOTION: To approve the proposed February 1, 2016 - January 31, 2017 Presbytery de Cristo Operating Budget.

Jane Raffety, Chair of MWO, explained that the mission budget was underfunded for the coming year due to lack of Presbytery investment income for 2015, a portion of which would normally be designated for the 2016 mission budget. MWO had only heard from 17 of our 29 churches as to 2016 pledges toward missions. MWO was proposing that pledges from churches no longer be designated but instead go into a unified pool from which MWO would determine mission giving to eight mission partners.

COMBINED PRESBYTERY MEETING

The morning began with worship focused on immigrant ministries and highlighted by praise music led by members of the African fellowship worshipping at Orangewood Presbyterian Church in Phoenix. There was also a blessing of the outreach ministry of Estawri Khjeek to Middle Eastern immigrants in the Phoenix area. The Rev. Mary Beth McSwain delivered the sermon. She and the Rev. Ken Page presided over the Sacrament of the Lord's Supper.

The 2015 Presbytery Moderators, Stephanie Hamilton for de Cristo and Mary Lynn Walters for Grand Canyon, were recognized and thanked for their service.

PLENARY SESSION 2: DISCUSSION ABOUT THE FUTURE OF THE PC(USA)

Bob Schulz had made a preliminary tally of the written comments offered by the conversation groups at the Friday plenary, with a more detailed list to eventually be reported to the presbyteries. One of the key themes was that each presbytery should be more internally relational, with ideas offered such as: pulpit exchanges, collaborative missions, Sessions meeting other Sessions, and shared resources. A desire for open and inclusive conversations, with an ability to agree to disagree, had been expressed.

The top request was for presbytery-sponsored educational opportunities, first and foremost for our youth and/or youth leaders. Training for lay people was wanted in everything from church management to COM and Clerk of Session training. Doing this at combined presbytery events was welcomed.

Heath Rada, Moderator of the 221st General Assembly, said he would add these comments to those he was compiling for GA. He then expressed some concerns he had at the national level, beginning with a decline in focus and funding for global missions and mission coworkers in the field, an area where the PC(USA) was once a recognized world leader. He was happy to report, however, that 300 of the proposed 1001 New Worshipping Communities had been started. He voiced concern for supporting our small congregations of less than 150 members, which make up 80% of PC(USA) churches, voices often lost among those of the remaining 20% of the churches which represent 80% of total PC(USA) members.

Heath reported that in this day of diminishing membership and corresponding shrinking of finances, 108 of the 171 presbyteries no longer had both a Stated Clerk and Executive Presbyter. He regretted what he called a broken system which was more and more focused on handling crises. He wanted to see the denomination moving out of committees and into ministry.

Among the changes Heath wanted to see at the 222nd General Assembly was a provision for a technology consultant for churches. He also hoped to see a move from six GA agencies, each operating as a separate entity, to a more unified structure and cohesive sharing of resources to better serve the denomination.

STATED CLERK REPORT

Bob Schulz gave an overview of the major administrative accomplishments of 2015, including revised Bylaws and a new Manual of Operations for de Cristo, a completely revised Gracious Dismissal Policy and a Sexual Misconduct Prevention Policy for each presbytery, and the creation of seven Administrative Commissions and training for the PJC in Grand Canyon.

Bob had summarized 40 overtures to the GA with regard to their relevance to our presbyteries. He also noted, with regret, the dismissal of two and dissolution of two Grand Canyon congregations. The annual computation to equalize the number of Teaching versus Ruling Elders for Presbytery commissioner assignment, distributed at registration, was approved. (See Pages 19-21.)

PRESBYTERY PASTOR REPORT

Brad Munroe reported that results from a congregational resourcing survey taken by both Grand Canyon and de Cristo had been reviewed and were becoming guiding factors for the leadership of both presbyteries.

Brad reminded presbyters that the Shared Staffing Plan was designed for a four-year trial period ending at the conclusion of 2017. He said the decision on whether to continue with a shared staff needed to be determined by both presbyteries by January 2017 so planning could take place, especially if the decision was to return to separate staffing for each presbytery.

Brad reported that both presbyteries were facing very serious budget deficits. Grand Canyon's projected 2016 deficit was \$180,000. This was due in large part to the loss of support from churches, including those planning departure from the denomination. While de Cristo's deficit was less at \$23,000, the Presbytery had only \$76,000 in reserves. Both presbyteries were facing serious budget cuts, and task forces had been started to review budgets in light of *Book of Order* requirements for a presbytery. The more difficult task was going to be the review of each presbytery's core commitments to eliminate spending in areas that, although not unimportant, could not be maintained simply because they had been budget line items in the past. Brad felt the leadership of each presbytery was being challenged to adopt a new adaptive skill set.

Brad was pleased to report that both de Cristo and Grand Canyon had each applied for a \$50,000 PC(USA) Transformation Grant. The funding was to be used for leadership training for both Teaching and Ruling Elders, guided by what presbyters had shared as their needs and desires for the future through feedback from the recent congregational resourcing surveys.

YEARLY REPORT OF EQUALIZATION
Book of Order G-3.0301
 Presbytery de Cristo – April 2006 Stated Meeting

From the Roll of Ministers as of 12/31/15 for reporting at the January 2016 Presbytery meeting:

<u>Category</u>	<u>Total</u>	<u>Resident Members</u>
Validated Ministry within a congregation	27	27
Validated Ministry outside a congregation	7	5
Member-At-Large	8	7
Honorably Retired	<u>44</u>	<u>37</u>
Total	86	76

IMBALANCE COMPUTATION

Teaching Elder Members
 76 qualifying voting members of Presbytery

Ruling Elder Commissioners
 33 constitutionally representing churches
 13 Officers/Commission/Committee members enrolled as voting commissioners
 + 5 Commissioned Ruling Elders (CRE) with voice and vote
 51 Elder commissioners eligible to vote

IMBALANCE: 76 resident Teaching Elders for purposes of correcting for imbalance
 - 51 Ruling Elder commissioners eligible to vote
 25 Imbalance of Ruling Elder commissioners

MOTION: That Presbytery de Cristo, in accordance with its method of determining Ruling Elder commissioners to Presbytery as approved at the April 2006 Stated Meeting, invite the Sessions of the churches as indicated on the attached alphabetical listing of churches on the basis of location to elect the specified number of Ruling Elder Commissioners for the following meetings of the Presbytery:

April 2016	October 2016
August 2016	January 2017 Annual Meeting

The Presbytery de Cristo Roll of Teaching Elders – as of 12/31/15

Validated Ministry

Within a Congregation

Cheek, John
Christopher, Diane
DeLong, Lawrence
Dixon, Jeffrey
Foust, Jerry
Goble, David
Grover, Mathew
Harrington, Alison
Hermes, Jon
Johnson, John
McSwain, Mary Beth
Melde, Steven
Montaño, Carlos
Norton, William
Phillips, Paul
Ross, Andrew
Seiferth, Peter
Skodiak, Kenneth
Smith, Bart
Smith, Elizabeth
Srubas, Rachel
Studer, Virginia
Thomas, Raymond
Tittle, John
Toole, James
Voigt, William
Wilcox Cummins, Jennifer

Validated Ministry

Outside a Congregation

Adams, Mark
Bitar, George
Brown, Kenneth
Brown, William
Cordova, Alberto
Fife, David
Munroe, Brad

Member-At-Large

Akins, Steven
Carr, John
Chon, James Myungwon
De La Torre, Valerie
Hamilton, Stephanie
Letts, Thomas
Reese, Robert
Toole, Patricia
Wert, Brandon

Honorably Retired

Abraham, Midhat
Barker, Lance
Buchanan-Barrow, Dorothy
Buehler, William
Chanslor, Don
Chase, Lerold
Clark, Walter
Cobb, James
Cole, Harry
Davies, John

Dean, William
Dunham, John
Easley, George
Evans, William
Fife, John
Gard, Gary
Green, Thomas
Groves, Jerrold
Hargleroad, James
Hargleroad, Roberta
Harris, Mary
Hawkins, Joe
Hensley, Ralph
Hervey, James
Hunt, Edward
Jensen, James
Lee, Young
Loew, Edmund
Lyman, Elizabeth
MacDonald, Robbin
Moore, Della
Pennock, William
Pike, George
Rowley, Richard
Sankey, Leroy
Seel, Robert
Shepherd, Don
Smith, Michael
St. John, Valerie
Stevenson, John
Strong, Ralph
Williams, Carla
Wilson, James

RE Commissioners

2nd mtg 2016 - 1st mtg 2017

Location	Church	Members*	BOO #	Largest churches	Racial/Ethnic	Total
Benson	Community	171	1	1		2
Bisbee	Covenant	43	1	1		2
Casa Grande	First	391	1	1		2
Cliff	Trinity	88	1	1		2
Community	Coolidge	41	1			1
Douglas	First	35	1		1	2
Florence	First	84	1	1		2
Globe	First	45	1	1		2
Green Valley	Valley	674	2	1		3
Miami	Divine Grace Shepherd of the Valley	31	1			1
Safford	Valley	40	1			1
San Manuel	Community	21	1			1
Sells	Papago United	41	1	1	1	3
Sierra Vista	Faith	221	1	1		2
Silver City	First	66	1	1		2
Superior	Presbyterian	14	1			1
Tucson	Christ	361	1	1		2
Tucson	Immanuel	340	1	1		2
Tucson	Korean of Tucson	24	1		1	2
Tucson	Mountain Shadows	118	1	1		2
Tucson	Northminster	1,030	3	1		4
Tucson	Southside	147	1	1	1	3
Tucson	St. Andrew's	1,034	3	1		4
Tucson	St. John on the Desert	78	1	1		2
Tucson	St. Mark's	219	1	1		2
Tucson	The Holy Way	131	1	1		2
Tucson	Tortolita	67	1	1		2
Tucson	Trinity	193	1	1		2

* Members based on 2014 data, last available from PC(USA).

ADJOURNMENT

There being no further business, the First Casa Grande congregation was thanked for its hospitality. The motion was made to adjourn and the Presbytery de Cristo meeting was closed in prayer at 11:00 a.m. The next Stated Meeting was scheduled for April 23 2016, at Papago United Presbyterian Church in Sells.

APPROVAL OF MINUTES

The minutes of the January 29-30, 2016 Stated Meeting of Presbytery de Cristo were approved by the Presbytery at its Stated Meeting on April 23, 2016.

S/Robert S. Schulz

Robert S. Schulz, Stated Clerk/Associate

April 23, 2016

Date

PROPOSED OPERATING BUDGET - PRESBYTERY DE CRISTO

February 1, 2016 - January 31, 2017

8/28/2015

Budget

Feb '15 - Jan '16

Projected

Feb '15 - Jan '16

Proposed

Budget

Feb '16 - Jan '17

Income	Budget Feb '15 - Jan '16	Projected Feb '15 - Jan '16	Proposed Budget Feb '16 - Jan '17	
4150 - Per Capita - Churches	225,715.00	215,000.00	202,615.00	35-5789
4175 - Contributions	1,800.00	9,500.00	1,800.00	
4177 - Oil Lease Income	11,649.00	19,863.00	1,000.00	
Total Income	239,164.00	244,363.00	205,415.00	

Expense

5500 - Salaries & Benefits

5510 - Presbytery Pastor

5510-10 - Salary / Housing (\$75,295)

5510-15 - BOP Benefits (\$28,175)

5510-17 - Medical Reimburse (\$4,000)

5510-35 - Study Allowance (\$2,500)

Total 5510 - Presbytery Pastor

5515 - Stated Clerk Assoc

5515-10 - Salary (\$74,160)

5515-15 - BOP Benefits (\$26,346)

5515-17 - Medical Reimburse (\$500)

5515-27 - FICA Tax (\$5,674)

5515-35 - Study Allowance (\$2,500)

Total 5515 - Stated Clerk Assoc

5520 - Shared Admin Staff

5520-10 - Office Manager

5520-20 - Admin. Associate

5520-25 - Finance Manager

5520-30 - Travel expense

Total 5520 - Shared Phoenix Staff

5527 - Other Staff/Payroll Expense

5527-10 - Expenses - Brad (\$2,500)

5527-15 - Auto Expenses - Brad (\$9,120)

5527-20 - Expenses - Bob (\$8,000)

5527-25 - Expenses - Shared Staff

5527-30 - GA Travel Fund

5540 - Workers' Compensation Insurance

Total 5500 - Salaries & Benefits

	22,589.00	22,588.96	22,266.53	3% of actual
	8,453.00	8,682.72	8,706.59	3% of actual
	1,200.00	1,200.00	1,200.00	
	750.00	750.00	750.00	
	32,992.00	33,221.68	33,923.22	
	23,148.00	22,248.00	22,915.44	3% of actual
	7,904.00	8,120.64	8,141.12	3% of actual
	150.00	150.00	150.00	
	1,702.00	1,702.08	1,753.03	
	750.00	500.00	750.00	
	33,654.00	32,720.72	33,709.59	
	18,984.00	18,872.88	19,439.07	3% of actual
	11,450.00	11,417.40	11,759.92	3% of actual
	16,456.00	16,456.00	16,949.68	3% of actual
	1,500.00	1,500.00	1,500.00	
	48,390.00	48,246.28	49,648.67	
	750.00	822.96	1,050.00	
	2,736.00	2,736.00	2,736.00	
	2,400.00	1,196.04	2,400.00	
	7,250.00	2,637.78	3,000.00	
	900.00	0.00	900.00	
	14,036.00	7,392.78	10,086.00	
	0.00	2,200.00	2,200.00	
	0.00	2,200.00	2,200.00	
	129,072.00	123,781.46	129,567.48	

	Budget		Projected		Budget	
	Feb '15 - Jan '16	Feb '15 - Jan '16	Feb '15 - Jan '16	Feb '16 - Jan '17	Feb '16 - Jan '17	Feb '16 - Jan '17
5550 · Committee Program Expenses						
55510 · Presbytery Meetings	3,500.00	1,500.00	1,500.00	3,500.00		
55535 · Committee on Ministry	2,000.00	2,000.00	2,000.00	2,000.00		
55541 · Committee for Preparation	1,500.00	1,500.00	1,500.00	1,500.00		
55590 · Clerk's Training	300.00	300.00	300.00	300.00		
55595 · Moderator's Expense	1,500.00	750.00	750.00	750.00		
Total 5550 · Committee Program Expenses	8,800.00	6,050.00	6,050.00	8,050.00		
5600 · Non Staff Travel Expenses	5,500.00	5,500.00	5,500.00	5,500.00		
5650 · Synod & GA Per Capita Expenses						
56510 · Per Capita Synod	25,796.00	25,795.96	25,795.96	23,156.00	4*5789	
56520 · Per Capita GA	45,594.00	44,512.74	44,512.74	41,217.68	7.12*5789	
Total 5650 · Synod & GA Per Capita Expenses	71,390.00	70,308.70	70,308.70	64,373.68		
5700 · Legal and Accounting Fees						
57010 · Legal Fees	3,000.00	1,500.00	1,500.00	3,000.00		
57020 · Accounting/Audit Fees	5,500.00	7,000.00	7,000.00	28.00		
Total 5700 · Legal and Accounting Fees	8,500.00	8,500.00	8,500.00	3,028.00		
5750 · Office Expenses						
57510 · Rent	6,000.00	5,180.70	5,180.70	6,289.68		
57515 · Telephone	1,500.00	1,041.88	1,041.88	1,200.00		
57520 · Website (PDC only)	1,000.00	1,352.00	1,352.00	1,000.00		
57522 · Cell Phones	234.00	244.40	244.40	250.00		
57525 · Postage	915.00	698.90	698.90	915.00		
57530 · Office Supplies	1,710.00	1,457.60	1,457.60	1,710.00		
57535 · Office Equip & Maintenance	1,322.00	153.82	153.82	1,000.00		
57545 · Insurance	1,211.00	1,905.50	1,905.50	2,100.00		
57550 · Copier (Office Equipment Contract)	2,010.00	1,979.98	1,979.98	2,010.00		
57570 · Office Expense - Other	0.00	200.00	200.00	200.00		
Total 5750 · Office Expenses	15,902.00	14,214.78	14,214.78	16,674.68		
5760 · Grant Writer Expense	0.00	800.00	800.00	1,600.00		
Total Expense	239,164.00	229,154.94	229,154.94	228,793.84		
Net Income (Loss)	-	15,208.06	15,208.06	(23,378.84)		