

Called Meeting of Mission Presbytery

August 21, 2018

Cross Roads Church (A PC:USA Congregation), San Antonio

A called meeting of Mission Presbytery was held on August 21, 2018 at 11:00 a.m. at Cross Roads Church (A PC:USA Congregation), 8012 Midcrown Drive, San Antonio, Texas.

The meeting was convened by Moderator Judy Ferguson at 11:00 a.m. She announced that the purpose of the meeting was to act upon a recommendation from COM to appoint an Administrative Commission (AC) to work with St. Mark Boerne. The Stated Clerk declared that there was a quorum present of at least three teaching elders and three ruling elders.

Judy opened the meeting with prayer.

Judy announced that Cross Roads has prepared a light lunch following the meeting in the Fellowship Hall. She thanked Cross Roads for their hospitality.

She called on Rev. Bill Poe, COM chair, to bring forward the motion:

Judy presented the protocol for the discussion.

Rev. Bill Poe moved the following on behalf of the committee:

At its Stated Meeting on August 6, 2018, the Commission on Ministry of Mission Presbytery (COM) voted to ask the General Council to call a Special Meeting of the Presbytery for the purpose of appointing an Administrative Commission to work with the Pastor and Session of St. Mark Presbyterian Church, Boerne, Texas, with the following to be the commission:

- **To work with the Session's Personnel Committee regarding the personnel policies of the church;**
- **To work on staffing concerns for St. Mark;**
- **To work with the Session in the areas of polity and elder training;**
- **To address other areas of concern that may arise; and**
- **To assume original jurisdiction, if necessary.**

Bill then presented the following rationale:

As long ago as January, 2018, members of the COM began receiving inquiries from persons at St. Mark that led the COM liaison, the Rev. Carol Clarke, the COM Chair, the Rev. William Poe, and Presbytery Staff to begin to be concerned about possible difficulties being experienced in the life of the church. The difficulties seemed to center around issues between members of the church's staff, as well as the ways in which some personnel matters were being handled by the Session's Personnel Committee.

The first inquiries that came to us came from members of the Personnel Committee. There seemed at the time to be a willingness to find appropriate and transparent ways of getting at these difficulties. The COM suggested that a Listening Team might be a helpful way of approaching them, but before that remedy could be implemented, there seemed to be an escalation in the difficulties, with Session members seeking to exclude the Pastor from some Session Meetings and raising questions concerning secrecy and confusion about appropriate personnel policies and the role of the Pastor as Head of Staff.

As we progressed into the spring of this year, because of what was being told to us about open conflict between staff members, and the refusal to reveal pertinent information concerning some members of the staff either to the Session or the Head of Staff, the COM suggested that we utilize our partnership with Preferred Path Ministries to guide the Session and the staff through a

debriefing process, working toward resolution of the issues and concerns. While the full debrief has not been able to happen because of escalating issues, we have been able to arrange for some mediation between principal staff members, although not without some difficulty.

All of this effort has been pursuant to the commitments reflected in the COM Operating Manual, which states that "It is the policy of COM to follow a path that emphasizes collaborative processes first, including direct discussions among the parties involved and facilitation/mediation by mutually agreed-upon third parties as back-up, before exercising higher authority or other options. While this policy presents collaboration as a first recourse, it is not intended to supplant or discourage alternative means of resolution, including the use of higher authority decisions, as specified in this or other Mission Presbytery documents."

In addition, the Book of Order lists the following appropriate use of an Administrative Commission by a presbytery in G-3.0109(b)(S): "visiting particular congregations over which they have immediate jurisdiction reported to be affected with disorder and inquiring into and settling the difficulties therein."

It is the hope of the COM that this Administrative Commission, working with the Pastor and Session of the church, will facilitate an examination and re-ordering of the Session's personnel policies and practices, and in clarifying the partnership that should exist between the Session in its personnel administration role and the role of the Pastor as Head of Staff. We also hope to reduce and resolve the tensions and sometimes open animosities that seem to have developed around these issues, for the health and well-being of the individuals involved, for the Session, and for the church.

The COM liaison and the Stated Clerk have worked closely with the Pastor and Session, particularly in recent months, and they may be able to answer questions

on this recommendation, within the bounds of confidentiality to which they have previously agreed.

CCE Susan Penrod asked if the chair would describe a scenario in which the AC would assume original jurisdiction. Bill Poe shared such a scenario. He shared that it is truly a last resort and it normally added as a task of the commission.

Ruling Elder Craig Hinneman asked if the request was to appoint a committee or commission. Judy clarified that it was to appoint a commission. He **moved** an amendment to the motion to strike the last clause to that would grant the AC the authority to assume original jurisdiction. Seconded. David Meriweather asked if COM has the authority to alter the tasks given to the AC. Bill Poe said no, the COM does not have the authority to do so. **Amendment failed.**

The original motion was approved.

There being no other business the meeting was adjourned.

Judy closed the meeting with prayer.

Submitted,

Tricia Tedrow, Stated Clerk

Mission Presbytery Called Meeting Attendance
August 21, 2018

City, Church	Teaching Elder	Ruling Elder Commissioners	
Adamsville, Adamsville			
Alice, First			
Austin, Austin Taiwanese			
Austin, Central			
Austin, Covenant		Danita Nelson	
Austin, El Buen Pastor			
Austin, Faith			
Austin, First			
Austin, Genesis			
Austin, Hope			
Austin, Hyde Park			
Austin, New Covenant Fellowship			
Austin, Lake Travis		Chrystie Thraster	Steve Gottlieb
Austin, Shepherd of the Hills			
Austin, St. Andrew's			
Austin, St. John's			
Austin, University			
Austin, Westlake Hills			
Austin, Westminster			
Beeville, First			
Boerne, St. Mark	Kevin Boyd	Larry Warren Jenny Cashion	Craig Hinman
Brady, Brady			
Brownsville, First			
Brownsville, Primera Iglesia Mexiana			
Burnet, Burnet		Carl E Spinner	
Canyon Lake, Canyon Lake			
Cheapside, Cheapside			
Collegeport, First			
Copperas Cove, First			
Corpus Christi, El Divino Salvador			
Corpus Christi, Faith Community			
Corpus Christi, Grace			
Corpus Christi, Island			
Corpus Christi, Jackson Woods		Andy Phillips	
Corpus, Christi, Korean			
Corpus Christi, Parkway			
Cotulla, First			
Cuero, First			
Del Rio, First			
Dripping Springs, Dripping Springs			
El Campo, First			
Elgin, First			
Fredericksburg, Memorial			
Georgetown, First			
Georgetown, San Gabriel			

Giddings, First			
Goliad, Goliad			
Gonzales, Gonzales			
Harlingen, Second			
Harlingen, Treasure Hills			
Harper, Harper			
Helotes, Forest Hills		Sandra Davis	
Junction, First			
Karnes City, First			
Kerrville, First	Elaine Dreeben Rob Lohmeyer		
Kingsville, First			
Kingsville, Getsemane			
La Feria, New Hope			
La Grange, First			
Largo Vista, Rolling Hills			
Lampasas, First			
Laredo, Sinai			
Leander, Leander			
Leander, Live Oak			
Llano, First			
Lockhart, Faith/Fe	Ezequiel Herrera- Rodriguez, CP		
Lockhart, First			
Luling, First	Monica Thomas Smith		
Marble Falls, St. Andrew	John Brantley	Sue Babcock	
McAllen, Betania			
McAllen, First			
McAllen, First Korean			
Menard, First			
Mercedes, First			
Mission, First			
New Braunfels, Community Fellowship			
New Braunfels, First			
New Braunfels, New Braunfels			
Palacios, First			
Pipe Creek, Pipe Creek			
Pleasanton, First			
Port Aransas, Community			
Port Lavaca, First			
Port Lavaca, Six Mile			
Refugio, First			
Robstown, First			
Rockport, First			
Rocksprings, First			
Round Rock, Grace			
Round Rock, Round Rock			
San Antonio, Alamo Heights			
San Antonio, Boldtville			

San Antonio, Covenant	Dan Milford	Rebekah Hernandez	
San Antonio, Crestholme			
San Antonio, Cross Roads	Brian Diebold		
San Antonio, Divine Redeemer	Rob Mueller		
San Antonio, First Korean			
San Antonio, Good Shepherd			
San Antonio, Grace		Brian Hindelang	
San Antonio, Holy Trinity			
San Antonio, Iglesia Emmanuel			
San Antonio, Los Angeles Heights			
San Antonio, Madison Square	Bart Roush	William Wilker Jamie Johnson	Norma Villarreal
San Antonio, Northminster	Carl McCauley Elise Neal		
San Antonio, Northwood			
San Antonio, Oak Hills	Sonja Dalglish		
San Antonio, Pilgrim			
San Antonio, San Pedro			
San Antonio, St. Andrew			
San Antonio, University			
San Benito, First			
San Benito, Iglesia Getsemani			
San Marcos, First			
San Marcos, Memorial			
San Saba, First			
Schulenburg, St. Paul's			
Seguin, First			
Sinton, Sinton			
Smiley, Pilgrim			
Smithville, First			
Taft, First			
Taylor, Everlasting Hope			
Taylor, First			
Tivoli, Tivoli			
Uvalde, First			
Victoria, First			
Victoria, Grace	Dan Fultz		
Victoria, Nicea			
Weslaco, First			
Weslaco, San Pablo			
Wimberley, Wimberley			
Woodsboro, Faith			
Yorktown, First			

TEACHING ELDERS (HR) & SERVING OTHER AGENCIES			
Tricia Tedrow	Stated Clerk	David Meriwether	HR
Sallie Watson	Genrl Presbyter, Mission Pby	Lorna Jean Miller	HR
Ed Brogan	HR	Bill Poe	HR
Carol Clarke	HR	Frank Seaman	HR
Peter Crouch	Presbyterian Children's Home	Karen Stocks	HR

Mary D'Alessio	HR		Miles White	HR
Paul Demotte	HR		San Williams	HR
George Harper	Member at Large			
David Jones	Member at Large			

GENERAL COUNCIL, MISSION PRESBYTERY	
Anna Bohart	Chair
Judy Ferguson	Moderator-Presbytery
Scott Russell	MP-Trustees
Susan Stacy	Reg Rep-Hill Country

CORRESPONDING MEMBERS		PRESENTERS
PRESBYTERY STAFF, Voice & Vote		CERTIFIED CHRISTIAN EDUCATORS, Voice/Vote
		Susan Penrod
PRESBYTERY STAFF, Voice		CERT ASSOC CHRISTIAN EDUCATORS Voice/Vote
Caitlin Supcuff	Youth Coordinator	
Ed Sackett	Disaster Recovery Coordinator	
Melody Gonzalez	Office Administrator	
Youth at Presbytery, Voice		Guests = 24

Voting Members	Subtotals	Totals
Teaching Elders/Pastors	29	
Ruling Elder Commissioners (elected by church sessions to attend)	15	
Members of General Council (not Teaching Elders)	4	
Commissioned Pastors (serving churches)		
Certified Christian Educators (REs)	1	
Certified Associate Christian Educators (REs)		
Total this section		49
Non-Voting Members	Subtotal	Totals
Corresponding Members Given Voice		
Presenters Given Voice		
Visitors/Guests	24	
Presbytery Staff (3)	3	
Youth Delegates (June Only)		
Total this Section		27
TOTAL ATTENDANCE		76