

CALL TO THE 104th STATED MEETING

The Synod of Lincoln Trails of the Presbyterian Church (U.S.A.) convened its 104th Stated Meeting at Orchard Park Presbyterian Church of Indianapolis, Indiana on Friday, March 24, 2017.

GATHERING THE COMMUNITY OF FAITH

CALL TO ORDER

The Stated Meeting was called to order at 3:00 P.M. Eastern Daylight Time (EDT) by the Synod Moderator, Ruling Elder Beth Bedwell, with prayer. The Moderator welcomed all those in attendance.

In accordance with the Standing Rules of the Synod, a quorum for the Synod shall be eight commissioners, at least four of whom shall be ruling elders, and at least four of whom shall be teaching elders, representing at least three presbyteries. The roll was established by registration as follows:

| Presbytery | Commissioner | Class | Status |
|-------------------------------------|-----------------------------------------|--------------|---------------|
| Presbytery of Blackhawk | The Reverend Kim Hulen | 2017 | Present |
| | The Reverend David Jones (Alternate) | 2018 | Present |
| | Ruling Elder William Pittenger | 2018 | Present |
| | <i>Vacant – Ruling Elder</i> | <i>2019</i> | <i>Vacant</i> |
| Presbytery of Chicago | Ruling Elder Brenda Taylor | 2017 | Present |
| | The Reverend Laura Reason | 2018 | Present |
| | Ruling Elder David Myles | 2018 | Present |
| | The Reverend Jana Blazek | 2019 | Present |
| Presbytery of Great Rivers | The Reverend Maura C. McGrath Nagle | 2017 | Present |
| | Ruling Elder Alexis Maloof | 2017 | Present |
| | Commissioned Ruling Elder Penny Frame | 2018 | Present |
| | The Reverend Lonna Chang-Ren Lee | 2019 | Excused |
| Presbytery of Midwest Hanmi | The Reverend Jeremiah Yi | 2017 | Absent |
| | Ruling Elder Jung-Eun Kim | 2018 | Absent |
| | The Reverend Eun Sung Cho | 2018 | Absent |
| | Ruling Elder Marc Choi | 2019 | Present |
| Presbytery of Ohio Valley | The Reverend David Lee | 2017 | Present |
| | Ruling Elder Jayne Williams | 2017 | Present |
| | The Reverend Andrew Kort | 2018 | Present |
| | Ruling Elder Cheryl Moles | 2019 | Present |
| Presbytery of Southeastern Illinois | Ruling Elder Pauline Rowles | 2017 | Absent |
| | The Reverend Beau Brown | 2018 | Present |
| | Ruling Elder Loren Prest | 2018 | Present |
| | The Reverend Ann Schwartz | 2019 | Present |
| Presbytery of Wabash Valley | The Reverend Kevin Bowers | 2017 | Present |
| | Commissioned Ruling Elder Donna Enersen | 2017 | Present |
| | <i>Vacant – Teaching Elder</i> | <i>2018</i> | <i>Vacant</i> |
| | Commissioned Ruling Elder Jeffrey Brown | 2019 | Present |
| Presbytery of Whitewater Valley | Ruling Elder Beth Bedwell | 2017 | Present |
| | The Reverend John Koppitch | 2018 | Present |
| | Ruling Elder Lynne Tobin | 2019 | Present |
| | The Reverend Richard Smith | 2019 | Present |

| Ex-Officio Ministry or Staff | Name | Status |
|------------------------------------------|-----------------------------|---------------|
| President, Board of Directors | The Reverend Eric Heinekamp | Present |
| Moderator, Permanent Judicial Commission | The Reverend Drew Nagle | Present |
| Moderator, Presbyterian Women | Ruling Elder Ruby Brown | Present |
| Transitional Synod Executive | The Reverend Sara Dingman | Present |
| Stated Clerk | Ruling Elder Blake Wood | Present |
| Executive Assistant | Judy Lucas | Present |

Moderator Bedwell asked the Stated Clerk, Ruling Elder Blake Wood, if a sufficient number of commissioners were present. Hearing the answer in the affirmative, the Moderator declared that a quorum was established.

Moderator Bedwell asked if there were any corresponding members in attendance.

A motion to seat the following as corresponding members for the 104th Stated Meeting was seconded and adopted:

| Name | Ministry |
|------------------------------------|--------------------------------------------------------------------------|
| The Reverend Shawna Bowman | Creation Lab & Friendship Presbyterian Church of Chicago, Illinois |
| Shelley Donaldson | Creation Lab |
| The Reverend Alan Finnan | General Presbyter, Presbytery of Great Rivers |
| Ruling Elder Karen Hahn | Presbytery of Ohio Valley |
| The Reverend Sam Young Kim | Executive Presbyter, Presbytery of Midwest Hanmi |
| The Reverend Bill McLean | Presbyter for Congregational Care, Presbytery of Southeastern Illinois |
| Dan Selock | TableSetters |
| Susie Selock | TableSetters |
| Matthew Schmitt | TableSetters |
| Marvin Wadlow, Jr. | TableSetters |
| The Reverend Dr. Shelly White Wood | Senior Pastor, Orchard Park Presbyterian Church of Indianapolis, Indiana |

SUMMARY OF THE ROLL

| | | |
|----------------------|----------------------------------------|----------------------------------|
| <u>Commissioners</u> | <u>Ex-officio Ministry & Staff</u> | <u>Corresponding Members:</u> 11 |
| Present: 25 | Present: 6 | |
| Excused: 1 | Excused: 0 | <u>Total Attendance:</u> 42 |
| Absent: 4 | | |
| Vacant: 2 | | |

WELCOME TO ORCHARD PARK PRESBYTERIAN CHURCH

Moderator Bedwell recognized the Reverend Dr. Shelly White Wood, Senior Pastor of Orchard Park Presbyterian Church. Dr. Wood welcomed the Synod to Orchard Park and offered a brief history of the congregation, noting that it was chartered in 1956 and its membership is composed of brothers and sisters in Christ from around the northern Indianapolis metropolitan area.

STATED CLERK'S REPORT

Moderator Bedwell recognized the Stated Clerk, Ruling Elder Blake Wood.

Items for Information

1. Synod Year-End Form to Report Miscellaneous Information – In February, this annual report was submitted to the Office of the General Assembly (OGA) in Louisville, Kentucky. The report listed the Synod's meeting dates for 2017 and its per capita rate.
2. Synod Year-End Form to Report MGB Costs and Salary Data – In February, this annual report was submitted to the OGA. The report listed the Synod's expenses in 2016 for office space, utilities, salaries, health benefits, and reimbursements for professional development and travel. The information was compiled from financial reports reviewed and approved by the Board of Directors.
3. Permanent Judicial Commission (PJC) Overview – On April 22, 2017 the Synod will convene a PJC Overview at the Indiana Interchurch Center in Indianapolis from 10:00 A.M. – 3:00 P.M. Eastern Time. This overview is being offered for members of the Synod PJC and presbytery PJCs; it will be facilitated by Laurie Griffith, Manager of Judicial Process and Social Witness in the OGA. Topics to be covered include the Rules of Discipline within the *Book of Order* and the role of PJCs in the disciplinary process.
4. State of the Synod & Presbytery Minutes Review – Transitional Synod Executive Sara Dingman and the Stated Clerk will be offering a "State of the Synod" presentation for our presbytery stated clerks in conjunction with the annual Presbytery Minutes Review. This gathering will be on May 24-25, 2017 in Indianapolis. The State of the Synod will feature information about the life of the Synod, its structure, and objectives. During the Presbytery Minutes Review, stated clerks will conduct a peer review of each other's minutes and records for 2016.
5. Various Duties – Since the 103rd Stated Meeting, I've attended and participated in the following, among other responsibilities:
 - Dream Team Meeting on November 11-12, 2016
 - Board of Directors meetings on January 20 and February 8, 2017
 - Leadership Team meetings on November 11, 2016; January 23 and February 21, 2017
 - Synod Council Proposal Team meetings on January 4, February 21, and March 7, 2017
6. Constitutional Amendments – Voting by our denomination's 172 presbyteries is occurring on amendments to the Constitution of the Presbyterian Church (U.S.A.) that were passed by the General Assembly in 2016. The deadline for presbyteries to submit their votes to the OGA is June 25, 2017.

Items for Action

A motion to approve the Proposed Docket was seconded and adopted.

A motion to approve Celebration of the Sacrament of the Lord's Supper during the 104th Stated Meeting was seconded and adopted.

A motion to approve the Minutes of the 102nd Stated Meeting convened on October 21-22, 2016 was seconded and adopted.

TRANSITIONAL SYNOD EXECUTIVE'S REPORT

Moderator Bedwell recognized the Transitional Synod Executive, the Reverend Sara Dingman. Reverend Dingman announced that she was yielding her time to the presentations being offered during the Committee of the Whole.

COMMITTEE OF THE WHOLE

Moderator Bedwell announced that the Synod would proceed to convening a Committee of the Whole in order to consider three items: a Creation Lab Proposal, Sankofa Proposal, and a summary of the Dream

Team Meeting. During this time, the Creation Lab and Sankofa proposals would be presented, as well as the Dream Team meeting summary. It was explained that the proposals would be discussed, but action by the Synod would not be taken on those items until New Business on March 25.

A motion to convene a Committee of the Whole was seconded and adopted.

1. Creation Lab Proposal

Moderator Bedwell recognized the Reverend Shawna Bowman and Shelley Donaldson from Creation Lab to present the proposal and answer questions.

The Chicago art studio grew out of the lives of pastors and church leaders eager to collaborate and to share their creative lives. After several years of meeting for Craft Nights and community meals, studio space was sought to share material and ideas. Creation Lab received start-up funding from the Presbyterian Mission Agency through a Dream Grant, and was officially co-founded in January 2016 by Shawna Bowman, Jennifer Martin, Megan Cochran, Alex Wirth, Shelley Donaldson, and Tara Thompson.

Creation Lab is a not-for-profit organization that shares studio and maker space at the Kildare Studio building on Chicago's Northwest Side. Since its opening in February 2016, it has hosted these activities:

- weekly open studio times
- workshops that incorporate art-making and spiritual practices
- retreats for faith-based groups and organizations
- sermon-writing workshops
- open studio/maker events
- consultant services to congregations who want to integrate creativity into worship and community.

Creation Lab proposed the following:

- a. a mutually life-giving partnership between the Synod and Creation Lab;
- b. the Synod allocate \$20,000 to Creation Lab as a ministry partner.

This partnership would make it possible for Creation Lab to maintain its current operation budget of \$30,000 per year, expand its workshop and event opportunities at accessible prices, and continue to cultivate its individual co-op partners for future sustainability of the on-site studio. Other benefits are these:

- Creation Lab could offer on-site access to members of the Synod and congregations within the Synod for weekly open studio times, as well as reduced fees for workshops and other gatherings in the studio.
- Creation Lab will offer space exclusively for Synod team meeting or workshops twice a year at the studio.
- Creation Lab can also offer consultation to congregations by phone or e-mail.
- Creation Lab will commit to collaborating with up to four presbyteries within the Synod over the next twelve months for on-site visits.

2. Sankofa Proposal

Activities

- Relationship Building; opportunities with travelers and hosts
- Educational readings, talks, and discussions
- Opportunities for prayer and contemplation
- Planning time for future goals

- Visit sites and communities that represent significant aspects of social diversity and polarities impacting the Synod, including race/ethnicity, socioeconomic status, religion, gender, and geography

Participation

- Travelers (Pilgrims)
- Traveler communities
- Traveler congregations and organizations
- Synod of Lincoln Trails and its presbyteries

OUTCOMES - IMPACT

| Short Term | Medium Term | Longer Term |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><u>Education</u></p> <ul style="list-style-type: none"> • Identify and synthesize social movements or events impacting our lives • Be familiar with significant sources of diversity and race/ethnicity • Socioeconomics, geography • Better understanding of the land and Creation care | <p><u>Education</u></p> <ul style="list-style-type: none"> • Develop a philosophy of listening and sharing • Exercise greater competency on intercultural and social issues • Participants publish reflections to share learnings | <p><u>Education</u></p> <ul style="list-style-type: none"> • Synod becomes repository for learning and knowledge on reconciliation and justice seeking |
| <p><u>Skills</u></p> <ul style="list-style-type: none"> • Be able to talk about the role of justice-seeking in their vocational path • Equipping to share on organizing, principles, discipleship | <p><u>Skills</u></p> <ul style="list-style-type: none"> • Create or join a project in their hometown or place of origin designed to combat injustice in some way • Model understanding, repentance and reconciliation for Church and local community • Involved in land restoration projects | <p><u>Skills</u></p> <ul style="list-style-type: none"> • Participant projects evaluated for learnings and are being adapted by new communities • Sankofa trips strengthen organizing efforts on issues of social concern |
| <p><u>Relationship Building</u></p> <ul style="list-style-type: none"> • Made new contacts from diverse church contexts | <p><u>Relationship Building</u></p> <ul style="list-style-type: none"> • New contacts made between communities of participants | <p><u>Relationship Building</u></p> <ul style="list-style-type: none"> • Maintain life-long friendships • Participants revisit communities or continue to engage populations different from their own • Participants recruit for new Sankofa trips |
| <p><u>Spiritual</u></p> <ul style="list-style-type: none"> • Participant utilizes new forms of spiritual practice for public concerns | <p><u>Spiritual</u></p> <ul style="list-style-type: none"> • Participant’s community utilizes new spiritual practices | <p><u>Spiritual</u></p> <ul style="list-style-type: none"> • Deeper discipleships around public life happening in more Synod congregations |

For 2017, the following was proposed:

- 12-30 participants and 4-5 leaders, totaling 16-35 people
- Costs for transportation, lodging, food, admission into museums/city tours, and additional costs
- Estimated trip total –
 2 nights: \$11,159 - \$18,174
 3 nights: \$12,279 - \$20,624

3. Dream Team Meeting

Moderator Bedwell recognized Ruling Elder Karen Hahn, who presented a summary of the Dream Team Meeting held on November 11-12, 2016.

DREAM TEAM MEETING November 11-12, 2016

SUMMARY

GATHERING

The Synod of Lincoln Trails Dream Team gathered for a meeting on November 11-12, 2016 at the Indiana Interchurch Center in Indianapolis. The meeting was opened at 3:00 P.M. Eastern Time with prayer by the Transitional Synod Executive, the Reverend Sara Dingman.

ATTENDANCE

| Name | Role |
|-----------------------------------|---------------------------------|
| The Reverend Rodger Allen | Transition Team |
| Ruling Elder Beth Bedwell | Synod Moderator |
| Ruling Elder Ann Bingaman | Board of Directors |
| The Reverend Beau Brown | Synod Vice Moderator |
| The Reverend Jennifer Burns Lewis | Transition Team |
| Ruling Elder Gary Davis | Standing Committee on Personnel |
| The Reverend Sara Dingman | Transitional Synod Executive |
| The Reverend Dr. Laurie Ferguson | Consultant/Facilitator |
| Ruling Elder Karen Hahn | Past Moderator |
| The Reverend Eric Heinekamp | Board of Directors |
| The Reverend Kim Hulen | Vice Moderator-Elect |
| Judy Lucas | Executive Assistant |
| The Reverend Dr. Felipe Martinez | Board of Directors |
| The Reverend Sara McGhee | Transition Team |
| The Reverend Laura Reason | Transition Team |
| The Reverend Dr. John Rickard | Transition Team |
| The Reverend Laurie Williams | Standing Committee on MCA |
| Ruling Elder Blake Wood | Stated Clerk |

INTRODUCTION

Reverend Dingman welcomed all to the gathering and introduced the Reverend Dr. Laurie Ferguson, a clinical psychologist and professional certified coach, who would be facilitating the Dream Team discussion.

Reverend Dingman reiterated that the purpose of the Dream Team meeting was to initiate a vision process to discuss ideas for the Synod's mission and future as a mid-council within the Presbyterian Church (U.S.A.).

To begin, the group was asked to consider these questions:

- Why are we here?
- Where are we going—where is God sending us?
- What will it take to get there?
- Where are we seeing God's energy in the Synod?
- Where is that energy shifting?

ENERGY

Dr. Ferguson asked the Dream Team where energy is flowing within the Synod. Discussion focused on various areas and suggestions. Energy is flowing around...

- Discussion of white privilege
- Anti-racism
- Connecting with issues in our communities
- Developing, nurturing, and supporting church leaders
- Networking and coordinating mission strategy
- "Hands in" – empowering others to share work and mission
- Re-commitment to relevance
- Because of less staff, there is more commitment to work
- Having challenging speakers at the Synod's stated meetings
- Spending from unrestricted funds to encourage ideas
- Making some things happen that had just been talked about—i.e., sale of a building; committees developing resources; grassroots movements in presbyteries to work on projects, such as designing education for ruling elders
- God's energy—helping us to see and do things differently
- Having a more connectional bond among presbyteries
- Deeper connection in work between the Synod and the presbyteries.

EMERGING NEEDS

Dr. Ferguson asked the Dream Team to share suggestions on emerging needs within the Synod. Discussion centered on the following:

- Support for bi-vocational pastors and certified ruling elders (CREs) at various life stages
- Dealing with buildings/real estate that is burdensome.

PATTERNS

Dr. Ferguson asked the Dream Team to identify recent patterns within the Synod. The group responded by pointing out these:

- Seeing new/changing landscape and finding ways to respond
- Listening to and responding to presbyteries—not assuming what they need—and presbyteries listening to the Synod
- Percolation of creativity
- The Synod as a non-anxious presence.

Dr. Ferguson posed questions for the Dream Team to consider when it gathered again the next day:

- What would be a way to organize the Synod in the future?
- What can be added? Changed?

DREAMING

On Saturday, November 12, 2017 the Dream Team gathered to resume its discussion at 9:30 A.M. EST. A devotional was offered by the Reverend Sara Dingman.

As the meeting began, Reverend Dingman asked the Dream Team to consider the creation of a Synod Council to help guide the work of the Synod. Dr. Ferguson explained that the focus of the day was to work in small groups and present suggestions for the Synod to consider in charting its future, followed by the Dream Team as a whole identifying the next steps in the journey. Each group “mapped” out its suggestions as diagrams, showing how the Synod could be structured in terms of programs, responding to presbyteries, and establishing objectives. Each group’s diagram was presented to the full Dream Team, which then discussed them, noting how each group incorporated a Synod Council into its design. The Dream Team then made two recommendations in the form of paths:

Path 1 – a group will be organized to make a proposal at the 104th Stated Meeting in 2017. This proposal will pertain to creating a Synod Council that can act on behalf of the Synod between stated meetings, provide clarity for the budgeting process, and establish objectives.

Path 2 – the Synod should consider how it retains vision work—that is, how is continuity provided?

A team to draft a proposal for creating a Synod Council was designated, consisting of Ruling Elder Beth Bedwell, Reverend Sara Dingman, Reverend Susan McGhee, Reverend Dr. John Rickard, and Ruling Elder Blake Wood.

A motion to adjourn the Committee of the Whole was seconded and approved.

The Synod recessed for committee meetings and dinner.

The Synod reconvened at 6:45 P.M.

KEYNOTE PRESENTATION

The keynote presentation for the 104th Stated Meeting was presented by the Table Setters.

The Table Setters is a faith-based non-profit 501(c)(3) organization that produces improved relationships across humanly created racial, socio-economic, political, and religious lines. It combines launch events in churches, schools, and civic institutions with customized plans for ongoing cultural accountability. Diversity training days are never enough. Ongoing relationships that nurture connections and share brokenness, hopes and dreams, can be mutually healing and productive.

Founded in early 2016 through the deep friendship of Marvin Wadlow Jr., an African-American Baby Boomer, and Matthew John Schmitt, a European-American Generation X-er, the Table Setters exist to remember that we are all invited to God’s Table through Christ, with none of us over or under-welcomed. Both founders had been leading another non-profit ministry together since 2012, and came to lament that though Jesus shares stories and parables through setting a variety of tables across cultures and classes, most of our country, including Christians, have a hard time stepping outside their zip codes. The Table Setters believe that reality is greater understood when we fully appreciate differences across the divisions of humankind, and we aim to start a movement of courageous and ongoing Table Setting: individuals, businesses, and congregations who are willing to continually meet with “the others.” We are called to mutually learn, question, and share experiences in vulnerable storytelling that ultimately moves us towards making better decisions together.

The Table Setters believe that racial alliances, forged through respect, trust, and accountability are close to the heart of Christ, as referenced deeply in Romans 14 and Matthew 18, especially in the context of a meal! The Table Setters will listen to the needs of your particular community and develop a format for an initial launch workshop that can lean on Sacred Texts or not, and can be framed in respectful interfaith

dialogue when appropriate. The Table Setters can also help develop plans for repeated table settings to nurture diverse relationships for the long haul in communities.

Throughout the presentation, the following theme was reinforced:

Come to the Table.
Share at the Table.
Stay at the Table.
Come back to the Table.

The Synod recessed at 8:45 P.M.

CALL TO ORDER

The Synod was reconvened on Saturday, March 25, 2017 at 9:00 A.M. EDT by Moderator Bedwell, with prayer.

FOLLOW-UP DISCUSSION ON KEYNOTE PRESENTATION

Marvin Wadlow, Jr. and Matthew Schmitt facilitated further discussion on the topics presented the previous evening.

Commissioners discussed the importance of exploring how the Church can identify and address individual and systemic racism through listening and partnership. This was reinforced by following the model provided by the Table Setters: bringing people of different perspectives, races, backgrounds, and beliefs around the same table and have healthy dialogue. Discussion included excerpts from Marvin's blog "Paid in Full" and Matthew's blog "Dismantling Whiteousness." The Synod embraced the opportunity to "sit at the table with people that don't look like you, sound like you, talk like you."

INSTALLATION OF OFFICERS

Moderator Bedwell led the Synod in its installation of officers. The Synod installed the Reverend Beau Brown of the Presbytery of Southeastern Illinois as Moderator, and the Reverend Kim Hulen of the Presbytery of Blackhawk as Vice Moderator.

Moderator Brown assumed the chair.

SYNOD THEME: ALL HANDS IN

Moderator Brown and Vice Moderator Hulen facilitated a discussion and activity about *All Hands In*. Commissioners were asked to gather in groups for their respective presbyteries and discuss how the lives and work of their presbyteries related to the theme. Each presbytery then used posterboard and cut-outs of hands to make illustrations that were presented to the Synod.

COMMITTEE REPORTS & NEW BUSINESS

The Vice Moderator, the Reverend Kim Hulen, assumed the chair.

1. STANDING COMMITTEE ON LEADERSHIP DEVELOPMENT REPORT

The committee moderator, the Reverend Beau Brown, presented the following items:

Item for Information

The committee will ask presbyteries about ruling elder training—specifically, what type of training is being offered and what training works well.

Items for Action

A. Creation Lab Proposal

Reverend Brown reported that the committee continued discussion of the Creation Lab Proposal and reviewed the documents provided by the Reverend Shawna Bowman and Shelley Donaldson. The committee recommended that the proposal be adopted by the Synod, and the floor was open for discussion.

A motion to establish a line item in the Synod Budget for the purpose of allocating \$20,000.00 to Creation Lab, beginning in 2017, was adopted.

B. Sankofa Proposal

Reverend Brown reported the committee continued discussion of the Sankofa Proposal. The committee recommended that the proposal be adopted by the Synod, and the floor was open for discussion.

A motion to establish a line item in the Synod Budget for the purpose of allocating \$25,000.00 for Sankofa, beginning in 2017, was adopted.

Moderator Brown assumed the chair.

2. BOARD OF DIRECTORS REPORT

The President of the Board of Directors, the Reverend Eric Heinekamp, reported:

Items for Information

1. Election of Officers – In accordance with the Corporation Bylaws within the Standing Rules, the Board of Directors has elected the following to serve as its officers for 2017:

President

The Reverend Eric Heinekamp, Presbytery of Chicago

Vice President

Ruling Elder Don Craft, Presbytery of Whitewater Valley

Secretary

Ruling Elder Blake Wood, Stated Clerk.

2. Meetings – The Board will convene on these dates during 2017:

Date

January 20

February 8

May 10

August 2

Location

Teleconference

First Presbyterian Church of Hoopston, Illinois

Teleconference

Indiana Interchurch Center, Indianapolis.

3. Investment Policy – The Board has approved the following Investment Policy regarding Synod funds:

INVESTMENT OBJECTIVES AND GUIDELINES STATEMENT
For
SYNOD OF LINCOLN TRAILS

Investments of the Synod shall be managed giving consideration to liquidity, security, income and cost.

Liquidity – Cash balances in checking account should be between 25% and 50% of the yearly Budget.

Security – Investments should primarily be in U.S. large and mid-capitalization companies with minimum of 20% in a combination of short- bonds, PILP investments and U.S. government backed securities.

Income – Provide income and growth with a balanced exposure to risk through investments in a blend of stocks, bonds and U.S. backed securities.

Costs – Costs should be minimized by investing in shares of large diversified Funds with no, or minimum, fees such as the Vanguard STAR Fund, Columbia Balance Fund and Oakmark Equity and Income Fund.

With this new Investment Policy, the Board has taken action to direct that current investments in the Presbyterian Investment and Loan Program (PILP) be reduced over the next three months to no less than \$500,000.00, with the resulting funds invested per the Synod's Investment Policy.

4. Corporation Bylaws - Amendments to the Corporation Bylaws within the Synod's Standing Rules will be drafted by the Board. The intent of the amendments is to ensure that the bylaws are consistent with statutory requirements of the State of Illinois and the State of Indiana, as well as properly reflecting the work of the Board. These amendments will be submitted to the Synod Standing Committee on Mission Coordination and Administration for its consideration.
5. Financial Reports - The Synod's year-end report for 2016 showed that income exceeded expenses, with \$70,462.34 expended less than anticipated.

The Board has discussed per capita contributions from the Synod's presbyteries. It has been recognized that for 2016, the Synod received 94.14% of anticipated income from per capita, noting that there are some presbyteries whose per capita contribution stood below 80%. The Board has acknowledged the fact that certain presbyteries are experiencing financial stress, and is considering the question of how to better inform presbyteries and congregations about the intent of per capita.

6. Description and Use of Current Funds – The Board has researched and identified the purposes of various funds within the Synod Budget.

| Fund # | Fund Name | Fund Description |
|---------------|---------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 12 | Short Term Projects | Leftover from the Heiserman Fund; given by the General Assembly to the Synod in 2005. This was a joint program for the Synod and Synod of the Covenant. This could be a way to invigorate CRE training. |
| 13 | Lilly Grant Fund | Indiana only; the Synod is the fiscal agent for the Ministerial Excellence Program. |
| 15 | New Pastor Support | Funds are in PILP until 2016; they can be moved out for other purposes. |

| | | |
|----|-----------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 17 | Leadership Development Conference | Funds are in PILP until 2016; they can be moved out for other purposes. |
| 19 | Building Leaders Fund | Gift of a donor from 2015 for a conference about white privilege. |
| 22 | CRE Training Fund | Leftover from when Rev. Laura Reason worked with CREs. |
| 24 | Ministerial Concerns Fund | Spending down to close out; presbyteries used to be asked to contribute to health concerns of pastors. This was being accessed by only one presbytery; the executive/general presbyters have decided to close it out. |
| 32 | Youth Triennium | Synod-based Youth Triennium; leftover from several decades. |
| 40 | Interim Pastor Training | MALT (Synods of Mid America & Lincoln Trails) Transitional Ministry Education |
| 45 | TMEC | Synod of Lincoln Trails does bookkeeping for this national Presbyterian organization—as the fiscal agent; taken over in 2015. |

7. Estelle Peabody Memorial Home - The Estelle Peabody Memorial Home has been a not-for-profit corporation organized under the laws of the State of Indiana for the purpose of providing housing, health care, and other related services in a continuing care retirement community that consists of 57 independent-living units, 118 assisted living units, and a 192-bed health care center, of which 48 beds are dedicated to memory care.

While in a covenant relationship with the Home since 1930, the Synod does not exercise operational control of the Home, which is overseen by its own Board of Trustees. In 2000, Peabody's management and Board of Directors began looking at available options to renovate and update Peabody Retirement Community. However, the renovated campus did not perform in line with the feasibility study projections, and encountered financial difficulty. Given the ongoing financial difficulties of the Home and its continued efforts to transform itself into a modern facility, the Synod has ended the covenant relationship and no longer sits on the Home's Board of Trustees, thereby removing any possible obligations the Synod could have encountered with the Home, financial or otherwise.

3. STANDING COMMITTEE ON MISSION COORDINATION & ADMINISTRATION REPORT

The committee moderator, Ruling Elder Beth Bedwell, reported the following:

Items for Action

- A. Allocation of Funds for Boundaries and Ethics Training

A motion to establish a line item in the Synod Budget for the purpose of allocating \$7,200.00 to the Boundaries and Ethics Training Program, and to provide that the following be undertaken, was adopted:

1. **Exploring the use of technology in how to disseminate the information about the training to presbyteries;**
 2. **Include other boundary and ethical issues in addition to those outlined in the proposal.**
- B. Reconsideration of Motion to Provide Financial Assistance to Presbyteries

Ruling Elder Beth Bedwell reported that at the 103rd Stated Meeting in October 2016, the Synod adopted a motion to provide financial assistance to the presbyteries within the Synod's bounds. In order to provide clarity to the action undertaken, it was determined to be necessary for the motion to be reconsidered and amended.

A motion to reconsider the action taken by the Synod on October 22, 2016 in regard to financial assistance to presbyteries (*Minutes of the 103rd Stated Meeting, pages 6-7*) was seconded and approved.

The Synod then proceeded with discussion on amending the original motion adopted on October 22, 2016.

A motion to adopt the following amendment to the action taken by the Synod on October 22, 2016 in regard to financial assistance to presbyteries was approved:

- a. **Using a 12-quarter rolling average, analyze ~~income derived from~~ the Synod's investments in unrestricted funds;**
- b. **Authorize the Board of Directors to establish a procedure for analyzing the investments and allocating to the presbyteries Synod Budget an amount equal to 4% of ~~income from~~ the investments;**
- ~~c. Commence financial assistance to the presbyteries of the Synod beginning in 2017.~~

The Synod proceed with discussion on the original motion as amended.

A motion to provide financial assistance to presbyteries in the following manner, as amended, was adopted:

- a. **Using a 12-quarter rolling average, analyze the Synod's investments in unrestricted funds;**
- b. **Authorize the Board of Directors to establish a procedure for analyzing the investments and allocating to the Synod Budget an amount equal to 4% of the investments.**

- C. 1st Reading: Amendment 2017-01 to Standing Rules

Amendment 2017-01 to the Standing Rules establishes a Synod Council, providing for its membership, duties, and responsibilities. In accordance with Article IX, Section B of the Standing Rules, the amendment was referred to the Standing Committee on Mission Coordination and Administration for its consideration.

The committee had discussed the amendment at its meeting on March 24, 2017. The Synod proceeded with discussion of the amendment and made recommendations for the committee to consider. It was reported that the committee would have a special meeting in May to discuss the amendment further and make a recommendation to the Synod.

The current draft of the proposal is provided as the Appendix to the Minutes.

D. Approval of Call for a Special Synod Meeting

A motion for a special Synod meeting to be called for June 2017 for the purpose of considering amendments to the Standing Rules and election of individuals to Synod entities, with the Synod Office providing the date, time, and location of the special meeting, was adopted.

4. COMMITTEE ON REPRESENTATION REPORT

Stated Clerk Blake Wood was recognized to present the committee report.

Nominees were presented for the Board of Directors and Permanent Judicial Commission. Moderator Brown asked if there were further nominations from the floor. Hearing none, nominations were declared closed.

A motion to elect the following individuals was adopted:

Board of Directors, Class of 2019

The Reverend Dr. Paul Myhre, Presbytery of Wabash Valley

Permanent Judicial Commission, Class of 2021

The Reverend Scott Hookey, Presbytery of Ohio Valley

The Reverend Michael Kirby, Presbytery of Chicago.

The Synod recessed for lunch.

The Synod reconvened at 12:45 P.M.

WORSHIP

The Synod gathered for worship on at 12:45 P.M. EDT at Orchard Park Presbyterian Church of Indianapolis, Indiana. A Proclamation were offered by Marvin Wadlow, Jr. and Matthew John Schmitt. The Sacrament of the Lord's Supper was celebrated.

ADJOURNMENT

A motion to adjourn was seconded and adopted. Moderator Brown closed the 104th Stated Meeting with prayer and the Synod adjourned at 2:00 P.M. EDT.

Respectfully submitted,

Blake Wood
Stated Clerk

APPENDIX**SYNOD OF LINCOLN TRAILS**

Presbyterian Church (U.S.A.)

AMENDMENT 2017-01**to****STANDING RULES**

The Standing Rules are amended by inserting a new Article VII and making the following changes:

IV. Duties and Responsibilities of the Synod**A. Coordinating Functions**

The Synod is responsible for mission and program coordination and it will:

1. Oversee the work of the Synod Council, Committees including priorities, goals, strategies and programs, to enable the Synod to fulfill its mission.
2. Receive and act upon recommendations received from the Synod Council, Board of Directors, Committees, Task Forces, Mission Networks, Synod Executive and Stated Clerk.
3. Facilitate Synod-wide planning, budgeting and evaluating, in the context of Church-wide partnership.
4. Maintain and coordinate a continuing review of the various Presbyteries, Synod Council, Committees, Agencies, and other Synod Units.
5. Insure dissemination of information about the Synod throughout its constituency and with society at large.
6. Adopt an annual budget of income and expenditures, including the allocation of general mission, per capita apportionment, capital and other funds. All unexpended budget items shall be terminated at the end of each fiscal year, and any operating surplus be placed in Synod Reserves.
7. Approve formation of Task Forces and mission networks.

B. Consultation/Negotiation

1. Consultations concerning mission priorities, program, budgeting, and the establishment of administrative staff positions (G-3.0110), as well as other consultations or negotiations "to give meaning to the interdependent nature of Presbyterian polity," may take place during any Synod meeting. ~~shall be done during a recess at any Synod meeting.~~
2. The Standing Committee on Mission Development Coordination and Administration shall be responsible for planning the Consultation/Negotiations.
3. Participants are:
 - a) Commissioners from each Presbytery, who are the team representing that Presbytery.
 - b) The Synod's team, selected by the Synod committee with responsibility for the subject matter of the Consultation/Negotiation, according to guidelines set for the meeting by the Standing Committee on Mission Coordination and Administration.
 - c) The General Assembly team, selected by the General Assembly Mission Council.

- d) Resource persons as authorized by the sending governing bodies.
4. Written consensus agreements reached by the consultation/negotiation process must be ratified by at least five of the Presbyteries, the Synod, and the General Assembly or its Council (if the GA participates in a particular consultation/negotiation) before those agreements are official. Exemptions may be requested by appeal to the next meeting of the Synod if a Presbytery does not ratify the agreements.
5. When a Presbytery establishes administrative staff positions, it is appropriate that the presbytery consult with the Synod, ordinarily through the Synod's Personnel Committee (cf. (G-3.0110).

C. Finances of Synod

To provide for administrative expenses of Synod, the Presbyteries shall pay a per capita apportionment in January as determined by Synod upon recommendation of the Standing Committee on Mission Coordination and Administration and based upon the number of active members reported in the latest statistical report to the General Assembly.

D. Minutes and Other Printing

1. Prior to each meeting of the Synod, the Stated Clerk shall provide each Commissioner with reports, information, and materials that pertain to the meeting, including the names of Commissioners.
2. As soon as possible after Synod, the minutes and related papers shall be prepared by the Stated Clerk and electronically posted on the Synod's website to be available to the Commissioners, Presbytery Staff, the Office of the General Assembly, and to others as shall be determined by the Synod.
3. In addition to the proceedings of the meeting, an annual bound copy of the minutes of the Synod meetings for the calendar year shall include the names of the Officers of Synod, the names of members of the Synod and its Committees, and the Standing Rules of the Synod. The Stated Clerk will aim to design the minutes as a useful reference work for anyone who seeks information about the Synod.

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| V. THE OFFICERS OF SYNOD |
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- A. The Officers of Synod shall be a Moderator, a Vice-Moderator, and a Stated Clerk.
- B. The Moderator shall be elected at the final stated meeting of each year, for a term of one year beginning at the next annual meeting, in the following manner:
 1. The Nominating Committee shall place the name of the Vice-Moderator in nomination for the office of Moderator.
 2. Nominations may be offered from the floor. Any Commissioner is eligible for the office. If such nominations are made, the maker of a nomination shall distribute to Commissioners a brief biographical sketch, in lieu of a nomination speech.
 3. The Synod may vote to provide opportunity for all nominees for Moderator to be questioned by the Synod.
 4. If there is more than one nominee, the Moderator shall be elected by ballot, a majority of all votes cast being required for election.
 5. In the event that the Vice-Moderator cannot be nominated for Moderator, the Nominating Committee shall place in nomination one or more names of constitutionally qualified persons.

The nominations shall be accompanied by brief biographical sketches and forwarded in advance to all Commissioners by the Stated Clerk.

- C. The Vice Moderator shall be elected at the final stated meeting of each year, for a term of one year beginning at the next annual meeting, in the following manner:
1. The Nominating Committee shall nominate a candidate for Vice-Moderator from among the commissioners.
 2. When it places one or more candidates in nomination, the Nominating Committee will provide the Synod with written biographical information about them.
 3. Nominations may be made from the floor. Any Commissioner is eligible for the office. If such nominations are made, the maker of a nomination shall distribute to Commissioners a brief biographical sketch, in lieu of a nomination speech.
 4. If there is more than one nominee, the Vice-Moderator shall be elected by ballot, a majority of all votes cast being required for election.
- D. At the final stated meeting in years divisible by two, the Stated Clerk shall be elected by Synod to a term of two years, renewable, to begin January 1st of the next year. When a vacancy occurs, it shall be filled in the same manner as staff vacancies, under the guidance of the Personnel Committee.
- E. All terms of office begin at the Annual Meeting of the Synod, except for the Stated Clerk.

VI. THE SYNOD STAFF

The Synod shall employ administrative staff in accordance with the provisions of the Form of Government.

- A. The Synod may elect a Synod Executive. This person shall be responsible for the coordination of all staff services within the Synod
- B. The Synod Executive shall be called and employed by the Synod and accountable to it as provided in the personnel policies, and in the Synod's provision for periodic reviews of its personnel. The Synod Executive shall be responsible for implementing equal employment opportunity policies within the Synod.
- C. Other administrative staff positions may be established as authorized by the Synod in consultation with the Presbyteries and the General Assembly.

VII. SYNOD COUNCIL

The Synod shall have a Synod Council to support its Statement of Mission and its Purpose, both of which are stated in Article I, Sections B and C.

A. Membership

1. The Synod Council shall consist of no more than 12 members, which shall be the following:
 - a. the Synod Moderator;
 - b. the Synod Vice Moderator;
 - c. the Synod Executive;
 - d. the Stated Clerk;
 - e. a member of the Standing Committee on Leadership Development;
 - f. a member of the Standing Committee on Mission Coordination and Administration;

- g. a ruling elder or teaching elder from each Presbytery other than the presbyteries for which the Synod Moderator and Synod Vice Moderator are commissioners to the Synod; each elected by the Synod for a term of two years. They are eligible to be re-elected for one additional two-year term. The aggregate of consecutive terms may not exceed four years.
2. The ruling elders and teaching elders from each Presbytery other than the presbyteries for which the Synod Moderator and Synod Vice Moderator are commissioners shall be elected into two classes. Emphasis shall be placed on having ruling elders and teaching elders representing the diversity of congregations, constituencies, institutions, and partnerships within the Synod. The classes are allocated as follows:

Class 1

1 Ruling Elder and 2 Teaching Elders

Class 2

2 Ruling Elders and 1 Teaching Elder.

3. The Council shall elect a Moderator and Vice Moderator from among the ruling elders and teaching elders from each Presbytery other than the presbyteries for which the Synod Moderator and Vice Moderator are commissioners. The Council Moderator and Vice Moderator shall each serve a term of two years.

B. Duties and Responsibilities

1. The Synod Council will propose to the Synod a vision for its life and work together.
2. The Synod Council will provide a mechanism for conversation and coordination among and between other committees in the implementation of the Synod vision.
3. The Synod Council will recommend for approval the annual Synod Budget of income and expenditures, including the allocation of general mission, per capita apportionment, capital and other funds. The Synod Budget will be submitted for consideration by the last stated meeting of each year.
4. The Synod Council will direct the planning and arrangements of Synod Meetings.
5. The Synod Council will act on behalf of the Synod between stated meetings in matters of mission and program coordination provided in Article IV, Section A:
 - a. Oversee the work of Committees including priorities, goals, strategies, and programs, to enable the Synod to fulfill its mission.
 - b. Receive and act upon recommendations received from the Board of Directors, Committees, Task Forces, Mission Networks, Synod Executive, and Stated Clerk.
 - c. Facilitate Synod-wide planning, budgeting and evaluating, in the context of Church-wide partnership.
 - d. Maintain and coordinate a continuing review of the various Presbyteries, Committees, Agencies, and other Synod Units.
 - e. Insure dissemination of information about the Synod throughout its constituency and with society at large.
 - f. Approve formation of Task Forces and mission networks.
6. The Synod Council will not have duties and responsibilities in regard to the following:

- a. the annual election of Synod Officers;
- b. the election of Synod Staff; and
- c. suspending or making changes to the Standing Rules.

VII. VIII. COMMITTEES OF THE SYNOD

There shall be two kinds of Synod Committees: Ecclesiastical and Standing.

A. Ecclesiastical Committees

Committees specifically described in the Book of Order and deemed necessary for the Synod to function as a council of the Presbyterian Church (U.S.A.). With the exception of the Nominating Committee, members of these committees need not be commissioners to the Synod.

The Ecclesiastical Committees are Committee on Representation and the Permanent Judicial Commission.

B. Standing Committees

Committees, peopled by commissioners and representatives from the Committee on Representation are charged with the responsibility to enable the Synod to carry-out its roles as a deliberative and policy-making body and to implement programs in response to concerns and initiatives of the Synod or its presbyteries.

The Standing Committees are the Standing Committee on Leadership Development, the Standing Committee on Mission Coordination and Administration, the Standing Committee on Personnel, and the Board of Directors.

C. Committee Members

1. At the Annual Meeting, the newly installed Moderator shall appoint Commissioners to the Standing Committees to serve for a term of one year, renewable. Every Commissioner shall serve on one of the Standing Committees. At the Annual Meeting, the Moderator also shall appoint the Moderators of these committees for a one-year term of office.
2. Each of the Standing Committees and the Board of Directors shall include commissioners and/or members from at least four of the eight presbyteries in the Synod.
3. Except as otherwise required by the Standing Rules, the Standing Committees shall determine how to organize to fulfill their responsibilities.

D. Subcommittees and Task Forces

Each of the Ecclesiastical and Standing Committees may form task forces to accomplish their duties and responsibilities by a majority vote of the committee members present at a regular or special meeting of the Synod. In so far as possible, any such task forces will reflect the diversity of the Synod. When the church's mission under the Word imperatively demands, the Moderator, in consultation with the Vice Moderator, the Stated Clerk and the Executive, may appoint persons to an administrative review task force (G-3.0108), with this action reported to the Synod at its next stated meeting.

E. Meetings

1. Each committee will determine when and where its regular meetings will be held. Standing Committees will normally meet on the same dates and locations as Synod meetings.
2. Committee moderators may call special committee meetings, including meeting by conference call, provided notice is given to the committee members at least seven days in advance of the

special meeting.

3. When the imperative of the Word urgently demands, committees may poll members by telephone or e-mail provided the results are recorded in the minutes. If requested by at least two committee members, the committee moderator shall call a special meeting to discuss and vote on the matter.

F. Committee on Representation

The Committee on Representation will serve as an advocate for ethnic persons, women, different age groups and persons with disabilities, and as a resource to the Synod in these areas.

1. Membership

- a. The Committee on Representation shall consist of six members, including both ruling elders and teaching elders, elected by the Synod for terms of three years once renewable and staggered so that one third of the terms expire each year. Terms begin at the Annual Meeting of the Synod. Both current commissioners and “members-at-large” may be considered for election to the Committee on Representation. Care shall be taken to assure that its members include persons chosen from the racial ethnic groups within the bounds of the Synod; they should be persons with a passion for and commitment to principles of diversity and inclusion in Synod leadership.
- b. One of the members of the Committee on Representation shall be elected by the Synod as the Moderator of the Committee on Representation for a term of one year.

2. Duties and Responsibilities

- a. The Committee on Representation (COR) shall be the committee responsible for overseeing and implementing the Synod’s process for nominating persons to serve in positions requiring election by the council (G-3.0111).
 1. The COR shall present to the Synod nominations for Moderator and Vice-Moderator as specified above, members of the Synod Council as provided in Article VII, Section A, subsection 1g. ~~and for~~ members-at-large of the Board of Directors, of the Standing Committee on Personnel, ~~and for~~ members of certain boards related to the Synod by covenant, and for the Permanent Judicial Commission.
 2. The COR shall suggest nominees to the General Assembly Nominating Committee and also shall encourage Presbyteries and Sessions to suggest nominees.
 3. Insofar as possible, the COR shall present all of its nominations to the Synod for election at the final stated meeting. Any vacancies that occur during the year may be filled at any Synod meeting, following nomination by the COR.
- b. The Committee on Representation shall advise the Synod with respect to its membership and to that of its committees, boards, agencies, and other units, in implementing the principles of participation and inclusiveness in the decision-making of the church.
- c. The Committee on Representation shall advise the Synod on the employment of personnel in accord with the principles of participation and representation and in conformity with the church-wide plan for equal employment opportunity.
- d. The Committee on Representation shall assign two of its members to each Standing Committee in the capacity of ex-officio members. It shall be the responsibility of these members so assigned to assure the principles and practices of participation and representation in the functions of the Standing Committees.

- e. The Committee on Representation shall present an annual written report to the Synod.

G. The Permanent Judicial Commission

The Synod shall have a Permanent Judicial Commission with the prerogatives, powers, duties and modes of procedure set forth in the Rules of Discipline.

1. Membership

- a) There shall be eleven members of the Commission, consisting of nearly equal number of ruling and teaching elders, with each Presbytery represented. The members shall be placed as equally as possible in three classes whose terms expire at the Annual Meeting of the Synod in odd numbered years.
- b) The term of office for each member shall be six years, and no member having served a full term may succeed himself or herself.
- c) Nominations for membership to the Commission shall be made through the Synod Nominating Committee.

2. Duties and Responsibilities

- a) The Permanent Judicial Commission shall meet as directed by the Synod or, if no direction is given, at such times and places as the Commission may determine.
- b) The Commission, upon meeting, shall elect from its membership a Moderator, Vice Moderator, and a Recording Clerk.
- c) A quorum shall be six members.

H. Standing Committee on Leadership Development

1. Membership

- a) The moderator of Synod shall appoint to this committee approximately half of the Commissioner Members, but not fewer than nine (9). Commissioner members serve for one-year terms, beginning at the Annual Meeting and renewable for a maximum of six (6) years consecutively.
- b) The Committee on Representation shall appoint two (2) members.
- c) Staff of the presbyteries shall have voice at any committee meeting.
- e) The Synod Executive shall be an ex-officio committee member, with voice but not vote.

2. Duties and Responsibilities

- a) The Standing Committee on Leadership Development shall direct and implement the following Mission Priorities.

Youth Leadership Development
Training of Key Presbytery Leaders
Pastoral Support and Nurture
Synod Wide Leadership Events

I. Standing Committee on Mission Coordination and Administration

1. Membership

- a) The moderator of Synod shall appoint to this committee approximately half of the Commissioner Members, but not fewer than nine (9). Commissioner members serve

for one-year terms, beginning at the Annual Meeting and renewable for a maximum of six (6) years consecutively.

- b) The Committee on Representation shall appoint two (2) members.
- c) Staff of the presbyteries shall have voice at any committee.
- e) The Synod Executive shall be an ex-officio committee member, with voice but not vote.

2. Duties and Responsibilities

- a) The Standing Committee on Mission Coordination and Administration shall direct and implement the following Mission Priorities.

Mission Funds Development
Connectional Commitments
Communication

- b) The Standing Committee on Mission Coordination and Administration shall direct the planning and arrangements of Synod Meetings.
- c) The Standing Committee on Mission Coordination and Administration shall monitor Synod meeting attendance and participation.
- d) The Standing Committee on Mission Coordination and Administration shall, with the assistance of the Board of Directors, develop, review, and if necessary, revise the Synod budget.
- e) The Standing Committee on Mission Coordination and Administration shall provide oversight for the ecclesiastical functions of the Synod and ensure compliance with the Constitution of the Presbyterian Church (U.S.A.).

J. Standing Committee on Personnel

1. Membership

- a) 4 commissioners, appointed by the Moderator, whose terms shall be one year.
- b) 4 members at large who are ruling elders or members of churches or teaching elder members of presbyteries in the Synod, whose terms shall be three years, once renewable. The Nominating Committee shall nominate the at-large members for election by the Synod. The terms of the at-large members shall be staggered so that one member's term expires each year and that two members terms expire on the third year of the cycle.
- c) The committee moderator shall be a ruling elder or teaching elder appointed by the Moderator for a one-year term. If the Personnel Committee moderator is not a commissioner, the moderator shall be given privilege of the floor at all Synod meetings.

2. Duties and Responsibilities

- a) The Standing Committee on Personnel shall design and manage all of the Synod's processes for employing and supervising staff.

K. The Board of Directors

The membership and duties and responsibilities of the Board of Directors are defined by the Corporation Bylaws.