



The Synod of the Covenant

Presbyterian Church (U.S.A.)

**Annual Assembly and Meeting of the
Corporation
Minutes
Maumee Bay Conference Center, Oregon, OH
November 1-2, 2024**

Friday, November 1, 2024 Morning Plenary 1

CONVENING OF THE SYNOD ASSEMBLY AND QUORUM

The moderator, Rev Sandy Seaton-Todd (TE-Western Reserve), called the meeting to order at 9:00 a.m. Rev. Seaton-Todd opened the meeting with prayer. A quorum was present.

SEATING AS CORRESPONDING MEMBERS

A motion prevailed to seat the following corresponding members: Flor Vélez-Díaz (PCUSA Assistant Stated Clerk-Manager of Judicial Process and Social Witness), Tim Cargal (PCUSA Assistant Stated Clerk – Director of Mid Council Ministry, Corey Schlosser-Hall (PCUSA Deputy Director of Rebuilding, Vision, and Innovation), Samantha Davis (PCUSA Associate for Racial and Gender Justice), Alonzo Johnson (PCUSA Coordinator for Self-Development of People), and Nikki Collins (PCUSA Coordinator of 1001 Worshiping Communities, and Lauren Rodgers (PCUSA Mission Engagement).

WELCOME

Rev. Seaton-Todd welcomed commissioners, guests, and visitors.

APPROVAL OF THE DOCKET

A motion prevailed to approve the docket.

APPROVAL OF THE CONSENT AGENDA

A motion prevailed to approve the consent agenda with the removal of item #3, Minutes of the Synod Assembly of May 7, 2024, as the minutes were not in the Synod Papers.

**Synod of the Covenant
Clerk's Report
November 1, 2024**

1. **To seat** as corresponding the following stated clerks in attendance at the Synod

- Assembly: Lynn Bova (Miami Valley), Sharon Carter (Cincinnati), Barry Chance (Eastminster), and Ted McCulloch (Mackinac).
2. **To excuse** the following commissioners at their request and to add those who will continue to request an excused absence up to the actual meeting: Elder Charlotte Ellison (Lake Michigan, Elder Lora Manon, CRE (___), Rev. Michael March (Mackinac), Elder Georgia McCall (Lake Huron), Elder Joe Salvato (Cincinnati)
 3. **To approve** the Minutes of the Special Assembly of the Synod of the Covenant of May 22, 2024. (online only)
 4. **To approve** the Celebration of the Lord’s Supper at the Annual Assembly and Meeting of the Corporation on November 2, 2024.
 5. **To approve** the following dates, times, and places for Assemblies of the Synod of the Covenant in 2025 and 2026.
 - a. Tuesday, February 4, 2025 at 4:30 p.m. via Zoom
 - b. Tuesday, May 6, 2025, at 4:30 p.m. via Zoom
 - c. Thursday, October 23, 2025 – Saturday, October 25, 2025 – Annual Assembly. Location to be determined.
 - d. Tuesday, February 3, 2026, at 4:30 p.m. via Zoom
 - e. Tuesday, May 5, 2026, at 4:30 p.m. via Zoom
 - f. Thursday, October 22, 2026, through Saturday, October 24, 2026 – Annual Assembly. Location to be determined.
 6. **To receive** the Report of the Stated Clerk for today as follows:

**Report of the Stated Clerk
Fran Lane-Lawrence
November 1, 2024**

1. Members of the Synod Permanent Judicial Commission whose terms have expired in the last six years are:

Class of 2020:

Elder Richard S. Mickley (Scioto Valley)

Class of 2022:

Elder Lori Schmidt (Maumee Valley)

Elder Stephanie Lewis (Detroit)

Class of 2024:

Rev. William Rayment (Mackinac)

Rev Tim Dyck (Muskingum Valley)

Elder Dale Riley (Eastminster)

2. Synod of the Covenant Commissioners by Class

2024 - Adrienne Adams (RE), Jonathan Carlisle (TE), Tom Juntune – Mackinac (RE), Aaron Meadows (TE), Garrett Mostowski (TE), Deb Uchtman (TE), Vacant - Maumee (TE),

2025 - Charlotte Ellison (TE), Mark Johnson (RE), Valerie Lyons (RE), Lora Manon (RE), Georgia McCall (RE), Sandy Seaton Todd (TE), Mike Wakeland (TE), Frank Walburg (RE)

2026 - Mary Ann Bromley (RE), Mary Jean Blackmon (RE), Christina Jensen (TE), Mary Jane Knapp (TE), Michael March (TE), Joseph Salvato (RE), Andy Thorburn (RE)

3. 2024 Synod of the Covenant Committees

Finance Committee - Aaron Meadows (Moderator), Charlotte Ellison, Vacant, Valerie Lyons, Joseph Salvato, Frank Walburg

Governance Committee - Jon Carlisle (Moderator), Christina Jensen, Mark Johnson, Garrett Mostowski

Human Resources Committee - Mary Jane Knapp (Moderator), Mary Ann Bromley, Georgia McCall, Deb Uchtman

Nominations Committee - Lora Manon (Moderator), Mary Jean Blackmon, Michael March, Mike Wakeland

Grants and Scholarship Team (Not elected) - Amy Duiker (Moderator), Lisa Allgood, Barry Chance, Erin Guzman, Jackie Humphries, Skip Jackson Communities of Color Steering Team (Not elected) - Adrienne Adams, Joon Lee, Charles Tinsley

Permanent Judicial Commission - William Rayment, Tim Dyck, Dale Riley, Patricia Brown (Moderator), Juliann Joy, Carmen Cox Harwell, Brian Maguire (Clerk), Mary Ann Grano, Jim Wilson, Alexander Lipsey

4. The following AMENDMENT TO THE SYNOD OF THE COVENANT

BYLAWS (provided below) has been approved by the following presbyteries within the Synod of the Covenant: Cincinnati, Detroit, Eastminster, Lake Huron, Lake Michigan, Mackinac, Miami Valley, Muskingum Valley, Western Reserve. To add 40:80 In order to fulfill the principles of participation and representation, the Synod shall elect three ruling elders and three teaching elders as at-large members as follows: two people of African descent, two people of Asian, Asian American, or Pacific Islander (AAPI) descent, and 2 people from marginalized communities within the bounds of the Synod (member of another racialized identity, immigrants, those whose first language is not English). Two of those

elected will be assigned to serve on the Leadership Committee, and the other four will be assigned, one each, to one of the other standing committees by the Nominating Committee.

- A. Each at-large member shall be elected to serve terms of three years and may be eligible for re-election. However, no at-large members shall serve more than six consecutive years, and any at-large member who has served six consecutive years shall be ineligible for election as an at-large member for at least one year.
- B. At-large members will have voice and vote on the committees to which they are assigned, as well as voice and vote at Synod Assemblies.
- C. Each at-large member shall be a ruling elder or a teaching elder.
- D. Each at-large member shall be a member of a presbytery or congregation within the bounds of the Synod of the Covenant.
- E. No more than one (1) at-large member from each presbytery can serve simultaneously.

Rationale: At the Annual Assembly in October 2023, Commissioners approved the following motion: To increase the number of Synod Commissioners by six. The composition of those six will be designated as follows: two Commissioners of African descent, two commissioners of Asian, Asian American, or Pacific Islander (AAPI) descent, and 2 Commissioners from marginalized communities within the bounds of the Synod (member of another racialized identity, immigrants, those whose first language is not English). Two of these commissioners will serve on the Leadership Committee, and the other four will be assigned, one each, to other standing committees.

Constitutional Support: F-1.0403, G-3.0103, G-3.0401

NOTE: Per the PCUSA Constitution, changes in bylaws or policies that alter the composition of synod membership must be approved by the presbyteries that comprise the synod. This amendment was forwarded to presbyteries within the bounds of the Synod of the Covenant for ratification.

5. Report of the Administrative Commission for the Presbytery of Detroit

**Synod of the Covenant
Report of the Administrative Commission to the Presbytery of Detroit
November 1, 2024**

Context

This report summarizes major events and activities since the Administrative Commission's report dated May 07, 2024.

AC Personnel Change

The Rev. Dr. Jessie MacMillan submitted her resignation as a member of the

Administrative Commission for the Synod of the Covenant AC following the Synod Meeting on May 07, 2024. The Administrative Commission regretfully accepted the Rev. Jessie MacMillan's resignation with gratitude for her wonderful service to the Administrative Commission and the Presbytery of Detroit. Subsequently, the Rev. Jeanne Gay was elected as Moderator for the Administrative Commission.

Overview

The Synod of the Covenant's Presbytery of Detroit Administrative Commission (AC) previously asserted, in its request for Original Jurisdiction approved by the Synod of the Covenant, that "...the disorder within the Presbytery of Detroit (PoD) is pervasive, intertwined, and appears to affect virtually every aspect of the PoD. The disorder affects the body in multiple ways". The AC also noted that evidence of disorder has been present for many years within the PoD.

Called meeting of May 22, 2024, to Return Original Jurisdiction:

The Synod of the Covenant called a meeting for May 22, 2024, via Zoom to consider motion to return original jurisdiction to the Presbytery of Detroit which had been placed on the table at the previous Assembly. The motion was overwhelmingly rejected. The Synod of the Covenant's Detroit Administrative Commission continues its work.

Activities of the Synod of the Covenant Detroit Administrative Commission:

Some of the actions since May 07, 2024, to address the complex and entrenched disorder in the Presbytery of Detroit include:

A. Approval of Amendment to Synod of Covenant Bylaws.

AMENDMENT TO THE SYNOD OF THE COVENANT BYLAWS: To approve the following proposed amendment: To add 40:80 In order to fulfill the principles of participation and representation the Synod shall elect three ruling elders and three teaching elders as at large members as follows: two (2) people of African descent, two (2) people of Asian, Asian American, or Pacific Islander (AAPI) descent, and two (2) people from marginalized communities within the bounds of the Synod (member of another racialized identity, immigrants, those whose first language is not English). Two (2) of those elected will be assigned to serve on the Leadership Committee, and the other four (4) will be assigned, one each, to one of the other standing committees by the Nominating Committee Each at-large member shall be elected to serve terms of three years and may be eligible for election. However, no at-large members shall serve more than six consecutive years, and any at-large member who has served six consecutive years shall be ineligible for election as an at-large member for at least one year. At-large members will have voice and vote on the committees to which they are assigned, as well as voice and vote at Synod Assemblies. Each at-large member shall be a ruling elder or a teaching elder. Each at-large member shall be a member of a presbytery or congregation within the bounds of the Synod of the Covenant.

No more than one (1) at-large member from each presbytery can serve simultaneously.

Constitutional Support: F-1.0403, G-3.0103, G-3.0401

The motion to amend the Synod Bylaw was **approved**.

B. Actions to Enhance Diverse Representation within the Presbytery of Detroit

Contract with Rev. Dr. Barbara Wilson

1. As previously reported, the Synod Administrative Commission hired the Rev. Dr. Barbara Wilson, Associate Executive Presbyter of the Chicago Presbytery and Professional Certified Coach with CAST (Coach Approach Skill Training) to work with the Rev. Leslie Mott, Temporary Executive Presbyter, and the Rev. Dr. Melissa Allison, Stated Clerk to help identify members of the Presbytery who will work together to engage in the beginning steps of building trust, transparency and accountability in the work of the churches and the Presbytery. They have been working together on a regular basis over these past months.
2. The AC is scheduled to meet with Rev. Dr. Wilson on October 17, 2024, via Zoom and then in person on November 10 and 11, 2024.

Vetting Organizations to Assist in Anti-Racism Work

The AC has been in correspondence with the Center for Jubilee Practice and received recommendations regarding 2 other organizations with respect to on-going assistance in addressing and confronting anti-racism and walking toward healing and reparation.

Gatherings

“We Heal Together” Meeting on May 18th with 61 people in attendance. The meeting began with Q&A and Covenant agreement for process, a time of worship and lunch followed. The 226th PCUSA General Assembly Commissioners from the Presbytery of Detroit were commissioned in the worship service.

C. Sacred Pause

To assist the Presbytery of Detroit to more fully live into its mission to listen “to the voices of peoples long silenced ... and to confront structural racism,” The AC initiated and publicized a “sacred pause” in presbytery work from March 1, 2024, through May 31, 2024. On June 06, 2024, the AC approved a motion to continue the “Presbytery Pause” around committee work until the end of 2024 or as directed by the Administrative Commission.

D. Actions Related to COM/CPM and Others

1. Minimum terms of Call for 2025. (June 20, 2024) **approved**
2. “Policy Concerning Changes in the Status of Congregations” was **approved**.
3. “Proposed Policy Concerning the Dismissal, Dissolution, Merger, Consolidation of a Congregation of the Presbytery of Detroit” with provision that Stated Clerk is given leave to make non-substantive editorials changes. **Approved.**
4. “Policy for Distribution of Proceeds from Dissolved Congregations” **Approved.**

5. Motion to permit the 44th Annual Men's Breakfast December 7th, 2024, in the Presbytery of Detroit with permission to partake in the Lord's Supper was **approved**.
6. Motion to release funds to support education for those attending the APCE annual event. **Approved**

E. Administrative Commissions

COM and the Trustees recommended appointment of ACs {In each case the Background, Function, Purpose, Scope of Authority, Focus Items, and recommendations for appointment of specific individuals was included} for the following:

- South Lyon
M/S/P to approve the recommendations of the COM and Trustees
- Drayton Ave Berkley
M/S/P to approve the recommendations of the COM and Trustees
- St. Andrews – Dearborn Heights
M/S/P to approve the recommendations of the COM and Trustees

The AC notes that the current composition of the ACs for South Lyon, Drayton Ave. Berkley, and St. Andrews – Dearborn Heights do not reflect racial/ethnic diversity. The AC instructs the Stated Clerk, Melissa Allison, to communicate with Mary Lloyd of the Presbyterian Black Caucus, informing her of the necessary qualities for these AC members and asking her to provide a list of potential appointees no later than August 21 ,2024.

- Hope, Detroit
M/S/P to approve the recommendations of the COM and Trustees for Administrative Commission for Hope, Detroit
- St. James, Redford
M/S/P that the AC, in light of reports of disorder received concerning financial misconduct, authorize the creation of an administrative commission and grant that commission the authority to conduct special administrative review, including the power to compel the production of books and records of the congregation, and the authority to investigate whether to seek a grant of original jurisdiction under G-3.03.03e.

F. Budget for 2024

June 06,2024, a motion to extend the 2023 budget through the end of 2024 for the Presbytery of Detroit was **approved**.

G. Personnel

1. Approved extension of terms of current Moderator and Vice Moderator though the end of 2024.
2. Charon Barconey
Contacts with Mx. Barconey continued in the month of May with multiple attempts to find common ground regarding her employment by the Presbytery of Detroit. The AC communicated, through Synod Executive Chip Hardwick, a deadline for acceptance of its severance offer of mid-night May 22, 2024.

Mx. Barconey sent an email to Chip Hardwick after 9 P.M. on May 22, 2024, articulating her perceptions of the inadequacies of the offer and stating, “You, Chip you never respected me at all.”

May 23, 2024, Jim Wilson acting on behalf of the Administrative Commission emailed and sent a letter to Charon Barconey which said, “This letter is to confirm that you have rejected the offer of severance made by the Administrative Commission on behalf of your former employer, the Presbytery of Detroit. Your medical benefits through the Board of Pensions will end at the end of May.”

The AC also approved the following statement, which was distributed to the Presbytery of Detroit on May 24, 2024:

Brothers and sisters in Christ, the ongoing conversation around the employment of the Associate Executive Presbyter has concluded. The Synod of the Covenant Administrative Commission for the Presbytery of Detroit offered a severance package of full pay and health care benefits for one year. Sadly, this was not accepted. We continue to pray for Charon in her future endeavors.

Late in September 2024 the AC members were alerted to the fact that Charon Barconey distributed “An Open Letter to the Presbyterian Church (USA) from Charon Barconey, Presbytery of Detroit”. The matters addressed in this “open letter” properly belong in other arenas of adjudication.

3. TEP Rev. Leslie Mott
The AC approved a medical leave from August 09 to August 23, 2024.
4. The AC began a review of activities, priorities, possible overlap, lacunae, primary responsibility, and possible adjustments to present and future relationships between the PoD Stated Clerk and the PoD Temporary Executive Presbyter.
5. The AC has begun its process of performance reviews and setting staff salaries and benefits for fiscal 2025.

H. Trustees

1. The following resolution was **approved** by the Synod of the Covenant Commission:

RESOLVED, the Rosedale Gardens Presbyterian Church (U.S.A.) (“Church”) located at 9601 Hubbard Street, Livonia, MI 48150 has applied for a loan as follows from the Presbyterian Church (U.S.A.) Investment and Loan Program, Inc. (“Lender”) funded by Endowment Funded Loans: Amount of Loan: \$270,000

FURTHER RESOLVED, the Presbytery of Detroit, Inc., a Michigan nonprofit corporation, (“Presbytery”) having received and reviewed the Loan application of the Church, a member in good standing of this Presbytery, approves the Loan application, and guarantees the repayment of principal and interest on the loan to the Lender as described above. The officers of the Presbytery as listed on the attached Certificate of Incumbency marked Exhibit A are authorized to sign a

guarantee and any and all documents of this loan as authorized agents of the Presbytery.

2. Revisions of the “Investment Policy” that included clarifications of roles and responsibilities and updating the PC(USA) Divestment list. Motion to approve the “Investment Policy” was **approved**.
3. Recommendation of the policy for the “Use of Proceeds for Dissolved Congregations” was **approved** by the Administrative Commission.
4. Recommendation from the Board of Trustees, in cooperation with the Administrative Commission for Starr Presbyterian Church, to the Synod of the Covenant Administrative Commission for the Presbytery of Detroit enter into a lease agreement with South Oakland Citizens for the Homeless was **approved**.
5. The AC made repeated requests to the Trustees for current monthly financial statements, these were finally provided. The AC reviewed the July statement that was made available mid-August.
6. The AC, through PoD staff and AC members, engaged the Trustees in discussions regarding the functions and limits of authority of the PoD Trustees. These discussions included scenarios in which specific functions were identified and possible participation of persons from other presbyteries to share best practices was suggested.
7. The AC members met with the PoD Trustees on October 01, 2024, via Zoom.
8. At its October 3, 2024, Meeting the AC concluded that the work and mission of the Presbytery requires a reorganization of how the current responsibilities of the trustees are handled. Having heard the concern that the current Trustees cannot handle a heavier workload but remaining convinced that the four committees the AC identified (Budget and Finance, Property and Loans, Investments, and Grants) are necessary, the Administrative Commission approved the following motion: Having original jurisdiction, the Synod of the Covenant Administrative Commission for the Presbytery of Detroit is removing the current Board of Trustees for the Presbytery of Detroit effective Tuesday, October 8th, 2024. The tasks of the Trustees will be assigned to a restructure of (4) subcommittees (Budget and Finance, Property and Loans, Investments, and Grants.) The AC, acting as the Trustees, will make decisions based upon the recommendations of the subcommittees.

Motion to remove Elder Karen Strandholm as President of the Presbyter of Detroit Inc. and upon her removal, elect Rev. Jeanne Gay as Corporate President was **approved**.

Motion to remove Elder Ben Beale as Vice- President of the Presbyter of Detroit Inc. and upon his removal, to elect Elder Jim Wilson as Corporate Vice- President was **approved**.

Approved actions to communicate with the individuals affected via phone where possible, and in addition via email and certified mail.

Approved actions to inform the Presbytery of Detroit of these decisions and to request prayers and support.

I. Representation

The AC continues to work on the issue of representation within the Presbytery. AC inquiry at the end of May 2024 showed that the committee had not met since at least 2022. Further inquiry revealed that only one previously listed member of the committee was willing to serve. The AC continues its work in this area. The AC reached out to the Michigan Presbyterian Black Caucus to enlist their aid in identifying potential persons to serve the Presbytery of Detroit.

J. Benchmarks

The AC is identifying benchmarks to be met for the AC to recommend that original jurisdiction be returned to the Presbytery of Detroit. Broadly speaking, some these benchmarks relate to:

1. Addressing racial harm
2. Creating a new governance structure
3. Creating a staffing model that reflects the mission and realities of the PoD
4. Developing clear and consistent bylaws, policies, and procedures along with appropriate manuals
5. Developing clear job descriptions for all positions
6. Providing guidelines for conducting Presbytery meetings

K. Status of Synod of Covenant Administrative Commission

SoC Stated Clerk was asked to provide a statement to clarify the status of the SoC-AC. She did so and this information was distributed widely within the Presbytery of Detroit.

L. Schedule and Activities

The AC, as a body, has regularly scheduled meetings the first and third Thursdays of the month, punctuated with specially called meetings as needed. In addition, AC members meet with various groups within the PoD and report on these interactions to the body as a whole. The AC, as a body, met 12 times since making its last report.

We thank you for and continue to solicit your prayers for discernment and wisdom,

Jeanne Gay, Moderator

Alice McCollum

Jeanne Gay

Robert Sullivan

Jim Wilson

Cal Bremer, Clerk

THIS ENDS THE CONSENT AGENDA AND REPORT OF THE STATED CLERK

REPORT OF THE NOMINATING COMMITTEE

Elder Mary Jane Blackmon placed the names of the following individuals in nomination to their perspective roles. A motion prevailed to elect those as presented.

Andy Thorburn (R.E., Lake Michigan, Class of 2026), Moderator

Michael Wakeland (T.E., Miami Valley, Class of 2025), Vice Moderator

Sandy Seaton–Todd (T.E., Western Reserve, Class of 2026), Moderator of the Synod of the Covenant Leadership Committee

MORNING DEVOTION AND INSTALLATION

Rev. Sandy Seaton-Todd, moderator, led the Assembly in a time of devotion, which included the service of installation for Elder Andy Thorburn (Lake Michigan) as moderator of the Synod and Rev. Mike Wakeland (Miami Valley) vice-moderator of the Synod beginning January 1, 2025.

FACILITATED CONVERSATIONS – PCUSA REPRESENTATIVES

Rev. Sandy Seaton-Todd, moderator, recognized Corey Schlosser Hall, PCUSA Director of Rebuilding and Vision Implementation, Tim Cargal, PCUSA Assistant. Stated Clerk - Director of Mid Council Ministries, Flor Vélez-Díaz, Assistant Stated Clerk - PCUSA Manager for Judicial Process and Social Witness, Samantha Davis, PCUSA Associate for Gender, Racial and Gender Justice, Alonzo Johnson, PCUSA Coordinator for Self-Development of People, Nikki Collins, PCUSA Coordinator for 1001 New Worshiping Communities to lead facilitated conversations using the five ministry focus areas of the Synod of the Covenant.

LUNCH AND SABBATH

Rev. Seaton-Todd, moderator, recessed the meeting for lunch and a time of sabbath at 11:53 p.m. with instructions for commissioners to return at 3:00 p.m.

Friday, November 1, 2024 Afternoon Plenary II

Rev. Sandy Seaton-Todd, moderator, reconvened the Synod Assembly at 3:00 p.m. reopened the meeting with prayer, and invited guests to continue facilitated conversations.

Rev. Seaton-Todd, moderator, recessed the Assembly for dinner at 5:30 p.m. Rev. Charles B. Harwick offered a blessing for the meal.

Friday, November 1, 2024 Evening Plenary III

Rev. Sandy Seaton-Todd, moderator, reconvened the Assembly at 6:30 p.m., and reopened the meeting with prayer.

Rev. Dr. Charles B. Hardwick, Synod Executive, Mx Matt Aragon Bruce, Director of the Gifts of Preaching Initiative, and Elder Tim Pollock, CRE, Commissioned Ruling Elder Coordinator, presented staff reports.

Rev. Sandy Seaton-Todd recessed the Assembly for the evening at 8:00 p.m. and closed the meeting with prayer.

Saturday, November 2, 2024 Plenary IV

OPENING PRAYER AND STATEMENT OF QUORUM

Rev. Sandy Seaton-Todd, moderator, called the meeting to order 9:04 a.m. and opened the meeting with prayer. A quorum was present. Rev. Seaton-Todd welcomed new commissioners, visitors, and guests.

REPORTS OF THE FINANCE COMMITTEE

Elder Martha Blenman, Treasurer, presented the year-to-date financial information as of September 30, 2024.

Audit

Elder Blenman presented the audit review provided by DeMarco and Associates. Elder Blenman reported that the Finance Committee is operating by the Synod Investment guidelines to maximize returns. The Stated Clerk, Rev. Dr. Fran Lane-Lawrence, objected and reminded the Assembly that an Investment Policy or corresponding guidelines have not been presented to the Assembly for approval; thus, no Investment Policy or guidelines are in place by which the Finance Committee could be operating. The auditors found that no internal financial controls had been established and that the responsibilities of the Finance Committee had not been included within a manual of operations.

Proposed Budget

Rev. Aaron Meadows (Eastminster) presented the proposed budget for 2025. After a time of discussion, **a motion prevailed** to approve the proposed budget.

The Finance Committee did not complete a review of the property and liability insurance for the Synod in 2024.

REPORT OF THE HUMAN RESOURCES COMMITTEE

Rev. Mary Jane Knapp presented the report of the Human Resources Committee. **A motion prevailed** to approve a three percent (3%) cost of living increase for members of synod staff, except the Office Administrative Assistant. **A motion prevailed** to approve a \$9000 per year salary increase for the office administrator to bring her salary more closely aligned with other office administrator salaries within the bounds of the Synod. **A motion prevailed** to approve the Rev. Dr. Charles. B. Hardwick's Terms of Call for 2025.

The Human Resources Committee reported that they had received the resignation of Elder Martha Blenman (Detroit) as Treasurer of the Synod of the Covenant as of December 31, 2024. Elder Blenman offered words of appreciation. The Assembly acknowledged Elder Blenman's resignation and expressed appreciation for her work.

REPORT OF THE NOMINATING COMMITTEE

Elder Mary Jean Blackmon presented the report on behalf of the Nominating Committee. Elder Blackmon invited Rev. Charles Hardwick to offer prayer for Elder Lora Manon in her absence.

Elder Blackmon led the Assembly in an expression of Appreciation for Outgoing Moderators Frank Walburg, Lora Manon, Mary Jane Knapp.

The following individuals were placed in nomination for election to the respective positions:

- **Andy Thorburn** (R.E., Lake Michigan, Class of 2026), **Moderator**
- **Michael Wakeland** (T.E., Miami Valley, Class of 2025), **Vice Moderator**
- **Sandy Seaton – _Todd** (T.E., Western Reserve, Class of 2026), **Moderator -Leadership Committee**

A motion prevailed to elect those nominated as presented.

In accordance with the Bylaws for the Synod, the Nominations Committee recommends that the following Commissioners be elected to serve as moderators for the various Synod Committees as set forth below.

- **FINANCE: Aaron Meadows** (T.E., Eastminster, Class of 2027).
- **GOVERNANCE: Jonathan Carlisle** (T.E., Scioto Valley, Class of 2027).
- **HUMAN RESOURCES: Mary Ann Bromley** (R.E., Eastminster, Class of 2026).
- **NOMINATIONS: Valerie Lyons** (R.E., Western Reserve, Class of 2025).

A motion prevailed to elect those nominated as presented.

The Nominating Committee presented the following individuals to be elected to serve on the Search Committee for the Synod Associate for Racial Justice:

- **Adrienne Adams** (R.E., Detroit)
- **Timothy/Woong-Sik Chon** (T.E., Lake Michigan)
- **Eniko Ferenczy** (T.E., Muskingum Valley)
- **Georgia McCall** (R. E., Lake Huron)
- **Amy Snow** (T.E., Cincinnati)
- **Charles Tinsley** (T.E., Cincinnati)
- **Laura Van Dale** (R.E., Western Reserve)

A motion prevailed to elect the nominees as presented.

The Nominating Committee presented the following individuals for election to serve on the Synod of the Covenant Permanent Judicial Commission.

- **Ajah Hales** (R.E., Western Reserve), Class of 2030
- **Steven Bruening** (R.E., Cincinnati), Class of 2030

REPORT OF THE GOVERNANCE COMMITTEE

Jon Carlisle (TE, Scioto Valley) presented an Anti-Harassment Policy and recommended approval. After a time of discussion, **a motion prevailed** to approve the Anti-Harassment policy.

CLOSING WORSHIP

Matt Aragon Bruce led the closing worship. The Assembly celebrated the Lord's Supper. As the service ended, the Assembly recognized Rev. Sandy Seaton-Todd and thanked her for her service.

ADJOURNMENT AND CLOSING PRAYER

Rev. Sandy Seaton-Todd, moderator, adjourned the meeting at 12:00 p.m. and closed the meeting with prayer.

**Next Assembly of the Synod of the
Covenant Tuesday, February 4, 2025
at 4:30 p.m. via Zoom**