

**APPROVED: September 25, 2013**

**MINUTES OF THE  
BOARD OF DIRECTORS**

**PRESBYTERIAN CHURCH (U.S.A)  
A CORPORATION AND ITS  
CONSTITUENT CORPORATIONS**

**Louisville, Kentucky  
April 10-12, 2013**

**As Recorded by the Staff of the  
Office of the Executive Director of the  
Presbyterian Mission Agency  
100 Witherspoon Street  
Louisville, KY 40202**

**Minutes of the  
BOARD OF DIRECTORS  
PRESBYTERIAN CHURCH (U.S.A.)  
A CORPORATION AND ITS CONSTITUENT CORPORATIONS  
April 12, 2013**

- CONVENE** The regular business meeting of the Board of Directors of the Presbyterian Church (U.S.A.), A Corporation, and Its Constituent Corporations, was convened on April 12, 2013, with prayer led by Matthew Schramm in the Commonwealth Grand Ballroom C/D of the Marriott Louisville East in Louisville, Kentucky.
- ROLL CALL** Susan Abraham, Executive Associate, Office of the Executive Director, Presbyterian Mission Agency, called the roll by naming the absentees and reporting requests to be excused.
- BOARD MEMBERS** The following members of the Presbyterian Mission Agency Board were present for all or part of the meeting: Ruling Elder Steve Aeschbacher, Ruling Elder Marsha Zell Anson, Clarence Antioquia, Andrew Barron, Mary C. Baskin, the Reverend Arthur Canada, Ruling Elder William Capel, Ruling Elder Jan Dowlearn, the Reverend James R. Ephraim, Jr., the Reverend David Ezekiel, Ruling Elder Thomas O. Fleming, Jr., the Reverend Marilyn Gamm, the Reverend Roger J. Gench, the Reverend Chad Herring, Ruling Elder Mary Jorgenson, the Reverend Rachel Mihee Kim-Kort, Ruling Elder Jung Nam Lee, the Reverend Cruz Negron-Torres, Ruling Elder Susan Osoinach, Ruling Elder Cathryn C. Piekarski, Ruling Elder Heath Rada, the Reverend Nancy Ramsay, the Reverend Marianne Rhebergen, Ruling Elder Noelle Royer, the Reverend Matthew Schramm, the Reverend David Shinn, Ruling Elder Joyce A. Smith, Ruling Elder Glen Snider, the Reverend Bruce G. Stevens, Ruling Elder Josephene Stewart, the Reverend Wendy Tajima, the Reverend Charles Arlin Talley, and the Reverend Kevin Yoho.
- ECUMENICAL ADVISORY MEMBERS** The following Ecumenical Advisory Members were present for all or part of the meeting: The Reverend James E. Foucher, Jr., the Reverend Vicki Garber
- CORRESPONDING MEMBERS** The following Corresponding Members were present for all or part of the meeting: Ruling Elder Aida Farris, the Reverend Jay Hudson, Ruling Elder Robb Maggs, Ruling Elder Marc Lewis, the Reverend Gradye Parsons, the Reverend Tom Taylor, Ruling Elder Linda B. Valentine, the Reverend Nicholas Yoda, and the Reverend Rafaat Zaki.
- DEPUTY EXECUTIVE DIRECTORS** The following Deputy Executive Directors were present for all or part of the time: The Reverend Roger Dermody, Ruling Elder Terri Bate, and Dottie

Smith.

**STAFF**

The following members of the Presbyterian Mission Agency (Office of the Executive Director) were present for all or part of the time: Susan Abraham, Martha Clark, Dana Dages, Ruling Elder April Davenport, Debbie Gardiner Ruling Elder Courtney Hoekstra, and Ruling Elder Michael Kirk.

**OTHER**

Invited Participants, Guests, Observers, and Staff Present for All of Part of the Time Were: Ruling Elder Marie Bowen, the Reverend Robert Brashear, Sylvia Carter, Ruling Elder Ellen Pearce Cason, the Reverend Hunter Farrell, Ruling Elder Rob Fohr, Teresa Grant, Abby Heimach, the Reverend Eric Hoey, Denise Hampton, the Reverend Chip Hardwick, the Reverend Lee Hinson-Hasty, the Reverend Thomas Hay, Courtney Hoekstra, the Reverend Jill Hudson, the Reverend Rhashell Hunter, the Reverend Christian Iosso, Paula R. Kincaid, the Reverend Mark Koenig, the Reverend Laurie Kraus, the Reverend Carmen Fowler LaBerge, the Reverend Sara Lisherness, the Reverend Philip Lotspeich, Kathie Lyvers, the Reverend J. Herbert Nelson, II, the Reverend Emily Enders Odom, Nathan Key, Leslie Scanlon, Kimberly Schmid, Alex Sherman, Ruling Elder Valerie Small, Becca Snipp, the Reverend Bill Somplatsky-Jarman, Tim Quinn, the Reverend Trina Zelle, the Reverend Donald R. Wilson,

**OFFICERS OF THE CORPORATION**

The Following Officers of the Corporation Were Present:

|                  |  |
|------------------|--|
| Matthew Schramm  | Chair                                  |
| Arthur Canada    | Vice Chair                             |
| Linda Valentine  | President                              |
| Roger Dermody    | Executive Vice President               |
| Vince Patton     | Executive Vice President               |
| Martha Clark     | Senior Vice President and Secretary    |
| Dorothy J. Smith | Vice President and Treasurer           |
| Denise Hampton   | Vice President and Controller          |
| April Davenport  | Vice President and Assistant Secretary |
| Michael K. Kirk  | Vice President and Assistant Secretary |
| Timothy Quinn    | Assistant Treasurer                    |

**APPROVED EXCUSES**

Excuses were offered on behalf of the following persons and, upon motion from the floor, the Board **VOTED** to excuse the following members from the meeting: the Reverend Clark Cowden, the Reverend Melissa DeRosia, the Reverend Jack Hodges, Ruling Elder Janet Martin, Ruling Elder Kears Pollock, and corresponding members, Ruling Elder Belinda Rice, and the Reverend Marcia Mount Shoop.

**QUORUM**

A quorum was declared present for the transaction of business.

- SECRETARY PRO -TEM** Upon motion from the floor, the Board of Directors **VOTED** to designate Susan Abraham as Secretary Pro-Tem during this meeting.
- REPORT OF PROPERTY, LEGAL, AND FINANCE COMMITTEE** A report of recommended corporate actions taken by the Property, Legal, and Finance Committee, was presented by Matthew Schramm, chair, and received by the Board. A copy of the report of the Property, Legal, and Finance Committee, is found in Attachment A.
- CONSENT AGENDA** The Board of Directors **VOTED** to approve the adoption of the following consent agenda items 1-4 from the report of recommended actions taken by the Property, Legal, and Finance Committee, as follows:
- APPROVAL OF SEPTEMBER 2012 MINUTES** 1. Approval of the Minutes of the Board of Directors of the Presbyterian Church (U.S.A.), A Corporation, and its constituent corporations meeting of September 11-14, 2012;
- AUTHORIZED CONTRACT SIGNORS** 2. **RESOLVED**, that the following positions be and hereby are granted the authority to bind the Presbyterian Church (U.S.A.), A Corporation in all contracts calling for the payment of Ten Thousand Dollars (\$10,000.00) or less.

Office of the General Assembly Staff:

Associate for Communications  
 Associate for Constitutional Interpretation  
 Associate for Ecumenical Relations  
 Associate for Mid Council Relations  
 Associate for Records and History  
 Associate for Vocational Ministries  
 Co-Coordinator, Immigration Issues  
 Coordinator, Budget  
 Coordinator, Committee on Representation  
 Coordinator, Elder Ministries & Certification Council  
 Coordinator, GA Business & OGA Records  
 Coordinator, General Assembly Nominating Committee  
 Coordinator, Judicial Process and Social Witness  
 Coordinator, Leadership Development and CLC  
 Coordinator, OGA Publications & PHS Records Support  
 Coordinator, OGA Records  
 Coordinator, OGA Web Services  
 Coordinator, Preparation for Ministry/Exams

Presbyterian Mission Agency Staff:

Associate Director, Mission Effectiveness and Administration  
 Associate Director for Theology, Worship and Education

Co-director, Stony Point Center  
Coordinator, Research Services  
Director, Communication Services  
Director, Compassion, Peace and Justice  
Director, Evangelism and Church Growth  
Director, Mission Communications  
Director of Policy, Administration, and Board Support  
Director, Racial Ethnic and Women's Ministries/PW  
Director, Special Offerings  
Director, Theology, Worship, and Education  
Director, World Mission  
Executive Associate, Office of the Executive Director  
Executive Director/CEO, Jarvie Commonweal Service  
General Manager, World Mission  
Project Manager for CFD Administration  
Project Manager for Mission Program Administration  
Publisher, Theology, Worship, and Education

**RESOLVED**, that the following position be and hereby is granted the authority to bind the Presbyterian Church (U.S.A.), A Corporation in all contracts calling for the payment of Thirty Thousand Dollars (\$30,000.00) or less.

Executive Director, Ghost Ranch

**RESOLVED**, that the following positions be and hereby are granted the authority to bind the Presbyterian Church (U.S.A.), A Corporation in all contracts.

Office of the General Assembly Staff:

The Stated Clerk of the General Assembly  
Associate for Assembly Operations  
Associate for Ecclesial Ministry  
Coordinator, Meeting Services

Presbyterian Mission Agency Staff:

Senior Director of Communications Ministry  
Senior Director of Funds and Development

- HOUSING ALLOWANCES** 3. **RESOLVED**, that the attached housing allowance designations (Attachment B) are ratified; AND further that 40 percent of the salary of every Teaching Elder on the exempt staff, regardless of when hired, is hereby designated for the current year unless otherwise specifically

provided (via an express amount listed); AND further that these housing allowance designations are approved for 2013 and all future years unless otherwise provided by the Corporation; AND further that these be attached to the official copy of the minutes (maintained by the corporate secretary) with the designated dollar amounts.

**UPDATE CHECK SIGNERS  
ON BANK ACCOUNTS**

4. **RESOLVED**, that all previous resolutions authorizing signatories to the accounts listed on Exhibit A be and they hereby are revoked and superseded effective the date of this resolution; and

**FURTHER RESOLVED**, that the officers specified in Exhibit A (“designated signers”) be and they hereby are authorized (1) to sign, for and on behalf of this Corporation, any and all checks, drafts or other orders with respect to any funds to the credit of this Corporation with the institutions listed on Exhibit A, (hereinafter “Institutions”) against the Corporation’s listed accounts at those Institutions maintained at any time with these Institutions, inclusive of any such checks, drafts, or other orders in favor of any of the designated signers and/or other person(s), and/or (ii) to make withdrawals of any such funds from these accounts by any other means authorized by the Institution, that the Institutions be and hereby are authorized (a) to pay such checks, drafts or orders, and/or to honor such withdrawals; (b) to receive for deposit to the credit of the Corporation, and/or for collection for these accounts of this Corporation, any and all checks, drafts, notes or other instruments for the payment of money which may be submitted to it for such deposit and/or collection; to receive, as the act of this Corporation, any and all stop payment instructions with respect to any such checks, drafts or other orders when signed by any one or more of the designated signers as hereinafter designated.

**FURTHER RESOLVED THAT** the designated signers be and they hereby are authorized, for and on behalf of this Corporation, to transact any and all other business with or through the Institutions which at any time may be deemed by said designated signers transacting the same to be advisable EXCEPT THE BORROWING OF MONEY, OR THE OBTAINING OF ANY FORM OF CREDIT, FROM THE INSTITUTIONS, EITHER DIRECTLY OR INDIRECTLY, WITH OR WITHOUT SECURITY.

**That** the Institutions are further authorized to pay to the debit of these accounts any and all checks, drafts and other instruments for the payment of money drawn in the name of the Corporation bearing or purporting to bear the facsimile signature(s) of the President or

Executive Vice President/Chief Financial Officer inclusive of and in favor of any person whose facsimile signature appears thereon, if the facsimile signature(s) thereon, resemble(s) the specimen(s) filed with the Institutions.

**That** the Institutions are hereby notified that any check in excess of Twenty-five Thousand Dollars (\$25,000.00) requires two signatures, one which may be a facsimile signature.

Exhibit A is attached.

**ADJOURN**

Following the above actions, the Board of Directors **VOTED** to rise from the Board of Directors of the Presbyterian Church (U.S.A.), A Corporation, and Its Constituent Corporations, and reconvene as the Presbyterian Mission Agency Board.

There being no further business for consideration, the meeting of the Board of Directors of the Presbyterian Church (U.S.A.), A Corporations and Its Constituent Corporations, was adjourned with prayer offered by Matthew Schramm.

Respectfully Submitted,

Susan Abraham  
Secretary Pro Tem

Exhibit A to Bank Account Action  
Attachment A: Report of the Corporate, Legal, and Finance Committee  
Attachment B: Manse Allowance List

**Report E.001**  
**Property, Legal, and Finance Committee to**  
**Presbyterian Church (U.S.A.), A Corporation**  
**April 10-12, 2013**

The Corporate Property, Legal, and Finance Committee of Presbyterian Church (U.S.A.), A Corporation, met April 10-11, 2013 and reviewed and approved the following. These items are recommended to the Board of Directors of the Presbyterian Church (U.S.A.), A Corporation and Its Constituent Corporations for review and adoption:

**FOR CONSENT:**

1. **That** the corporate Property, Legal, and Finance Committee, recommends to the Board of Directors of Presbyterian Church (U.S.A.), A Corporation approval of the attached Minutes of the Board of Directors of the Presbyterian Church (U.S.A.), A Corporation, and its constituent corporations meeting of September 11-14, 2012.
  
2. **RESOLVED**, that the following positions be and hereby are granted the authority to bind the Presbyterian Church (U.S.A.), A Corporation in all contracts calling for the payment of Ten Thousand Dollars (\$10,000.00) or less.

Office of the General Assembly Staff:

Associate for Communications  
Associate for Constitutional Interpretation  
Associate for Ecumenical Relations  
Associate for Mid Council Relations  
Associate for Records and History  
Associate for Vocational Ministries  
Co-Coordinator, Immigration Issues  
Coordinator, Budget  
Coordinator, Committee on Representation  
Coordinator, Elder Ministries & Certification Council  
Coordinator, GA Business & OGA Records  
Coordinator, General Assembly Nominating Committee  
Coordinator, Judicial Process and Social Witness  
Coordinator, Leadership Development and CLC  
Coordinator, OGA Publications & PHS Records Support  
Coordinator, OGA Records  
Coordinator, OGA Web Services  
Coordinator, Preparation for Ministry/Exams

Presbyterian Mission Agency Staff:

Associate Director, Mission Effectiveness and Administration  
Associate Director for Theology, Worship and Education  
Co-director, Stony Point Center  
Coordinator, Research Services  
Director, Communication Services  
Director, Compassion, Peace and Justice



Director, Evangelism and Church Growth  
Director, Mission Communications  
Director of Policy, Administration, and Board Support  
Director, Racial Ethnic and Women's Ministries/PW  
Director, Special Offerings  
Director, Theology, Worship, and Education  
Director, World Mission  
Executive Associate, Office of the Executive Director  
Executive Director/CEO, Jarvie Commonweal Service  
General Manager, World Mission  
Project Manager for CFD Administration  
Project Manager for Mission Program Administration  
Publisher, Theology, Worship, and Education

RESOLVED, that the following position be and hereby is granted the authority to bind the Presbyterian Church (U.S.A.), A Corporation in all contracts calling for the payment of Thirty Thousand Dollars (\$30,000.00) or less.

Executive Director, Ghost Ranch

RESOLVED, that the following positions be and hereby are granted the authority to bind the Presbyterian Church (U.S.A.), A Corporation in all contracts.

Office of the General Assembly Staff:

The Stated Clerk of the General Assembly  
Associate for Assembly Operations  
Associate for Ecclesial Ministry  
Coordinator, Meeting Services

Presbyterian Mission Agency Staff:

Senior Director of Communications Ministry  
Senior Director of Funds and Development

3. RESOLVED, that the attached housing allowance designations are ratified; AND further that 40 percent of the salary of every Teaching Elder on the exempt staff, regardless of when hired, is hereby designated for the current year unless otherwise specifically provided (via an express amount listed); AND further that these housing allowance designations are approved for 2013 and all future years unless otherwise provided by the Corporation; AND further that these be attached to the official copy of the minutes (maintained by the corporate secretary) with the designated dollar amounts.

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**Note regarding resolution 3 concerning housing allowance designations:**

Due to security concerns surrounding mission personnel in certain areas of the world, the list of housing allowance designations ("List") is not attached to the Corporate Report because the report is posted on the Presbyterian Mission Agency website. During the corporate meeting, the List will be displayed on the screen for review by the board. The Corporate Minutes will include the List as an attachment, hence the language as reflected above in the resolution. The official Minutes (printed version) will contain the List approved by the board. The version of the Minutes available on the website will include a redacted version of the List with those persons for whom there is a security concern being removed.

4. **RESOLVED**, that all previous resolutions authorizing signatories to the accounts listed on Exhibit A be and they hereby are revoked and superseded effective the date of this resolution; and

**FURTHER RESOLVED**, that the officers specified in Exhibit A (“designated signers”) be and they hereby are authorized (1) to sign, for and on behalf of this Corporation, any and all checks, drafts or other orders with respect to any funds to the credit of this Corporation with the institutions listed on Exhibit A, (hereinafter “Institutions”) against the Corporation’s listed accounts at those Institutions maintained at any time with these Institutions, inclusive of any such checks, drafts, or other orders in favor of any of the designated signers and/or other person(s), and/or (ii) to make withdrawals of any such funds from these accounts by any other means authorized by the Institution, that the Institutions be and hereby are authorized (a) to pay such checks, drafts or orders, and/or to honor such withdrawals; (b) to receive for deposit to the credit of the Corporation, and/or for collection for these accounts of this Corporation, any and all checks, drafts, notes or other instruments for the payment of money which may be submitted to it for such deposit and/or collection; to receive, as the act of this Corporation, any and all stop payment instructions with respect to any such checks, drafts or other orders when signed by any one or more of the designated signers as hereinafter designated.

**FURTHER RESOLVED THAT** the designated signers be and they hereby are authorized, for and on behalf of this Corporation, to transact any and all other business with or through the Institutions which at any time may be deemed by said designated signers transacting the same to be advisable EXCEPT THE BORROWING OF MONEY, OR THE OBTAINING OF ANY FORM OF CREDIT, FROM THE INSTITUTIONS, EITHER DIRECTLY OR INDIRECTLY, WITH OR WITHOUT SECURITY.

**That** the Institutions are further authorized to pay to the debit of these accounts any and all checks, drafts and other instruments for the payment of money drawn in the name of the Corporation bearing or purporting to bear the facsimile signature(s) of the President or Executive Vice President/Chief Financial Officer inclusive of and in favor of any person whose facsimile signature appears thereon, if the facsimile signature(s) thereon, resemble(s) the specimen(s) filed with the Institutions.

**That** the Institutions are hereby notified that any check in excess of Twenty-five Thousand Dollars (\$25,000.00) requires two signatures, one which may be a facsimile signature.

**Exhibit A**

**PNC Bank Kentucky, Inc.**  
**Louisville, KY 40202**

| Account #   | Account Name              | Officers Authorized to Sign   |
|-------------|---------------------------|---|
| XXXXXXX4740 | Operating Cash            | President<br>Executive Vice President/CFO<br>Executive Vice President<br>Sr. Vice President and Secretary<br>Vice President and Assistant Secretary<br>Director for Policy, Administration and Board Support  |
| XXXXXXX9706 | Flexible Spending Account | President<br>Executive Vice President/CFO<br>Executive Vice President<br>Sr. Vice President and Secretary<br>Vice President and Assistant Secretary<br>Director for Policy, Administration and Board Support  |
| XXXXXXX3576 | Pittsburgh Operating      | President<br>Executive Vice President/CFO<br>Executive Vice President<br>Sr. Vice President and Secretary<br>Vice President and Assistant Secretary<br>Director for Policy, Administration and Board Support  |
| XXXXXXX5692 | Murdock Estate            | President<br>Executive Vice President/CFO<br>Executive Vice President<br>Sr. Vice President and Secretary<br>Vice President and Assistant Secretary<br>Director for Policy, Administration and Board Support  |
| XXXXXXX9378 | Incoming Wire Transfer    | President<br>Executive Vice President/CFO<br>Executive Vice President<br>Sr. Vice President and Secretary<br>Vice President and Assistant Secretary<br>Director for Policy, Administration and Board Support  |
| XXXXXXX9474 | Korea Office              | President<br>Executive Vice President/CFO<br>Executive Vice President<br>Sr. Vice President and Secretary<br>Vice President and Assistant Secretary<br>Eval.Field Treasurer<br>Mission Co-Worker<br>Director for Policy, Administration and Board Support |

**Attachment A**  
**Presbyterian Church (U.S.A.), A Corporation**  
**4/2013**

|             |                                    |  |
|-------------|------------------------------------|--|
| XXXXXXX9392 | Per Capita                         | President<br>Executive Vice President/CFO<br>Executive Vice President<br>Sr. Vice President and Secretary<br>Vice President and Assistant Secretary<br>Director for Policy, Administration and Board Support |
| XXXXXXX4368 | Hubbard Press                      | President<br>Executive Vice President/CFO<br>Executive Vice President<br>Sr. Vice President and Secretary<br>Vice President and Assistant Secretary<br>Director for Policy, Administration and Board Support |
| XXXXXXX7542 | Working Cash Transfer<br>(Lockbox) | President<br>Executive Vice President/CFO<br>Executive Vice President<br>Sr. Vice President and Secretary<br>Vice President and Assistant Secretary<br>Director for Policy, Administration and Board Support |
| XXXXXXX3153 | Cuba Pension Fund (CD)             | President<br>Executive Vice President/CFO  |

**JPMorgan Chase and Company**  
**Louisville, KY 40202**

| <b>Account #</b> | <b>Account Name</b>               | <b>Officers Authorized to Sign</b>   |
|------------------|-----------------------------------|--|
| XXXXXXX4354      | Presbyterian Disaster Assistance  | President<br>Executive Vice President/CFO<br>Executive Vice President<br>Sr. Vice President and Secretary<br>Vice President and Assistant Secretary<br>Director for Policy, Administration and Board Support             |
| XXXXXXX4896      | Presbyterians Today Subscriptions | President<br>Executive Vice President/CFO<br>Executive Vice President<br>Sr. Vice President and Secretary<br>Vice President and Assistant Secretary<br>Director for Policy, Administration and Board Support             |
| XXXXXXX7265      | UN Office Expense Account         | President<br>Executive Vice President/CFO<br>Sr. Vice President and Secretary<br>Vice President and Assistant Secretary<br>Director for Policy, Administration and Board Support<br>Director<br>Administrative Assistant |

**Attachment A**  
**Presbyterian Church (U.S.A.), A Corporation**  
**4/2013**

|            |                                  |   |
|------------|----------------------------------|---|
| XXXXXX3893 | Stony Point Disbursement Account | President<br>Executive Vice President/CFO<br>Sr. Vice President and Secretary<br>Vice President and Assistant Secretary<br>Director for Policy, Administration and Board Support<br>Transitional Director<br>Transitional Director<br>Business & HR Manager |
|------------|----------------------------------|---|

**Wells Fargo Bank**  
**Santa FE, NM 87506**

| Account #  | Account Name             | Officers Authorized to Sign  |
|------------|--------------------------|--|
| XXXXXX3745 | Plaza Resolana Operation | President<br>Executive Vice President/CFO<br>Sr. Vice President and Secretary<br>Vice President and Assistant Secretary<br>Director for Policy, Administration and Board Support<br>Contract & Employee Services Manager<br>Executive Director |

**FOR INFORMATION:**

1. The Property, Legal, and Finance Committee of Presbyterian Church (U.S.A.), A Corporation ("Committee") approved its committee minutes from September 12-13, 2012.

**ITEM E.103  
 FOR ACTION**

| <i>FOR PRESBYTERIAN MISSION AGENCY EXECUTIVE DIRECTOR'S OFFICE USE ONLY</i> |   |                                       |                         |
|---|---|---------------------------------------|-------------------------|
| A. Finance  | X | E. Corporate Property, Legal, Finance | J. Nominating Committee |
| B. Justice  | X | F. PC(USA), A Corporation             | K. Governance Committee |
| C. Leadership   |   | G. Audit                              | P. Plenary              |
| D. Worshiping Communities   |   | H. Executive Committee                |                         |

**Subject: 2013 Manse Allowance**

**Recommendation:**

**That the corporate Property, Legal, and Finance Committee, ratifies the attached housing allowance designations; AND further that this action by the Committee be reported to the Corporate Board of Directors for its approval; AND further that 40 percent of the salary of every Teaching Elder on the exempt staff, regardless of when hired, is hereby designated for the current year unless otherwise specifically provided (via an express amount listed); AND further that these housing allowance designations are approved for 2013 and all future years unless otherwise provided by the Corporation; AND further that these be attached to the official copy of the minutes (maintained by the corporate secretary) with the designated dollar amounts.**

**RESOLUTION**

**RESOLVED, that the attached housing allowance designations are ratified; AND further that 40 percent of the salary of every Teaching Elder on the exempt staff, regardless of when hired, is hereby designated for the current year unless otherwise specifically provided (via an express amount listed); AND further that these housing allowance designations are approved for 2013 and all future years unless otherwise provided by the Corporation; AND further that these be attached to the official copy of the minutes (maintained by the corporate secretary) with the designated dollar amounts.**

**Background:**

In compliance with IRS regulations the legal employer, Presbyterian Church (U.S.A.), A Corporation, must review all housing allowance designations and approve these in advance. Therefore, a designated officer has reviewed the following housing allowances for approval:

**MINISTER EMPLOYEES AT PRESBYTERIAN CENTER & CONFERENCE CENTERS**

| <u>EMPLOYEE</u>          | <u>2013 ANNUAL MANSE</u> |
|--------------------------|--------------------------|
| Ashley, SanDawna G       | 38,000.00                |
| Benson-Nicol, Nancy J.   | 15,320.00                |
| Braaksma, Debra Ann      | 16,880.00                |
| Cargal, Timothy B        | 31,500.00                |
| Casteel, Molly N         | 24,150.00                |
| Clements, Kerry S.       | 26,100.00                |
| Cushman, Cynthia L       | 20,100.00                |
| Dermody, Roger A.        | 75,600.00                |
| Dias, Almir D            | 31,868.00                |
| Ellis, Robert L.         | 28,750.00                |
| Enders Odom, Emily J.    | 15,000.00                |
| Ensign-George, Barry A.  | 23,930.00                |
| Farrell, Bennett H.      | 17,200.00                |
| Galvan-Valle, Marissa I. | 10,380.00                |
| Gambrell, David P.       | 12,468.00                |
| Girgis, Magdy B          | 16,300.00                |
| Girgis, Raafat S.        | 33,600.00                |
| Gnatuk, Wayne A.         | 9,852.00                 |
| Hardwick, Charles B.     | 40,000.00                |
| Hay, Thomas D.           | 32,132.00                |
| Heery, Patrick D.        | 13,364.00                |
| Hinson-Hasty, Gerald L.  | 39,960.00                |
| Hoey, Eric               | 35,000.00                |
| Hong, Christine J        | 29,700.00                |
| Horton, Carl E           | 28,000.00                |
| Hudson, Jill M.          | 20,000.00                |
| Hunter, Rhashell D.      | 37,531.00                |
| Iosso, Christian T.      | 15,500.00                |
| Jones, Ray Glenn         | 20,400.00                |
| Kim, Sun B.              | 27,000.00                |
| Koenig, William M.       | 21,300.00                |
| Kraus, Laurie Ann        | 42,900.00                |
| Lee, Unzu S.             | 15,300.00                |
| Lieberman, Joyce E.      | 13,600.00                |
| Loleng, David M          | 57,000.00                |
| Lotspeich, Philip A      | 28,000.00                |
| Morse, Sterling          | 13,900.00                |
| Myers, Marcia C.         | 20,000.00                |
| Nelson, James Herbert    | 35,200.00                |
| Niles-Mccrary, Rose E.   | 18,000.00                |
| Oliver, Lonnie J         | 30,200.00                |
| Parsons, Gradye M.       | 30,000.00                |
| Philbrick, Ann           | 25,000.00                |
| Reeves, Kathy            | 14,400.00                |
| Robinson, John A.        | 38,588.00                |
| Rodriguez, Hector L.     | 17,938.00                |

|                            |           |
|----------------------------|-----------|
| Russell, Karen S.          | 13,400.00 |
| Seebeck, Paul R            | 12,100.00 |
| Smith, Alexa A.            | 20,075.00 |
| Somplatsky-Jarman, William | 30,580.00 |
| Stricklen, Teresa D.       | 28,270.00 |
| Suarez-Valera, Pastor A.   | 10,560.00 |
| Uriarte, Mienda A.         | 33,400.00 |
| Van Marter, Jerry          | 24,000.00 |
| Wiley, Charles A.          | 17,400.00 |
| Williams, Craig S.         | 49,000.00 |
| Winbush, Robina M.         | 35,000.00 |

**MINISTER EMPLOYEES IN MISSION PERSONNEL POSITIONS**

| <u>EMPLOYEE</u>          | <u>2013 ANNUAL MANSE</u> |
|--------------------------|--------------------------|
| Adams, Mark S            | 11,449.00                |
| Armstrong, Sara G.       | 11,530.00                |
| Baker, Douglas R.        | 15,364.00                |
| Ban, Ho                  | 6,240.00                 |
| Beisswenger, Philip L    | 19,700.00                |
| Bennett, Marta D.        | 12,443.00                |
| Blane, Debra Ruth        | 5,520.00                 |
| Bryant, Sharon L.        | 12,000.00                |
| Carriker, Charles T.     | 10,100.00                |
| Chase, Deborah A.        | 18,000.00                |
| Ellington, Dustin W.     | 11,000.00                |
| Esslinger, Kurt W        | 15,940.00                |
| Gartrell, David G        | 17,000.00                |
| George, Jacob            | 25,800.00                |
| Griffin, Kathleen M.     | 6,000.00                 |
| Hansen, Richard P        | 14,713.00                |
| Harcourt, Brenda S.      | 5,440.00                 |
| Haspels, John M.         | 9,500.00                 |
| Heikkila, Joshua David   | 24,000.00                |
| Henken, Sarah Ann        | 5,500.00                 |
| Holman, Jo Ella W        | 7,065.00                 |
| Holslag, Jane F.         | 9,000.00                 |
| Horne, Edward H.         | 4,240.00                 |
| Koball, Jed H.           | 5,400.00                 |
| Koll, Karla A.           | 3,703.00                 |
| Lim, Choon S.            | 6,000.00                 |
| McCall, John S.          | 7,700.00                 |
| Moore, William L.        | 18,400.00                |
| Nicewander, Kari J       | 10,800.00                |
| Rice, Robert Brian       | 14,000.00                |
| Sepeshri, Sadegh         | 8,004.00                 |
| Smith-Mather, Nancy M.   | 2,000.00                 |
| Smith-Mather, Shelvis S. | 2,000.00                 |



**Attachment B**  
**Presbyterian Church (U.S.A.), A Corporation**  
**4/2013**

|                      |           |
|----------------------|-----------|
| Tomeh, Nuhad D.      | 21,546.00 |
| Vis, Joshua M.       | 17,500.00 |
| Vogel, Leslie S      | 12,360.00 |
| Wakeman, Esther P.   | 7,200.00  |
| Weber, Carolyn Belle | 13,140.00 |
| Weller, Michael S.   | 12,000.00 |
| Wright, John Mark    | 14,700.00 |
| Young, Rebecca B.    | 9,000.00  |