

DRAFT
MINUTES of the STATED MEETING
PRESBYTERY of LAKE MICHIGAN
December 2, 2025 at 9:30 A.M.
Parkwood Presbyterian Church
7998 28th Ave
Jenison, MI 49428

The Presbytery of Lake Michigan forms and partners with faith communities to challenge, encourage, equip, and hold one another accountable as Christ's disciples.

LIGHTING OF THE CHRIST CANDLE AND OPENING OF THE STATED MEETING

Rev. Dr. Troy Hauser-Brydon (Grand Haven First), Moderator, called the meeting to order at 9:32 a.m. with the lighting of the Christ candle and opening prayer. A quorum was present.

APPOINTMENT OF TEMPORARY CLERK

A motion prevailed to appoint Elder Linda Hardenbergh (East Lansing Eastminster), Elder Randy Abraham (Grand Haven First), Rev. Dr. Jessica Bratt Carle (VM), and Rev. Nick Marlatt (Hastings First) as temporary clerks.

SEATING OF CORRESPONDING MEMBERS

A motion prevailed to seat Rev. Viktoria Berlik (Genesee Valley Presbytery) as a corresponding member.

APPROVAL OF THE DOCKET

A motion prevailed to approve the docket as presented.

INTRODUCTION AND WELCOME OF FIRST-TIME RULING ELDERS AND CHRISTIAN EDUCATORS

Rev. Troy Hauser-Brydon welcomed first-time elder commissioners and Christian educators.

WELCOME TO GUESTS AND VISITORS

Rev. Troy Hauser-Brydon welcomed guests and visitors.

GREETINGS FROM PARKWOOD PRESBYTERIAN CHURCH OF JENISON, MI

Rev. Sarah Juist (Jenison Parkwood) offered greetings on behalf of the host church. She described several church missions and encouraged members to visit their mission room.

APPROVAL OF CONSENT AGENDA

A motion prevailed to approve the Consent Agenda, including the following items:

PRESBYTERY OF LAKE MICHIGAN CONSENT AGENDA of the STATED MEETING December 2, 2025

1. **To excuse** these members and elder commissioners at their request and to add those who will continue to request an excused absence up to the actual meeting: Joanna Bailey (VM), Elizabeth Hakken Candido (VM), Katherine Culpepper (MAL), Christopher Dorn (Ionia First), Karen Fitz LaBarge (Rockford North Kent), Steve Kaszar (Homer First/Concord First), Jacob Kaufman (HR), Karen Kelley (Retired), Hailey Malcolm (VM), Philomena Ofori-Nipaah (GR Northpark), Michelle Olson (VM), Kathleen Robertson King (MAL), Barb Schreur (MAL), David Stubbs (VM), John Won (East Lansing New Life Korean).
2. **To approve** the Minutes of the Stated Meeting of the Presbytery of Lake Michigan, September 13, 2025, Online only.
3. **To file** the approved Minutes of the Presbytery of Lake Michigan Leadership Team on September 4, 2025, and October 2, 2025. Online only.
4. **To elect** Elder Linda Hardenbergh (East Lansing Eastminster) as Vice Moderator of the Presbytery of Lake Michigan for 2026.
5. **To commission** Elder Linda Hay and Elder Christine Berry to administer communion at Unadilla Presbyterian Church of Gregory, MI, effective through December 1, 2025 - November 30, 2026, with the requirement that they renew their training in 2026.
6. **To commission** Elder Kristy Payne to administer communion at Bethany Presbyterian Church of Gobles, MI, effective through October 31, 2025 - November 1, 2026, with the requirement that she renew her training in 2026.
7. **To commission** Elder Jodie Vanderstow to administer communion at First Presbyterian Church of Lake City, MI, effective through November 29, 2025 - November 30, 2026.
8. **To grant** the Session of Westlake Presbyterian Church of Battle Creek, MI, an exemption from G-2.0404 (Terms of Service) to allow Elder Sara Paulson to serve one additional year (Class of 2026) on Session.
9. **To transfer** the membership of Marilyn (Marnie) K. Semeyn and Edwin J. Semeyn

from Eastminster Presbyterian Church in Grand Rapids, MI, to Fifth Reformed Church in Grand Rapids, MI.

10. **To receive** the Report of the Stated Clerk for today, as follows:

REPORT OF THE STATED CLERK
Rev. Dr. Fran Lane-Lawrence
December 2, 2025

1. **REVIEW OF 2024 SESSION MINUTES:** The review of the 2024 session minutes has been completed. The 2024 Session Minutes for the following congregations were approved without exception. Battle Creek First, Battle Creek Pennfield, Benton Harbor Fairplain, Big Rapids United, Brooklyn, Buchanan First, Cadillac First, Cassopolis United, Coldwater First, Concord First, Decatur First, Dimondale First, East Lansing Eastminster, Edwardsburg, Gobles Bethany, Grand Haven First, Grand Rapids Forest Hills, Grand Rapids North Park, Grand Rapids Westminster, Gregory Unidilla, Hastings First, Hesperia, Holland First, Holt First, Homer First, Ionia First, Jackson First, Jackson Westminster, Jenison Parkwood, Jonesville First, Kalamazoo First, Lake City First, Lansing First, Lansing Delta, Lansing North Westminster, Lyons/Muir, Marshall First, Mason First, Muskegon First, Niles First, Okemos, Plainwell First, Portage Westminster, Richland First, Rockford North Kent, Schoolcraft First, Spring Lake, Sturgis First, and Three Rivers/Centerville First.

The 2024 Session Minute reviews for the following congregations were not approved: Allegan First, Battle Creek Westlake, Benton Harbor First, East Lansing Korean, Kalamazoo North, and Stockbridge.

2. **FOR CLERKS OF SESSION - 2025 ANNUAL STATISTICAL REPORTS:** The PCUSA 2025 Annual Statistical Reporting System will be open for entry on January 2, 2026. The system can be accessed online in the Clerk's Portal on the tab marked Statistics using the user login and password you have been assigned. Clerks of Session are advised to begin collecting data for the report now so that when the system opens, information can be entered. A reminder that reports must be approved by session before the information is submitted. The deadline for the submission of statistical reports is February 13, 2026. If you have any questions about the statistical report, please contact Rev. Annamarie Groenenboom, Associate Clerk.
3. **BOUNDARY AND ETHICS TRAINING:** The PCUSA Constitution in the *Book of Order* mandates all councils (this includes sessions) to adopt and implement sexual misconduct policies "which shall include requirements for training which includes the topics of sexual misconduct and child sexual abuse prevention . . . at least every 36 months." (G-3.0106) The Presbytery of Lake Michigan also

mandates sexual misconduct/ boundary training every 36 months for teaching elders, including retired ministers, commissioned ruling elders, ruling elders, and Christian educators who are active in the ministry of the Presbytery. If members of your session have not yet completed Boundary Training, please contact Rev. Annamarie Groenenboom, Associate Clerk, or Rev. Dr. Fran Lane-Lawrence, Executive Presbyter/Stated Clerk, for information about how to complete the training.

Upcoming 2026 Boundary Trainings:

January 20 - 12:30 - 4:30	Tuesday	Afternoon
February 4 - 9:30 - 1:30	Wednesday	Morning
March 21 - 10:00 - 2:00	Saturday	Morning
April 13 - 4:00 - 8:00	Monday	Evening
May 17 - 1:00 - 5:00	Sunday	Afternoon
June 5 - 10:00 - 2:00	Friday	Morning
October 21 4:00 - 8:00	Wednesday	Evening
November 2 - 10:00 - 2:00	Monday	Morning
December 5 - 9:30 - 1:30	Saturday	Morning

The Boundary Trainings are all via Zoom and led by Rev. Dr. Fran Lane-Lawrence. They are for both Ruling Elders and Teaching Elders and include the topics of sexual misconduct and child sexual abuse prevention training so satisfy the requirements of the Book of Order in G-3.0106.

4. **REQUEST FOR EXCUSED ABSENCES FOR PRESBYTERY MEETINGS:**
The Stated Clerk asks that all requests for excused absences be made through the online system available on the Presbytery website or by using this link: <https://lakemichiganpresbytery.breezechms.com/form/6ce58f>. ***Requests for excused absences not requested through the online system may not be recorded correctly.***

5. **DATES FOR STATED MEETINGS IN 2026:** The dates for stated meetings of the Presbytery of Lake Michigan for 2026 are as follows:
 - a. Saturday, March 14, 2026 – *DIMONDALE FIRST*
 - b. Tuesday, June 9, 2026 – *MUSKEGON FIRST*

- c. Saturday, September 12, 2026 - TBD
- d. Tuesday, November 10, 2026 - TBD

Thank you to these congregations for generously hosting a meeting of the Presbytery of Lake Michigan.

6. REPORTS OF INSTALLATION COMMISSIONS:

An Administrative Commission appointed by the Presbytery of Lake Michigan met at 2:45 p.m. on November 16, 2025, at the United Church of Big Rapids, MI, to install the Rev. Amy Ruhf-Brien as Solo Pastor for an Indefinite period. With a quorum being present, the meeting was called to order with prayer by the moderator, Rev. Troy Hauser-Brydon (Grand Haven First). Present were Teaching Elder Rev. Michael Horlocker (Cadillac First) and Ruling Elders Susan Grand (United) and Amy Geren (Grand Haven First). Seated as a Corresponding Member were Rev. John Riedel (UCC, Grand West Association) and Rev. Devon Herrell (UCC, Chaplain at Large). Rev. Michael Horlocker was appointed to serve as Clerk of the Commission. The Commission proceeded to the service. The meeting adjourned at 4:30 p.m. with the benediction by the newly installed Rev. Ruhf-Brien at the close of the service.

7. REPORTS OF ADMINISTRATIVE COMMISSIONS:

First Presbyterian Churches of Allegan, MI

Presbytery of Lake Michigan

Administrative Commission for First Presbyterian Church of Allegan, MI

December 2, 2025

No report.

First Presbyterian Churches of Decatur and Paw Paw, MI

Presbytery of Lake Michigan

Administrative Commission for First Presbyterian Churches of Decatur and Paw Paw, MI

December 2, 2025

The Paw Paw/Decatur A.C. continues to meet regularly with the transition team from Paw Paw and Decatur. We continue to advise them as needed. They are making good progress and continue to meet expectations and milestones in a timely manner. Elder Julie Chapman informed us that she will need to step away from her duties on the commission, and we thanked her profusely for her work and the support that she has given to the congregations.

Respectfully Submitted by

The AC for First Presbyterian Churches of Decatur and Paw Paw, MI
Rev. Scott Scheel (Edwardsburg)
Rev. Timothy Chon (VM)
Rev. Cathy Hoop (Holland First)
Elder Julie Chapman (Battle Creek First)

Delta Presbyterian Churches of Lansing, MI

Presbytery of Lake Michigan
Administrative Commission for Delta Presbyterian Church of Lansing, MI
December 2, 2025

The Administrative Commission (AC) was requested by motions passed by the sessions of both First Presbyterian Church of Dimondale and Delta Presbyterian Church “to approach Presbytery [PLM] about forming an Administrative Commission to explore Delta Presbyterian Church joining spiritually and physically with First Presbyterian Church of Dimondale. This means that Delta Presbyterian Church will consolidate with First Presbyterian Church of Dimondale.”

Those appointed to serve are Rev. Jeffrey O’Neill (HR), Ruling Elder Heather Myer (East Lansing Eastminster), and Rev. Bill Pinches (Mason). The AC met for orientation on October 27, 2025. Rev. Jeffrey O’Neill will serve as Moderator, and Elder Heather Myer will serve as recording clerk.

The AC has met with Rev. Ben Rumbaugh, designated pastor of Delta Presbyterian Church and designated pastor at First Presbyterian-Dimondale, for discussion. The AC has also requested pertinent documents from each church.

Respectfully Submitted by
The AC for Delta Presbyterian Church
Rev. Jeffrey O’Neill (HR)
Rev. Bill Pinches (Mason First)
Ruling Elder Heather Myer (East Lansing Eastminster)

First Presbyterian Church of Marshall, MI

Presbytery of Lake Michigan
Administrative Commission for First Presbyterian Church of Marshall, MI
December 2, 2025

This was a season of turnover for the Administrative Commission and for Marshall, First. The Administrative Commission received the Rev. Sarah

Schmidt-Lee (Validated Ministry, First Congregational Church, Kalamazoo) as a new AC member. They also accepted the resignation of Rev. Amber Nettleton (MAL), and thanked her for her years of faithful service on the AC. As reported in September, The Rev. Charlotte Ellison's (HR) contract with Marshall First was not renewed, and the COM, with AC support, arranged for the Rev. Steve Kaszar (Concord/Homer) to serve as Session Moderator. Finally, three new elders were elected to the Session at Marshall, First. The AC is creating and updating a contact list with all current AC members, relevant PLM staff, and Marshall Session members.

In the midst of all of these changes, there has been a notable and positive shift in the quality of communications and relationships between the AC and the Session. Collaboration is happening and momentum is building. The AC has been providing the Marshall Session with a brief monthly AC update that can be shared in church publications, and asked the Session to contribute their own summaries of Session meetings, and to post Session minutes in a place where members can access them. Rev. Dr. Fran Lane-Lawrence (Executive Presbyterian/Stated Clerk) and Rev. Kristin Stroble (COM Staff Support) led a Session training for Marshall Session members on October 19, 2025, and members of the session attended the Small Church event. Rev. Lane-Lawrence also met with an elder on October 30, 2025, to begin revising the Marshall bylaws.

Members of the Marshall Session are reaching out to the AC with questions, elders are seeking Session approval for new business, and existing policies are being unearthed, reviewed, and revised as necessary. The Session has decided to meet every other week to work through a backlog of session work that has been neglected.

Official Actions that have been taken by the AC:

- The AC met on 9/25/25, 10/02/25, 10/09/25, 10/16/25, 10/23/25, 10/30/25, 11/6/25, and 11/20/25
- September 25, 2025: In response to an inquiry from another retired pastor who was approached by the Marshall Session about moderating session, the AC voted to affirm the existing arrangement with the Rev. Steve Kaszar
- October 13, 2025: Elder Nancy Toth and Rev. Cal Bremer attended the Marshall, First Session meeting. At this meeting, they shared the AC recommendation that current Session members be asked to remain on Session through the duration of 2026, while bylaws are updated, a nominations committee is formed, and a three-year rotation schedule is established.
- October 27, 2025: Elder Nancy Toth and Rev. Sarah Schmidt-Lee attended the Marshall Session meeting and shared an evolving document of work

priorities to help the Session focus its energy in this season of extra meetings.

- November 16, 2025: Elder Nancy Toth and Rev. Cal Bremer attended the Marshall Session meeting.
- December 1, 2025: Rev. Sarah Schmidt-Lee and Trustee Brad Sparks attended the Marshall Session Meeting.

Please join us in praying for God's blessing on this congregation and Session as they discern God's will for their future ministry.

Respectfully Submitted by
The AC for Marshall First Presbyterian Church
Sarah Schmidt-Lee (Validated Ministry)
Nancy Toth (Jackson First)
Brad Sparks (Grand Rapids Westminster)

First Presbyterian Church of Richland, MI

Presbytery of Lake Michigan
Administrative Commission for First Presbyterian Church of Richland, MI
December 2, 2025

The Richland Administrative Commission continues its work. Since the last Stated Meeting on September 13, 2025, the AC representatives met with the Richland Session on September 10, 2025, on October 8, 2025, and on November 12, 2025, either in person or by Zoom. In addition, some members have also met with the pastor and the clerk between meetings.

The Richland AC typically meets weekly by Zoom to discuss progress, issues to address, and guidance to provide to the Richland Session and other congregational leaders. Rev. Dr. Calvin Bremer (Assistant to Executive Presbyter) and Rev. Dr. Fran Lane-Lawrence (Executive Presbyter/Stated Clerk), Rev Kristin Stroble (COM Staff Support) often attend our weekly Zoom meetings. Interim Pastor at Richland Presbyterian Church, Rev. Cal Nevenzal, meets once a month with the AC by Zoom.

The Richland Session has taken action to reduce the number of paid church staff to balance the financial resources of the current congregation. Some staff have taken on additional duties and/or have some responsibilities shared with other paid or volunteer Staff.

Interim Pastor Rev. Nevenzal recently introduced to the Session a written report form for suggested use by all Session committees in which monthly reports of

items for information and recommended actions/motions for Session discussion and decisions would be presented. The Richland Session has historically presented reports verbally but not in writing. This suggested change should help their meetings be more efficient and end in a timely manner.

We counsel and guide the Richland Session and congregation on the importance of the time spent with an Interim Pastor is for working through difficult issues and understanding their church dynamics and history. The AC continues to work closely with COM as it works with the Richland Church in the necessary steps toward the calling of a newly installed Pastor.

The Richland Session continues to make additional progress in reviewing, updating, and clarifying their church policies and procedures as they relate to committees, staff, and finances. The Nominating Committee is preparing a slate of elders to be presented and voted upon at their Annual Congregational Meeting in January 2026.

The AC members are grateful for the cooperative spirit that characterizes the relationship between the AC and the Richland Session and congregation. We request your continuing prayers for all involved.

Respectfully,
Elder Stuart Deming (Kalamazoo First)
Rev. David Milbourn (HR)
Rev. Dan Anderson (HR)

This concludes the reports of the Administrative Commissions.

This concludes the Clerk's Report

11. **To receive** the following report from the Commission on Ministry:

**REPORT OF THE COMMISSION ON MINISTRY STATED MEETING
of the PRESBYTERY of LAKE MICHIGAN
December 2, 2025**

Since the last Presbytery meeting, the COM Plenary has met once (November 18, 2025), and the Eastern and Western Regions have met as needed. The following report deals with actions that the Commission has recommended to the Presbytery, actions taken by the Commission and its Regions on behalf of the Presbytery, and other matters of a general nature.

REPORT ON ACTIONS REGARDING CALLS, INSTALLATIONS, AND RELATED MATTERS:

1. **A motion prevailed** to approve the minutes of the COM Plenary meeting of August 26, 2025.

2. **A motion prevailed** to approve the minutes of the COM Regions since the May 27, 2025, Plenary meeting.
3. **A motion prevailed** to recommend to the Presbytery that it grant the Session of Westlake Presbyterian Church of Battle Creek, MI, an exemption from G-2.0404 (Terms of Service) for Elder Sara Paulson to serve an additional year of service (Class of 2026).
4. **A motion prevailed** to recommend to the Presbytery that Elder Linda Hay and Elder Christine Berry be commissioned to administer communion at Unadilla Presbyterian Church of Gregory, MI, effective through November 30, 2026, with the requirement that she renew her training in 2026.
5. **A motion prevailed** to recommend to the Presbytery that Elder Kristy Payne be commissioned to administer communion at Bethany Presbyterian Church of Gobles, MI, effective through November 1, 2026, with the requirement that she renew her training in 2026.
6. **A motion prevailed** to recommend to the Presbytery that Elder Jodie Vanderstow be commissioned to administer communion at Unadilla Presbyterian Church effective through November 30, 2026, pending a meeting with Rev. Amber Nettleton (MAL) and Rev. Michael Horlocker (Cadillac First) on November 19, 2025.
7. **A motion prevailed** to add Rev. Ruth Lowry (MAL) to the pulpit supply list.
8. Battle Creek Pennfield: **A motion prevailed** to approve the Mission Discernment Profile for a part-time interim pastor.
9. Big Rapids United: **A motion prevailed** to approve the commission for Rev. Amy Ruhf-Brien's installation: Rev. Troy Hauser-Brydon (Grand Haven First), Rev. Mike Horlocker (Cadillac First), and RE Susan Grant (Big Rapids United), and a RE from Cadillac First. The elder's name will be reported in the minutes.
10. Brooklyn: **A motion prevailed to** approve the Covenant Agreement between Brooklyn Presbyterian Church and Rev. David Weber as full-time Interim Pastor, effective September 1, 2025 - August 31, 2026.

Cash Salary	\$43,852
Housing Allowance	\$23,613
Total Effective Salary	\$67,465
SECA Allowance	\$5,588
Pension, Medical Benefits, Dental, and Vision	Full
Vacation	1 week per quarter
Study Leave	2 weeks (including 2 Sundays)

Continuing Education	\$1,000
Professional Expenses	\$1,000
Books and other supplies	\$500

Reimbursement of Travel Expenses, including mileage at the current IRS rate, parking, and tolls

11. Cassopolis United: **A motion prevailed** to approve the Covenant Agreement between the United Church of Cassopolis, MI, and Rev. Brian Madison as part-time (20 hours) Stated Supply pastor, effective September 1, 2025, to August 31, 2026.

Cash Salary	\$13,470
Housing	\$14,900
Total Effective	\$28,370

Board of Pensions	\$2,837
Professional Expenses	\$100
Professional Development	\$800
Mileage	\$100
Book Allowance	\$300

Vacation	44 days, including 6 Sundays
Professional Development	14 days, including 2 Sundays

12. Decatur First/Paw Paw First: **A motion prevailed** to approve the Covenant Agreement between the First Presbyterian Churches of Decatur and Paw Paw, MI, and Rev. Gail Monsma as full-time Interim Pastor, effective January 1, 2025 - December 31, 2025.

Cash Salary	\$47,036
Housing	\$30,000
Total Effective	\$77,036

Board of Pensions	\$20,029
Dental/Vision	\$400
SECA	\$5,893
Professional Expenses	\$800
Professional Development	\$1,200
Mileage	\$2,250
Phone Reimbursement	\$600

Vacation	4 weeks, including 4 Sundays
Professional Development	2 weeks, including 2 Sundays
Spiritual Renewal	1 week, including 1 Sunday

13. Grand Rapids North Park: **A motion prevailed** to appoint Rev. Doug

Brouwer as Moderator, effective October 5 - December 1, 2025, during Rev. Ofori-Nipaah's leave.

14. Hesperia First: **A motion prevailed** to approve the pastoral agreement between the Rev. Dr. Scott Paul Bonham, Rev. Laurie Hartzell, and First Presbyterian Church of Hesperia for the period of January 1, 2026, to December 21, 2026. The church will pay the pastors \$200 per Sunday, the Presbytery of Lake Michigan suggested pulpit supply rate for 2026, and mileage reimbursement at the approved IRS rate. Rev. Paul Bonham will receive \$25 per hour for pastoral care services rendered. Rev. Laurie Hartzell will moderate the session and will be paid \$50 for each session and/or congregational meeting moderated.
15. Holt: **A motion prevailed** to approve Rev. Catharine McCloskey-Turner's covenant as Parish Associate with First Presbyterian Church of Holt from September 1, 2025 - August 31, 2026.
16. Jackson First: **A motion prevailed** to approve \$1,200 from the Commission on Ministry budget to cover the cost of six months of coaching for Rev. David Schell with Rev. Trace Haythorn.
17. Lake City First: **A motion prevailed** to appoint Rev. Michael Horlocker (Cadillac First) as moderator effective September 29, 2025.
18. Lansing First: **A motion prevailed** to approve the covenant agreement between First Presbyterian Church of Lansing and Rev. Barbara Edema (RCA) as full-time stated supply pastor effective September 28, 2025, to January 10, 2026. Elder Mike Bryan abstained from the vote.

Effective Salary:	\$16,125
SECA Offset:	\$1,234
Professional Expenses:	\$250
Travel:	IRS Rate
Vacation:	1 week

19. Lansing North Westminster: **A motion prevailed** to appoint Rev. Jeff O'Neill (HR) to moderate the December 7, 2025, congregational meeting.
20. Schoolcraft First: **A motion prevailed** to approve the Mission Discernment Profile for a part-time installed pastor. **A motion prevailed** to approve the covenant agreement between First Presbyterian Church of Schoolcraft, MI, and Rev. Tom Kragt as part-time (25 hours) temporary supply pastor effective October 1, 2025, through January 4, 2026.

Cash Salary	\$7,121.13
-------------	------------

Free Use of Manse with Utilities	
Retirement Contribution	\$525
Total Effective Salary	\$7,646.13

Travel	IRS Rate
Books/Professional Expenses	\$150
Professional Development	\$400
Vacation	1 week, including 1 Sunday
Study Leave	3.5 days

21. Spring Lake: **A motion prevailed** to appoint Rev Kristine Aragon Bruce (Grand Haven First) as the moderator of the congregational meeting on October 12, 2025, as the moderator of Session until an interim is called, and to dissolve the pastoral relationship between Rev. Dan Anderson and Spring Lake Presbyterian Church effective October 12, 2025. A **motion** prevailed to approve the Interim Pastor proposal and salary level.
22. Sturgis First: **A motion prevailed** to approve the terms of call between the First Presbyterian Church of Sturgis, MI, and Mr. Craig Kunkle, if the way be clear, as full-time installed solo pastor for an indefinite period, effective November 30, 2025.

Cash Salary:	\$39,500
Housing Allowance:	\$30,000
Dental Allowance:	\$500
Total Effective Salary:	\$70,000

Benefits Plan Dues:	\$18,200
Travel:	IRS rates
Professional Development:	\$1,600
SECA offset:	\$5,355
Professional Expenses	\$2,600
Moving	Full Cost

Thirty (30) days of paid vacation, including 4 Sundays
 Fourteen (14) days of professional development, including 2 Sundays
 Follow the PLM Policy of Family and Medical Leave
 Follow PLM guidelines on Sabbatical Leave

This concludes the report of the Commission on Ministry.

PRESBYTERY OF LAKE MICHIGAN

REPORT OF THE COMMISSION ON THE PREPARATION FOR MINISTRY
December 2, 2025

The Commission met four times since the last Stated Meeting of the Presbytery—Regular stated meetings on September 23, 2025, October 28, 2025, and November 18, 2025, and a special meeting with Sheri Harris on August 4, 2025, to celebrate her call to Westminster Presbyterian Church in Rome, GA.

On July 22, 2025, we spent time celebrating the life of Elder Leslie Gilreath, faithful secretary for the CPM. On November 18, 2025, we met with Mx. Craig Kunkle, candidate called to Sturgis First to get to know him and help prepare him for his examination at the Presbytery meeting on December 2, 2025 .

The following report deals with the actions that the Commission has recommended to the Presbytery, actions taken by the Commission on behalf of the Presbytery, and other matters of a general nature.

1. **A motion prevailed** to approve the minutes of the Commission on the Preparation for ministry of May 27, 2025, July 22, 2025, August 26, 2025, September 23, 2025.

This concludes the report of the Committee on the Preparation for Ministry.

This concludes the Consent Agenda.

WORSHIP

Rev. Lynette Sparks (GR Westminster), along with several members of the Presbytery staff, led the service of worship. Rev. Sparks read Luke 1:46-55 and preached a sermon entitled “Theology Matters”. During the sermon, Rev. Sparks discussed how the Song of Mary mirrors the song of Hannah from 1 Samuel 2. She highlighted how the song is a daring protest against the empire, challenging Rome's political power. She defined Christian Nationalism and described how Christian Nationalism refuses to trust God in the world and is highly correlated with the ideals and power of the empire. Rev. Sparks discussed how the Declaration of Barmen and the Belhar Confession provide powerful and prophetic words for our time, as well as giving solid grounding for our theology. She encouraged members of the Presbytery to remember that we must seek to lift up the flourishing of the least of these, witness against those in power, participate in public life, advocate for just policy, and trust in Mary’s song and sing it with her. Elder Benjamin Boerkoel (GR Westminster) and Elder Linda Hardenbergh (East Lansing Eastminster) were installed as Moderator and Vice Moderator of the Presbytery of Lake Michigan for 2026. The offering was designated for the PLM Inquirers and Candidates, and \$1,037.21 was received. The Presbytery celebrated and

remembered Ruling Elders and Teaching Elders who have joined the Church Triumphant in the past year. The Presbytery celebrated the Lord’s Supper with the Rev. Sarah Juist (Jenison Parkwood) presiding at the table.

The Presbytery recessed for a 15-minute break at 11:01 a.m. The meeting was reconvened at 11:16 a.m.

GENERAL ASSEMBLY AMENDMENT

Rev. Lynette Sparks introduced an overture to the 227th General Assembly Amendment submitted by the Presbytery of San Jose entitled. “Repudiating Christian Nationalism and Affirming Our Faith Commitments.” After a time of discussion, **a motion prevailed** to concur with the overture, “Repudiating Christian Nationalism and Affirming Our Faith Commitments.”

BUDGET AND FINANCE REPORT

Elder Beth Dyer (Kalamazoo First) gave a report on behalf of the Trustees. Elder Dyer reported that the Trustees approved a Parking Easement Agreement between Spring Lake Presbyterian Church and Samaritas Affordable Living Spring Lake Limited Dividend Housing Association Limited Partnership, effective November 7, 2025, to November 6, 2040.

Elder Dyer introduced the members of the Budget and Finance Committee and thanked them for their work. Elder Dyer provided information about the approved 2026 per capita and several expected expenditures for 2026. After a time of discussion, **a motion prevailed** to approve the proposed 2026 budget and 2026 budget narrative.

LEADERSHIP TEAM REPORT

Rev. Lynette Sparks (GR Westminster) presented the terms of call for Rev. Dr. Fran Lane-Lawrence. After a time of discussion, **a motion prevailed** to approve the terms of call between the Presbytery of Lake Michigan and Rev. Dr. Fran Lane-Lawrence as full-time Executive Presbyter/Stated Clerk, effective January 1, 2026 - December 31, 2026.

Cash Salary	\$40,223
Housing	\$60,000
Employing Organization Contributions to 403(b)	\$12,000
Total Effective Salary	\$112,233
Medical Coverage and Medical, Prescription	\$20,000

Reimbursement	
Board of Pensions Dues	\$11,234
Travel	IRS Rate
Professional Development	\$4,500
Spiritual Development/Retreat	\$1,000
SECA Offset	50%
Books/Professional Expenses	\$1,000
Cell Phone	Reimbursed portion of family plan
Vacation	40 days, including 6 Sundays
Personal Spiritual Renewal	14 days, including 2 Sundays (cumulative for 3 years)
Professional Development	21 days, including 4 Sundays (cumulative up to 3 years)
PLM Policy for Family and Medical Leave	
PLM Policy for Sabbatical Leave	
Time to serve on GA, Synod committees, and Presbytery boards or community organization boards	

ANTI-RACISM POLICY ADOPTION

According to G-3.0106 (Administration of Mission), all councils shall implement an Anti-Racism Policy. Rev. Dr. Fran Lane-Lawrence presented a draft of an Anti-Racism Policy. After a time of questions, **a motion prevailed** to adopt the presented Anti-Racism Policy.

**Presbytery of Lake Michigan
Anti-Racism Policy
Approved on December 2, 2025**

Preamble

This policy is a statement of who we are and what we stand for. We believe in the sacred worth of all people and the value of diverse experiences and identities in the body of Christ. We seek to dismantle racism and white supremacy in all forms—personal, institutional, and systemic because we are called by Jesus to do justice, love kindness, and walk humbly with God. This is not only about what we reject, but about the beloved community we are actively building.

Theological Grounding

As a council of the Presbyterian Church (U.S.A.), the Presbytery of Lake Michigan affirms that all people are created in the image of God and are beloved members of God’s family. We affirm the unity of the body of Christ across race, ethnicity, gender, culture, age,

ability, and geography, and we root this work in Scripture: “There is no longer Jew or Greek, there is no longer slave or free, there is no longer male and female; for all of you are one in Christ Jesus.” — Galatians 3:28

“God does not show favoritism.” — Acts 10:34

We draw from F-1.0403 of our Constitution: “The unity of believers in Christ is reflected in the rich diversity of the Church’s membership. In Christ, by the power of the Spirit, God unites persons through baptism regardless of race, ethnicity, age, sex, gender identity, sexual orientation, physical or mental ability, geography, or theological conviction. There is therefore no place in the life of the Church for discrimination. The Presbyterian Church (U.S.A.) shall guarantee full participation and representation in its worship, governance, and emerging life to all persons or groups within its membership. No member shall be denied participation or representation for any reason other than those stated in this Constitution.”

Acknowledgment and Lament

The Presbytery of Lake Michigan acknowledges:

- The legacy of colonization, enslavement, and systemic racism that undergirds the institutions of this nation, the church, including the Presbytery of Lake Michigan.
- The ways we, as a body, have been complicit through silence, inaction, or participation in unjust systems.
- That white supremacy, structural racism, and implicit bias remain embedded in our ecclesial, social, and institutional life.
- That we stand on the unceded ancestral lands of Indigenous peoples, including the Potawatomi, Ojibwe, Miami, and others who were displaced by colonial expansion and whose history has been marginalized.
- We lament the ongoing suffering and generational trauma caused by these systems, and we commit to a posture of humility and repentance as we seek justice.

Commitments to Action

In order to live into our baptismal calling and resist systems of injustice, the Presbytery of Lake Michigan commits to:

Formation and Education

- Providing regular antiracism and cultural humility training for presbytery staff, council members, and committee leaders.
- Incorporating diverse theological voices, especially BIPOC scholars, in our

educational resources, liturgy, and programming.

- Promoting the use of Matthew 25 and Facing Racism resources throughout the presbytery.

Representation and Power-Sharing

- Ensuring diversity in leadership and nominations by partnering with the Presbytery's Committee on Nominating and Representation.
- Reviewing our structures and practices to eliminate barriers to participation for underrepresented voices.

Community Partnership and Public Witness

- Collaborating with mid councils and congregations engaged in antiracism ministry.
- Publicly naming and opposing racial injustice, including voter suppression, police brutality, economic disparity, and environmental racism.
- Lifting up the voices and leadership of those most impacted by injustice in our advocacy and witness.

Financial Stewardship and Reparative Action

- Committing to reparative financial practices, including support for Black, Indigenous, and People of Color (BIPOC)-led ministries.
- Expanding vendor and partnership relationships to include businesses owned by historically marginalized people.
- Exploring participation in initiatives like Restorative Actions that address wealth disparities rooted in systemic racism.

Accountability and Implementation

- This policy will guide the work of all Presbytery committees and initiatives.
- An annual review of progress will be conducted by the Executive Presbyter/Stated Clerk and the Committee on Nominating and Representation, with the findings reported to the Presbytery.
- Complaints of racism or racial discrimination within the Presbytery's jurisdiction will be addressed promptly, transparently, with discretion and openness, and in keeping with our polity and values of justice and equity.

Closing Affirmation

We confess that the road to justice is long and requires persistence, courage, and grace. We embrace the call to build an intercultural church where all gifts are welcomed, all people are valued, and the love of Christ compels us to act boldly for justice. "Let justice

roll down like waters, and righteousness like an ever-flowing stream” — Amos 5:24

COMMISSION ON MINISTRY REPORT

Rev. Ben Rumbaugh (Lansing Delta/Dimondale First) reported on behalf of the Commission on Ministry (COM). Rev. Rumbaugh invited Rev. Michael Horlocker (Cadillac First) and Elder Carolyn Flore (Lake City First) to recognize the ministry and retirement of Rev. Jan Jasperse (Retired). Rev. Rumbaugh prayed a blessing over Rev. Jasperse’s ministry with First Presbyterian Church of Lake City, MI, and her retirement.

Rev. Rumbaugh welcomed and recognized Rev. Clint Cozier (Interim Pastor of Three Rivers/Centreville First) and Rev. Catharine McCloskey-Turner (Honorably Retired). He offered a prayer of thanksgiving and blessing over their ministries.

Rev. Rumbaugh presented Mx. Craig Kunkle (Genesee Valley Presbytery) for examination for ordination to the office of Minister of Word and Sacrament. Members of the Presbytery examined the candidate on theology and call to ministry. **A motion prevailed** to arrest the examination. The candidate and his spouse, Rev. Viktoria Berlik (Genesee Valley Presbytery), were excused. After a time of discussion, **a motion prevailed** to approve Mx. Craig Kunkle for ordination to the office of Minister of Word and Sacrament to serve as solo pastor at the First Presbyterian Church of Sturgis, MI, and that an Administrative Commission for Ordination be appointed. Members of the Presbytery sang the Doxology as Mx. Kunkle and Rev. Berlik returned to the meeting. Rev. Rumbaugh offered a prayer of thanksgiving and blessing over Mx. Kunkle’s ordination and ministry.

YOUTH STRATEGIES COMMITTEE REPORT

Rev. Kirk Miller (Holt) offered a report on behalf of the Youth Strategies Committee. He extended thanks for the Presbytery’s support of Youth Ministry. He reflected on the successful youth events of the past year like attending Triennium. He encouraged youth to register for upcoming Winter Retreats.

NOMINATING AND REPRESENTATION REPORT

Rev Lisa Schrott (Okemos) presented the report on behalf of the Nominating and Representation Committee. She reported the following resignations:

- Rev. Laurie Hartzell (Retired) from COM, West Region, Class of 2026
- RE Ben Boerkoel (GR Westminster), Nominating & Representation Committee, Class of 2027

Rev. Schrott recognized and presented the following slate of nominees for election to the respective positions and classes:

GENERAL ASSEMBLY TEACHING ELDER COMMISSIONERS

Rev. Steve Kaszar (Concord/Homer First), Class of 2027

Rev. Kristin Stroble (East Lansing Eastminster), Class of 2027

Alternate TE – Rev. David Schell (Jackson First), Class of 2027

SYNOD OF THE COVENANT COMMISSIONER

Rev. Christine Barnes (Retired) Class of 2028

BUDGET AND FINANCE

RE Beth Dyer (Kalamazoo First), Class of 2028

Rev. Kyle Nolan (VM), Class of 2028

COMMISSION ON PREPARATION FOR MINISTRY

RE Bari Johnson (Grand Haven First), Class of 2028

Rev. Brian Madison (Cassopolis United), Class of 2028

COMMISSION ON MINISTRY EAST

Rev. Karen Kelly (Retired), Class of 2026

RE Heather Myer (East Lansing Eastminster), Class of 2028

COMMISSION ON MINISTRY WEST

Rev. James Pollard (Forest Hills), Class of 2028

LEADERSHIP TEAM

Rev. Christopher Dorn (Ionia First), Class of 2028

Rev. Troy Hauser-Brydon, moderator, opened the floor for nominations, and there were none. **A motion prevailed** to close nominations from the floor. **A motion prevailed** to elect the slate of nominees as presented.

Rev. Schrott encouraged the Presbytery to visit the Anti-Racism resources page on the Presbytery's website.

ADJOURNMENT

Rev. Dr. Fran Lane-Lawrence presented Rev. Dr. Troy Hauser Brydon with a gift and offered thanks for his service as Moderator. The meeting was adjourned at 12:28 p.m. Rev. Hauser-Brydon closed the meeting with prayer and the extinguishing of the Christ Candle.

The next Presbytery meeting is scheduled for Saturday, March 14, 2026

**at First Presbyterian Church
48823 162 Bridge St
Dimondale, MI 48821**