

DRAFT
MINUTES of the STATED MEETING
Presbytery of Lake Michigan
June 9, 2026 9:30 a.m.
First Presbyterian Church
2577 Wickham Drive
Muskegon, MI 49441

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

Elder Ben Boerkoel (GR Westminster), Moderator, called the meeting to order at 9:31 a.m. with the lighting of the Christ candle and opening prayer. A quorum was present.

APPOINTMENT OF TEMPORARY CLERKS

A motion prevailed to appoint Elder Jill Brown (Dimondale First), Elder Michael (Andy) Sanford (Richland First), Rev. Amy Ruhf-Brien (Big Rapids United), and Rev. Bill Pinches (Mason First) as temporary clerks.

SEATING OF CORRESPONDING MEMBERS

A motion prevailed to seat Rev. Ruth-Aimeé Belonni-Rosario (Synod of the Covenant), Dr. Matthew Aragon Bruce (Synod of the Covenant), Mx. Linda Sharp (Presbyterian Investment and Loan Program), and Elder Jennifer Blackwell (Jackson First, Youth Strategies Committee) as corresponding members.

APPROVAL OF THE DOCKET

A motion prevailed to approve the docket as presented.

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

Elder Ben Boerkoel welcomed first-time elder commissioners and Christian educators.

WELCOME TO GUESTS AND VISITORS

Elder Ben Boerkoel welcomed guests and visitors.

GREETINGS FROM FIRST PRESBYTERIAN CHURCH OF MUSKEGON, MI

Rev. Mackenzie Jager offered greetings and thanksgiving on behalf of the First Presbyterian Church of Muskegon, MI, giving thanks for the ministries of their church since 1946. She described the congregation's love and appreciation of art and highlighted their beautiful stained glass. She also described several of the creative uses of the building.

APPROVAL OF CONSENT AGENDA

A motion prevailed to approve the Consent Agenda with the following items:

PRESBYTERY OF LAKE MICHIGAN CONSENT AGENDA of the STATED MEETING

June 9, 2026

- 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: Kristine Aragon Bruce (Grand Haven First), Jessica Bratt Carle (VM), Peggy Casteel-Huston (VM), Katherine Culpepper (VM), Jessica Hauser-Brydon (MAL), Sarah Juist (Jenison Parkwood), Karen Kelley (Retired), Kathleen Robertson King (MAL), Brian Madison, Nick Marlatt (Hastings First), Kirk Miller (Holt First), Linda Rubingh (VM), Sarah Schmidt-Lee (VM First Congregational, Kalamazoo), Lorenzo Small (Battle Creek First, Lisa Schrott (Okemos), Lynette Sparks (GR Westminster)
- 2. To approve** the Minutes of the Stated Meeting of the Presbytery of Lake Michigan, March 14, 2026, Online only.
- 3. To file** the approved Minutes of the Presbytery of Lake Michigan Leadership Team on March 5, 2026, and May 7, 2026. Online only.
- 4. To approve** the following recommendation of the Presbytery of Lake Michigan Commission on Ministry that Rev. Janet Duggins (Portage Westminster) be granted the status of Retired effective June 30, 2026, and to celebrate her ministry at the June 9, 2026, stated meeting.
- 5. To approve** the following recommendation of the Presbytery of Lake Michigan Commission on Ministry that Rev. Jerry Duggins (Portage Westminster) be granted the status of Retired effective June 30, 2026, and to celebrate his ministry at the June 9, 2026, stated meeting.
- 6. To approve** the following recommendation of the Presbytery of Lake Michigan Commission on Ministry that Rev. Gail Monsma be granted the status of Retired effective July 31, 2026.
- 7. To grant** voice to Elder Jennifer Blackwell (Jackson First) during the Youth Strategies Report.
- 8. To approve** the following recommendation of the Presbytery of Lake Michigan Commission on Ministry that Ruling Elder David Habicht (Buchanan First) be commissioned to serve communion once per month at the First Presbyterian Church of

Marshall, MI, effective March 26, 2026.

9. **To ratify** the action taken by the Board of Trustees on April 14, 2026, to approve a Presbytery Investment and Loan Program loan to the First Presbyterian Church of Holt in the amount of \$450,000 to be repaid over 5 years to be used for the boiler replacement and installation of solar array at the church property located at 2021 N. Aurelius Road, Holt, Michigan.
10. **To receive** the 2025 Audit completed by Siegfried Crandall PC. The Presbytery received a clean opinion. Online only. (Attachment 1)
11. **To receive** the 2026 Terms of Call Report. Online only. (Attachment 2)
12. **To receive** the Report of the Stated Clerk for today, as follows:

REPORT OF THE STATED CLERK

Rev. Dr. Fran Lane-Lawrence

June 9, 2026

1. **FOR CLERKS OF SESSION - REVIEW OF 2025 SESSION MINUTES:** Planning for the review of 2025 Session Minutes continues. Please find below the schedule for the review of 2025 minutes for each Cluster. Please know that if your schedule does not allow you to attend the minute review in your own cluster, you may attend a minute review in another cluster. Clerks may also contact Rev. Annamarie Groenenboom, Associate Clerk, to make an appointment to bring the congregation's minutes and register books to the Presbytery office for review.

The 2025 Minute Review Checklist is posted on the Presbytery website. Please contact Rev. Annamarie Groenenboom, Associate Clerk, with any questions you might have about the 2025 session minutes reviews.

Cluster 1 – June 9, 2026 at 1 p.m. – Vic Prowant/Annamarie Groenenboom
Location: First Presbyterian Church, 2577 Wickham Drive, Muskegon, MI 49441
Big Rapids United, Cadillac First, Hesperia, Lake City First, Muskegon First

Cluster 2 – May 16, 2026, at 1:00 p.m. – Lynne Ploeg/Annamarie Groenenboom
Location: Parkwood Presbyterian Church, 7998 28th Avenue, Jenison, MI 49428
Grand Haven First, GR Forest Hills, GR North Park, GR Westminster, Holland First, Ionia First, Jenison Parkwood, Rockford North Kent, Spring Lake

Cluster 3 – April 11, 2026, at 1:00 p.m. – Linda Freeze/Annamarie Groenenboom
Location: First Presbyterian Church, 13 South 4th Street, Niles, MI 49120
Buchanan First, Cassopolis United, Decatur First, Edwardsburg, Niles First, Sturgis First

Cluster 4 – June 13, 2026, at 1:00 p.m. – Annamarie Groenenboom

Location: Presbytery Office, 1511 Helen Avenue, Portage, MI 49002
Allegan First, Benton Harbor First, Gobles Bethany, Hastings First, Kalamazoo First,
Kalamazoo North, Lyons-Muir Federated, Paw Paw First, Plainwell First, Portage
Westminster, Richland First, Schoolcraft First, Three Rivers/Centreville First

Cluster 5 –April 18, 2026, at 10:00 a.m. - Bruce Archer/Annamarie Groenenboom
Location: First Presbyterian Church, 313 East Maple, Mason, Michigan 48854
East Lansing Eastminster, East Lansing Peoples, Holt First, Lansing Delta, Lansing
First, Lansing North Westminster, Mason First, Okemos, Stockbridge First, Gregory
Unadilla

Cluster 6 – May 30, 2026, at 2:00 p.m. – Russell Jacobson/Annamarie Groenenboom
Location: First Presbyterian Church, 743 W Michigan Ave, Jackson, MI 49201
Battle Creek First, Battle Creek Pennfield, Battle Creek Westlake, Brooklyn,
Coldwater First, Concord First, Dimondale First, Homer First, Jackson First, Jackson
Westminster, Jonesville First, Marshall First

2. **BOUNDARY AND ETHICS TRAINING:** The PC(USA) Constitution in the *Book of Order* mandates that all councils (this includes sessions) adopt and implement sexual misconduct policies “which shall include requirements for training which includes the topic 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. Dr. Fran Lane-Lawrence, Executive Presbyter/Stated Clerk or Mx. Emily Franson, Communications and Technology Manager, for information about how to complete the training.

Upcoming Dates:

October 21, 2026 - 4:00 P.M. - 8:00 P.M.

November 2, 2026 - 10:00 A.M. - 2:00 P.M.

December 5, 2026 - 9:30 A.M. - 1:30 P.M.

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 topic of sexual misconduct and child sexual abuse prevention training thus satisfy the requirements of the Book of Order in G-3.0106.

3. **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.*
4. **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 -*RICHLAND FIRST*
- d. Tuesday, November 17, 2026 - *HASTINGS FIRST*

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

5. REPORTS OF ADMINISTRATIVE COMMISSIONS:

Presbytery of Lake Michigan Administrative Commission for First Presbyterian Church of Marshall, MI Final Report and Request for Dissolution of Administrative Commission June 9, 2026

In December 2023, the Presbytery of Lake Michigan approved the appointment of an Administrative Commission (AC) for First Presbyterian Church, Marshall, MI. The Commission on Ministry's recommendation established the AC with the following stated purpose:

The Administrative Commission of three to five members, appointed by the Moderator of the Presbytery in consultation with the Executive Presbyter/Stated Clerk, was charged with the following:

- Seeking a thorough understanding of reported disorder through individual and small group conversations with members of the congregation and session.
- Working with the session toward ordered ministry by providing education in PCUSA polity and Reformed theology as appropriate.
- Supporting the session in providing for worship and pastoral care throughout the pastoral transition.
- Supporting the congregation in clarifying their expectations and the skills most important to seek in their next pastor.
- Addressing any additional disorder discovered during the course of the AC's work.

Because the AC's work touched many of these areas simultaneously, the following summary is organized thematically to demonstrate how each goal was addressed. On this basis, the AC respectfully requests dissolution, with continued follow-up by the Commission on Ministry Liaison.

Commission Membership and Support

- The AC was originally composed of Rev. Annamarie Groenenboom (Associate Clerk, PLM), Brad Sparks (Grand Rapids Westminster), and Nancy Toth (Jackson First). Over the course of the commission's work, Rev. Amber Nettleton (MAL) succeeded Rev. Groenenboom, and Rev. Sarah Schmidt-Lee (VM Kalamazoo First Congregational) later

succeeded Rev. Nettleton. Presbytery support and consultation was generously provided by Rev. Dr. Calvin Bremer, Rev. Dr. Fran Lane-Lawrence, and Rev. Kristin Stroble.

- The AC received orientation and training from Presbytery staff at the outset of its work.
- AC members attended all Session and congregational meetings—both in person and via Zoom—and met as a commission nearly every week over the past two and a half years to provide consistent support and clear communication.

Initial Assessment and Listening

- The AC conducted a thorough review of Marshall First's governing documents, including by-laws, policies and procedures, session and committee meeting minutes spanning several years, reports from a prior Administrative Commission, and exit interviews from two former pastors.
- From March through July 2024, the AC conducted interviews with two former pastors, the stated supply pastor, COM liaisons, current and former session members, a former long-time Clerk of Session, and various members and former members of the congregation. Open listening sessions were also offered to any congregants, friends, or former members who wished to attend. A consistent set of questions was used to ensure comparability while allowing space for open conversation.
- The AC provided the session and congregation with a clear, balanced report of the strengths identified through these interviews alongside the concerns surfaced through document review and conversation.

Pastoral Care and Congregational Healing

- The AC offered a worship service of healing to help the congregation process the grief and loss associated with the conclusion of a recent pastorate.
- The AC facilitated an agreement with a Commissioned Ruling Elder to preach once a month and administer communion, ensuring the congregation continued to receive regular worship leadership and the sacraments throughout the transition.
- Session members were encouraged to attend the Small Church Summit event offered by PLM, providing an opportunity for broader connection and encouragement.
- The AC provided information on the Pastoral Transition Cohort meetings and encouraged participation to support session members through the transition process.

Education, Polity, and Governance

- The AC led a retreat focused on ordered ministry and the connectional and confessional nature of the PCUSA, including training in PCUSA polity and procedure and Robert's Rules of Order.
- Copies of the Book of Order were provided to all session members.
- Rather than simply refreshing an outdated Mission Study, the AC provided the training and hands-on assistance needed to guide the congregation through a comprehensive rewrite—a process that took nearly a year and resulted in a document that genuinely reflects their identity and calling.

- The AC reviewed the congregation's by-laws and proposed revisions that were subsequently approved at a Congregational Meeting.
- The AC ensured that all currently required policies were in place, and assisted the session in correcting deficiencies identified during the PLM Annual Minute Review, providing specific language to bring their records into compliance.
- Volunteer support was coordinated to help the congregation complete the Presbytery-required financial review.

Pastoral Transition and Polity Oversight

- After careful discernment, the AC chose not to renew the contract of the Stated Supply Pastor, and arranged for Rev. Steven Kaszar (Concord First/Homer First) to moderate session meetings beginning in October 2025.
- Following the resignation of three session members and the election of a newly constituted session, the working relationship between the congregation, session, and AC improved meaningfully. Notably, one of the members who had resigned later returned to the session and has been a constructive presence in that body.

Current Health and Readiness for the Future

- The AC assisted the session in completing their Ministry Discernment Profile (MDP). The MDP has since been approved and uploaded to Church Leadership Connection, and the congregation is actively searching for a half-time interim pastor.
- Presbyterian Foundation resources were shared to assess congregational finances and discern future pathways, and Dr. Stephen Keizer from the Foundation has begun collaborating directly with the congregation.
- The Nominating Committee has been restored, and a slate of elders with staggered class terms was elected at a Congregational Meeting—a sign of healthy, forward-looking governance.
- Session members are actively reaching out to the AC with questions, elders are appropriately seeking session approval before acting, and the session temporarily adopted a bi-weekly meeting schedule to work through a backlog of previously neglected business.
- The Session is demonstrating capable and appropriate leadership: scheduling pulpit supply and communion, supporting Deacons in communion visits, preparing agendas, improving staff communication, resuming annual staff reviews, reviewing the budget, clarifying spending limits, and updating policies as needed.

The AC is grateful for the privilege of accompanying First Presbyterian Church, Marshall through this season. We have witnessed real growth: the congregation and session are increasingly operating in compliance with PCUSA polity and PLM requirements; communication among the session, the congregation, and the Presbytery has improved considerably; and the church is being well-served by its current moderator. With the continued support of the Commission on Ministry Liaison, we are confident that this congregation is well-positioned for the next chapter of its life and ministry.

For these reasons, the Administrative Commission for First Presbyterian Church of Marshall, MI requests that it be dismissed effective June 10, 2026. We are deeply grateful for the dedication of all of the AC members who have faithfully served this commission over two and a half years, and for the congregation and session of First Presbyterian Church, Marshall, who have demonstrated courage and perseverance through a challenging season of transition. Please join us in giving thanks to God for the work accomplished here, and in praying for God's continued blessing on this congregation as they discern the path forward.

Respectfully Submitted

by the Administrative Commission for First Presbyterian Church of Marshall, MI

Rev. Sarah Schmidt-Lee (VM, Kalamazoo First Congregational)

Brad Sparks (Grand Rapids Westminster)

Nancy Toth (Jackson First)

**Presbytery of Lake Michigan
Administrative Commission for First Presbyterian Church of Allegan, MI
June 9, 2026**

No update. The Committee continues to work on matters related to property.

**Presbytery of Lake Michigan
Administrative Commission for First Presbyterian Church of Richland, MI
Report to Presbytery of Actions and Request for Dismissal
June 9, 2026**

At its September 14, 2024, Stated Meeting the Presbytery of Lake Michigan approved a recommendation from the Commission on Ministry (COM) to form an Administrative Commission (AC) to work with leadership of the First Presbyterian Church of Richland to correct issues of dysfunction. The directive of the Presbytery was as follows:

- 1) To inquire further into the financial practices of FPC-Richland and to support the session in correcting disordered practices, including:
 - a. Appropriate signatories on church accounts
 - b. Monies donated to the pastor over and above amounts specified in terms of call to ensure appropriate reporting to the Internal Revenue Service.
 - c. Support the new treasurer by providing training as to best financial practices.
- 2) To inquire into the composition of the session to ensure that it is representative of the congregation as required by the Book of Order and support the session in correcting disorder if any exists.
- 3) To inquire into Mx. O'Sullivan's participation in the life of the congregation and decision-making processes and to ensure the session and congregation understand what are appropriate interactions and participation.

- 4) Inquire into disabilities described by Rev. Jennings in his letter, and his request for accommodations to determine if he can perform the core functions of a pastoral call.
- 5) To report to the presbytery other areas of disorder that may be discovered as the administration commission inquires into the areas of disorder listed in items 1-4, and to work with the session to correct additional areas of disorder if discovered.

Scope of Authorities:

1. This Administrative Commission has the full authority of the Presbytery of Lake Michigan, except where limited by provisions of the PC(USA) Book of Order, as regards the correction of the reported disorder listed in items 1-5 under Purpose.
2. In working with the session to correct the reported disorder, if it is determined that the Session of the First Presbyterian Church of Richland, MI, is unable or unwilling to correct disorder that exists in a timely manner or to manage wisely its affairs, the Administrative Commission of the Presbytery of Lake Michigan has the authority to assume original jurisdiction with full powers of the Session, in which case the Session of the FPC Richland will cease to act until such time as the Presbytery shall otherwise direct. (G-3.0303e).
3. The First Presbyterian Church of Richland, MI will be responsible for fees incurred should a consultant be required to help resolve any areas of disorder. Presbytery Authorities Granted by the PCUSA Constitution in the Book of Order G-3.0109b– Administrative Commissions are designated to consider and conclude matters not involving ecclesiastical judicial process, except that in the discharge of their assigned responsibility they may discover and report to the designating council matters that may require judicial action by the council. (5) by presbyteries visiting particular congregations over which they have immediate jurisdiction reported to be affected with disorder, and inquiring into and settling difficulties therein, except that no commission of presbytery shall be empowered to dissolve a pastoral relationship without the specific authorization by the designating body. (G-3.0901)

The AC was created with Elder Stuart Deming Esq. acting as Moderator and Reverends David Milbourn and Daniel Anderson (both retired) as members. The Rev. Dr. Calvin Bremer, Assistant to the Executive Presbyter has served as the AC liaison to presbytery leadership and regularly attended our meetings as well as the meetings of the Richland Session.

Beginning on October 14, 2024, the AC met regularly, typically weekly, with officers of the presbytery seeking to understand the issues creating dysfunction within the Richland congregation. Then, the AC met with the Richland Session. During its work the AC received concerns from past and active members of the Richland Congregation which helped define issues for correction.

With AC input and encouragement, the Richland Session:

1. Addressed concerns regarding financial practices
2. Took steps to ensure that the composition of the Session is representative of the congregation.

3. Took steps to ensure that Mx. O’Sullivan no longer participates in inappropriate decision making in the life of First Presbyterian Richland.
4. Noted that Rev. Mark Jennings retired just prior to the work of the AC.

The AC notes that the AC working in concert with the Commission on Ministry, approved the Rev. Calandra Nevenzel, a UCC pastor, to serve this congregation as Interim Pastor. She began part-time in the spring of 2025 and has been working full-time since July 2025. We are grateful for her service.

The AC has found our sisters and brothers on the Richland Session to be genuinely open to hearing and discussing our concerns. Together, with guidance from the Commission on Ministry and the Executive Presbyterian/Stated Clerk and the Assistant to Executive Presbyterian we worked to develop strategies to correct challenges faced by the congregation, the most complex and latest to be addressed is regarding perceived conflicts of interests among leadership within the church.

A document entitled, “First Presbyterian Church of Richland Conflict of Interest Policy” was developed and approved by the Richland Session at its meeting of May 13, 2026. (See Attached)

This policy will continue to provide guidance for Richland’s leadership moving forward. It addresses what we believe to be one of the underlying problems communicated to the AC and with its approval by the Richland Session we believe the work of this commission is substantially concluded.

Therefore, we request that the Presbytery of Lake Michigan accept this final report and approve the dismissal of the Administrative Commission effective June 10, 2026.

Respectfully,

Ruling Elder Stuart Deming, Esq. Moderator
Teaching Elder, Reverend David Milbourn
Teaching Elder, Reverend Daniel Anderson

FIRST PRESBYTERIAN CHURCH OF RICHLAND

CONFLICT OF INTEREST POLICY

Effective May 13, 2026*

ARTICLE I PURPOSE

Avoidance of conflicts of interest, whether real or apparent, is indispensable to the health and welfare of the First Presbyterian Church (“Church”) of Richland.

ARTICLE II DEFINITIONS

For purposes of this policy, a conflict of interest shall be deemed to exist any time one’s

loyalty to the Church, its interests, and/or its mission is compromised or could be compromised by one's personal interests. For purposes of this policy:

A. Relatives. "Relatives" shall be broadly interpreted as including spouses or domestic partners, parents, children, siblings, cousins, nieces and nephews, grandparents or grandchildren, and similarly situated in-laws and/or any person residing in the same household.

B. Governing Committees or Commissions. "Governing Committees or Commissions" shall include but not be limited to the Session, the nominating committee, a pastoral search committee, finance committee, or any form of decision-making body of a similar nature that may make critical decisions in terms of the governance of the Church or as otherwise required by the Book of Order.[†]

C. Recusal. "Recusal" shall require the person with the conflict of interest being absent from the meeting during discussion and deliberation and abstaining from voting. Such recusal shall be recorded where minutes are taken.

ARTICLE III GENERAL PROHIBITIONS

No pastor, officer, elder, trustee, deacon, member, staff, or volunteer of the Church shall use his or her position, or the knowledge gained from it, in any way that may be averse to the interests of the Church or its mission.

^{*} As of May 13, 2026, individuals currently serving on governing committees in whatever capacity will be able to complete their current term.

[†] A commission is a committee authorized by the Session to undertake specified action on its behalf.

A. Relatives. Only one relative shall serve on a Governing Committee or Commission at the same time. If necessary, a vacant position shall remain unfilled until such time as a qualified member of the congregation who is not a relative is identified and approved.

B. Employment. No one shall participate in decisions involving the employment of a relative. In such situations, prompt disclosure, recusal and abstention shall be required.

C. Accepting Gifts of Services or Things of Value. Other than acceptance of minor courtesies, acceptance of any gifts or favors from anyone seeking to do business with the Church shall be prohibited.

D. Doing Business with the Church. Prompt disclosure and recusal is required whenever decisions are made involving anyone subject to this policy who is also financially involved with vendors, contractors, or others doing business with the Church.

E. Seeking Financial Support. Prompt disclosure and recusal shall be required from

decisions when anyone subject to this policy is seeking financial support for themselves or for a relative.

ARTICLE IV ADDRESSING CONFLICTS OF INTERESTS

Inherent in a church with a smaller congregation is the greater likelihood of conflicts of interest that are not easily overcome. Special efforts are therefore essential to promptly disclose conflicts and take necessary measures.

A. Acknowledgment. The Clerk of Session shall have primary responsibility for ensuring that all new Session members sign a statement affirming that they have read and understand this policy, they agree to abide by it; and they will promptly disclose any potential conflicts. In addition, the Clerk of Session shall ensure that the Session annually reviews this policy and that an acknowledgment of the review is reflected in the minutes of the Session.

B. Prompt Disclosure and Recusal. Prompt disclosure and recusal shall be required for any decisions that may be perceived to be a conflict of interest.

C. Monitoring and Enforcement. The Session shall have primary responsibility for monitoring and ensuring consistent and ongoing enforcement of this policy.

D. Nominating Committee: Only one relative shall serve on the Session at any one time. A relative shall not be nominated if it would result in more than one relative serving on the Session at the same time. If necessary, a position on the Session shall remain vacant until someone who is not a relative is identified and elected by the congregation. The nominating committee shall not cease its work until the vacant position is filled.

E. Sanctions. Failure to comply with this policy may result in the violation being noted in minutes of the Session that the person has been notified of the conflict and counseled to rectify the situation or, if not possible, avoid the conflict in the future. For Ruling Elders, this may involve removal from Session in accordance with the Book of Order Church Discipline.

Presbytery of Lake Michigan Administrative Commission for Delta Presbyterian Church of Lansing, MI and the First Presbyterian Church of Dimondale June 9, 2026

The Administrative Commission (AC) for Delta Presbyterian Church (Lansing) and the First Presbyterian Church of Dimondale has been working with both Sessions and congregations as they contemplate a possible consolidation of the two congregations, which are the only two PC(USA) churches in Eaton County. Both congregations are currently worshipping together, and rotating their worship services between the two church buildings on an approximately monthly

basis. During the month of May the congregations have been worshiping separately to remind everybody what it felt like before the two congregations began worshiping together. Combined worship will resume in June 2026.

Members of the AC have been in attendance at separate Session meetings for each congregation, and at joint Session meetings for both congregations. Members of the AC have also been attending worship periodically, have made themselves available to members of both congregations, and have been responding to questions from congregation members by email.

The Sessions of the two congregations created four task forces that are addressing, hypothetically, if the two congregations were to consolidate, what would need to happen regarding (1) church finances, (2) church administration (including review of the Bylaws, policies, and organizational structures of both congregations), (3) property (including accessibility, technology, and possible sale of one building), and (4) community connections (including building usage by outside groups and the possible impact that a consolidation might have on the surrounding communities). Each task force includes a representative from Session and at least one additional member from each congregation. The AC has offered to assist the task forces as needed, and one member of the AC has been present at most meetings of the property task force.

The findings of these task forces will be presented to both congregations at the end of May. Members of the congregations will have an opportunity to prayerfully consider the matter over the summer. A Town Hall meeting for both congregations will be held in September for further discussion. Congregational meetings are planned for October to vote on the possible consolidation.

We continue to invite your prayers for these congregations and their leaders as they wrestle with difficult questions and consider significant changes to their important and life-giving ministries.

Respectfully Submitted by

The AC for Delta Presbyterian Church (Lansing) and the First Presbyterian Church of Dimondale

Rev. Bill Pinches

Ruling Elder Heather Myer

Ruling Elder Tom Schaberg

This concludes the reports of the Administrative Commissions.

This concludes the Clerk's Report.

13. To receive the following report from the Commission on Ministry:

**REPORT of the COMMISSION ON MINISTRY
STATED MEETING of the PRESBYTERY of LAKE MICHIGAN
June 9, 2026**

Since the last Presbytery meeting, the COM Plenary has met once (May 12, 2026) for training and a meeting, and the East and West 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 February 2, 2026.
2. **A motion prevailed** to approve the minutes of the East and West Regions since the November 18, 2026, Plenary meeting.
3. **A motion prevailed** to approve the May 12, 2026, Regional Action Report.
4. **A motion prevailed** to recommend to the Presbytery of Lake Michigan to grant Rev. Janet Duggins (Portage Westminster) the status of Retired, effective June 30, 2026, and to celebrate her ministry at the June 9, 2026, stated meeting.
5. **A motion prevailed** to recommend to the Presbytery of Lake Michigan to grant Rev. Jerry Duggins (Portage Westminster) the status of Retired, effective June 30, 2026, and to celebrate his ministry at the June 9, 2026, stated meeting.
6. **A motion prevailed** to recommend to the Presbytery of Lake Michigan to commission Ruling Elder David Habicht (Buchanan First) to serve communion once per month at First Presbyterian Church of Marshall, MI, effective March 26, 2026.
7. **A motion prevailed** to accept Rev. Viktoria Berlik as a Member at Large of the Presbytery of Lake Michigan from Genesee Valley Presbytery effective April 23, 2026.
8. **A motion prevailed** to approve Mx. Susan Fennema (candidate under care of the RCA) and Rev. Chad Andrew Herring (Heartland Presbytery) be added to the pulpit supply list.
9. **A motion prevailed** to approve the current pulpit supply list.

10. **A motion prevailed** to approve the 2026 Terms of Call and Covenant Report with any necessary updates or corrections.
11. Battle Creek Westlake: **A motion prevailed** to recommend to the Presbytery that the Administrative Commission be dissolved and to have COM focus on the specified points of disorder.
12. Buchanan: **A motion prevailed** to approve the self-study. **A motion prevailed** to allow the formation of a PNC.
13. Coldwater First: **A motion prevailed** to appoint Rev. Steve Kaszar as moderator of their session effective February 26, 2026. **A motion prevailed** to appoint Rev. Annamarie Groenenboom to moderate the First Presbyterian Church of Coldwater, MI's Annual Congregational Meeting following the worship service on May 17, 2026.
14. Decatur First/Paw Paw First: **A motion prevailed** to write a letter of support to the Board of Pensions on behalf of Rev. Gail Monsma which would allow her to begin drawing monies from her Pension fund.
15. Grand Rapids North Park: **A motion prevailed** to request that Presbytery dissolve the pastoral relationship between North Park Presbyterian Church of Grand Rapids, MI, and Rev. Dr. Philomena Oforri-Nipaah effective March 8, 2026. Rev. Kristin Stroble and Rev. Jim Pollard completed an exit interview with the session on April 8, 2026. The Session requested to work with the Mediation Committee. Rev. Amber Nettleton, Rev. Stroble, and Rev. Ben Rumbaugh completed an exit interview with Rev. Oforri-Nipaah.
16. Kalamazoo First: **A motion prevailed** to approve the Interim Pastor MDP. Exit interviews with Rev. Dr. Seth Weeldreyer and the session were completed on February 25, 2026, by Rev. Cathy Hoop and Rev. Ben Rumbaugh. The Covenant of Closure was reviewed and signed.
17. Gregory Unadilla: **A motion prevailed** to appoint Rev. Dr. David Weber (Brooklyn) as moderator effective April 23, 2026.
18. Ionia First: **A motion prevailed** to approve the Covenant agreement between Rev. Dr. Chris Dorn and Ionia First as part-time (20 hour) pastor effective January 1, 2026 - December 31, 2026, pending the designation of a housing allowance.

Effective Salary:	\$54,102
BOP Pension:	\$5,951
Death & Disability:	\$541
BOP Medical:	\$11,370.84
Mileage:	\$1,500
Professional Development:	\$1,100
Professional Expenses:	\$300
Thirty (30) days vacation including four (4) Sundays	

Two (2) weeks professional development, including two (2) Sundays
Follow PLM Family and Medical Leave policy

19. Jackson Westminster: **A motion prevailed** to appoint Rev. Ben Rumbaugh as moderator of the May 13, 2026, session meeting of Jackson Westminster. **A motion prevailed** to appoint Rev. John Best (HR) as moderator for Jackson Westminster's Annual Congregational meeting on June 21, 2026.
20. Jonesville First: **A motion prevailed** to approve their MDP for a full time Interim Pastor.
21. Kalamazoo First: **A motion prevailed** to approve the MDP for an Interim Pastor.
22. Lake City First: **A motion prevailed** to approve the MDP for an Interim Pastor.
23. Lansing Delta: **A motion prevailed** to appoint Rev. Bill Pinches as the moderator of Lansing Delta's congregational meeting on March 22, 2026. Rev. Ben Rumbaugh abstained from that vote. **A motion prevailed** to approve the extension of the pastoral relationship between First Presbyterian Church of Dimondale and Delta Presbyterian Church and Rev. Ben Rumbaugh as full time designated pastor through June 1, 2027, with the following terms of call. Rev. Rumbaugh abstained from the vote.

Cash Salary:	\$56,173
Housing:	\$20,000
Pension Benefit:	\$7,617
Medical Coverage	\$13,330
Medical Reimbursement:	\$3,200
Professional Development	\$800
Professional Reimbursement:	\$500
Mileage:	\$200
30 days Vacation including 4 Sunday	
14 days Professional Development, including 2 Sundays	

24. Lansing First: **A motion prevailed** to approve the position description for a designated pastor.
25. Lansing North Westminster: **A motion prevailed** to appoint Rev. Laura Miller-Purrenhage as moderator of session effective March 18, 2026. **A motion prevailed** to approve the covenant agreement between North Westminster Presbyterian Church of Lansing, MI, and Rev. Laura Miller-Purrenhage as part-time (20 hours) Interim Pastor effective April 1, 2026 - March 31, 2027.

Cash Salary:	\$9,968
Housing Allowance:	\$23,208
Total Effective Salary:	\$33,176
Pension Benefits:	\$4,645
Life and Disability Insurance:	\$498

SECA Allowance:	\$2,538
Mileage:	\$1,000
Professional Development:	\$1,000
Books & Professional Expenses	\$1,000
Medical Expenses:	\$2,500
Laptop with camera and mouse	
Four (4) weeks of paid vacation including four (4) Sundays	
Two (2) weeks of Continuing Education/Professional Development including (2) Sundays, and is cumulative for three (3) years.	
Six (6) sick days	
Follow PLM Policy of Family and Medical Leave	

26. Okemos: **A motion prevailed** to approve the Pastoral Relationship between the Presbyterian Church of Okemos and Rev. Aaron Punt as full time Associate Pastor installed for an indefinite period effective July 15, 2026, should the way be clear. A housing allowance must be designated in the terms of call as well as an amount for reimbursed moving expenses.

Cash Salary:	\$31,000
Housing Allowance:	\$42,000
Total Effective Salary:	\$73,000
SECA Allowance:	\$5,585
Pension:	\$7,300
Medical (member + family)	\$34,975
Dental & Vision (member + family):	\$1,343
Continuing Education:	\$1,850
Ministry Expenses:	\$1,000
Mileage:	\$1,000
Moving Expenses	
Cell Phone	\$600
30 days of paid vacation to include 4 Sundays	
14 days of professional development to include 2 Sundays	
7 days of service to the greater church including 1 Sunday	
Follow PCO and PLM Family Leave Policy	
Sabbatical: 3 months after 7 years	

The COM recommends coaching and will help contribute to the cost for reliable, certified clergy coaching, acceptable by presbytery terms.

27. Paw Paw First/Decatur First: **A motion prevailed** to write a letter of support to the Board of Pensions on behalf of Rev. Gail Monsma to allow her to access a portion of her pension monies.

28. Plainwell First: **A motion prevailed** to appoint Rev. Pat Weatherwax (HR) as moderator for the July meeting of the session if she is willing and able.
29. Portage Westminster: **A motion prevailed** to approve the MDP with the note that they should work on their references by adding a reference who is not a pastor.

This concludes the report of the Commission on Ministry.

14. To receive the following report from the Commission on Preparation for Ministry:

**REPORT of the COMMISSION ON PREPARATION for MINISTRY
STATED MEETING of the PRESBYTERY of LAKE MICHIGAN
June 9, 2026**

The Commission met three times since the last Stated Meeting of the Presbytery. The Commission had regular stated meetings on March 24, 2026, and April 28, 2026, and May 26, 2026. The following report deals with 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 agenda and the February 24, 2026 minutes.
2. **A motion prevailed** to approve Mx. Joanna (previously J) Townley to take three ordination exams this spring.
3. **A motion prevailed** to accept Elder Steve Zeoli's forms 1b and 4.
4. **A motion prevailed** to approve the agenda and the minutes of March 24, 2026
5. **A motion prevailed** to approve the agenda and the minutes of April 28, 2026
6. CPM provided Mx. Joanna Townley with \$1,500 from the budget to help offset the cost of her summer Greek course.
7. CPM has started the practice of assigning two liaisons to each candidate/inquirer which has helped both the liaisons and the candidates/inquirers feel more supported and equipped.

This concludes the report of the Commission on Preparation for Ministry

This concludes the Consent Agenda

WORSHIP

Dr. Matt Aragon Bruce, along with several members of the Presbytery led the service of worship. Members of the Presbytery read Luke 15:1-32. Dr. Aragon Bruce preached a sermon entitled: "The Compassionate Father and the Two Lost Sons." During the sermon, Dr. Aragon Bruce opened with prayer. He described the historical and societal context of the parables and

expressed the importance of understanding scripture within its original context. He highlighted the pattern of loss followed by celebration within the parables. Dr. Aragon Bruce expressed that the main point of the parables is to witness God's radical love. He also described how the task of the church is to promote true reconciliation in a world that is often polarized and cheapens reconciliation and grace. The offering was designated to support Presbyterian Disaster Assistance, and \$1,075.27 was received. The Presbytery celebrated the Lord's Supper with the Rev. Mackenzie Jager presiding at the table.

The Presbytery recessed for a 17-minute break at 10:50 a.m. The meeting was reconvened at 11:07 a.m.

KEYNOTE

Dr. Matt Aragon Bruce, Director of the SOC Cultivating the Gift of Preaching Initiative, made the keynote presentation. He offered a review of PC(USA) structure and introduced the work of the Synod of the Covenant. He focused his presentation on the Cultivating the Gift of Preaching Initiative which is funded by a Lily endowment. Several individuals from the Presbytery have completed the program and Elder Tina Ronders (Brooklyn) and Mx. Orlando Totobesola (Buchanan First) offered recorded reflections on the impact of the program. The program is an 18 month commitment and includes two preaching camps at Alma College. Some of the topics covered in the program include reading Scripture, clearly communicating points and themes in a sermon, the role of imagination in preaching, different forms of sermons, and exegesis of congregations. The leaders of the program are considering adding a cohort for teaching elders who are early in their careers. Dr. Aragon Bruce is recruiting people for next year's group and encouraged commissioners to spread the word and pray that God continues to work through the program.

LEADERSHIP TEAM REPORT

Rev. Dr. Troy Hauser Brydon presented the following slate of nominations to the Nominating and Representation Committee:

Elder Linda Bieze (Westminster GR), Class of 2027

Rev. Jay Ayers (HR), Class of 2028

Elder Brian Koon (Lansing First), Class of 2028

After a time of discussion, **a motion prevailed** to elect the presented slate of nominees.

REPORT OF THE SYNOD OF THE COVENANT

Rev. Ruth-Aimée Belonni Rosario, SOC Associate Executive for Racial Justice, offered greetings on behalf of the Synod and Rev. Dr. Chip Hardwick (SOC Executive). She described several upcoming education and seminar opportunities including Christian Nationalism seminars, a speaking series on the Intersection of Art, Race, and Gender, Preaching Workshops, and a Lectionary Discussion Group, and Boundary training led by Rev. Dr. Fran Lane-Lawrence. She encouraged the Presbytery to attend the Covenant Gathering and Synod Presbyterian Women

Annual Gathering. She described how the construct of race impacts everyone and all people participate in it.

REPORT OF THE COMMISSION ON MINISTRY

Celebration of Retirement

Rev. Dr. John Best (HR) spoke on behalf of Revs. Janet and Jerry Duggins who retired after co-pastering Westminster Presbyterian Church in Portage, MI, for 26 years. Rev. Best highlighted their pastoral care, preaching, art ministry, ministry of hospitality, and work with racial equity. Rev. Best also expressed gratitude for their work on Presbytery committees and commissions. Rev. Ben Rumbaugh (Dimondale First/Lansing Delta) offered a prayer of thanksgiving and blessing for Revs. Janet and Jerry Duggins.

Recognition of Pastors New to the Presbytery

Rev. Rumbaugh recognized and introduced Rev. Laura Miller-Purenhage who serves as the Interim pastor for North Westminster Presbyterian Church in Lansing, MI, and Rev. Dr. Viktoria Berlik who is a Member at Large. Rev. Rumbaugh offered a prayer of blessing over their ministries.

Request for Dissolution of Administrative Commission for Battle Creek Westlake

Rev. Rumbaugh provided background information regarding the current situation at Battle Creek Westlake. The Administrative Commission for Battle Creek Westlake was initially appointed by the Presbytery on June 10, 2025, at the request of the session. The primary goal of the AC was to support the congregation in concluding its ministry and mission with care and integrity, and provide guidance and resolution to any issues of disorder it encounters. Due to increased giving and creative building use, the congregation is in a more stable financial position and requested the Administrative Commission be dismissed. The AC has not begun its work. Rev. Rumbaugh offered information about continued areas of disorder within the congregation. The COM will work with the congregation regarding the disorder but another AC may need to be appointed in the future. After a time of discussion, **a motion prevailed** to dismiss the Administrative Commission for Westlake Presbyterian Church of Battle Creek, MI.

MissionInsite

Rev. Rumbaugh offered information about the MissionInsite tool and encouraged congregations to utilize it. MissionInsite will provide training and webinars in the upcoming months.

REFLECTIONS ON THE ADMINISTRATIVE COMMISSION FOR FIRST PRESBYTERIAN CHURCH OF RICHLAND, MICHIGAN

Rev. Dan Anderson (Retired) thanked the members of the AC, the congregation, the session, and Rev. Calandra Nevenzel (Richland First) for the work they completed over the past 20 months. The members of the Presbytery celebrated the completion of the work of the AC and First Presbyterian Church of Richland, MI.

BUDGET AND FINANCE REPORT

Elder Beth Dyer (Kalamazoo First) described the budget creation process and encouraged all those who are completing Ministry Action Plans to submit them by June 19, 2026. Elder Dyer reported that the Presbytery audit for 2025 has been completed and was given a clean opinion. Holt First has also completed a successful capital campaign and now has a Presbyterian Investment and Loan Program loan to fund work on a new boiler and installation of solar panels.

REPORT OF THE ADMINISTRATIVE COMMISSION FOR FIRST PRESBYTERIAN CHURCHES OF DECATUR AND PAW PAW, MICHIGAN

Rev. Cathy Hoop celebrated the newly formed Pine Street Presbyterian Church. She recognized the work of Rev. Gail Monsma (Paw Paw First/Decatur First), the Pine Street Transition Team, and the Administrative Commission. Rev. Hoop offered details of plans moving forward including calling a congregational meeting to elect a new Nominating Committee. After a time of discussion, **a motion prevailed** to dissolve the corporations of the First Presbyterian Church of Decatur, MI and the First Presbyterian Church of Paw Paw, MI, when the way be clear, but no later than December 31, 2026. **A motion prevailed** with gratitude and appreciation to dismiss the Administrative Commission for the Merging of the First Presbyterian Churches of Decatur and Paw Paw, MI, when the way be clear, but not later than December 31, 2026. Members of the Presbytery had a time of celebration and Rev. Hoop offered a prayer of blessing over the new congregation.

REPORT OF THE YOUTH STRATEGIES COMMITTEE

Elder Jennifer Blackwell (Jackson First) presented the report on behalf of the Youth Strategies Committee. She described recent Middle and High School Retreats and encouraged members of the Presbytery to pray for youth attending the Montreat Youth Conference this summer. She highlighted several upcoming events including an Urban Plunge in the Fall. Mx. Riley Blackwell (Jackson First) offered her reflections on attending youth events within the Presbytery. Rev. Craig Kunkle (Sturgis First) invited youth from the Presbytery to attend a kayaking trip in July 2026.

PRESBYTERIAN INVESTMENT AND LOAN PROGRAM (PILP) UPDATE

Mx. Linda Sharp (PILP Relationship Manager) extended greetings from PILP and offered information about the resources available through PILP. She highlighted the different types of loans that are available to congregations. She encouraged members of the Presbytery to contact her with questions or needs.

ADJOURNMENT

The meeting was adjourned at 1:11 p.m. Elder Ben Boerkoel closed the meeting with prayer and the extinguishing of the Christ Candle.

**The next Presbytery meeting is scheduled for Saturday, September 12, 2026 at
First Presbyterian Church
8047 Church Street
Richland, MI 49083**

Attachment 1

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INDEPENDENT AUDITOR'S REPORT

Board of Trustees
Presbytery of Lake Michigan
Portage, Michigan

Opinion

We have audited the accompanying financial statements of the Presbytery of Lake Michigan (a nonprofit organization), which comprise the statement of financial position as of December 31, 2025, and the related statements of activities, functional expenses, and cash flows for the year then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the Presbytery of Lake Michigan as of December 31, 2025, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinions

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Presbytery of Lake Michigan, and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Presbytery's ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Presbytery's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Presbytery's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Prior Period Financial Statements

The 2024 financial statements were reviewed by us, and our report thereon, dated March 27, 2025, stated we were not aware of any material modifications that should be made to those financial statements for them to be in conformity with accounting principles generally accepted in the United States of America. However, a review is substantially less in scope than an audit and does not provide a basis for the expression of an opinion on the financial statements.

Sigfried Crandall P.C.

March 11, 2026

Attachment 2

Comprehensive Project Portfolio Overview - Q3 2024														
Project ID	Project Name	Phase	Timeline & Schedule			Financials			Resource Allocation			Performance & Metrics		
			Start Date	End Date	Duration (Days)	Budget (USD)	Actual Cost (USD)	Variance (USD)	Team Lead	Team Size	Team Composition	Progress (%)	Quality Score (1-5)	Risk Level
P001	Project Alpha: New Product Launch	Phase 1: Planning	2024-07-01	2024-08-15	45	\$120,000	\$118,500	\$1,500	John Doe	10	John Doe, Jane Smith, Mike Johnson, Sarah Lee, David Kim, Emily White, Frank Brown, Grace Green, Henry Black, Irene Grey	100%	4.8	Low
P002	Project Beta: System Upgrade	Phase 2: Development	2024-08-01	2024-09-30	60	\$180,000	\$182,000	-\$2,000	Jane Smith	12	Jane Smith, John Doe, Mike Johnson, Sarah Lee, David Kim, Emily White, Frank Brown, Grace Green, Henry Black, Irene Grey, James Blue, Karen Yellow	85%	4.5	Medium
P003	Project Gamma: Marketing Campaign	Phase 3: Execution	2024-09-01	2024-10-31	61	\$95,000	\$94,000	\$1,000	Mike Johnson	8	Mike Johnson, Sarah Lee, David Kim, Emily White, Frank Brown, Grace Green, Henry Black, Irene Grey, James Blue, Karen Yellow, Liam Purple	92%	4.7	Low
P004	Project Delta: Customer Support Portal	Phase 1: Planning	2024-07-15	2024-08-31	47	\$75,000	\$76,000	-\$1,000	Sarah Lee	6	Sarah Lee, David Kim, Emily White, Frank Brown, Grace Green, Henry Black, Irene Grey, James Blue, Karen Yellow, Liam Purple, Noah Pink	78%	4.6	Medium
P005	Project Epsilon: Data Analytics Platform	Phase 2: Development	2024-08-15	2024-11-15	92	\$250,000	\$255,000	-\$5,000	David Kim	15	David Kim, Emily White, Frank Brown, Grace Green, Henry Black, Irene Grey, James Blue, Karen Yellow, Liam Purple, Noah Pink, Olivia Brown, Peter White	60%	4.9	High
P006	Project Zeta: Mobile App Relaunch	Phase 3: Execution	2024-09-15	2024-12-15	91	\$110,000	\$109,000	\$1,000	Emily White	9	Emily White, Frank Brown, Grace Green, Henry Black, Irene Grey, James Blue, Karen Yellow, Liam Purple, Noah Pink, Olivia Brown, Peter White, Quinn Green	95%	4.7	Low
P007	Project Eta: Internal Audit System	Phase 1: Planning	2024-07-01	2024-08-31	52	\$60,000	\$61,000	-\$1,000	Frank Brown	5	Frank Brown, Grace Green, Henry Black, Irene Grey, James Blue, Karen Yellow, Liam Purple, Noah Pink, Olivia Brown, Peter White, Quinn Green, Ryan Red	82%	4.5	Medium
P008	Project Theta: HR System Integration	Phase 2: Development	2024-08-01	2024-10-31	92	\$130,000	\$132,000	-\$2,000	Grace Green	11	Grace Green, Henry Black, Irene Grey, James Blue, Karen Yellow, Liam Purple, Noah Pink, Olivia Brown, Peter White, Quinn Green, Ryan Red, Sophia Blue	70%	4.6	Medium
P009	Project Iota: Supply Chain Optimization	Phase 3: Execution	2024-09-01	2024-11-30	91	\$200,000	\$198,000	\$2,000	Henry Black	13	Henry Black, Irene Grey, James Blue, Karen Yellow, Liam Purple, Noah Pink, Olivia Brown, Peter White, Quinn Green, Ryan Red, Sophia Blue, Tyler Green	88%	4.8	High
P010	Project Kappa: New Market Entry	Phase 1: Planning	2024-07-15	2024-09-30	47	\$85,000	\$86,000	-\$1,000	Irene Grey	7	Irene Grey, James Blue, Karen Yellow, Liam Purple, Noah Pink, Olivia Brown, Peter White, Quinn Green, Ryan Red, Sophia Blue, Tyler Green, Victoria Yellow	75%	4.7	Medium
P011	Project Lambda: IT Infrastructure Upgrade	Phase 2: Development	2024-08-15	2024-11-15	92	\$160,000	\$162,000	-\$2,000	James Blue	14	James Blue, Karen Yellow, Liam Purple, Noah Pink, Olivia Brown, Peter White, Quinn Green, Ryan Red, Sophia Blue, Tyler Green, Victoria Yellow, William Grey	65%	4.9	High
P012	Project Mu: Customer Feedback Loop	Phase 3: Execution	2024-09-15	2024-12-15	91	\$55,000	\$54,000	\$1,000	Karen Yellow	4	Karen Yellow, Liam Purple, Noah Pink, Olivia Brown, Peter White, Quinn Green, Ryan Red, Sophia Blue, Tyler Green, Victoria Yellow, William Grey, Xavier Brown	90%	4.6	Low
P013	Project Nu: Compliance Automation	Phase 1: Planning	2024-07-01	2024-08-31	52	\$40,000	\$41,000	-\$1,000	Liam Purple	3	Liam Purple, Noah Pink, Olivia Brown, Peter White, Quinn Green, Ryan Red, Sophia Blue, Tyler Green, Victoria Yellow, William Grey, Xavier Brown, Yara Green	80%	4.5	Medium
P014	Project Xi: New Product Feature X	Phase 2: Development	2024-08-01	2024-10-31	92	\$100,000	\$101,000	-\$1,000	Noah Pink	10	Noah Pink, Olivia Brown, Peter White, Quinn Green, Ryan Red, Sophia Blue, Tyler Green, Victoria Yellow, William Grey, Xavier Brown, Yara Green, Zachary Blue	72%	4.8	Medium
P015	Project Omicron: Data Security Audit	Phase 3: Execution	2024-09-01	2024-11-30	91	\$70,000	\$69,000	\$1,000	Olivia Brown	5	Olivia Brown, Peter White, Quinn Green, Ryan Red, Sophia Blue, Tyler Green, Victoria Yellow, William Grey, Xavier Brown, Yara Green, Zachary Blue, Adam Grey	85%	4.7	Low
P016	Project Pi: Internal Training Program	Phase 1: Planning	2024-07-15	2024-09-30	47	\$30,000	\$31,000	-\$1,000	Peter White	2	Peter White, Quinn Green, Ryan Red, Sophia Blue, Tyler Green, Victoria Yellow, William Grey, Xavier Brown, Yara Green, Zachary Blue, Adam Grey, Ben Brown	70%	4.6	Medium
P017	Project Rho: New Vendor Onboarding	Phase 2: Development	2024-08-15	2024-10-31	77	\$50,000	\$52,000	-\$2,000	Quinn Green	4	Quinn Green, Ryan Red, Sophia Blue, Tyler Green, Victoria Yellow, William Grey, Xavier Brown, Yara Green, Zachary Blue, Adam Grey, Ben Brown, Chloe Yellow	60%	4.5	Medium
P018	Project Sigma: Customer Segmentation	Phase 3: Execution	2024-09-15	2024-12-15	91	\$65,000	\$64,000	\$1,000	Ryan Red	6	Ryan Red, Sophia Blue, Tyler Green, Victoria Yellow, William Grey, Xavier Brown, Yara Green, Zachary Blue, Adam Grey, Ben Brown, Chloe Yellow, Daniel Grey	88%	4.8	Low
P019	Project Tau: New Product Feature Y	Phase 1: Planning	2024-07-01	2024-08-31	52	\$90,000	\$91,000	-\$1,000	Sophia Blue	9	Sophia Blue, Tyler Green, Victoria Yellow, William Grey, Xavier Brown, Yara Green, Zachary Blue, Adam Grey, Ben Brown, Chloe Yellow, Daniel Grey, Ella Brown	75%	4.9	Medium
P020	Project Upsilon: System Security Patch	Phase 2: Development	2024-08-01	2024-10-31	92	\$45,000	\$46,000	-\$1,000	Tyler Green	3	Tyler Green, Victoria Yellow, William Grey, Xavier Brown, Yara Green, Zachary Blue, Adam Grey, Ben Brown, Chloe Yellow, Daniel Grey, Ella Brown, Frank Grey	80%	4.7	Medium
P021	Project Phi: New Market Entry	Phase 3: Execution	2024-09-01	2024-11-30	91	\$115,000	\$114,000	\$1,000	Victoria Yellow	8	Victoria Yellow, William Grey, Xavier Brown, Yara Green, Zachary Blue, Adam Grey, Ben Brown, Chloe Yellow, Daniel Grey, Ella Brown, Frank Grey, Grace Blue	92%	4.6	High
P022	Project Chi: Internal Audit System	Phase 1: Planning	2024-07-15	2024-09-30	47	\$55,000	\$56,000	-\$1,000	William Grey	4	William Grey, Xavier Brown, Yara Green, Zachary Blue, Adam Grey, Ben Brown, Chloe Yellow, Daniel Grey, Ella Brown, Frank Grey, Grace Blue, Henry Yellow	78%	4.5	Medium
P023	Project Psi: Customer Feedback Loop	Phase 2: Development	2024-08-15	2024-10-31	77	\$75,000	\$76,000	-\$1,000	Xavier Brown	6	Xavier Brown, Yara Green, Zachary Blue, Adam Grey, Ben Brown, Chloe Yellow, Daniel Grey, Ella Brown, Frank Grey, Grace Blue, Henry Yellow, Irene Grey	65%	4.8	Medium
P024	Project Omega: Data Security Audit	Phase 3: Execution	2024-09-15	2024-12-15	91	\$60,000	\$59,000	\$1,000	Yara Green	5	Yara Green, Zachary Blue, Adam Grey, Ben Brown, Chloe Yellow, Daniel Grey, Ella Brown, Frank Grey, Grace Blue, Henry Yellow, Irene Grey, James Blue	85%	4.7	Low
P025	Project A: New Product Feature Z	Phase 1: Planning	2024-07-01	2024-08-31	52	\$80,000	\$81,000	-\$1,000	Zachary Blue	7	Zachary Blue, Adam Grey, Ben Brown, Chloe Yellow, Daniel Grey, Ella Brown, Frank Grey, Grace Blue, Henry Yellow, Irene Grey, James Blue, Karen Yellow	70%	4.9	Medium
P026	Project B: System Security Patch	Phase 2: Development	2024-08-01	2024-10-31	92	\$35,000	\$36,000	-\$1,000	Adam Grey	2	Adam Grey, Ben Brown, Chloe Yellow, Daniel Grey, Ella Brown, Frank Grey, Grace Blue, Henry Yellow, Irene Grey, James Blue, Karen Yellow, Liam Purple	80%	4.6	Medium
P027	Project C: New Market Entry	Phase 3: Execution	2024-09-01	2024-11-30	91	\$105,000	\$104,000	\$1,000	Ben Brown	9	Ben Brown, Chloe Yellow, Daniel Grey, Ella Brown, Frank Grey, Grace Blue, Henry Yellow, Irene Grey, James Blue, Karen Yellow, Liam Purple, Noah Pink	90%	4.8	High
P028	Project D: Internal Audit System	Phase 1: Planning	2024-07-15	2024-09-30	47	\$40,000	\$41,000	-\$1,000	Chloe Yellow	3	Chloe Yellow, Daniel Grey, Ella Brown, Frank Grey, Grace Blue, Henry Yellow, Irene Grey, James Blue, Karen Yellow, Liam Purple, Noah Pink, Olivia Brown	75%	4.5	Medium
P029	Project E: Customer Feedback Loop	Phase 2: Development	2024-08-15	2024-10-31	77	\$65,000	\$66,000	-\$1,000	Daniel Grey	5	Daniel Grey, Ella Brown, Frank Grey, Grace Blue, Henry Yellow, Irene Grey, James Blue, Karen Yellow, Liam Purple, Noah Pink, Olivia Brown, Peter White	60%	4.7	Medium
P030	Project F: Data Security Audit	Phase 3: Execution	2024-09-15	2024-12-15	91	\$50,000	\$49,000	\$1,000	Ella Brown	4	Ella Brown, Frank Grey, Grace Blue, Henry Yellow, Irene Grey, James Blue, Karen Yellow, Liam Purple, Noah Pink, Olivia Brown, Peter White, Quinn Green	88%	4.6	Low
P031	Project G: New Product Feature Z	Phase 1: Planning	2024-07-01	2024-08-31	52	\$70,000	\$71,000	-\$1,000	Frank Grey	6	Frank Grey, Grace Blue, Henry Yellow, Irene Grey, James Blue, Karen Yellow, Liam Purple, Noah Pink, Olivia Brown, Peter White, Quinn Green, Ryan Red	70%	4.9	Medium
P032	Project H: System Security Patch	Phase 2: Development	2024-08-01	2024-10-31	92	\$25,000	\$26,000	-\$1,000	Grace Blue	2	Grace Blue, Henry Yellow, Irene Grey, James Blue, Karen Yellow, Liam Purple, Noah Pink, Olivia Brown, Peter White, Quinn Green, Ryan Red, Sophia Blue	80%	4.5	Medium
P033	Project I: New Market Entry	Phase 3: Execution	2024-09-01	2024-11-30	91	\$100,000	\$99,000	\$1,000	Henry Yellow	8	Henry Yellow, Irene Grey, James Blue, Karen Yellow, Liam Purple, Noah Pink, Olivia Brown, Peter White, Quinn Green, Ryan Red, Sophia Blue, Tyler Green	90%	4.8	High
P034	Project J: Internal Audit System	Phase 1: Planning	2024-07-15	2024-09-30	47	\$30,000	\$31,000	-\$1,000	Irene Grey	2	Irene Grey, James Blue, Karen Yellow, Liam Purple, Noah Pink, Olivia Brown, Peter White, Quinn Green, Ryan Red, Sophia Blue, Tyler Green, Victoria Yellow	75%	4.6	Medium
P035	Project K: Customer Feedback Loop	Phase 2: Development	2024-08-15	2024-10-31	77	\$55,000	\$56,000	-\$1,000	James Blue	4	James Blue, Karen Yellow, Liam Purple, Noah Pink, Olivia Brown, Peter White, Quinn Green, Ryan Red, Sophia Blue, Tyler Green, Victoria Yellow, William Grey	60%	4.7	Medium
P036	Project L: Data Security Audit	Phase 3: Execution	2024-09-15	2024-12-15	91	\$45,000	\$44,000	\$1,000	Karen Yellow	3	Karen Yellow, Liam Purple, Noah Pink, Olivia Brown, Peter White, Quinn Green, Ryan Red, Sophia Blue, Tyler Green, Victoria Yellow, William Grey, Xavier Brown	85%	4.5	Low
P037	Project M: New Product Feature Z	Phase 1: Planning	2024-07-01	2024-08-31	52	\$60,000	\$61,000	-\$1,000	Liam Purple	5	Liam Purple, Noah Pink, Olivia Brown, Peter White, Quinn Green, Ryan Red, Sophia Blue, Tyler Green, Victoria Yellow, William Grey, Xavier Brown, Yara Green	70%	4.9	Medium
P038	Project N: System Security Patch	Phase 2: Development	2024-08-01	2024-10-31	92	\$20,000	\$21,000	-\$1,000	Noah Pink	1	Noah Pink, Olivia Brown, Peter White, Quinn Green, Ryan Red, Sophia Blue, Tyler Green, Victoria Yellow, William Grey, Xavier Brown, Yara Green, Zachary Blue	80%	4.6	Medium
P039	Project O: New Market Entry	Phase 3: Execution	2024-09-01	2024-11-30	91	\$95,000	\$94,000	\$1,000	Olivia Brown	7	Olivia Brown, Peter White, Quinn Green, Ryan Red, Sophia Blue, Tyler Green, Victoria Yellow, William Grey, Xavier Brown, Yara Green, Zachary Blue, Adam Grey	90%	4.8	High
P040	Project P: Internal Audit System	Phase 1: Planning	2024-07-15	2024-09-30	47	\$25,000	\$26,000	-\$1,000	Peter White	1	Peter White, Quinn Green, Ryan Red, Sophia Blue, Tyler Green, Victoria Yellow, William Grey, Xavier Brown, Yara Green, Zachary Blue, Adam Grey, Ben Brown	75%	4.5	Medium
P041	Project Q: Customer Feedback Loop	Phase 2: Development	2024-08-15	2024-10-31	77	\$50,000	\$51,000	-\$1,000	Quinn Green	3	Quinn Green, Ryan Red, Sophia Blue, Tyler Green, Victoria Yellow, William Grey, Xavier Brown, Yara Green, Zachary Blue, Adam Grey, Ben Brown, Chloe Yellow	60%	4.7	Medium
P042	Project R: Data Security Audit	Phase 3: Execution	2024-09-15	2024-12-15	91	\$35,000	\$34,000	\$1,000	Ryan Red	2	Ryan Red, Sophia Blue, Tyler Green, Victoria Yellow, William Grey, Xavier Brown, Yara Green, Zachary Blue, Adam Grey, Ben Brown, Chloe Yellow, Daniel Grey	85%	4.6	Low
P043	Project S: New Product Feature Z	Phase 1: Planning	2024-07-01	2024-08-31	52	\$55,000	\$56,000	-\$1,000	Sophia Blue	4	Sophia Blue, Tyler Green, Victoria Yellow, William Grey, Xavier Brown, Yara Green, Zachary Blue, Adam Grey, Ben Brown, Chloe Yellow, Daniel Grey, Ella Brown	70%	4.9	Medium
P044	Project T: System Security Patch	Phase 2: Development	2024-08-01	2024-10-31	92	\$15,000	\$16,000	-\$1,000	Tyler Green	1	Tyler Green, Victoria Yellow, William Grey, Xavier Brown, Yara Green, Zachary Blue, Adam Grey, Ben Brown, Chloe Yellow, Daniel Grey, Ella Brown, Frank Grey	80%	4.5	Medium
P045	Project U: New Market Entry	Phase 3: Execution	2024-09-01	2024-11-30	91	\$90,000	\$89,000	\$1,000	Victoria Yellow	6	Victoria Yellow, William Grey, Xavier Brown, Yara Green, Zachary Blue, Adam Grey, Ben Brown, Chloe Yellow, Daniel Grey, Ella Brown, Frank Grey, Grace Blue	90%	4.8	High
P046	Project V: Internal Audit System	Phase 1: Planning	2024-07-15	2024-09-30	47	\$20,000	\$21,000	-\$1,000	William Grey	1	William Grey, Xavier Brown, Yara Green, Zachary Blue, Adam Grey, Ben Brown, Chloe Yellow, Daniel Grey, Ella Brown, Frank Grey, Grace Blue, Henry Yellow	75%	4.6	Medium
P047	Project W: Customer Feedback Loop	Phase 2: Development	2024-08-15	2024-10-31	77	\$40,000	\$41,000	-\$1,000	Xavier Brown	2	Xavier Brown, Yara Green, Zachary Blue, Adam Grey, Ben Brown, Chloe Yellow, Daniel Grey, Ella Brown, Frank Grey, Grace Blue, Henry Yellow, Irene Grey	60%	4.7	Medium
P048	Project X: Data Security Audit	Phase 3: Execution	2024-09-15	2024-12-15	91	\$30,000	\$29,000	\$1,000	Yara Green	1	Yara Green, Zachary Blue, Adam Grey, Ben Brown, Chloe Yellow, Daniel Grey, Ella Brown, Frank Grey, Grace Blue, Henry Yellow, Irene Grey, James Blue	85%	4.5	Low
P049	Project Y: New Product Feature Z	Phase 1: Planning	2024-07-01	2024-08-31	52	\$45,000	\$46,000	-\$1,000	Zachary Blue	3	Zachary Blue, Adam Grey, Ben Brown, Chloe Yellow, Daniel Grey, Ella Brown, Frank Grey, Grace Blue, Henry Yellow, Irene Grey, James Blue, Karen Yellow	70%	4.9	Medium
P050	Project Z: System Security Patch	Phase 2: Development	2024-08-01	2024-10-31	92	\$10,000	\$11,000	-\$1,000	Adam Grey	0	Adam Grey, Ben Brown, Chloe Yellow, Daniel Grey, Ella Brown, Frank Grey, Grace Blue, Henry Yellow, Irene Grey, James Blue, Karen Yellow, Liam Purple	80%	4.6	Medium