

Approved: September 23, 2011

MINUTES OF THE
BOARD OF DIRECTORS

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

Louisville, Kentucky
April 1, 2011

As Recorded by the Staff of the
Office of the General Assembly
100 Witherspoon Street
Louisville, KY 40202

**Minutes of the
Board of Directors
Presbyterian Church (U.S.A.)
A Corporation, and Its Constituent Corporations
Louisville, Kentucky
April 1, 2011**

OPENING

The regular business meeting of the Board of Directors of the Presbyterian Church (U.S.A.), A Corporation, and Its Constituent Corporations, was convened at 8:47 a.m. on April 1, 2011, with prayer led by Michael Kruse in the Crystal Ballroom of the Brown Hotel in Louisville, Kentucky.

ROLL CALL

Kerry Clements, Associate Stated Clerk, Office of the General Assembly, called the roll by naming the absentees and reporting requests to be excused.

The Following Members of the General Assembly Council Present for All or Part of the Time Were: Elder Clarence Antioquia, Elder Cynthia Bolbach, Elder Teresa Bryce, The Reverend Arthur Canada, Elder William Capel, The Reverend Orlando Carr, Elder Dhyhan Cassie, Elder Nancy Caudel, The Reverend Clark Cowden, Elder Jean Demmler, The Reverend Melissa DeRosia, Elder Jan Dowlearn, The Reverend Susan J. Ezell, Elder Alan D. Ford, The Reverend Roger Gench, The Reverend Thomas W. Gillespie, The Reverend Jack Hodges, Elder Robert James, The Reverend Aleida Jernigan, Elder LaVert W. Jones, Elder Michael W. Kruse, Elder Jacquelin J. Lyman, Elder Janet Martin, Elder Carolyn M. McLarnan, The Reverend Cruz Negron-Torres, The Reverend Reginald V. Parsons, Elder Cathryn C. Piekarski, Elder Kears Pollock, Elder Ethan R-C Powell, Elder Heath Rada, The Reverend Bruce Reyes-Chow Elder Marta Rodriguez, Elder Noelle Royer, The Reverend Matthew Schramm, Elder Joyce A. Smith, Elder Glen Snider, and Elder Connie Tubb.

The Following Ecumenical Advisory Members Present for All or Part of the Time Were: The Reverend Philip Hougen and The Reverend Michael Kinnamon.

Corresponding: Elder Gloria Albrecht, The Reverend William Carl III, The Reverend Stephen Hsieh, The Reverend Jay Hudson, Elder Leah Johnson, Elder Marc Lewis, The Reverend Gradye Parsons, Elder Belinda Rice, The Reverend Tom Taylor, and Elder Linda B. Valentine.

The Following Deputy Executive Directors Present for All or Part of the Time Were: Elder Joey Bailey, The Reverend Roger Dermody, and Elder Karen L. Schmidt.

The Following Members of the General Assembly Council Staff (Offices of the Executive Director and the Executive Administrator) Present for All or Part of the Time Were: Susan Abraham (Ms.), Martha Clark (Ms.), Dana Dages (Ms.), Elder April Davenport, Debbie Gardiner (Ms.), Elder Courtney Hoekstra, Elder Michael Kirk, and Elder Vince Patton.

The Following Invited Participants, Guests, Observers, and Staff Present for All or Part of the Time Were: Elder James R. Ackley, Terri Bate (Ms.), Elder Gary L. Batty, Elder Amgad Beblawi, Beneva Bibbs (Ms.), The Reverend Tod Bolsinger, Elder Marie Bowen, The Reverend Bob Brashear, Elder Rob Bullock, Sylvia Carter (Ms.), The Reverend Molly Casteel, The Reverend Tom Chadwick, Elder Perry Chang, The Reverend Kerry Clements, Barry Creech (Mr.), The Reverend David Crittenden, The Reverend Brian Ellison, The Reverend Carmen Fowler, The Reverend Hunter Farrell, Elder Brian Frick, Teresa Grant (Ms.), Carol Hartmann (Ms.), The Reverend Thomas Hay, The Reverend Lee Hinson-Hasty, The Reverend Eric Hoey, The Reverend Jill Hudson, The Reverend Rhashell Hunter, The Reverend Chris Iosso, Paula Kinkaid (Ms.), Elder Mei-Hui Lai, Clare Lewis (Ms.), The Reverend Joyce Lieberman, Elder Sara Lisherness, Elder Samuel

Locke, Elder Philip Lotspeich, Elder Jack Marcum, Elder Alma-Jeun Marion, The Reverend Sterling Morse, The Reverend Marcia Clark Myers, Dianna Ott (Ms.), Elder Jim Rissler, Lisa Robbins (Ms.), The Reverend Bill Somplatsky-Jarman, Leslie Scanlon (Ms.), Elder Jack Shelver, Alejandra Sherman (Ms.), Elder Valerie Small, Dottie Smith (Ms.), Becca Snipp (Ms.), Tim Stepp (Mr.), Judson Taylor (Mr.), The Reverend Karl Travis, Elder Kitty Ufford-Chase, Elder Rick Ufford-Chase, The Reverend Jerry Van Marter, The Reverend Jane Searjant Watt, The Reverend Charles Wiley, Elder Chris Wolf, Elder Alice Wyatt, and The Reverend Bill Young.

The Following Officers of the Corporation Were Present:

Michael Kruse	Chair
Carolyn McLarnan	Vice Chair
Joey B. Bailey	Executive Vice President/Chief Financial Officer
Karen L. Schmidt	Executive Vice President
Roger Dermody	Executive Vice President
Dorothy J. Smith	Vice President and Treasurer
Denise Hampton	Vice President and Controller
Michael K. Kirk	Assistant Secretary
April Davenport	Assistant Secretary
Timothy Quinn	Assistant Treasurer

Upon motion from the floor, the Board of Directors **VOTED** to excuse the following officers of the corporation: Linda Valentine (President) and Martha Clark (Vice President and Secretary).

Upon motion from the floor, the Board of Directors **VOTED** to excuse the following members from this meeting: Elder Steve Aeschbacher, Elder Robert Brink and The Reverend Rachel Mihee Kim-Kort; and corresponding member: Elder Robb Maggs and The Reverend Nancy Muth.

QUORUM

A quorum was declared present for the transaction of business.

Designated Clements Secretary Pro-Tem

Upon motion from the floor, the Board of Directors **VOTED** to designate Kerry S. Clements as Secretary Pro Tem during this meeting.

REPORT OF CORPORATE PROPERTY, LEGAL, AND FINANCE COMMITTEE

A report of recommended corporate actions taken by the Stewardship Committee, acting as the corporate Property, Legal, and Finance Committee, was presented by Michael Kruse, chair, and received by the Board.

The Board of Directors **VOTED** to approve the adoption of the following consent agenda items 1–7 (listed below) from the report of recommended corporate actions taken by the Stewardship Committee, acting as the corporate Property, Legal, and Finance Committee, as follows:

1. Approve the October 8, 2010 Minutes of the Board of Directors of Presbyterian Church (U.S.A.), A Corporation and Its Constituent Corporations (distributed via GAMC website).
2. RESOLVED, that the Board of Directors of the Presbyterian Church (U.S.A.), A Corporation (“A Corp.”) accept the donation of property currently named the “Ghost Ranch Piedra Lumbre Visitor’s Center” as a donation from the government of the United States (“U.S.A.”), to be received as property of the A Corp. if it is determined that the property is free of encumbrances and liens and if it has no environmental hazards and/or easements that cause the A Corp. to decline the gift.

3. RESOLVED, that the Board of Directors of the Presbyterian Church (U.S.A.), A Corporation ("Corporation") and its constituent corporations, including The Hubbard Press, approve amending the Articles of Incorporation of The Hubbard Press, an Ohio nonprofit corporation so the principal office is 50 West Broad Street, Suite 1800, Columbus, Ohio 43215, Franklin County.

4. RESOLVED, that the following positions be and hereby are granted the authority to bind the Presbyterian Church (U.S.A.), A Corporation in all contracts calling for the payment of Ten Thousand Dollars (\$10,000.00) or less.

- Associate Director, Global Discipleship
- Associate Director, Mission Effectiveness and Administration
- Co-director, Stony Point Center
- Coordinator, Church Financial Campaign Service
- Coordinator, Executive Office and Policy Communications
- Coordinator, Middle Governing Bodies
- Coordinator, Operations and Administration, World Mission
- Coordinator, Research Services
- Director, Compassion, Peace and Justice
- Director, Creative Services
- Director, Evangelism and Church Growth
- Director, Funds Development Ministry
- Director, Mission Communications
- Director, Office of Vocation
- Director, Racial Ethnic and Women's Ministries/PW
- Director, Stewardship
- Director, Theology, Worship, and Education
- Director, World Mission
- Director of Programs, Ghost Ranch, Santa Fe
- Director of Operations, Ghost Ranch, Abiquiu
- Executive Assistant to Deputy Executive Director for Mission
- Executive Associate, Office of the Executive Director
- Executive Director, Ghost Ranch
- Manager, Relationship Development Operations
- Project Manager, CFD Administration
- Publisher, Theology, Worship, and Education
- Sr. Coordinator of Mission Resources

5. RESOLVED, that the Director, World Mission be named "designated representative" for the Cuba travel program of the Presbyterian Church (U.S.A.), A Corporation ("PCUSA") to comply with the Cuban Assets Control Regulations; and

FURTHER RESOLVED, that the Coordinator, Operations and Administration, World Mission be named as the alternate "designated representative" empowered to act in the stead of Director, World Mission in the event that the Director, World Mission is unable to act when needed.

6. RESOLVED, that the attached housing allowance designations (Attachment C) are ratified; AND further that 40 percent of the salary of every Minister of the Word and Sacrament on the exempt staff, regardless of when hired, is hereby designated for the current year unless otherwise specifically provided (via an express amount listed); AND further that these

housing allowance designations are approved for 2011 and all future years unless otherwise provided by the Corporation; AND further that these be attached to the official copy of the minutes (maintained by the corporate secretary) with the designated dollar amounts.

7. RESOLVED, that the Financial Institution names above, at any one or more of its offices or branches be and it hereby is designated as a Financial Institution of and depository for the funds of this Corporation, which may be withdrawn on checks, drafts, advices of debit, notes or other orders for the payment of monies (including electronic orders) bearing the signature of, or as otherwise authorized by, any one (1) of the following officers, employees or agents of this Corporation (“Agents”), whose actual signatures are shown below:

President – Linda Valentine
Executive Vice President, CFO – Joey Bailey
Executive Vice President – Vince Patton
Vice President/Secretary – Martha Clark
Assistant Secretary – April Davenport
Director of Administration – John Wood
Associate for Administration – Takiyah Myatt
Executive Director – Frederick J. Heuser

FURTHER RESOLVED, the Agents, whose names and signature appear above, are hereby authorized to open and maintain a deposit account or accounts of the Corporation with the Financial Institution, subject to the terms and conditions in the applicable Account agreement(s), as may be amended from time to time.

FURTHER RESOLVED, that the Financial Institution is hereby directed to accept and pay without further inquiry any item or payment order drawn against any of the Corporation’s accounts with the Financial Institution bearing the signature of or as otherwise authorized by any such Agents even though drawn or endorsed to the order of any Agent signing or tendered by such Agent for cashing or in payment of the individual obligation of such Agent or for deposit to the Agent’s personal account, and the Financial Institution shall not be required or be under any obligation to inquire as to the circumstances of the issue or use of any item signed, or payment order authorize, in accordance with the resolutions contained herein, or the application or disposition of such item or the proceeds of the item.

FURTHER RESOLVED, that any one of such Agents is authorized to endorse all checks, drafts, notes and other items payable to or owned by this Corporation for deposit with the financial Institution, or for collection or discount by the Financial Institution, and to accept drafts and other items payable at the financial Institution.

FURTHER RESOLVED, that the Bank is authorized to conduct Debit Card/ATM Card transactions in accordance with Financial Institution’s Visa Debit Card Application and Agreement for Businesses.

FURTHER RESOLVED, that the above named agents are authorized and empowered to execute such other agreements, including, but not limited to, special depository agreements and arrangements regarding the manner, conditions or purposes for which funds, checks or items of the Corporation may be deposited, collected, or withdrawn and to perform such other acts as they deem reasonably necessary to carry out the provisions of these resolutions.

FURTHER RESOLVED, that the authority hereby conferred upon the above named Agents shall be and remains in full force and effect until written notice of the revocation thereof

shall have been delivered to and received by the Financial Institution at the location where an account is maintained and Financial Institution has had a reasonable period of time to act upon such notice.

The following action came as a recommendation from the Evangelism Mission Committee.

The Board of Directors **VOTED** to approve the following resolution:

RESOLVED, that the Board of Directors of the Presbyterian Church (U.S.A.), A Corporation ("Corporation") and its constituent corporations, including the Commission on Ecumenical Mission and Relations of the Presbyterian Church (U.S.A.) ("COEMAR"), hereby rescinds, effective upon the adoption of this Resolution, all prior actions taken by COEMAR and any of its Missions (i.e., Shandong Mission) or Mission Stations in China to designate income from the Shantung College Fund, Fund Number 52492 held at the Presbyterian Church (U.S.A.) Foundation in the following manner

For the purpose of defraying the operating expenses of Chung Chi College

and replaces the prior board designations on the use of income with the following designation

For the benefit of Shandong Seminary in China as deemed prudent by the World Mission Ministry Area or its successor.

A copy of the report of the Stewardship Committee, acting as the corporate Property, Legal, and Finance Committee, is found in Attachment A and a copy of the report of the Evangelism Committee Mission Committee is found in Attachment B.

ADJOURN

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

There being no further business for consideration, the meeting of the Board of Directors of the Presbyterian Church (U.S.A.), A Corporation and Its Constituent Corporations, was adjourned at 8:54 a.m. with prayer offered by Michael Kruse.

Respectfully Submitted,

Kerry Clements
Secretary Pro Tem

Attachment A: Corporate Property, Legal, and Finance Committee Report
Attachment B: Evangelism Mission Committee Report
Attachment C: Manse Allowance List

Report G.001
Presbyterian Church (U.S.A.), A Corporation
General Assembly Mission Council
April 1, 2011

The Stewardship Committee, acting as the corporate Property, Legal, and Finance Committee, met March 30 and 31, 2011 and reviewed and approved the following. These items are recommended to the Board of Directors of the Presbyterian Church (U.S.A.), A Corporation and Its Constituent Corporations for its review and adoption:

FOR CONSENT:

1. Approve the October 8, 2010 Minutes of the Board of Directors of Presbyterian Church (U.S.A.), A Corporation and Its Constituent Corporations (distributed via GAMC website).
2. RESOLVED, that the Board of Directors of the Presbyterian Church (U.S.A.), A Corporation ("A Corp.") accept the donation of property currently named the "Ghost Ranch Piedra Lumbre Visitor's Center" as a donation from the government of the United States ("U.S.A."), to be received as property of the A Corp. if it is determined that the property is free of encumbrances and liens and if it has no environmental hazards and/or easements that cause the A Corp. to decline the gift.
3. RESOLVED, that the Board of Directors of the Presbyterian Church (U.S.A.), A Corporation ("Corporation") and its constituent corporations, including The Hubbard Press, approve amending the Articles of Incorporation of The Hubbard Press, an Ohio nonprofit corporation so the principal office is 50 West Broad Street, Suite 1800, Columbus, Ohio 43215, Franklin County.
4. RESOLVED, that the following positions be and hereby are granted the authority to bind the Presbyterian Church (U.S.A.), A Corporation in all contracts calling for the payment of Ten Thousand Dollars (\$10,000.00) or less.
 - Associate Director, Global Discipleship
 - Associate Director, Mission Effectiveness and Administration
 - Co-director, Stony Point Center
 - Coordinator, Church Financial Campaign Service
 - Coordinator, Executive Office and Policy Communications
 - Coordinator, Middle Governing Bodies
 - Coordinator, Operations and Administration, World Mission
 - Coordinator, Research Services
 - Director, Compassion, Peace and Justice
 - Director, Creative Services
 - Director, Evangelism and Church Growth
 - Director, Funds Development Ministry
 - Director, Mission Communications
 - Director, Office of Vocation
 - Director, Racial Ethnic and Women's Ministries/PW
 - Director, Stewardship
 - Director, Theology, Worship, and Education
 - Director, World Mission
 - Director of Programs, Ghost Ranch, Santa Fe
 - Director of Operations, Ghost Ranch, Abiquiu
 - Executive Assistant to Deputy Executive Director for Mission
 - Executive Associate, Office of the Executive Director
 - Executive Director, Ghost Ranch

Manager, Relationship Development Operations
Project Manager, CFD Administration
Publisher, Theology, Worship, and Education
Sr. Coordinator of Mission Resources

5. RESOLVED, that the Director, World Mission be named “designated representative” for the Cuba travel program of the Presbyterian Church (U.S.A.), A Corporation (“PCUSA”) to comply with the Cuban Assets Control Regulations; and

FURTHER RESOLVED, that the Coordinator, Operations and Administration, World Mission be named as the alternate “designated representative” empowered to act in the stead of Director, World Mission in the event that the Director, World Mission is unable to act when needed.

6. RESOLVED, that the attached housing allowance designations (Attachment C) are ratified; AND further that 40 percent of the salary of every Minister of the Word and Sacrament on the exempt staff, regardless of when hired, is hereby designated for the current year unless otherwise specifically provided (via an express amount listed); AND further that these housing allowance designations are approved for 2011 and all future years unless otherwise provided by the Corporation; AND further that these be attached to the official copy of the minutes (maintained by the corporate secretary) with the designated dollar amounts.

7. RESOLVED, that the Financial Institution names above, at any one or more of its offices or branches be and it hereby is designated as a Financial Institution of and depository for the funds of this Corporation, which may be withdrawn on checks, drafts, advices of debit, notes or other orders for the payment of monies (including electronic orders) bearing the signature of, or as otherwise authorized by, any one (1) of the following officers, employees or agents of this Corporation (“Agents”), whose actual signatures are shown below:

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Executive Director – Frederick J. Heuser

FURTHER RESOLVED, the Agents, whose names and signature appear above, are hereby authorized to open and maintain a deposit account or accounts of the Corporation with the Financial Institution, subject to the terms and conditions in the applicable Account agreement(s), as may be amended from time to time.

FURTHER RESOLVED, that the Financial Institution is hereby directed to accept and pay without further inquiry any item or payment order drawn against any of the Corporation’s accounts with the Financial Institution bearing the signature of or as otherwise authorized by any such Agents even though drawn or endorsed to the order of any Agent signing or tendered by such Agent for cashing or in payment of the individual obligation of such Agent or for deposit to the Agent’s personal account, and the Financial Institution shall not be required or be under any obligation to inquire as to the circumstances of the issue or use of any item signed, or payment order authorize, in accordance with the resolutions contained herein, or the application or disposition of such item or the proceeds of the item.

FURTHER RESOLVED, that any one of such Agents is authorized to endorse all checks, drafts, notes and other items payable to or owned by this Corporation for deposit with the financial Institution, or for

collection or discount by the Financial Institution, and to accept drafts and other items payable at the financial Institution.

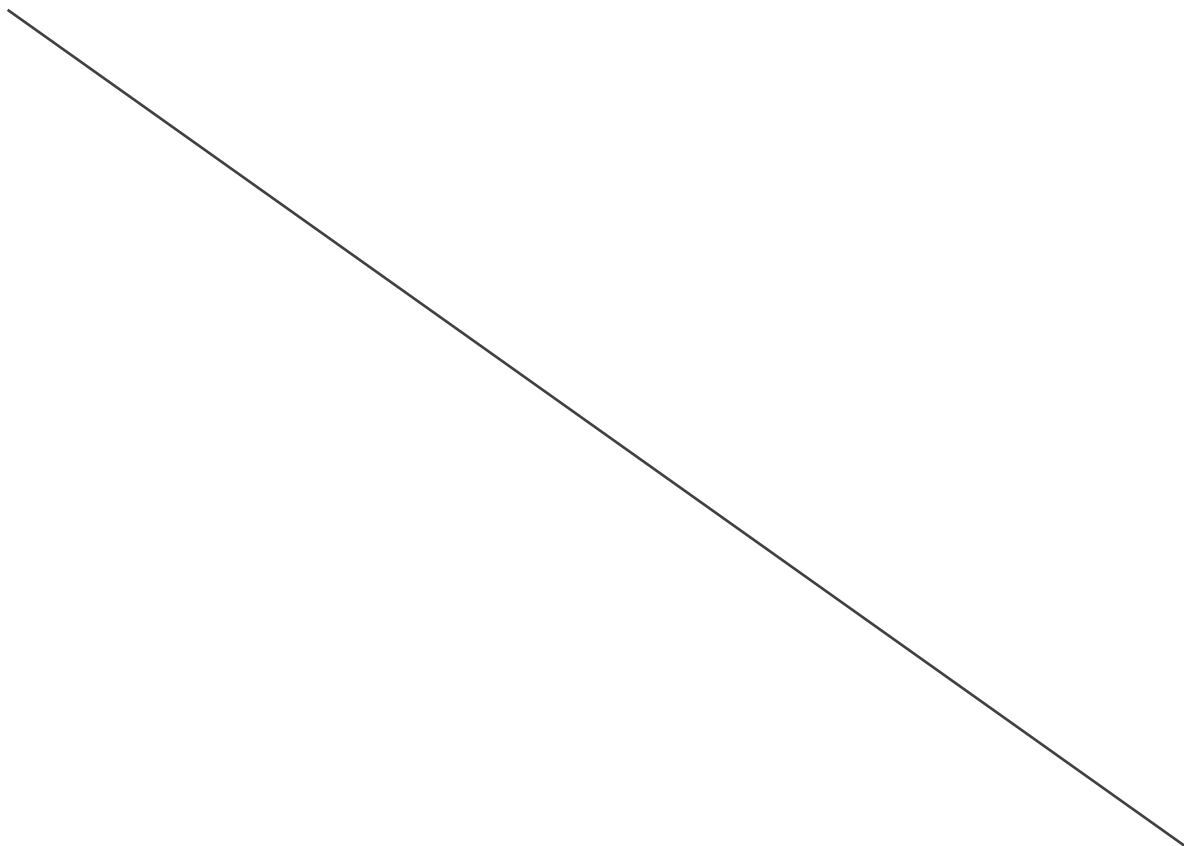
FURTHER RESOLVED, that the Bank is authorized to conduct Debit Card/ATM Card transactions in accordance with Financial Institution's Visa Debit Card Application and Agreement for Businesses.

FURTHER RESOLVED, that the above named agents are authorized and empowered to execute such other agreements, including, but not limited to, special depository agreements and arrangements regarding the manner, conditions or purposes for which funds, checks or items of the Corporation may be deposited, collected, or withdrawn and to perform such other acts as they deem reasonably necessary to carry out the provisions of these resolutions.

FURTHER RESOLVED, that the authority hereby conferred upon the above named Agents shall be and remains in full force and effect until written notice of the revocation thereof shall have been delivered to and received by the Financial Institution at the location where an account is maintained and Financial Institution has had a reasonable period of time to act upon such notice.

Note regarding resolution 5 concerning housing allowance designations:

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



Report A.001
Evangelism Mission Committee
General Assembly Mission Council
March 30-31, 2011

The Evangelism Mission Committee met March 30-31, 2011 in Louisville, KY and forwards the following to the General Assembly Mission Council:

I. Consent Agenda: No items

II. For Action:

- A. The Evangelism Mission Committee approved and recommends that the General Assembly Mission Council receive and approve the following outstanding New Church Developments as the 2011 Walton Award Recipients which were selected and recommended by the Mission Development Resources Committee at its March 16, 2011 meeting to each receive a one-time \$40,000 award.
1. Temecula Valley Korean Presbyterian Church, Riverside Presbytery, Synod of Southern California and Hawaii, Wildomar, CA
 2. Mision Hispana El Buen Pastor, Salem Presbytery, Synod of the Mid-Atlantic, Winston-Salem, NC
 3. Chapel in the Pines Presbyterian Church, Salem Presbytery, Synod of the Mid-Atlantic, Chapel Hill, NC
 4. Covenant Fellowship Presbyterian Church, Redwoods Presbytery, Synod of the Pacific, Santa Rosa, CA
 5. Grace Presbyterian Church, Cherokee Presbytery, Synod of South Atlantic, Dawsonville, GA

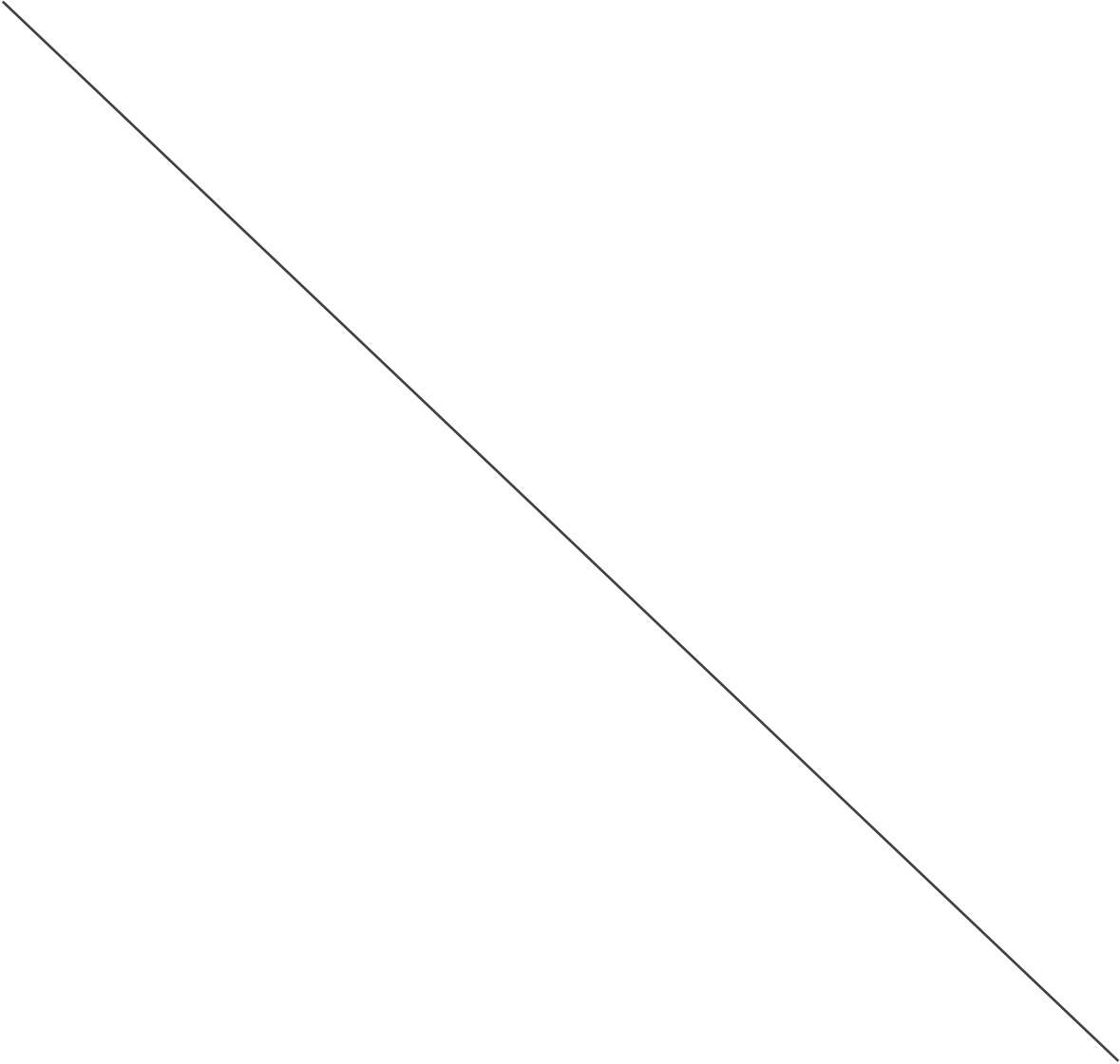
III. For Information:

- A. The Evangelism Mission Committee VOTED to elect Matthew Schramm as its Chair and Melissa DeRosia as its Vice-Chair for 2011-2012.
- B. The Evangelism Mission Committee reviewed the agenda for the meeting and VOTED to adopt it.
- C. The Evangelism Mission Committee VOTED to approve the Evangelism Mission Committee Minutes of October 7, 2010.
- D. The Evangelism Mission Committee approved and recommends to the Board of Directors of the Presbyterian Church (U.S.A.), A Corporation and its constituent corporations the adoption of the following resolution:

RESOLVED, that the Board of Directors of the Presbyterian Church (U.S.A.), A Corporation ("Corporation") and its constituent corporations, including the Commission on Ecumenical Mission and Relations of the Presbyterian Church (U.S.A.) ("COEMAR"), hereby rescinds, effective upon the adoption of this Resolution, all prior actions taken by COEMAR and any of its Missions (i.e., Shandong Mission) or Mission Stations in China to designate income from the Shantung College Fund, Fund Number 52492 held at the Presbyterian Church (U.S.A.) Foundation in the following manner

1. For the purpose of defraying the operating expenses of Chung Chi College and replaces the prior board designations on the use of income with the following designation
2. For the benefit of Shandong Seminary in China as deemed prudent by the World Mission Ministry Area or its successor.

E. In a joint session with the Stewardship committee, the following items were discussed:

- Stony Point Center Three-Year Update
 - Ghost Ranch Administrative Update March 2011
 - 2010 World Mission Funds Development Report
- 

MINISTER EMPLOYEES AT PRESBYTERIAN CENTER & CONFERENCE CENTERS

<u>Employee</u>	<u>2011 Annual Manse</u>
Braaksma, Debra Ann	16,880.00
Brown, Jonathan M.	15,000.00
Cargal, Timothy B	31,500.00
Casteel, Molly N	24,150.00
Chai, David H.	25,800.00
Chapman, Jon T.	29,198.00
Clements, Kerry S.	26,100.00
Crittenden, David D.	35,000.00
Dermody Jr, Roger A.	75,600.00
Ellis, Robert L.	28,750.00
Enders Odom, Emily J.	15,000.00
Ensign-George, Barry A.	23,930.00
Farrell, Bennett H.	17,200.00
Fox, Edward Q.	49,000.00
Galvan-Valle, Marissa I.	10,380.00
Gambrell, David P.	12,468.00
Girgis, Raafat S.	33,600.00
Gnatuk, Wayne A.	9,852.00
Hay, Thomas D.	32,132.00
Herrinton-Hodge, Elizabeth	15,000.00
Hinson-Hasty, Gerald L.	39,960.00
Hoey, Eric	35,000.00
Hudson, Jill M.	20,000.00
Hunter, Rhashell D.	28,000.00
Iosso, Christian T.	15,500.00
Jackson, Stephany D.	18,000.00
Jones III, Ray Glenn	20,400.00
Kim, Sun B.	27,000.00
Koenig, William M.	21,300.00
Lai, Mei-Hui	20,800.00
Lawrence, Jeffrey C.	31,700.00
Lee, Unzu S.	15,300.00
Lieberman, Joyce E.	13,600.00
Loleng, David M	57,000.00
Lotspeich, Philip A	28,000.00
Lugo, Ana L.	20,400.00
Makari, Victor E.	27,000.00
Malave, Carlos L.	23,040.00
Morse, Sterling	13,900.00

Myers, Marcia C.	20,000.00
Nelson II, James Herbert	35,200.00
Niles-McCrary, Rose E.	18,000.00
Oliver, Lonnie J	30,200.00
Park, Kevin	27,000.00
Parker, Michael T.	22,600.00
Parsons, Gradye M.	30,000.00
Philbrick, Ann	25,000.00
Reeves, Kathy	13,194.00
Rift, Meg	27,700.00
Robinson Jr, John A.	38,588.00
Rock, Jay T.	11,260.00
Rodriguez, Hector L.	17,938.00
Russell, Karen S.	13,400.00
Sadongei, Martha D	17,000.00
Sauceda, Teresa Chavez	25,324.00
Seebeck, Paul R	23,400.00
Smith, Alexa A.	20,075.00
Somplatsky-Jarman, William	30,580.00
Stricklen, Teresa D.	17,400.00
Suarez-Valera, Pastor A.	10,560.00
Tammen, Mark A.	21,220.00
Van Marter, Jerry	24,000.00
Wiley, Charles A.	17,400.00
Williams, Craig S.	10,300.00
Winbush, Robina M.	35,000.00
Young, Nancy K	18,000.00
Youngs, Sharon K.	20,000.00

MINISTER EMPLOYEES IN MISSION PERSONNEL POSITIONS

<u>Employee</u>	<u>2011 Annual Manse</u>
Adams, Mark S	11,449.00
Anderson, Rachel Allane	11,281.00
Andress Angi, Kathleen A.	12,080.00
Armstrong, Sara G.	11,530.00
Ayoub, Nadia K.	12,409.00
Bae, Sook H.	5,960.00
Baker, Douglas R.	15,364.00
Ban, Ho	6,240.00
Beisswenger, Philip L	13,380.00

Bennett, Marta D.	12,443.00
Blane, Debra Ruth	2,700.00
Broadhurst, Mamie Elizabeth	8,461.00
Bryant, Sharon L.	18,102.00
Carriker, Charles T.	10,100.00
Chase, Deborah A.	4,036.00
Clay, Leslie Staunton	8,461.00
Day, Mary Catherine	11,281.00
Ellington, Dustin W.	3,700.00
Forbes, Derek M.	17,000.00
George, Sherron K.	8,500.00
George Sr, Jacob	18,600.00
Griffin, Kathleen M.	6,000.00
Hansen, Richard P	19,100.00
Harcourt, Brenda S.	5,440.00
Haspels, John M.	3,000.00
Hector, Bridgette Nadine	10,600.00
Heikkila, Joshua David	24,000.00
Heller, Paul A.	9,800.00
Henken, Sarah Ann	4,900.00
Holman, Jo Ella W	7,065.00
Holslag, Jane F.	9,000.00
Horne, Edward H.	4,240.00
Kang, Joseph	8,400.00
Koball, Jed H.	5,400.00
Koll, Karla A.	3,703.00
Lim, Choon S.	6,000.00
Moir, Lawrence S	8,461.00
Moore, William L.	18,400.00
Moritz, Karen Rae	11,281.00
Rice, Robert Brian	14,000.00
Robinson, Amy M.	4,800.00
Searles, Douglas J.	16,130.00
Seitz, Jonathan Andrew	8,461.00
Sepehri, Sadegh	8,004.00
Tillett, Wesley J	8,461.00
Tomeh, Nuhad D.	21,546.00
Vis, Joshua M.	17,500.00
Wakeman, Esther P.	7,200.00
Weber, Carolyn Belle	12,000.00
Wehmeyer, Donald A.	8,000.00
Weller, Michael S.	3,400.00
Williams, Richard Andrew	8,461.00
Wright, John Mark	14,700.00
Young, Rebecca B.	9,000.00