

PRESBYTERY OF NEVADA – FALL 2025 MEETING

Zephyr Point Presbyterian Conference Center, Zephyr Cove, Nevada | September 9-10, 2025

Stated Meeting | Moderator Minister Adrian Doll, Presiding | Stated Clerk Minister J Christy Ramsey

Minister Commissioners

Robert Crall	Retired
David Dendy	Mountain View
Adrian Doll	Green Valley
Ross Doyel	Retired
Kate Freeman	Validated Ministry, Presbytery Staff
Sue Goodman	Retired
Ken Harper	Retired
Jim Houston-Hencken	Grace
Greg Hughes	Lake Tahoe Community
Robert Kelley	Retired
Patrick Mecham	Retired
Nonong Ordonez	Henderson United
David Pak	Korean Presbyterian Church of Reno
Hilda Pecoraro	Green Valley
Christy Ramsey	Validated Ministry, Presbytery Staff
Jeffery Rumble	Spanish Springs
Craig Sanders	Grace
Jeanie Shaw	Validated Ministry, Ministry Engagement Advisor
Lee Styer	Retired
Scott Trevithick	Validated Ministry, Good Shepherd Lutheran
Rebecca Watkins	First, Virginia City
Richard Young	Validated Ministry, Zephyr Point Conference Center

Elder Commissioners

Lori	Ashton	Henderson United	1 of 2
Ray	Bledsoe	St Johns, Reno	1 of 2
Karla	Canfield	Mountain View	1 of 3

Jeanne	Chang	Korean Presbyterian Church of Reno	1 of 2
Dave	Cornell	Green Valley	1 of 3
Ron	Eyer	Grace	1 of 3
Malcolm	Hunt	First, Virginia City	1 of 1
Carol	Johnson	Green Valley	2 of 3
Teresa	Mateo	Henderson United	2 of 2
Elaine	Noble	Spanish Springs	1 of 1
Melva	O'neill	Westminister	1 of 1
Esther	Pan	Taiwanese American Church	1 of 1
Veron Dale	Pelz Jr	Christ	1 of 1
Amy	Willoughby	St. John's	2 of 2
Kelly	Winters	Community, Hawthorne	1 of 1
Jami	Wiseman	Truckee Lutheran	1 of 1
Lynn	Zenier	Grace	2 of 3

Elder Elected Officers

Peggy	Hall	Spanish Springs	Council chair
Jean	Rey	Lake Tahoe Community	Personnel Chair

Commissioned Ruling Elders

Dennis Bunce	Westminster
Chris Kirschman	Mountain View
Udechukwunyere Oji	Emmanuel Faith Chapel
Vicki Wilson	Christ
Elaine York	St. John's
Linda Young	Community Presbyterian

Elder Committee Chairs & Officers

Excused

Lynn Barnett	Elder	Funeral
Ed Hilton	Minister	Working

Bruce Kochsmeier	Minister	Retired
Ed Lockett	Minister	Travelling
Karen Stokes	Elder	Illness
Lee Styer	Minister	Travelling

Notes:

- When not grouped otherwise, the Stated Clerk strives to refer to members of the Presbytery who are Ministers of the Word and Sacrament as **Ministers** and Ruling Elders as **Elders** (this includes Ruling Elders who have been Commissioned).
- “Presbyterian Church” has been truncated from the ending of church names listed above.
- Commissioned Ruling Elders are listed by their commissioned ministry, not necessarily the church of their membership.
- Cities or towns are listed if there is more than one church in the presbytery with the name listed
- The numbers following elder commissioners are from the yearly presbytery parity report that allocates elder commissioners among our churches to achieve parity between elder and minister commissioners
- Guests are only listed if they are presenting at the meeting.
- The Presbytery of Nevada’s practice is to grant the privilege of the floor (speaking) to anyone recognized by the Presbytery moderator. The Presbytery does not enroll corresponding members.
 - According to our Standing Rules (1.5000), elected staff of The Synod of The Pacific, and The General Assembly laboring in our area, are enrolled as Corresponding members, with voice but without vote for the period of their service.

PRESBYTERY CONVENES

The meeting was opened at 1:00 pm by Moderator Minister **Adrian Doll**

Devotion and prayer were given by Minister **Bob Kelley**.

Moderator Minister **Adrian Doll established a quorum** Attendance was received by individual sign/print in on yellow pad.

The Docket was approved without objection.

WELCOME

The Presbytery was welcomed by Minister **Dick Young**, executive director of Zephyr Point Presbyterian Conference Center

SPIRITUAL WARMINGS

Minister **Kate Freeman**, Pastor to the Presbytery, led the Presbytery in a guided exercise of wonder, inviting participants to experience prayer, forgiveness, and the grace of Christ through tactile and reflective practices, including shared food and symbols. Participants reflected on transformation, forgiveness, and Christ's sacrifice, and in the remaining time gathered in small groups for discussion and sharing.

GREETINGS

Minister **Jean Shaw**, Stewardship Officer for the West, brought greetings

Minister **Joseph Moore**, Ministry Relations Officer for the Southwest Region spoke to us about the Presbyterian Foundation and recommended StewardshipNavigator.org to assist churches in formulating stewardship outreach.

Minister **Nancy Martian Vincent**, Executive Director for the Synod of the Pacific, spoke about the support the Synod, which functions as a savings and loan, provides to the Presbyteries.

Minister **Karen Thistlethwaite**, candidate for Stated Clerk/General Presbyter was introduced.

Minister **Jihyun Oh**, Stated Clerk and Executive Director of the Interim Unified Agency, addressed the Presbytery and answered questions/received statements from the floor. Rev Jihyun recommended that we write an overture and start the conversation about what we care about. People can help but cannot talk about what they don't hear about.

COMMITTEE REPORTS

COMMITTEE ON REPRESENTATION COR — Elder Chris Kirschman

Presbytery approved the recommendation to form a commission to explore the feasibility of an alternative meeting model for one of the semi-annual meetings of the Presbytery.

The Committee on Representation ended its report.

EQUIPPING — Minister Craig Sanders

Equipping and the Stated Clerk aided participants at the Boundary Training Assistance meeting held Monday evening prior to the Presbytery meeting.

The Equipping ministry reported that it maintains book lists and speaker recommendations to support and strengthen the work of ministry.

The Equipping Committee ended its report.

MISSION OUTREACH — Elder Dennis Bunce

The committee reported the organizations to which funds were distributed.

Emmanuel Faith Chapel is in the process of becoming a fully organized Presbyterian church and a member of the Presbytery of Nevada.

The Mission Outreach Committee ended its report.

Vice Moderator Minister Susan Goodman stepped into the role of Moderator as Minister Adrian Doll stepped aside.

PEACE BEGINS WITH JUSTICE PB&J — MINISTER REBECCA WATKINS

1. The committee gave a “gift” to Stated Clerk Rev Christy Ramsey by allowing their name to be: Peace Begins with Justice and thereby: PB&J.
2. Our Self-Development of People Certification allows 1/3 of the total given to the One Great Hour of Sharing offering (1/3 of \$6000) to be given to a Presbytery project.
 - a. The Presbytery approved a grant to M25 Initiative of Northern Nevada, a nonprofit organization inspired by Matthew 25 that supports individuals transitioning from homelessness, incarceration, or rehabilitation through education, mentorship, and practical resources, to foster stability, purpose, and successful reintegration.
3. There are handouts from “The Voice of the Martyrs” for folks to take and read (all but two were taken!).

The PB&J Committee ended its report.

CLERK'S REPORT September 2025**RECOGNITION OF NATIVE LANDS AND PEOPLES - from *Zephyr Point***

The lands on which Zephyr Point stands is at the heart of Washoe original homelands. The “Point” looks to *De'ek Wà dà puš* (Cave Rock), the most sacred place at *da ow*; the place where Washoe medicine persons prayed. According to the Washoe creation story, *Wašiw* were made by *Nentešiw*—the old woman from the stars who fashioned them from star dust, placed them in a basket, and sent them through the solar system by way of *gewe* (the coyote) to be planted in the Tahoe Basin. *Da ow* (Lake Tahoe) is the center of the world for *Wašišiw*, both geographically and spiritually. *Wašiw* say they have been here since time immemorial, tending the landscape and thriving from the natural abundance.

Yet in a very short period, what was once a beautifully tended forest landscape became a playground for people that did not hold the same views. Immigrants flooded in, tearing up the landscape to mine their minerals, build their roads and casinos, and lay claim to *Wašišiw Itdeh* (Washoe lands). They blocked the shorelines, polluted the waters, and forced *Wašišiw*, to cease their seasonal residences at *da ow aga* (the edge of the lake); abandon their fisheries, and take up residence on small tracks of land in the valley known as colonies. Today, *Wašišiw* are a federally recognized tribe of people, and are working to address the issues brought on by colonization; issues of climate change; and those related to loss of culture, and land.

“The health of the land and the health of the people are tied together, and what happens to the land also happens to the people. When the land suffers so too are the people.” - A. Brian Wallace, Former Chairman of the Washoe Tribe

Here at Zephyr Point, we have the privilege of living on the sacred land of the Washoe people. As a Presbyterian camp and conference center, we believe in the inherent dignity of all of God's children, not just as a mere platitude. We strive to live out this commitment in our words and actions. To honor the beloved-ness of all people, it is essential that we recognize the ways in which certain communities have been marginalized and oppressed throughout history and in the present day. Our faith inspires us to actively work to dismantle existing systems of oppression and mitigate the harms they have caused.

We believe God calls us to love one another. Love is not simply a positive feeling or warm wishes for others. Love is an active force. Love requires us to hold space for others, to work with them, to serve them, and to speak truth to power. Jesus modeled this in his own life and we seek to follow his example.

With this land acknowledgement, we recognize the history of ethnic cleansing, genocide, and forced displacement of Indigenous peoples. We acknowledge that Indigenous communities continue to endure the hardships wrought by this history and that they experience the current challenges systemic racism produces.

As we stand on land that was once the sacred homeland of the Washoe people, we wish to honor their history, language, art, and culture, and we are humbled and honored to be present here today.

March 2025 [actions at Fall September 2024 presbytery meeting and afterward]

ORDINATIONS	NONE
CHARTERED	NONE
INSTALLATIONS	Minister Jeff Rumble Spanish Springs 1/26/2025 P 1/16/2025
ENROLLMENTS	NONE
DISMISSALS	NONE
REMOVED	NONE
RENUNCIATED	NONE
RELEASED	NONE
TRANSFERRED	Minister Thomas Willadsen, John Calvin Presbytery,
DECEASED	Minister Jackie Leonard, January 12, 2025
VALIDATED MINISTRY	NONE
STATED SUPPLY	NONE
HONORABLY RETIRED	Minister Adolph Koon, November 10, 2024 Minister Jackie Leonard, November 10, 2024
INACTIVE	NONE
LABOR IN BOUNDS	NONE
LABOR OUT OF BOUNDS	NONE
MINISTER AT LARGE	NONE
CANDIDATE UNDER CARE	
INQUIRER ENROLLED	Elder Elaine York, September 24, 2024

OTHER PERMISSIONS / APPROVALS / CHANGES

Resignation as CRE	Elder Jennifer Koopman, Elko First Elder Silvia Cooke, Lee Vining
Conduct Baptism/Communion	NONE
Enter CLP Program	NONE
Congregation Moderator	NONE
CLP Commissioning	Elder Dennis Bunce, Westminster Presbyterian Elder Udechukwunyere Aso Chukwukelu

SESSION REVIEWS: Annual Review, Thanks to Elders John Harbison and Ray Bledsoe

	9/23	3/24	9/24	3/25
First Thai-Laotian				
Henderson United				✓
Christ	✓		✓	
Grace				
Valley Mesquite	✓			✓
Reno Korean				
Lamoille Community	✓		✓	
Spanish Springs	✓		✓	
Wells Community				
Lake Tahoe Community	✓			
Lee Vining Community				
Taiwanese American	✓		✓	
Green Valley	✓			✓
Mountain View				✓
Elko First				
Westminster				
Valley Bishop				
Virginia City First	✓		✓	
St. John's				✓
Hawthorne Community	✓			✓
Truckee Lutheran				

COMMISSIONS OF THE PRESBYTERY

Lee Vining Presbyterian Commission has scheduled worship leadership, including **Elder Garth Butz, CRE**, and **Methodist minister Karen Moore**, to provide worship leadership via Zoom while the church building is closed for the winter. It continues its work with the congregation.

The Administrative Commission for the installation of **Minister Jeff Rumble** as pastor of Spanish Springs Presbyterian Church reports they installed Minister

Rumble as pastor on January 26, 2025, finished their work, and **dissolved at the close of the service**. The Presbytery thanks the Commission members for their service.

Reminders

- The meetings of the Presbytery of Nevada are recorded to preserve and share significant presentations and the production of minutes. They are not the official records of the Presbytery of Nevada. The written minutes, approved by the Presbytery or the council acting as Presbytery, are the official records of the Presbytery of Nevada.
- According to our standing rules, committee Chairs and staff are required to **submit a copy of their reports** to the Presbytery and/or Council to the Stated Clerk within seven (7) days of the meeting.
(5.00000b)
- It is the practice of the Presbytery of Nevada to allow those recognized by the Presbytery Moderator to speak at our meetings. Corresponding members still are listed in our Standing Rules, but are no longer in the Book of Order.
- Those wearing nametags hanging from a **red ribbon** prefer not to be touched. It is a good practice to ask before giving hugs or other forms of touching. **Red ribbons are available at the registration table.**
- We're thrilled to announce that **MyNextCallWest** is almost ready to launch! This new site will make it easier for ministers and congregations across the western region to connect and explore calls together. Thanks to a generous grant from the **Synod of the Pacific**, we've been able to bring this vision to life. **Now we need jobs to post!** Open positions can be submitted directly through the website, and anyone needing more information or help posting can contact the Stated Clerk. Take a sneak peek at the site in progress at mynextcallwest.mystagingwebsite.com as we get ready for the official launch.
- The Stated Clerk reports that a duly appointed **Investigating Committee** is at work regarding an Allegation of Offense. In keeping

with the confidentiality of disciplinary proceedings, members of the Presbytery are **strongly encouraged to refrain from inquiry, discussion, or speculation** about the allegation, the persons involved, or the committee’s work, in any forum (including email, texts, and social media). If you receive any communication, please do not read it until confirming it is part of the process with the Stated Clerk. Thank you for your forbearance.

BOUNDARY TRAINING STATUS

Twelve individuals have now completed the required course sets—congratulations and thanks! Of these, **nine** were previously reported as complete in March 2025. (Among the 38 learners, **five** have completed one course and **three** have completed two.)

Participants below are grouped by which set(s) they completed. Dates shown are the **earliest** completion dates for the relevant courses. Training must be renewed **every 36 months**; a **“Renewal Due By”** date is included for easy planning.

- Boundary Training information is available from the front page of **nevadapresbytery.org** (scroll down to the Boundary Training section).
- To receive an invitation email to create an account and take courses, contact **clerk@nevadapresbytery.org**.

Thank you for helping us foster a safe and well-trained Presbytery community!

Set 1: Keeping Your Church Safe + Preventing Abuse and Exploitation in Pastoral Ministry + Safeguarding God’s People: Preventing Sexual Harassment

First Name	Last Name	Earliest Date	Renewal Due By
Adrian	Doll	08-14-2025	08-14-2028
Nonong Mariano	Ordonez	07-16-2025	07-16-2028
Hilda	Pecoraro	01-25-2024	01-25-2027
Jean	Rey	04-11-2024	04-11-2027
Ron	Scovill	06-13-2024	06-13-2027
Karen	Stokes	03-05-2024	03-05-2027
Elaine	York	07-27-2024	07-27-2027

Set 2: Promoting a Safe Environment: Supervisor Sexual Harassment Training (ENG) + Keeping Your Church Safe + Preventing Abuse and Exploitation in Pastoral Ministry

First Name	Last Name	Earliest Date	Renewal Due By
Robert L	Crall	10-16-2023	10-16-2026
Susan	Goodman	09-30-2024	09-30-2027
Lee Roy	Styer	03-14-2025	03-14-2028

Set 3: Completed Both Sets

First Name	Last Name	Earliest Date	Renewal Due By
Lori	Ashton	04-18-2024	04-18-2027
Christy	Ramsey	01-27-2023	01-27-2026

Required Reports and Policies

- As required by the Constitution of the PCUSA, the Stated Clerk reports that the Presbytery has a **Manual of Administrative Operations**, which can be found linked on the Presbytery website.
- As required by the Constitution of the Presbyterian Church (U.S.A.), the Stated Clerk reports that the Presbytery has established a **policy on the Committee of Representation**, which can be found in the Presbytery manual under Bylaws, 5.0600.
- The Stated Clerk reports that the Presbytery has an **Antiracism Policy**. It is Policy 27 in the Manual of Administrative Operations and posted on the Presbytery’s website as required by G-3.0106.
- The Stated Clerk reports that the Presbytery has a **Sexual Misconduct Policy** (Policy 10 in the Manual of Administrative Operations and posted on the Presbytery’s website.) as required by G-3.0106, which includes requirements for boundary training, which includes the topic of sexual misconduct and child sexual abuse prevention training for its members at least every thirty-six months.

- The Stated Clerk reports that the Presbytery does **have a Harassment Policy**, as required by G-3.0106. It is in the Manual of Administrative Operations as policy 28 and posted on the Presbytery's website.
- The Stated Clerk reports that the Presbytery does **not have a Child, Youth, and Adults with Vulnerabilities protection policy**, as required by G-3.0106. A policy is proposed at the meeting for adoption.
- The Stated Clerk reports the following are former members of the Permanent Judicial Commission from the past 6 years and are eligible for continued service, in accordance with D-5.0206b:

2020-Bette Sylvis	Henderson, Henderson
2020-Dr. Bertha Pendleton	Mt. View, Las Vegas
2022-David Dendy	Mt. View, Las Vegas
2022-Susan Jones	First, Elko
2024-Bob Kelley	Retired
2026-Ed Lockett	Chaplain, Validate Ministry
2026-Tom Hall	Spanish Springs, Sparks
2026 Jean Rey	Lake Tahoe Community
- The Stated Clerk reports that session minutes will be reviewed in person during this meeting and via other arrangements after this meeting. We thank Elder John Harbison and Elder Ray Bledsoe for their review of session minutes during our meetings. They have a few current Book of Orders to distribute to those needing them.
- The Stated Clerk has concluded his service on the search committee for a Synod Stated Clerk as a part of his service on the Synod Personnel committee.

- The Stated Clerk attended the Board of Pensions meeting in Denver in April 2025.
- The presbytery has insurance. The **insurance certificate** is attached as A-05 and is included as part of the minutes of this meeting.
- As required by the Constitution of the PCUSA, the Stated Clerk reports the following annual minimum compensation for ministers and commissioned pastors in the Presbytery is policy number 3 in our Manual of Administrative Operations:

POLICY NUMBER 3 MINIMUM SALARY

The minimum compensation package for full-time clergy in the Presbytery of Nevada is; \$38,000 yearly salary, including housing and utilities, \$500 study leave, full pension, two (2) weeks study leave (study leave allowance and time to be cumulative up to a maximum of three years), four (4) week vacation, \$1,800 travel allowance (minimum, vouchered at the IRS rate)

- Reports the following names have been approved at our March 2025 meeting as the **ordination exam readers** for the year 2025: Minister Hilda Pecoraro and Elder Chris Kirschman.
- Our **quorum**, according to our by-laws, (3.0101) A quorum of a Presbytery meeting is three ministers of the Word and Sacrament who are members of the Presbytery and three ruling elder commissioners from three different congregations.
- There were no commissions for ordination or installation.
- There are two commissions for Lee Vining Presbyterian Church, one for Emmanuel Faith Chapel's pursuit of chartering.

- Two members of the Presbytery are not members of a Presbyterian congregation: Vernon and Carol Manke.
- The Presbytery of Nevada entity Number: C387-1909 NV Business ID: NV19091000061 is registered as a Domestic Nonprofit Corporation with the State of Nevada, renewed June 1, 2025.
 - Lynne Zenier, Director | Robert C Kelley, President | Scott Plummer, Treasurer | John Christy Ramsey, Secretary
 - The next filing deadline is July 2026, early filing starts April 14, 2026
- The Presbytery of Nevada is Entity No. 0385856 is registered as a non-profit with the State of California
 - Chief Executive Officer and Secretary – John Christy Ramsey
 - Chief Financial Officer – Scott Plummer
 - Resident Agent – Katherine Suzanne Freeman
- The stated clerk missed filing the paperwork with the State of California in 2023. The Presbytery was suspended in April of 2024 but is now restored as a legal business entity in California.
 - However, regaining our tax-exempt status in California requires at least 7 months. We should have been restored in early 2025. I was informed that they were received and are being processed. Nothing has happened. I am starting the process again.
 - The stated clerk regrets and apologizes for his lapse in filing. The filing for 2025 due 11/30/2025 was done 6/1/2025. The next filing deadline is 11/30/2026
- Our youth had a wonderful experience at Presbyterian Youth Triennium—confirmed by a call from the PYT staff directly to the Stated Clerk! Special thanks to **Lori Ashton** and **Kelvin Agbonde** for

shepherding our youth and young adults throughout the event. We celebrate **Princess Chukwukelu**, who emerged as a leader and left a strong impression on the Louisville staff. The **Silver State Mustangs** are safely home now, after a few significant travel delays leaving Louisville. A heartfelt thanks to the Presbytery for generously funding this life-changing trip!

Actions:

- **The Presbytery approved** the minutes for our last meeting on March 18-19, 2025, Attachment A-03, to be recorded separately from these minutes.

- **The Presbytery approved** the officers of the Presbytery for the purposes of registration with the states of Nevada and California be

Nevada: Lynne Zenier, Director | Robert C Kelley, President
Scott Plummer, Treasurer | John Christy Ramsey, Secretary

California: Scott Plummer, Chief Financial Officer
John Christy Ramsey, Chief Executive Officer, Secretary

It is the intent of this Presbytery that these officers continue until the Presbytery rescinds or modifies this action as recorded in its minutes.

- The Stated Clerk notes that **Minister Jeanie Shaw** has had a job change, which puts her outside of the previous authorization to administer the Sacrament of the Lord's Supper.
 - **The Presbytery approved** that Minister Jeanie Shaw be given permission to celebrate the Sacrament of the Lord's Supper in connection with her new position as Stewardship Officer for the West Region and upon invitation of the appropriate council of the Presbyterian Church (USA) if the Committee on Ministry and the Presbytery decide that this new position is a validated ministry.

- **The Stated Clerk reports** that following the September 2024 action of the Presbytery of Nevada, the Presbytery grants permission to administer the Sacrament of the Lord's Supper to Minister **Dick Young** and other PC(USA) **Ministers of the Word and Sacrament leading worship at Zephyr Point Presbyterian Conference Center**. In addition, Commissioned Pastors (CREs) of the Presbytery, with prior approval of the chair of the Committee on Ministry, are also authorized to celebrate the Sacrament of the Lord's Supper at Zephyr Point Presbyterian Conference Center. The Presbytery intends that these permissions continue until Presbytery action to rescind or modify this action as recorded in its minutes
- **The Presbytery approved minister members of the Presbytery** to be added to the authorization above, and this permission also continues until Presbytery action to rescind or modify this action as recorded in its minutes
- Clerk's Note (Reminder): Following the Presbytery's action of September 2024, the previously granted permission for the following minister members to administer the Sacrament of the Lord's Supper remains in force and will continue until changed by subsequent action recorded in the minutes. The ministers are:
 - Minister Mitchell S Holley**, Chaplain
 - Minister Alex Aaron**, ChaplainIt is the intent of this Presbytery that this permission continues until these ministers leave their current validated ministry or until Presbytery action to rescind or modify this action as recorded in its minutes.
- **The Stated Clerk reports** that following the September 2024 action of the Presbytery of Nevada, Commissioned Pastors (CREs) of the Presbytery, when invited by a church of the Presbytery and approved by

the chair of the Committee on Ministry, are **authorized to administer the Sacrament of the Lord's Supper in the church that invited them.** It is the intent of this Presbytery that this permission continues until Presbytery action to rescind or modify this action as recorded in its minutes.

The Stated Clerk reports that following the September 2024 action of the Presbytery of Nevada, the celebration of the Sacrament of the Lord's Supper is **approved for all in-person meetings** of the presbytery, typically in March and September. It is the intent of this Presbytery that this permission continues until Presbytery action to rescind or modify this action as

COUNCIL ACTIONS

ACTIONS OF THE PRESBYTERY TAKEN BY THE COUNCIL

(Our Version of the Consent Agenda)

These are actions taken by the Council between Presbytery meetings.

According to our by-laws 4.0400, these are actions of the Presbytery.

Meeting on March 24, 2025

Council approves the proposed Mission to Alaska only for Presbytery of Nevada Participants, with the approval of the Presbytery of Yukon, for the mission trip to complete the requirements in the policy for insurance.

Council directs COM to communicate with Minister Jeanie Shaw to secure permission from other Presbyteries where the mission takes place or that include participants from within the bounds of other Presbyteries.

Meeting on June 7, 2025

Council authorized the Moderator to form a Commission (3–5 members) to assist Emmanuel Faith Chapel in the chartering process. *(Note: Moderator Adrian Doll appointed Elder Dennis Bunce, Chair, Minister Mariano Ordonez, and Minister Hilda Pecoraro to the commission.)*

Council authorized a grant of \$5,000 to assist with installing fencing around Henderson United Presbyterian Church.

Council accepted the resignation of Elder **Brandolyn Thran** as Commissioned Ruling Elder for ministry at Wells Presbyterian Church, effective 12/22/2024.

Council approved the Ordination Exam Readers: Elder Chris Kirschman (elder reader) and **Minister Hilda Pecoraro** (minister reader).

Council approved Stated Clerk Christy Ramsey to sign on behalf of the Presbytery of Nevada the Self-Development of People Master Grant.

Council considered a request to fund a mission trip to California from Minister Jeanie Shaw (first proposed at the special March Council meeting) and again ***declined to fund or approve the trip.***

Council approved adding the words in bold to this action of the March 2025 presbytery meeting:

Presbytery approved creating a commission consisting of Minister Hilda Pecoraro, Minister Sue Goodman, Minister Christy Ramsey, Elder Garth Butz, Elder UD Chukwukelu, Elder Joe Commerford, and Elder Vicki Wilson. They are charged with meeting with the congregation at Lee Vining and discussing the options, including dissolving and revitalizing.

They are authorized to dissolve the first commission. They are authorized to dissolve the Congregation at Lee Vining no earlier than October 30, 2025.

Clerk's note: This is NOT a motion to dissolve the Congregation. Only authorization to do so in the appropriate way, and only after October 2025.

Meeting on July 24, 2025

The Council of the Presbytery of Nevada:

- **determined there is a validated ministry** at Truckee Lutheran Presbyterian Church for the **Rev. Rebecca Irelan**, a pastor of the United Methodist church, and
- **approved her entering into a temporary pastoral relationship** with that congregation and
- **enrolled her as a member of the Presbytery of Nevada** beginning July 1, 2025, for a period of 12 months.

This ends the report of Council actions since the last Presbytery meeting, and with this report, becomes the actions of the Presbytery of Nevada.

Email Vote on October 31, 2025

An electronic vote was conducted in accordance with **Policy #17 of the Presbytery of Nevada** (quoted below). The vote concluded with **approval of the motion**.

Motion:

"Does the Council of the Presbytery of Nevada, acting as the presbytery, authorize the Trustees to distribute now an amount equal to the 2026 allocation of \$16,500 to the presbytery's supported food pantries and food bank ministries, and reduce the 2026 Mission Outreach Committee budget by \$16,500?"

Voting Period:

October 31 – November 4, 2025

Participation and Results:

The Council of the Presbytery of Nevada consists of 16 members, including 3 non-voting members. All 16 members received the electronic ballot via individualized survey links hosted on MailChimp. Each response was verified by name and unique link.

- **Voting members:** 13
- **Non-voting members:** 3
- **Votes cast:** 13 YES, 0 NO
- **Non-voting members:** 3 declined to request a meeting for discussion

All council members opened and responded to the email. Although the voting window remained open until November 7, 2025, all responses were received by November 4, 2025.

Outcome:

The motion passed. Council is empowered to act on behalf of the presbytery under its standing rules and to vote electronically as provided by Policy #17.

This ends the Actions of Council and the Stated Clerk's Report

The offering received at tonight's worship/commissioning service will be given to the Zephyr Point Scholarship Fund.

A dinner blessing and prayer was given by **Elder Dennis Bunce**.
Without objection, the Presbytery was in recess.

Tuesday evening's worship service included a sermon from Rev Jihyun Oh and a Commissioning of our Pastor to the Presbytery of Nevada Rev Kate Freeman. Communion was served and received, and a Moderator's reception was held immediately afterwards.

PRESBYTERY RECONVENES

Wednesday, September 10, 2025

The Meeting of the Presbytery of Nevada was reconvened at 9 am with prayer led by **minister Joanie Tankersley**.

STANDING RULES

In the proposed Standing Rules, the current wording is in black, **new additions are in red**, and removed text is ~~crossed out~~.

Presbytery approved the addition to the Terms of Office section as follows to be numbered 2.4001.

2.4001

Officers and committee members serve three-year terms unless otherwise specified by the Standing Rules or the Book of Order. No one may serve more than two consecutive terms in the same role. Partial terms filling a vacancy do not count toward this limit. After at least one year away from that office or committee, a person may serve again in the same position.

Presbytery approved the changes below; striking the crossed-out words and adding the terms in red:

4.0200

Terms of Office ~~Those in Validated Ministries shall be appointed be for three (3) years, and replacement of those in Validated Ministries whose term has not expired shall be for the remainder of that term. Those in Validated Ministries shall be ineligible to serve more than two (2) consecutive terms or portion of term.~~ Chairpersons shall serve on Council for the term of their office as Chairperson. The term of office for all other members of Council is ~~determined by their membership~~ **the same as their term as an officer or at-large member of Council**

Presbytery approved the changes below; striking the crossed-out words and adding the terms in red:

9.0000 Commissioners and Alternates to ~~Higher Judicatories~~ **other Councils**

Commissioners and alternates to the General Assembly shall be elected at the Fall Presbytery meeting in the year preceding **the session of the General Assembly to which they are commissioned.** ~~the actual date of the Assembly. They shall be appointed for two (2) years, with their terms expiring at the election of subsequent commissioners and alternates.~~

The Book of Order allows for 2 Commissioners for our Presbytery; one (1) Teaching Elder and one (1) ~~shall be a Ruling Elder. It is the tradition of the Presbytery to send alternates to the General Assembly meeting in the year prior to their becoming Commissioners.~~

Nominees will be chosen **by the Nominating Committee** ~~from churches based on a rotating schedule maintained by the Stated Clerk.~~ Nominations shall also be accepted from the floor. Election shall be by secret ballot if more than one (1) nomination is made.

~~9.0100—For Teaching Elders, the Stated Clerk shall provide to presbyters with the Call, a list of Teaching Elder members, the year of their enrollment, and the year(s) which they have attended the General Assembly as a Commissioner.~~

~~9.0101—If the member is from another presbytery, the year of enrollment will be noted with an asterisk.~~

~~9.0102—If a nomination has been declined, it will be noted.~~

~~9.0103—Nominee(s) shall be active members of the presbytery.~~

~~9.0200—For Elders, the Stated Clerk shall provide a rotating list of churches and an attendance record of Presbytery Stated meetings for the last three (3) years.~~

~~9.0201 The Elder shall be an active member of Presbytery.~~

9.0300 For the YAAD (Young Adult Advisory Delegate)

YAAD shall be elected at the Fall Meeting of Presbytery in the year preceding the session of the General Assembly to which they are delegated.

9.0301 The YAAD shall be between the ages of ~~seventeen (17) and twenty-two~~ ~~(22)~~ eighteen (18) and twenty-three (23) years of age on the date the General Assembly convenes, or an age that the General Assembly requires,

9.0302 The YAAD'S church Session shall present a letter of endorsement to the Stated Clerk Presbytery along with a brief resume, outlining the leadership activities of the nominee (i.e., church, community, school) and other information to support the candidate.

9.0400 Synod Commissioners to the Synod of the Pacific

9.0401 Shall meet the requirements of being a commissioner as required by the Synod Administrative Manual.

9.0402 Nominees shall be presented by the Nominating Committee to the Presbytery for approval at the March meeting of Presbytery

9.0500 Synod Commissioner(s) Unable to Serve

If, after being duly elected, Commissioners cannot serve, the Presbytery Council is empowered to fill vacancies until the next Stated-Meeting of Presbytery.

COMMITTEE REPORTS CONTINUED

COMMITTEE ON MINISTRY COM — Minister Jim Houston-Hencken

1. Presbytery approved authorizing **Methodist Minister Rebecca Irelan** to administer the sacraments at Truckee Lutheran Presbyterian Church and within the bounds of the Nevada Presbytery.

2. Presbytery approved **Elder Dennis Bunce** to serve as a Commissioned Pastor within the bounds of the Nevada Presbytery, serving Westminster Presbyterian Church, and given the authority to serve the sacraments, to perform weddings, and to moderate the Session for 3 years according to Policy 25 for Commissioned Ruling Elders.
3. Presbytery approved the renewal of **Elder Vicki Wilson's** to serve as a Commissioned Pastor within the bounds of the Nevada Presbytery, serving Christ Presbyterian Church, and given the authority to serve the sacraments, to perform weddings, and to moderate the Session for 3 years according to Policy 25 for Commissioned Ruling Elders.
4. Presbytery approved the renewal of **Elder Garth Butz's** to serve as a Commissioned Pastor within the bounds of the Nevada Presbytery, serving Lee Vining Presbyterian Church and Lake Tahoe Community Presbyterian Church, and given the authority to serve the sacraments, to perform weddings, and to moderate the Session for 3 years according to Policy 25 for Commissioned Ruling Elders.
5. Presbytery approved the recognition of Cumberland Presbyterian **Minister Nathan Wheeler's** ministry at Zephyr Point Presbyterian Conference as a validated ministry.
6. Presbytery approved the recognition that Cumberland Presbyterian **Minister Nathan Wheeler** has fulfilled all the requirements for preparation for this ministry and that the Presbytery of Nevada enroll Cumberland Presbyterian **Minister Nathan Wheeler** as a member of the Presbytery of Nevada for a period of 12 months.
7. Presbytery approved **Minister Pat Mecham** to be a temporary pastoral relationship supply and moderator of session at St. John's, Reno.
8. Presbytery approved authorizing Methodist **Minister Karen Moore** to administer the sacraments at Lee Vining and Valley Presbyterian, Bishop.
9. Presbytery approved **Minister Ed Lockett's** serving as a Chaplain at Lorian Hospice, as a validated ministry and authorized the serving the sacraments for a period of 3 years.

10. Presbytery approved receiving **Minister Karen Thistlethwaite** as a member of the Nevada Presbytery and to labor outside the bounds of the Presbytery (with the notification of COM) if the way be clear and she is elected Stated Clerk / General Presbyter.
11. Presbytery approved receiving **Minister Thomas Chen** in the temporary pastoral relationship for the Taiwanese American Presbyterian Church, Las Vegas. (A welcome stole has been made and will be sent to Esther Pan. Rev Jim Houston-Hencken has agreed to place it upon Rev Chen's shoulders since the Taiwanese American Presbyterian Church meets on the same grounds as Grace.).
12. Presbytery approved extending the term of **Elder Luisa Kuo** (Taiwanese American Presbyterian Church) beyond the limits as stated in the Book of Order for another 3-year term.
13. Presbytery approved validation of **Minister Jeanie Shaw's** service in an entity of the General Assembly.
14. Presbytery approved the reception of **Minister Scott Anderson**, retired, from the John Knox Presbytery as a member of the Nevada Presbytery.
15. Lee Vining Commission Report
 - a. A letter was received from **Elder Garth Butz** concerning the many activities the church and community of Lee Vining have engaged in during the summer.
 - b. Recommend that the commission act upon the task of meeting with the congregation.

The Committee on Ministry ended its report.

TRUSTEES — Minister Bob Kelley and Elder Scott Plummer, Finance Director

1. Presbytery approved the 2026 Budget, including a \$1 increase in per capita. The budget is included in these minutes as attachment C-01. Per capita now stands at \$48/member.
2. Presbytery approved the change in address of the Corporation of the Presbytery of Nevada. The new address is

**9811 W Charleston Blvd Ste 2-402
Las Vegas, NV 89117**

The Trustees ended its report.

PERSONNEL — Elder Jean Rey

1. Presbytery approved the **Child, Youth, Adults with Vulnerabilities Protection Policy** for both Nevada and California. Included as attachment P-29
2. Presbytery approved a COLA increase for the Presbytery staff not to exceed 3% beginning January 2026.
3. Presbytery elected **Rev Karen Thistlethwaite** as Stated Clerk / General Presbyter of the Presbytery of Nevada with a benefit package which includes contributions to a 403(b)9 account, disability package for a period of three (3) years renewable. This position is part-time, averaging 20-30 hours per week.

Happy Birthday greetings were sung to the outgoing Moderator of Council, Elder Peggy Hall.

Hand-made welcome stoles were given to **Minister Karen Thistlethwaite** and **Minister Scott Anderson**, and prayer was offered over these two servants of the Living God.

Presbytery prayed a blessing of Farewell and Godspeed to the **Minister David Pak** as he leaves Reno Korean PC for a call to a Korean PC in Indianapolis, IN.

The Personnel Committee ended its report.

NOMINATING — Elder Barb Havens

After nominations were requested from the floor, and none were received, the following nominations by the committee were elected by acclamation.

Nominating Committee Slate - September 2025

Committee	Class	Name	Minister or Elder	Church or Status
COM & Prep	2026	Ross Doyle	Minister/M/S	Valley, Mesquite
COM & Prep	2028	Hilda Pecoraro	Minister/S	Green Valley, Henderson
COM & Prep	2028	Diane Chambers	Elder/F/S	Green Valley, Henderson
COM & Prep	2028	Craig Sell	Elder/M/S	Henderson United
Equipping	2028	Pat Mecham, Moderator	MWS/M/N	Honorably Retired
Equipping	2028	Jeff Rumble	MWS/M/N	Spanish Springs, Sparks
Equipping	2028	Nathan Walker	Minister/M/N	Zephyr Pt Presby Conf Cen
Nominating	2028	Mariano Ordonez	Minister/S (RE)	Henderson United
Nominating	2028	Malcom Hunt	Elder/N	First, Virginia City
Mission Outreach	2026	Dennis Bunce	Elder	Westminster, Las Vegas
Mission Outreach	2028	Scott Trevithick	Minister/M/N	Good Shepherd Luth, Reno
Mission Outreach	2028	Scott Anderson	Minister/M/S	Honorably Retired
Exam Readers	2025-26	Chris Kirschman	Elder M/S	Mountain View
Exam Readers	2025-26	Hilda Pecoraro	Minister/South	Member at large
PJC	2028	Jeff Rumble	MWS/M/N	Spanish Springs, Sparks
PJC	2030	Ron Huckabay	Elder/N	Christ. Gardnerville
Personnel	2026	Carol Sandmeier	Elder/F/N	Christ, Gardnerville
Personnel	2027	Peggy Hall	Elder/F/N	Spanish Springs, Sparks
Personnel	2028	Jean Rey	Elder/F/N	LT Community, S. Lake Tahoe
Trustees	2028	Karen Stokes	Elder	Mt View, Las Vegas
GA Commissioner	2026-28	Adrian Doll	Minister	Green Valley, Henderson

Committee	Class	Name	Minister or Elder	Church or Status
GA Commissioner	2026-28	Jean Rey	Elder/F/N	LT Community, S. Lake Tahoe
YAAD Assembly	2026-28	Jelani Todd	Member	Westminster, Las Vegas
Moderator	2025-26	Sue Goodman	Minister/N	Honorably Retired
Vice-Moderator	2025-26	Ed Lockett	Minister/M/S	Honorably Retired
Council Chair	2025-26	Adrian Doll	Minister/S	Green Valley, Henderson

The Nominating Committee ended its report.

Resolution of Thanks – Minister Pat Mecham

Thanks were shared with the Presbytery members, staff, and the staff at Zephyr Point Presbyterian Conference Center.

The Invitation to the March 17 & 18, 2026 Meeting of the Presbytery of Nevada at Grace Presbyterian Church was received via video from Minister **Craig Sanders**, Grace PC, Las Vegas, NV.

The Director of Finance, **Elder Scott Plummer** reported that the offering from last night’s worship/commissioning service was \$1550. With the possibility of more funds coming in through online giving.

The Moderator’s Cross was given to **Minister Sue Goodman** as incoming Moderator by outgoing Moderator **Minister, Adrian Doll**.

The Presbytery approved a motion to adjourn at 12:36 PM.

Minister Sue Goodman closed us in prayer

Minutes taken by,



Minister Kate Freeman
Journal Clerk

Minutes submitted by,



Minister J. Christy Ramsey
Stated Clerk/General Presbyter

ATTACHMENTS

- A-01** **Presbytery Docket**
- A-02** **Stated Clerk's Report**
- A-03* *March 2025 Minutes (included earlier in this minute book))*
- A-04** **Proposed Standing Rule Changes**
- A-05** **Certificate of Insurance**

- B-01* *Cover Letter Rev Karen Thistlethwaite (not part of minutes)*
- B-02* *PDP for Rev Karen Thistlethwaite (not part of minutes)*

- C-01** **2026 Budget**
- C-02** **Balance Sheet**
- C-03** **Fund Activity**
- C-04** **Mission Giving**
- C-05** **Steele Report**

- P-29** **Child, Youth, and Adults with Vulnerabilities Protection Policy**

Fall 2025

Docket

A-1



DOCKET

PRESBYTERY OF NEVADA – FALL 2025

Zephyr Point Presbyterian Conference Center | September 8-10, 2025

The latest version is on the website. Shortcut: pbyl.ink/sep2025



Meals and lodging (beginning with lunch on the day of check-in) are covered by the presbytery. If you wish to contribute toward costs, you may do so in one of the following ways:

- ring a check to registration (payable to Nevada Presbytery)
- Give online through the "Giving > Donate" link on our website
- Use pbyl.ink/give or scan the QR code provided and Select "Fees and Meeting Registrations" at eservicepayments.com

Room \$150/night | Breakfast \$15 | Lunch \$18 | Dinner \$22

MONDAY – SEPTEMBER 8, 2025

Church minutes and records can be dropped off 9 am – 5 pm at Hunter Memorial Room

8:00 am Breakfast at Tahoe Center

9:00 am – 11:00 am	Trustees	Living Waters
10:00 am – 5:00 pm	Committee on Ministry	Green Room

12:00 pm Lunch at Tahoe Center

1:00 pm – 5:00 pm	Equipping	Dobbins Hall
1:30 pm – 4:30 pm	Mission Outreach	Dobbins Hall
1:30 pm – 4:00 pm	Personnel	Eagles Wings
1:30 pm – 5:00 pm	NOMCOM	Morning Star
1:30 pm – 3:00 pm	Committee on Representation	Morning Star
3:00 pm – 6:00 pm	Peace and Justice	Living Waters

6:00 pm Dinner at Tahoe Center

7:00 pm – 9:00 pm	Boundary Training Help	Dobbins Hall
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Come to sign up for online training. Take it then on your laptop or later at home.

9/7/2025

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Fall 2025

Docket

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TUESDAY – September 9, 2025

9:00 am - Noon	Committee on Ministry	Green Room
9:00 am – 11:00 am	Equipping	Dobbins Hall
9:00 am – 11:00 am	Personnel	Eagles Wings
9:00 am – 11:00 am	Mission Outreach	Dobbins Hall
9:00 am – 11:00 am	NOMCOM	Morning Star
9:00 am – 11:00 am	Committee on Representation	Morning Star
9:00 am – Noon	Peace and Justice	Living Waters
11:00 am Orientation – First-time ministers & Elder Commissioners – Dobbins		
12:00 pm Lunch at Tahoe Center		

PRESBYTERY CONVENES

- 1:00 pm Presbytery Convenes – Rev. Adrian Doll, Moderator
 Opening Prayer – Rev. Bob Kelley
 Adoption of the Docket – Rev. Adrian Doll

Presbytery roll is established by print-in. Please “Print” in. **(NO signatures!)**
Commissioners: please sign in the space(s) provided under your church name.
Commissioned Ruling Elders, even those serving as commissioned pastors, are ruling elders.

Welcome led by Rev. Dick Young, Executive Director of Zephyr Point
Spiritual Warming with Presbytery Pastor Kate Freeman – 45 minutes requested.

GREETINGS

- Rev. Jeanie Shaw, Stewardship Officer for West Region (PCUSA)
- Rev. Joseph Moore, Ministry Relations Officer for Southwest Region (PCUSA)

Fall 2025

Docket

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OUR SPECIAL GUEST



The Rev. Jihyun Oh, Stated Clerk and Executive Director of the Interim Unified Agency, PC(USA) will begin with brief remarks, followed by a time of open questions and answers. She welcomes both curiosity and challenge and looks forward to engaging with the Presbytery.

COMMITTEE REPORTS

COMMITTEE ON REPRESENTATION – Elder Chris Kirschman, 20 minutes requested.

EQUIPPING – Rev Craig Sanders, Chair, 30 minutes requested.

MISSION OUTREACH – Elder Dennis Bunce, Chair, 15 minutes requested.

NOMCOM (part 1) – Elder Barb Havens

PEACE AND JUSTICE – Rev. Rebecca Watkins, 20 minutes requested.

CLERK AND COUNCIL REPORT

- Clerk's & Council Report Attachments lettered A - 20 minutes requested.

ANNOUNCEMENTS & PRAYER



Offering will be sent to Zephyr Point Scholarship Fund

Cash or checks to NEVADA PRESBYTERY in offering

Type pbyl.innk/give in your web browsers

Use the **Donate** menu link at nevadapresbytery.org

Scan the QR Code at the left with your phone

You will see **eservicepayments** when using online giving. Use the **General Fund Offerings** to contribute to the Presbytery offering.

Dinner Blessing – Elder Dennis Bunce

Without objection, the Presbytery is in recess until worship.

6:00 pm Dinner at Tahoe Center

9/7/2025

Page 3 of 5 Zephyr Point Presbyterian Conference Center

Fall 2025

Docket

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7:00 pm Presbytery Worship – Dobbins Hall

The moderator has chosen our offering to be given to:
Zephyr Point Presbyterian Conference Center Scholarship Fund

Without objection, Presbytery is in recess after the benediction

8:00 pm Moderator’s Reception – Dobbins Hall (Quiet hours 10:30 pm – 7:00 am)

WEDNESDAY – September 10, 2025

8:00 am Breakfast at Tahoe Center

THE PRESBYTERY RECONVENES *AT 9 AM!*

9:00 am Opening Prayer and Devotion by Rev. Joanie Tankersley

COMMITTEE REPORTS

COM – Rev. Jim Houston Hencken, Chair, 45 minutes requested

TRUSTEES – Rev. Bob Kelley, Chair, 30 minutes requested

With Elder Scott Plummer, Director of Finance

PERSONNEL – Elder Jean Rey, 40 minutes requested

Child, Youth, and Adult with Vulnerabilities Policy 20 minutes requested

Election of the Stated Clerk / General Presbyter 20 minutes requested

NOMCOM (part 2)– Elder Barb Havens

INSTALLATION OF OFFICERS – Rev. Adrian Doll

RESOLUTION OF THANKS – Rev. Pat Mecham

INVITATION TO MARCH PRESBYTERY – Rev. Jim Houston Hencken, Pastor Grace PC

CLOSING PRAYER – Rev. Susan Goodman

12:00 pm Lunch at Tahoe Center

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Next Meeting

- Council meeting Tuesday, October 28, 9:30 AM by Zoom
- Council meeting Saturday, January 24, 2026, by Zoom
- Next meeting is at Grace Presbyterian Church, March 17-18, 2026
- Docket time, Speakers, and Guests are due at January Council
- Docket draft should be posted Monday, March 2, 2026

ANNOUNCEMENTS & ADJOURNMENT

- CRE Training on Reformed Worship after Presbytery
Wednesday, September 1-3 pm at Lake Tahoe Community Presbyterian Church,
seven miles south 2733 Lake Tahoe Blvd, South Lake Tahoe, CA 96150
- The Synod of the Pacific meets October 1-3, 2025, at Zephyr Point Conference
Center and May 7-8, 2026

9/7/2025

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Presbytery of Nevada

September 2025

ATTACHMENT A-2

CLERK'S REPORT***Recognition of Native Lands and Peoples: - from Zephyr Point***

The lands on which Zephyr Point stands is at the heart of Washoe original homelands. The "Point" looks to *De'ek Wà dà puš* (Cave Rock), the most sacred place at *da ow*; the place where Washoe medicine persons prayed. According to the Washoe creation story, *Wašiw* were made by *Nentešiw*—the old woman from the stars who fashioned them from star dust, placed them in a basket, and sent them through the solar system by way of *gewe* (the coyote) to be planted in the Tahoe Basin. *Da ow* (Lake Tahoe) is the center of the world for *Wašišiw*, both geographically and spiritually. *Wašiw* say they have been here since time immemorial, tending the landscape and thriving from the natural abundance.

Yet in a very short period, what was once a beautifully tended forest landscape became a playground for people that did not hold the same views. Immigrants flooded in, tearing up the landscape to mine their minerals, build their roads and casinos, and lay claim to *Wašišiw Itdeh* (Washoe lands). They blocked the shorelines, polluted the waters, and forced *Wašišiw*, to cease their seasonal residences at *da ow aga* (the edge of the lake); abandon their fisheries, and take up residence on small tracks of land in the valley known as colonies. Today, *Wašišiw* are a federally recognized tribe of people, and are working to address the issues brought on by colonization; issues of climate change; and those related to loss of culture, and land.

"The health of the land and the health of the people are tied together, and what happens to the land also happens to the people. When the land suffers so too are the people." - A. Brian Wallace, Former Chairman of the Washoe Tribe

Presbytery of Nevada

September 2025

ATTACHMENT A-2

Here at Zephyr Point, we have the privilege of living on the sacred land of the Washoe people. As a Presbyterian camp and conference center, we believe in the inherent dignity of all of God's children, not just as a mere platitude. We strive to live out this commitment in our words and actions. To honor the beloved-ness of all people, it is essential that we recognize the ways in which certain communities have been marginalized and oppressed throughout history and in the present day. Our faith inspires us to actively work to dismantle existing systems of oppression and mitigate the harms they have caused.

We believe God calls us to love one another. Love is not simply a positive feeling or warm wishes for others. Love is an active force. Love requires us to hold space for others, to work with them, to serve them, and to speak truth to power. Jesus modeled this in his own life and we seek to follow his example.

With this land acknowledgement, we recognize the history of ethnic cleansing, genocide, and forced displacement of Indigenous peoples. We acknowledge that Indigenous communities continue to endure the hardships wrought by this history and that they experience the current challenges systemic racism produces.

As we stand on land that was once the sacred homeland of the Washoe people, we wish to honor their history, language, art, and culture, and we are humbled and honored to be present here today.

Presbytery of Nevada

September 2025

ATTACHMENT A-2

[actions since March presbytery meeting]

ORDINATIONS	NONE
CHARTERED	NONE
INSTALLATIONS	NONE
ENROLLMENTS	NONE
DISMISSALS	NONE
REMOVED	NONE
RENUNCIATED	NONE
RELEASED	NONE
TRANSFERRED	NONE
FROM ANOTHER CHRISTIAN DENOM	Rebecca Irelan, United Methodist
VALIDATED MINISTRY	NONE
STATED SUPPLY	NONE
RETIRED	Minister Pat Mecham, again
INACTIVE	NONE
LABOR IN BOUNDS	NONE
LABOR OUT OF BOUNDS	NONE
MINISTER AT LARGE	NONE
CANDIDATE UNDER CARE	NONE
DECEASED	NONE

OTHER PERMISSIONS/APPROVALS

Conduct Baptism/Communion	NONE
Enter CLP Program	NONE
CLP Commissioning	NONE
Excused from Presbytery	Ken Harper, Bruce Kochsmeier, Prachuab Dechawan

Reminders

- The meetings of the Presbytery of Nevada are recorded to preserve and share significant presentations and the production of minutes. They are not the official records of the Presbytery of Nevada. The written minutes, approved by the Presbytery or the council acting as Presbytery, are the official records of the Presbytery of Nevada.

Presbytery of Nevada

September 2025

ATTACHMENT A-2

- According to our standing rules, committee Chairs and staff are required to **submit a copy of their reports** to the Presbytery and/or Council to the Stated Clerk within seven (7) days of the meeting. (5.00000b)
- It is the practice of the Presbytery of Nevada to allow those recognized by the Presbytery Moderator to speak at our meetings. Corresponding members still are listed in our Standing Rules, but are no longer in the Book of Order.
- Those wearing nametags hanging from a **red ribbon** prefer not to be touched. It is a good practice to ask before giving hugs or other forms of touching. **Red ribbons are available at the registration table.**
- We're thrilled to announce that **MyNextCallWest** is almost ready to launch! This new site will make it easier for ministers and congregations across the western region to connect and explore calls together. Thanks to a generous grant from the **Synod of the Pacific**, we've been able to bring this vision to life. **Now we need jobs to post!** Open positions can be submitted directly through the website, and anyone needing more information or help posting can contact the Stated Clerk. Take a sneak peek at the site in progress at mynextcallwest.mystagingwebsite.com as we get ready for the official launch.

- The Stated Clerk reports that a duly appointed **Investigating Committee** is at work regarding an Allegation of Offense. In keeping with the confidentiality of disciplinary proceedings, members of the Presbytery are **strongly encouraged to refrain from inquiry, discussion, or speculation** about the allegation, the persons involved, or the committee's work, in any forum (including email, texts, and social media). If you receive any communication, please do not read it until confirming it is part of the process with the Stated Clerk. Thank you for your forbearance.

Boundary Training Report

Twelve individuals have now completed the required course sets—congratulations and thanks! Of these, **nine** were previously reported as complete in March 2025. (Among the 38 learners, **five** have completed one course and **three** have completed two.)

Participants below are grouped by which set(s) they completed. Dates shown are the **earliest** completion dates for the relevant courses. Training must be renewed **every 36 months**; a “Renewal Due By” date is included for easy planning.

- Boundary Training information is available from the front page of nevadapresbytery.org (scroll down to the Boundary Training section).
- To receive an invitation email to create an account and take courses, contact clerk@nevadapresbytery.org.

Thank you for helping us foster a safe and well-trained Presbytery community!

Set 1: Keeping Your Church Safe + Preventing Abuse and Exploitation in Pastoral Ministry + Safeguarding God’s People: Preventing Sexual Harassment

First Name	Last Name	Earliest Date	Renewal Due By
Adrian	Doll	08-14-2025	08-14-2028
Nonong Mariano	Ordonez	07-16-2025	07-16-2028
Hilda	Pecoraro	01-25-2024	01-25-2027
Jean	Rey	04-11-2024	04-11-2027
Ron	Scovill	06-13-2024	06-13-2027
Karen	Stokes	03-05-2024	03-05-2027
Elaine	York	07-27-2024	07-27-2027

Set 2: Promoting a Safe Environment: Supervisor Sexual Harassment Training (ENG) + Keeping Your Church Safe + Preventing Abuse and Exploitation in Pastoral Ministry

First Name	Last Name	Earliest Date	Renewal Due By
Robert L	Crall	10-16-2023	10-16-2026
Susan	Goodman	09-30-2024	09-30-2027
Lee Roy	Styer	03-14-2025	03-14-2028

Set 3: Completed Both Sets

First Name	Last Name	Earliest Date	Renewal Due By
Lori	Ashton	04-18-2024	04-18-2027
Christy	Ramsey	01-27-2023	01-27-2026

Presbytery of Nevada

September 2025

ATTACHMENT A-2

Required Reports and Policies

- As required by the Constitution of the PCUSA, the Stated Clerk reports that the Presbytery has a **Manual of Administrative Operations**, which can be found linked on the Presbytery website.
- As required by the Constitution of the Presbyterian Church (U.S.A.), the Stated Clerk reports that the Presbytery has established a **policy on the Committee of Representation**, which can be found in the Presbytery manual under Bylaws, 5.0600.
- The Stated Clerk reports that the Presbytery has an **Antiracism Policy**. It is Policy 27 in the Manual of Administrative Operations and posted on the Presbytery's website as required by G-3.0106.
- The Stated Clerk reports that the Presbytery has a **Sexual Misconduct Policy** (Policy 10 in the Manual of Administrative Operations and posted on the Presbytery's website.) as required by G-3.0106, which includes requirements for boundary training, which includes the topic of sexual misconduct and child sexual abuse prevention training for its members at least every thirty-six months.
- The Stated Clerk reports that the Presbytery **does have a Harassment Policy**, as required by G-3.0106. It is in the Manual of Administrative Operations as policy 28 and posted on the Presbytery's website.
- The Stated Clerk reports that the Presbytery **does not have a Child, Youth, and Adults with Vulnerabilities protection policy**, as required by G-3.0106. A policy is proposed at the meeting for adoption.

- The Stated Clerk reports the following are former members of the Permanent Judicial Commission from the past 6 years and are eligible for continued service, in accordance with D-5.0206b:

2020-Bette Sylvis	Henderson, Henderson
2020-Dr. Bertha Pendleton	Mt. View, Las Vegas
2022-David Dendy	Mt. View, Las Vegas
2022-Susan Jones	First, Elko
2024-Bob Kelley	Retired
2026-Ed Lockett	Chaplain, Validate Ministry
2026-Tom Hall	Spanish Springs, Sparks
2026 Jean Rey	Lake Tahoe Community

- The Stated Clerk reports that session minutes will be reviewed in person during this meeting and via other arrangements after this meeting. We thank Elder John Harbison and Elder Ray Bledsoe for their review of session minutes during our meetings. They have a few current Book of Orders to distribute to those needing them.
- The Stated Clerk has concluded his service on the search committee for a Synod Stated Clerk as a part of his service on the Synod Personnel committee.
- The Stated Clerk attended the Board of Pensions meeting in Denver in April 2025.
- The presbytery has insurance. The **insurance certificate** is attached as A-05 and is included as part of the minutes of this meeting.

Presbytery of Nevada

September 2025

ATTACHMENT A-2

- As required by the Constitution of the PCUSA, the Stated Clerk reports the following annual minimum compensation for ministers and commissioned pastors in the Presbytery is policy number 3 in our Manual of Administrative Operations:

POLICY NUMBER 3 MINIMUM SALARY

The minimum compensation package for full-time clergy in the Presbytery of Nevada is; \$38,000 yearly salary, including housing and utilities, \$500 study leave, full pension, two (2) weeks study leave (study leave allowance and time to be cumulative up to a maximum of three years), four (4) week vacation, \$1,800 travel allowance (minimum, vouchered at the IRS rate)

- Reports the following names have been approved at our March 2025 meeting as the **ordination exam** readers for the year 2025: Minister Hilda Pecoraro and Elder Chris Kirschman.
- Our **quorum**, according to our by-laws, (3.0101) A quorum of a Presbytery meeting is three ministers of the Word and Sacrament who are members of the Presbytery and three ruling elder commissioners from three different congregations.
- There were no commissions for ordination or installation.
- There are two commissions for Lee Vining Presbyterian Church, one for Emmanuel Faith Chapel's pursuit of chartering.
- Two members of the Presbytery are not members of a Presbyterian congregation: Vernon and Carol Manke.

Presbytery of Nevada

September 2025

ATTACHMENT A-2

- The Presbytery of Nevada entity Number: C387-1909 NV Business ID: NV19091000061 is registered as a Domestic Nonprofit Corporation with the State of Nevada, renewed June 1, 2025.
 - Lynne Zenier, Director | Robert C Kelley, President | Scott Plummer, Treasurer | John Christy Ramsey, Secretary
 - The next filing deadline is July 2026, early filling starts April 14, 2026
- The Presbytery of Nevada is Entity No. 0385856 is registered as a non-profit with the State of California
 - Chief Executive Officer and Secretary – John Christy Ramsey
 - Chief Financial Officer – Scott Plummer
 - Resident Agent – Katherine Suzanne Freeman
- The stated clerk missed filing the paperwork with the State of California in 2023. The Presbytery was suspended in April of 2024 but is now restored as a legal business entity in California.
 - However, regaining our tax-exempt status in California requires at least 7 months. We should have been restored in early 2025. I was informed that they were received and are being processed. Nothing has happened. I am starting the process again.
 - The stated clerk regrets and apologizes for his lapse in filing. The filing for 2025 due 11/30/2025 was done 6/1/2025. The next filing deadline is 11/30/2026
- Our youth had a **wonderful experience** at Presbyterian Youth Triennium—confirmed by a call from the PYT staff directly to the Stated Clerk! Special thanks to **Lori Ashton** and **Kelvin Agbonde** for shepherding our youth and young adults throughout the event. We celebrate **Princess Chukwukelu**, who emerged as a leader and left a strong impression on the Louisville staff. The **Silver State Mustangs** are safely home now, after a few significant travel delays leaving Louisville. A heartfelt thanks to the Presbytery for generously funding this life-changing trip!

Presbytery of Nevada

September 2025

ATTACHMENT A-2

SESSION REVIEWS: Annual Review, Thanks to Elders John Harbison and Ray Bledsoe

	9/23	3/24	9/24	3/25
First Thai-Laotian				
Henderson United				✓
Christ	✓		✓	
Grace				
Valley Mesquite	✓			✓
Reno Korean				
Lamoille Community	✓		✓	
Spanish Springs	✓		✓	
Wells Community				
Lake Tahoe Community	✓			
Lee Vining Community				
Taiwanese American	✓		✓	
Green Valley	✓			✓
Mountain View				✓
Elko First				
Westminster				
Valley Bishop				
Virginia City First	✓		✓	
St. John's				✓
Hawthorne Community	✓			✓
Truckee Lutheran				

Recommendations for Action:

- The minutes for our last meeting on March 18-19, 2025, are submitted for approval. Attachment A-03.
- The Stated Clerk requests that the officers of the Presbytery for the purposes of registration with the states of Nevada and California be
Nevada: Lynne Zenier, Director | Robert C Kelley, President
Scott Plummer, Treasurer | John Christy Ramsey, Secretary
California: Scott Plummer, Chief Financial Officer
John Christy Ramsey, Chief Executive Officer, Secretary

It is the intent of this Presbytery that these officers continue until the Presbytery rescinds or modifies this action as recorded in its minutes.

- The Stated Clerk notes that **Minister Jeanie Shaw** has had a job change, which puts her outside of the previous authorization to administer the Sacrament of the Lord's Supper. **Stated Clerk requests that Minister Jeanie Shaw be given permission to celebrate the Sacrament of the Lord's Supper in connection with her new position as Stewardship Officer for the West Region and upon invitation of the appropriate council of the Presbyterian Church (USA) if the Committee on Ministry and the Presbytery decide that this new position is a validated ministry.**
- **The Stated Clerk reports that following the September 2024 action of the Presbytery of Nevada, the Presbytery grants permission to administer the Sacrament of the Lord's Supper to Minister Dick Young and other PC(USA) Ministers of the Word and Sacrament leading worship at Zephyr Point Presbyterian Conference Center. In addition, Commissioned Pastors (CREs) of the Presbytery, with prior approval of the chair of the Committee on Ministry, are also authorized to celebrate the Sacrament of the Lord's Supper at Zephyr Point Presbyterian Conference Center. The Presbytery intends that these permissions continue until Presbytery action to rescind or modify this action as recorded in its minutes**
- **The Stated Clerk requests approval for minister members of the Presbytery to be added to the authorization above, and this permission also continues until Presbytery action to rescind or modify this action as recorded in its minutes**

- **Clerk's Note (Reminder):** Following the Presbytery's action of September 2024, the previously granted permission for the following minister members to administer the Sacrament of the Lord's Supper remains in force and will continue until changed by subsequent action recorded in the minutes. The ministers are:

Minister Mitchell S Holley, Chaplain

Minister Alex Aaron, Chaplain

It is the intent of this Presbytery that this permission continues until these ministers leave their current validated ministry or until Presbytery action to rescind or modify this action as recorded in its minutes.

- **The Stated Clerk reports** that following the September 2024 action of the Presbytery of Nevada, Commissioned Pastors (CREs) of the Presbytery, when invited by a church of the Presbytery and approved by the chair of the Committee on Ministry, are **authorized to administer the Sacrament of the Lord's Supper in the church that invited them.** It is the intent of this Presbytery that this permission continues until Presbytery action to rescind or modify this action as recorded in its minutes.
- **The Stated Clerk reports** that following the September 2024 action of the Presbytery of Nevada, the celebration of the Sacrament of the Lord's Supper is **approved for all in-person meetings** of the presbytery, typically in March and September. It is the intent of this Presbytery that this permission continues until Presbytery action to rescind or modify this action as recorded in its minutes.

COUNCIL ACTIONS

These are actions taken by the Council between Presbytery meetings. According to our by-laws 4.0400, these are actions of the Presbytery.

Meeting on March 24, 2025

Council approves the proposed Mission to Alaska only for Presbytery of Nevada Participants, with the approval of the Presbytery of Yukon, for the mission trip to complete the requirements in the policy for insurance.

Council directs COM to communicate with Minister Jeanie Shaw to secure permission from other Presbyteries where the mission takes place or that include participants from within the bounds of other Presbyteries.

Meeting on June 7, 2025

Council authorized the Moderator to form a Commission (3–5 members) to assist Emmanuel Faith Chapel in the chartering process. *(Note: Moderator Adrian Doll appointed Elder Dennis Bunce, Chair, Minister Mariano Ordonez, and Minister Hilda Pecararo to the commission.)*

Council authorized a grant of \$5,000 to assist with installing fencing around Henderson United Presbyterian Church.

Council accepted the resignation of Elder Brandolyn Thran as Commissioned Ruling Elder for ministry at Wells Presbyterian Church, effective 12/22/2024.

Council approved the Ordination Exam Readers: Elder Christ Kirschman (elder reader) and Minister Hilda Pecoraro (minister reader).

Council approved Stated Clerk Christy Ramsey to sign on behalf of the Presbytery of Nevada the Self-Development of People Master Grant.

Presbytery of Nevada

September 2025

ATTACHMENT A-2

Council considered a request to fund a mission trip to California from Minister Jeanie Shaw (first proposed at the special March Council meeting) and again declined to fund or approve the trip.

Council approved adding the words in bold to this action of the March 2025 presbytery meeting:

Presbytery approved creating a commission consisting of Minister Hilda Pecoraro, Minister Sue Goodman, Minister Christy Ramsey, Elder Garth Butz, Elder UD Chukwukelu, Elder Joe Commerford, and Elder Vicki Wilson. They are charged with meeting with the congregation at Lee Vining and discussing the options, including dissolving and revitalizing. **They are authorized to dissolve the first commission.** They are authorized to dissolve the Congregation at Lee Vining no earlier than October 30, 2025.

Meeting on July 24, 2025

The Council of the Presbytery of Nevada:

- o **determined there is a validated ministry** at Truckee Lutheran Presbyterian Church for the **Rev. Rebecca Ireland**, a pastor of the United Methodist church, and
- o **approved her entering into a temporary pastoral relationship** with that congregation and
- o **enrolled her as a member of the Presbytery of Nevada** beginning July 1, 2025, for a period of 12 months.

This ends the report of Council actions since the last Presbytery meeting, and with this report, becomes the actions of the Presbytery of Nevada.



J Christy Ramsey,
Stated Clerk/General Presbyter



The Presbytery of Nevada

Synod of the Pacific Presbyterian Church (USA)

STANDING RULE PROPOSED CHANGES

The following proposed changes to the Standing Rules will be reviewed at our upcoming meeting:

1. **Terms of Office** – In working with the Nominating Committee, the Stated Clerk identified omissions in how terms of office are defined. For example, currently there is no term for a Trustee. A general rule is proposed to cover these gaps.
2. **Council Membership** – The current rules include a paragraph about “Validated Ministries” serving on Council. Since its meaning is unclear and no one has been able to explain it to me, removal of the majority of this paragraph is recommended.
3. **General Assembly Commissioners** – Our policy on electing General Assembly commissioners was updated at the last meeting, but the Standing Rules were not changed at that time. These proposals bring the Standing Rules into alignment with that updated policy and current policy language.

In the proposed Standing Rules, the current wording is in black, **new additions are in red**, and removed text is ~~crossed-out~~.

I know these tweaks might seem like hair-splitting, but because our Standing Rules (Section 10.0100) require that proposals—including those critical for our elections this meeting—be issued before the meeting, it can be tricky to alter them on the spot. If something still needs work, we can refer it and bring it to our next gathering.

Thank you for bearing with these details—and for trusting your Stated Clerk to help “make smooth the paths,” so that our Presbytery’s journey can be a bit less rocky and a lot more faithful.

Christy

Rev. Mr. J. Christy Ramsey (he/him/his)
Stated Clerk/General Presbyter, Presbytery of Nevada

Terms of Office

2.4000

Officers and Committee members shall be installed and assume the duties of their office before adjournment of the meeting of their election.

2.4001

Officers and committee members serve three-year terms unless otherwise specified by the Standing Rules or the Book of Order. No one may serve more than two consecutive terms in the same role. Partial terms filling a vacancy do not count toward this limit. After at least one year away from that office or committee, a person may serve again in the same position.

Council Membership

4.0200

Terms of Office ~~Those in Validated Ministries shall be appointed for three (3) years, and replacement of those in Validated Ministries whose term has not expired shall be for the remainder of that term. Those in Validated Ministries shall be ineligible to serve more than two (2) consecutive terms or portion of term.~~ Chairpersons shall serve on Council for the term of their office as Chairperson. The term of office for all other members of Council is ~~determined by their membership~~ **the same as their term as an officer or at-large member of Council.**

General Assembly Commissioners

9.0000 Commissioners and Alternates to ~~Higher Judicatories~~ **other Councils**

Commissioners and alternates to the General Assembly shall be elected at the Fall Presbytery meeting in the year preceding **the session of the General Assembly to which they are commissioned.** ~~the actual date of the Assembly. They shall be appointed for two (2) years, with their terms expiring at the election of subsequent commissioners and alternates.~~

The Book of Order allows for 2 Commissioners for our Presbytery; one (1) Teaching Elder and one (1) ~~shall be a Ruling Elder. It is the tradition of the Presbytery to send alternates to the General Assembly meeting in the year prior to their becoming Commissioners.~~

Nominees will be chosen **by the Nominating Committee from churches based on a rotating schedule maintained by the Stated Clerk.** ~~from churches based on a rotating schedule maintained by the Stated Clerk.~~ Nominations shall also be accepted from the floor. Election shall be by secret ballot if more than one (1) nomination is made.

~~9.0100~~ For Teaching Elders, the Stated Clerk shall provide to presbyters with the Call, a list of Teaching Elder members, the year of their enrollment, and the year(s) which they have attended the General Assembly as a Commissioner.

~~9.0101~~ If the member is from another presbytery, the year of enrollment will be noted **with an asterisk.** ~~with an asterisk.~~

~~9.0102~~ If a nomination has been declined, it will be noted.

~~9.0102~~ Nominee(s) shall be active members of **the** presbytery.

~~9.0200~~ For Elders, the Stated Clerk shall provide a rotating list of churches and an

~~attendance record of Presbytery Stated meetings for the last three (2) years.~~

~~9.0201 The Elder shall be an active member of Presbytery.~~

9.0300 For the YAAD (Young Adult Advisory Delegate)

YAAD shall be elected at the Fall Meeting of Presbytery in the year preceding the session of the General Assembly to which they are delegated.

9.0301 The YAAD shall be between the ages of ~~seventeen (17) and twenty-two (22)~~ eighteen (18) and twenty-three (23) years of age on the date the General Assembly convenes, or an age that the General Assembly requires,

9.0302 The YAAD'S church Session shall present a letter of endorsement to the Stated Clerk Presbytery along with a brief resume, outlining the leadership activities of the nominee (i.e., church, community, school) and other information to support the candidate.

9.0400 Synod Commissioners to the Synod of the Pacific

9.0401 Shall meet the requirements of being a commissioner as required by the Synod Administrative Manual.

9.0402 Nominees shall be presented by the Nominating Committee to the Presbytery for approval at the March meeting of Presbytery

9.0500 Synod Commissioner(s) Unable to Serve

If, after being duly elected, Commissioners cannot serve, the Presbytery Council is empowered to fill vacancies until the next ~~Stated~~ Meeting of Presbytery.

Here is a clean version of 9.0000 and following as amended:

9.0000 Commissioners and Alternates to other Councils

Commissioners and alternates to the General Assembly shall be elected at the Fall Presbytery meeting in the year preceding the session of the General Assembly to which they are commissioned.

The Book of Order allows for 2 Commissioners for our Presbytery; one (1) Teaching Elder and one (1) Ruling Elder.

Nominees will be chosen by the Nominating Committee. Nominations shall also be accepted from the floor. Election shall be by secret ballot if more than one (1) nomination is made.

Nominee(s) shall be active members of the presbytery.

9.0300 For the YAAD (Young Adult Advisory Delegate)

YAAD shall be elected at the Fall Meeting of Presbytery in the year preceding the session of the General Assembly to which they are delegated.

9.0301 The YAAD shall be between the ages of eighteen (18) and twenty-three (23) years of age on the date the General Assembly convenes, or an age that the General Assembly requires,

9.0302 The YAAD'S church Session shall present a letter of endorsement to the Stated Clerk Presbytery along with a brief resume, outlining the leadership activities of the nominee (i.e., church, community, school) and other information to support the candidate.

9.0400 Synod Commissioners to the Synod of the Pacific

9.0401 Shall meet the requirements of being a commissioner as required by the Synod Administrative Manual.

9.0402 Nominees shall be presented by the Nominating Committee to the Presbytery for approval at the March meeting of Presbytery

9.0500 Synod Commissioner(s) Unable to Serve

If, after being duly elected, Commissioners cannot serve, the Presbytery Council is empowered to fill vacancies until the next Meeting of Presbytery.



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)
9/2/2025

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER Marsh & McLennan Agency LLC 110 Franklin Road, Suite 1100 Roanoke VA 24011		CONTACT NAME: PHONE (A/C, No, Ext): 877-597-8247 FAX (A/C, No): E-MAIL ADDRESS:	
INSURED P000220428 PRESBYTERY OF NEVADA 2613 EMPIRE RANCH RD #22076 CARSON CITY, NV 89721		UNITECHURCS INSURER A : Lexington Insurance Company NAIC # 19437 INSURER B : Lexington Insurance Company 19437 INSURER C : INSURER D : INSURER E : INSURER F :	

COVERAGES CERTIFICATE NUMBER: 1285167818 REVISION NUMBER:

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADD INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS	
B A	X COMMERCIAL GENERAL LIABILITY CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC OTHER:			11971558 048409888	1/1/2025 1/1/2025	1/1/2025 1/1/2025	EACH OCCURRENCE	\$ 2,000,000
							DAMAGE TO RENTED PREMISES (Ea occurrence)	\$ 1,000,000
							MED EXP (Any one person)	\$ 10,000
							PERSONAL & ADV INJURY	\$ 2,000,000
							GENERAL AGGREGATE	\$ 5,000,000
							PRODUCTS - COMP/OP AGG	\$ 5,000,000
								\$
	AUTOMOBILE LIABILITY <input type="checkbox"/> ANY AUTO <input type="checkbox"/> OWNED AUTOS ONLY <input type="checkbox"/> HIRED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS <input type="checkbox"/> NON-OWNED AUTOS ONLY						COMBINED SINGLE LIMIT (Ea accident)	\$
							BOOILY INJURY (Per person)	\$
							BOOILY INJURY (Per accident)	\$
							PROPERTY DAMAGE (Per accident)	\$
								\$
	UMBRELLA LIAB OCCUR EXCESS LIAB CLAIMS-MADE DED RETENTION \$						EACH OCCURRENCE	\$
							AGGREGATE	\$
								\$
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below		Y/N <input type="checkbox"/> N/A				PER STATUTE	OTH-ER
							E.L. EACH ACCIDENT	\$
							E.L. DISEASE - EA EMPLOYEE	\$
							E.L. DISEASE - POLICY LIMIT	\$

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)
 Please contact your Insurance Board Agent, United Church Insurance Services at 877-597-8247 for questions regarding your Certificate of Insurance. If you would like to speak to someone at the insurance Board, please call 800-437-8630.

CERTIFICATE HOLDER Info Copy Only	CANCELLATION SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. AUTHORIZED REPRESENTATIVE <i>Andrea Perry</i>
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EXHIBIT C-1

PRESBYTERY OF NEVADA
 Summary Treasurers Report - 2026 Budget
 September 8, 2025

	2025 Budget	2025 Estimated	2026 Proposed Budget
INCOME			
Synod Mission Partnership Funds	\$69,152	\$69,152.00	\$32,485
Per Capita	\$94,710	\$93,812.00	\$94,160 (\$47/member)
Harmon Ave Sale	\$25,367	\$25,367.00	\$25,367
New Covenant Fund	\$0	\$16,500.00	\$20,000
Interest (all accounts)	\$19,865	\$17,500.00	\$17,000
Peacemaking Offering	\$1,200	\$1,270.00	\$1,200
Cooley Fund Income	\$1,500	\$2,065.00	\$2,000
Worship Offerings (pass thru)	\$4,100	\$3,800.00	\$4,000
Kenco Fund Income (pass thru)	\$2,185	\$2,600.00	\$2,500
Total Income	\$218,079	\$232,066.00	\$198,712
EXPENSES			
Equipping	\$6,000	\$3,000.00	\$5,000
Mission Outreach	\$30,000	\$30,000.00	\$30,000
Committee on Ministry	\$10,000	\$850.00	\$5,000
Peace and Justice	\$4,000	\$2,500.00	\$4,000
Presbytery Pastor	\$24,000	\$23,892.00	\$24,400
Stated Clerk/EP	\$40,260	\$40,056.00	\$56,500
Director of Finance	\$24,000	\$22,200.00	\$22,600
Payroll Tax	\$1,836	\$1,698.00	\$2,280
Clerk Expenses	\$0	\$0.00	\$3,000
Pastor Expenses	\$5,000	\$2,000.00	\$5,000
Staff Travel	\$1,500	\$200.00	\$1,500
Internet Share - Staff	\$1,440	\$1,440.00	\$1,480
Audit/Review	\$3,000	\$3,000.00	\$3,000
Journal Clerk	\$720	\$650.00	\$720
Per Capita GA	\$24,271	\$24,271.00	\$25,065
Per Capita Synod	\$11,688	\$11,688.00	\$11,620
Meeting Costs	\$45,000	\$58,400.00	\$45,000
Office Expenses	\$5,000	\$4,100.00	\$5,000
On Line Giving Fees	\$50	\$20.00	\$0
Insurance	\$5,500	\$5,000.00	\$5,250
Moderator Training	\$1,500	\$0.00	\$1,500
Moderator Reception	\$500	\$0.00	\$0
Conferences/Meetings	\$2,000	\$0.00	\$2,000
Worship Offerings (pass thru)	\$4,100	\$3,800.00	\$4,100
Kenco Fund (pass thru)	\$2,185	\$2,600.00	\$2,185
Total Expenses	\$253,550	\$241,365.00	\$266,200
Difference	-\$35,471	-\$9,299.00	-\$67,488
UNBUDGETED EXPENSES			
Grant to GPC New Building Fund		\$100,000	
Grant to Westminster - Computers		\$1,000	
Grant to HUPC - Security Fencing		\$5,000	
Triennium		\$17,060	
		\$123,060	

EXHIBIT C-2

PRESBYTERY OF NEVADA - CARSON CITY NV
Balance Sheet as of August 31, 2025

Wednesday, September 3, 2025

Account #	Account Name	Beginning Balance	YTD Balance
ASSETS			
CURRENT ASSETS			
1.100.101	NEVADA STATE BANK - GENERAL ACCT	6,584.77	3,322.18
1.100.102	NEVADA STATE BANK - MM	82,839.77	16,445.95
1.100.136	SYNOD - TRUSTEES 3009	123,341.97	96,849.66
1.100.138	SYNOD - TRUSTEES MDC 3853	95,026.47	97,294.80
1.100.139	SYNOD - TRUSTEES MDC 3920	49,755.74	0.00
1.100.141	SYNOD -3960 TRUSTEES UNRESTRICTED MDC	39,439.72	40,381.21
1.100.151	SYNOD MPF REC 2023	2,557.16	894.16
1.100.171	PREPAID EXPENSES	4,072.30	0.00
1.300.101	NEVADA FUNDS ACCOUNT - New Covenant	184,614.80	186,120.47
1.300.102	MKT VALUE CHANGE -NEW COV FDN ACCTS	49,026.71	58,482.23
1.400.105	SYNOD - STATED CLERK 3231	106,850.53	109,445.82
1.500.110	CALVARY CHAPEL NOTE RECEIVABLE	16,400.00	6,843.24
	Total Current Assets	\$780,608.84	\$818,078.72
RESTRICTED ASSETS			
1.240.101	SYNOD - NO. NEVADA NCD FUND 3785	33,702.46	34,506.97
1.310.110	SYNOD 4615 - NCD/RDV FUND	8,571.28	8,779.47
	Total Restricted Assets	\$42,273.74	\$43,286.44
LONG TERM ASSETS			
1.500.111	CALVARY CHAPEL N/R L-T	592,070.45	592,118.23
	Total Long Term Assets	\$592,070.45	\$592,118.23
	Total Assets	\$1,384,864.13	\$1,261,484.38
LIABILITIES			
CURRENT LIABILITIES			
2.210.111	PAYROLL TAX LIABILITIES	(0.01)	0.07
2.402.517	DEFERRED INCOME	611,125.95	598,961.47
	Total Current Liabilities	\$611,125.94	\$598,961.64
	Total Liabilities	\$611,125.94	\$598,961.64
FUND BALANCES			
3.100.101	OPERATING FUND Balance		
3.100.10	EQUIPPING MINISTRIES	0.00	1,540.00
2			
3.100.11	MISSION OUTREACH Balance	0.00	(7,597.80)
1			
3.100.12	COM CPM Balance	10,725.66	16,551.94
1			
3.100.13	PEACE & JUSTICE Balance	2,024.51	3,462.60
1			
3.100.16	OPERATING FUND OPER Balance	229,590.05	225,429.94
1			
3.100.16	OPERATING FUND RESERVES Balance	309,755.80	213,211.32
2			
	Total OPERATING FUND Balance	\$662,096.02	\$462,698.00
3.200.101	RESTRICTED FUNDS Balance		
3.125.10	INQUIRERS/CANDIDATES ASSISTANCE	7,479.97	7,479.97
1	Balance		
3.136.10	YOUTH TRIENNIAL Balance	17,000.00	1,939.65
1			
3.145.10	SMALL CHURCH ASSISTANCE FUND	3,788.52	5,337.60
1	Balance		
3.240.10	NEW NO.NV NCD FUND Balance	33,702.44	34,506.95
1			
3.310.10	NEVADA NCD/RDV FUND Balance	8,571.28	8,779.47
1			
	Total RESTRICTED FUNDS Balance	\$70,542.21	\$60,043.64
3.400.101	ADMINISTRATION FUND Balance		
3.400.10	GENERAL FUND - ADMIN Balance	4,178.87	(29,827.39)
2			
3.400.11	CONTINGENCY FUND Balance	7,777.87	7,777.87
2			
3.400.13	JUDICIAL FUND Balance	8,504.31	8,504.31
6			
	Total ADMINISTRATION FUND Balance	\$20,461.05	(\$13,645.21)
3.500.101	LONG TERM ASSETS Balance		
		140,628.91	155,426.42
	Total Fund Balances	\$783,728.18	\$862,622.86
	Total LIABILITIES and FUND BALANCES	\$1,384,864.13	\$1,261,484.38

EXHIBIT C-3

**PRESBYTERY OF NEVADA - CARSON CITY NV
Consolidated Fund Activity Report as of 08/31/2025**

Wednesday, September 3, 2025

Account #	Account Name	Begin Balance	Receipts	Disbursements	Transfers/IE's	End Balance
3.100.101	OPERATING FUND Balance					
3.100.102	EQUIPPING MINISTRIES	0.00	2,040.00	17,560.35	17,060.35	1,540.00
3.100.111	MISSION OUTREACH Balance	0.00	20,000.00	27,597.80	0.00	-7,597.80
3.100.121	COM CPM Balance	10,725.66	6,668.00	841.72	0.00	16,551.94
3.100.131	PEACE & JUSTICE Balance	2,024.51	3,938.09	2,500.00	0.00	3,462.60
3.100.161	OPERATING FUND OPER Balance	229,590.05	37,629.84	41,789.95	0.00	225,429.94
3.100.162	OPERATING FUND RESERVES Balance	309,755.80	9,455.52	106,000.00	0.00	213,211.32
3.200.101	RESTRICTED FUNDS Balance					
3.125.101	INQUIRERS/CANDIDATES ASSISTANCE Balance	7,479.97	0.00	0.00	0.00	7,479.97
3.136.101	YOUTH TRIENNIAL Balance	17,000.00	2,000.00	0.00	-17,060.35	1,939.65
3.145.101	SMALL CHURCH ASSISTANCE FUND Balance	3,788.52	1,549.08	0.00	0.00	5,337.60
3.240.101	NEW NO NV NCD FUND Balance	33,702.44	804.51	0.00	0.00	34,506.95
3.310.101	NEVADA NCD/RDV FUND Balance	8,571.28	208.19	0.00	0.00	8,779.47
3.400.101	ADMINISTRATION FUND Balance					
3.400.102	GENERAL FUND - ADMIN Balance	4,178.87	97,508.92	131,515.18	0.00	-29,827.39
3.400.112	CONTINGENCY FUND Balance	7,777.87	0.00	0.00	0.00	7,777.87
3.400.136	JUDICIAL FUND Balance	8,504.31	0.00	0.00	0.00	8,504.31
3.500.101	LONG TERM ASSETS Balance	140,628.91	14,797.51	0.00	0.00	155,426.42
Total		\$763,728.19	\$196,699.66	\$327,805.00	\$0.00	\$652,622.85

Synod of the Pacific
 Fiscal Year 2025
 Period 07/01/2025 thru 07/31/2025
 Budgeted Financial Statement
 General Fund 100

09/21/2025

EXHIBIT C-4

	Actual for Period	Actual YTD	Budget YTD	Var. Actual to YTD Budget Dollar	Var. Actual to YTD Budget %	Actual YTD Last Year	Budget YTD Last Year
MISSION SUPPORT							
MISSION REVENUE							
BASIC MISSION SUPPORT REVENUE							
Contg. Giving - Boise	0.00	1,257.25	0.00	1,257.25		17,146.86	20,416.87
Contg. Giving - Cascade	14,292.41	10,500.00	0.00	3,792.41	36.118%	13,525.14	8,750.00
Contg. Giving - E. Oregon	1,526.87	1,784.75	0.00	1,784.75	10.130%	2,714.12	17,486.68
Contg. Giving - Kendall	725.25	5,335.33	0.00	5,335.33		7,582.00	11,696.67
Contg. Giving - Nevada	2,652.50	20,817.55	23,335.33	(2,715.78)	-11.658%	21,315.10	25,533.35
Contg. Giving - Redwoods	8,952.50	72,515.74	72,516.67	(6,990.07)	-9.630%	45,702.05	78,750.00
Contg. Giving - NCCP	0.00	2,269.67	4,666.67	(2,397.00)	-51.354%	6,447.67	5,250.00
Contg. Giving - San Francisco	0.00	5,633.33	0.00	5,633.33	+100.000%	0.00	5,633.35
Contg. Giving - San Joaquin	771.38	5,043.57	17,500.00	(11,456.43)	-65.455%	14,481.81	39,696.87
Contg. Giving - San Jose	7,072.50	17,157.88	87,500.00	(10,342.12)	-11.877%	85,758.42	87,500.00
TOTAL BASIC MISSION SUPPORT REVENUE	23,852.82	225,569.35	249,063.33	(23,493.98)	-9.434%	233,535.16	296,633.25
TOTAL REVENUE	23,852.82	225,569.35	249,063.33	(23,493.98)	-9.434%	233,535.16	296,633.25
MISSION EXPENSE							
CASCADES MISSION SUPPORT EXPENSE							
MPF Distribution - Cascades	2,585.98	18,171.72	18,172.00	(0.28)	-0.002%	26,871.88	25,871.85
TOTAL CASCADES MISSION SUPPORT EXP	2,585.98	18,171.72	18,172.00	(0.28)	-0.002%	26,871.88	25,871.85
REDWOODS MISSION SUPPORT EXPENSE							
MPF Distribution - Redwoods	12,491.80	59,578.57	87,442.57	(27,864.00)	-31.988%	(24,029.74)	0.00
MPF Grant Reconciliation - RDW	0.00	(32,945.00)	0.00	32,945.00		12,407.00	0.00
RDW Electric Staff Salary/Housing Expense	0.00	28,927.00	0.00	28,927.00		56,436.32	32,249.52
RDW Electric Staff Benefits Expense	0.00	1,061.78	0.00	1,061.78		6,444.68	3,063.67
RDW Staff Travel Expense	0.00	0.00	0.00	0.00		0.00	3,500.00
RDW Appointed Staff Salary Expense	0.00	16,949.26	0.00	16,949.26		54,215.78	54,216.29
RDW Appointed Staff Benefits Expense	0.00	1,283.61	0.00	1,283.61		6,388.75	21,301.00
TOTAL REDWOODS MISSION SUPPORT EXP	12,491.80	54,467.60	87,442.57	(32,974.97)	-37.576%	122,862.91	114,333.33
SAN FRANCISCO MISSION SUPPORT EXPENSE							
MPF Distribution - San Francisco	2,595.98	18,171.72	18,172.00	(0.28)	-0.002%	26,871.88	26,871.85
TOTAL SAN FRANCISCO MISSION SUPPORT	2,595.98	18,171.72	18,172.00	(0.28)	-0.002%	26,871.88	26,871.85
SAN JOAQUIN MISSION SUPPORT EXPENSE							
MPF Distribution - San Joaquin	0.00	0.00	0.00	0.00		23,696.50	23,696.52
MPF Grant Reconciliation - SJO	0.00	0.00	0.00	0.00		23,939.04	15,435.92
MPF Grant Reconciliation - SJO	3,987.32	(21,132.00)	5.00	(21,132.00)		1,681.00	0.00
SJO Elected Staff Salary/Housing Expense	16.85	25,072.74	41,416.67	(16,343.93)	-39.452%	24,108.42	24,109.17
SJO Elected Staff Benefits Expense	0.00	116.55	0.00	116.55		95.64	12,640.83
SJO Staff Travel Expense	0.00	1,816.60	3,208.33	(1,391.73)	-40.292%	3,131.05	2,816.67
TOTAL SAN JOAQUIN MISSION SUPPORT EXP	3,987.32	5,973.89	44,625.00	(38,651.11)	-86.513%	85,977.65	73,801.11
SAN JOSE MISSION SUPPORT EXPENSE							
MPF Distribution - San Jose	(65,855.00)	(451,241.42)	0.00	(451,241.42)		(250,868.24)	0.00
MPF Grant Reconciliation - SJO	0.00	145,898.00	0.00	145,898.00		136,613.30	0.00
SJO Elected Staff Salary/Housing Expense	26,253.02	173,836.10	148,795.00	25,041.10	18.894%	172,623.36	105,817.00

EXHIBIT C-5**INDEPENDENT ACCOUNTANT'S REPORT
ON APPLYING AGREED-UPON PROCEDURES**

To the Board of Trustees
Presbytery of Nevada
Carson City, NV

We have performed the procedures enumerated below on the financial information of the Presbytery of Nevada as of and for the year ended December 31, 2024. The Presbytery of Nevada's management is responsible for the financial information.

The Presbytery of Nevada has agreed to and acknowledged that the procedures performed are appropriate to meet the intended purpose of satisfying the financial requirements of the Board of Trustees. This report may not be suitable for any other purpose. The procedures performed may not address all the items of interest to a user of this report and may not meet the needs of all users of this report and, as such, users are responsible for determining whether the procedures performed are appropriate for their purposes.

The procedures and associated findings are as follows:

1. Analyze the Comparative Balance Sheets as of December 31, 2024, and 2023 for consistency, completeness and cutoff, in accordance with the Modified Cash Basis of Accounting.
 - a. The balance sheet was found to be consistent with the prior year's balance sheet with the change in assets equal to the net income recorded in the Treasurer's Report.
 - b. A proof of cash was performed, and all activity detailed in the bank statements and investment statements was recorded in the general ledger and reflected in the appropriate cash and investment accounts.
 - c. All transfers between cash and investment accounts were traced and netted to zero.
 - d. The balance sheet is presented in accordance with the Modified Cash Basis of Accounting.
2. Reconcile the Consolidated Fund Activity Report as of December 31, 2024.
 - a. Fund Balances were reconciled and compared to the Consolidated Fund Activity Report without exception.
 - b. Increases in the Fund Balances agreed to revenues recorded.
 - c. Decreases in the Fund Balances agreed to expenses recorded.
 - d. Transfers between fund accounts were reviewed and traced to support as necessary, without exception. Transfers from restricted funds, represent amounts appropriately released from restriction while transfers to restricted funds represent those amounts to which restrictions apply.

3. Analyze the Treasurer's Report – Budget vs. Actual for the year ended December 31, 2024.
 - a. A proof of cash was performed, and all activity detailed in the bank statements was recorded in the general ledger with deposits and disbursements agreeing materially with operating revenues and expenses recorded in the Treasurer's Report. Any variance in categories noted, netted to zero, indicating that the activity recorded in the Treasurer's Report represents the activity occurring in all bank and investment accounts held by the Presbytery.
4. Review the bank statements and reconciliations.
 - a. The bank statement and reconciliation for the general checking account were reviewed and agree to the Balance Sheet at December 31, 2024.
 - b. The bank statement for the money market account was reviewed and agrees to the Balance Sheet at December 31, 2024.
 - c. Investment statements for all investment accounts detailed on the Balance Sheet were reviewed and agree to the Balance Sheet at December 31, 2024.
 - d. In addition, all interest income, capital gains and change in marked value, reflected in the individual statements was recorded in the Treasurer's Report. Total adjusted market value change for 2024 was a gain of \$810.

We were engaged by the Presbytery of Nevada to perform this agreed-upon procedures engagement and conducted our engagement in accordance with attestation standards established by the American Institute of Certified Public Accountants. We were not engaged to and did not conduct an examination or review engagement, the objective of which would be the expression of an opinion or conclusion, respectively, on compliance. Accordingly, we do not express such an opinion or conclusion. Had we performed additional procedures, other matters might have come to our attention that would have been reported to you.

We are required to be independent of the Presbytery of Nevada and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements related to our agreed-upon procedures engagement.

This report is intended solely for the information and use of the Board of Trustees and the Presbytery of Nevada and is not intended to be and should not be used by anyone other than those specified parties.

Carson City, NV
August 5, 2025

Policy 29

Child, Youth, and Adults with Vulnerabilities Protection Policy

Policy Statement and Purpose

The purpose of this policy is to provide a safe and secure environment for all children, youth, and adults with vulnerabilities entrusted to our care. Presbytery of Nevada adopts the policy and procedures not only to maximize safety and prevent abuse from occurring within the community, but also to guide and protect volunteers and employees from false allegations of abuse.

Terms and Definitions

Child abuse – An act committed by a parent, caregiver, or person in a position of trust that is not accidental and that harms or threatens harm to a child’s physical or mental health or welfare. Types of abuse may include physical abuse, including physical injury or threat of injury; physical neglect, such as failure to provide necessary care to a child; sexual abuse; mental abuse or neglect; emotional abuse; and spiritual abuse.

Specifically, abuse includes, but is not limited to:

Neglect of Basic Needs – A form of abuse. Denial of food, water, cleanliness, clothing, and sleep is not an appropriate means of discipline.

Physical Abuse – Physical force applied by an adult or older youth in a position of care or authority to a child, youth, or vulnerable adult. Physical force (hitting, spanking, shaking, shoving, etc.) shall not be used by leaders in our programs.

Sexual Abuse – Any sexual contact or sexual interaction between a child/youth (under the age of 18 years) or vulnerable adult and an adult; any use of a child, youth or vulnerable adult for the sexual stimulation of an adult or a third person; any risqué jokes, innuendo, unacceptable visual contact, unwelcome casual touch, unwelcome or inappropriate hugs and kisses, and sexually suggestive pictures between an adult and a child, youth or vulnerable adult, as deemed inappropriate by any reasonable adult. Even if a child, youth, or vulnerable adult, out of ignorance, innocence, or fear, does not resist, it is still abuse.

Emotional Abuse – Inappropriately belittling, hateful, or angry words and/or actions directed toward a child, youth, or vulnerable adult. Discipline by humiliation is also emotional abuse.

Spiritual Abuse – Using religious references to shame or by guilt to motivate a child, youth, or an adult with vulnerabilities into a particular action or behavior.

Adults with Vulnerabilities - sometimes called an incapacitated adult- are adults who, due to mental or bodily disability, cannot take care of themselves without help from others. Adults usually become vulnerable due to cognitive impairment, such as Down syndrome. Ageing can cause or worsen a person’s vulnerability due to physical decrepitude and/or lack of money.

Employee – Any person who works for salary or wages.

Volunteer – Any person not employed who, at any time during the year, teaches, supervises, or helps with children, youth, and vulnerable adult activities.

June 11, 2025

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Leader – An adult designated by the Presbytery of Nevada to have responsibility for children, youth, and/or vulnerable adults. The adult must be a minimum of 18 years of age. Leaders of overnight trips must be at least 21 years of age. It is recommended that leaders be at least four years older than the children or youth they are supervising.

Sponsored Activity - Includes all gatherings that arise from any worship, educational, childcare, fellowship, administrative, pastoral, mission, or recreational event generated or organized by the Presbytery of Nevada.

Volunteer Ministry – Includes any Presbytery of Nevada sponsored activity engaged in by a volunteer. *Child or Youth* – Persons under 18 years old and considered a minor under the law. This term shall also include individuals over the age of 18 (vulnerable adults) with intellectual and/or developmental disabilities.

Screening: Background Requirements

- Applicants for full-time or part-time paid employment are required to provide, complete, or undergo the following:
- An Employment Application, which will include information regarding past employment and prior convictions for crimes.
- A reference check covering, where possible, the two immediate past employers, or personal references unrelated to the applicant if no information can be obtained from past employers.
- Prior to hiring an applicant, a background check report for that individual from the State of Nevada, State of California, or the state they are coming from will be obtained. After employment, periodic checks will be completed.
- Each new employee will be provided with orientation and training on abuse, including its recognition and prevention, as well as on the terms and conditions of this policy.
- Any candidate for employment who has a past conviction of, or pending proceeding addressing an allegation of, abuse or neglect cannot be employed.

All documents related to background checks are considered confidential and will be securely maintained by the Stated Clerk per the Book of Order.

Volunteers: Background Requirements

- Volunteers working with youth, children or vulnerable adults in any volunteer ministry are required to provide, complete, or undergo the following:
- Prior to becoming a volunteer, volunteers will provide needed information and permission for a background check. Background checks will be completed every year for volunteers.
- Each new volunteer will be provided with orientation and training on abuse, including its recognition and prevention, as well as on the terms and conditions of this policy.
- Any candidate for volunteer service who has a past conviction of, or pending proceeding related to, an allegation of abuse or neglect will not be allowed to work with children, youth, or vulnerable adults. Refusal to complete the volunteering process will automatically disqualify an individual from volunteer service with children, youth, and vulnerable adults.

All documents related to background checks are confidential and will be securely maintained by the Stated Clerk per the Book of Order.

June 11, 2025

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Training

Within thirty-six (36) months of completion of the initial Boundary Training, all members of the Presbytery of Nevada are required to complete updated/review training. Tracking fulfillment of initial and subsequent training will be reported to the office of the Stated Clerk per the Book of Order and the Procedures and Policies of the Presbytery of Nevada.

Supervision: Two-Leader/Open-Door Policy

- *Two Adult Rule:* To the greatest extent possible, the presence of two unrelated employees and/or volunteers are required when ministry activities involve contact with, or supervising, children, youth, and vulnerable adults.
- *Open Door Policy:* Classroom doors should remain open unless there is a window in the door or a side window beside it. Doors should never be locked while people are inside the room unless for experiencing an emergency or emergency drill with procedures that dictate otherwise.

Parental/Guardian Consent

- Children, youth, and vulnerable adults shall obtain parental or guardian permission to participate in Presbytery of Nevada activities or programs that involve travel.

Activity Release Policy

- All participants will only be released to a parent, guardian, or designated custodian, unless a signed waiver has been received.

Administration

- The Stated Clerk shall administer the Policy.

Policy Review

- The Policy shall be reviewed per the Book of Order and according to Policy 13 Policy Review.

Parental Notification

- If an incident occurs on church property during a church-sponsored event, the parents, guardian, or designated custodian of any participant involved in any allegation of abuse shall be immediately notified.

Response to Allegations

- Upon the receipt of any report of potential or alleged abuse by an employee or volunteer, the individual accused of such conduct shall be temporarily relieved of any duties involving children, youth, or vulnerable adults pending an appropriate investigation. An allegation of abuse/misconduct would result in suspension with pay of the employee or suspension of the volunteer pending the results of the investigation. If the investigation reveals no abuse or misconduct, the person accused will be reinstated in good standing. An employee/volunteer will be immediately terminated if the investigation reveals abuse or misconduct. An employee may appeal to the Stated Clerk which, after review, will make a final, binding decision. Church officials shall follow procedures outlined in the Principles of Church Discipline, D-10.0000 et seq. (Book of Order).

June 11, 2025

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Off-Site Trips and Events Permission

- Parent/Guardian/ Designated Custodian Permission Forms and Medical Consent Forms are required before all trips. The two-adult rule must be followed throughout the trip, with any foreseeable exceptions clearly stated and approved in advance by the parent, guardian, or designated custodian. The total number of adults on each trip will be adjusted according to the requirements of the planned activities. Under no circumstances will one adult be allowed to be alone when taking, transporting, or accompanying minors on an overnight outing.

Rooming Arrangements

- Rooming arrangements should provide for children, youth, and vulnerable adults of the same sex to room together and adults of the same sex to room together.
- When possible, adults' rooms shall be next to youth rooms, and youth may be checked on during the night.
- Ordinarily, adults should not share rooms with children. An individual minor may share a room with an individual adult if the two are related (parent/child), or if written permission has been granted prior to the event by a parent or guardian (in such cases as Intergenerational Mission Trips).
- In situations where one large sleeping area is provided, two adults of the same sex shall accompany children, youth, or vulnerable adults of the same sex.

Medical

- Each child, youth, vulnerable adult, adult volunteer, and staff member must submit a completed medical/insurance form for trips away from the church building and grounds. Each minor's form must have a parent or guardian's signature.
- Whenever possible, all activities with children, youth, and vulnerable adults shall have a staff or volunteer adult leader with current certification in CPR training.
- Group leaders shall have a copy of all medical forms for overnight or off-site events. These forms will be kept on the event site for the duration of the event.
- First Aid supplies will be available on the event site. All workers will be informed of the location of First Aid supplies/equipment and shall have access to information concerning specific medical conditions and the concerns of participants.
- A written report will be completed in case of any accident, medical emergency, or injury.

Driving Rules/Travel

- Drivers of children, youth, and adults with vulnerabilities should be over 21 years of age.
- When one vehicle is used for an event, the two-leader rule still applies unless parental permission is obtained prior to the trip. When several vehicles are taken for an event and two leaders are not available for every vehicle, keeping the other vehicle in sight at regular intervals is an acceptable substitution for the two-leader rule.
- A valid driver's license and proof of insurance is required for all drivers.
- All vehicles should remain parked throughout the duration of the activity except for transporting participants and/or obtaining supplies.
- All vehicle occupants shall wear seat belts.

June 11, 2025

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Reporting

Any individual who has a reasonable suspicion or knowledge that abuse has occurred is legally obligated to report it immediately.

- Following Nevada Child Welfare & Child Protection Services, Nevada Adult Protective Services (APS), (Nevada Division of Child and Family Services), California Child Protection Services, and California Adult Protective Services (APS).
- Any person having reasonable cause to believe that a child may be subjected to abuse or neglect is legally required to report all information regarding the incident to the NV-DCFS or CA-CPC.
- In Nevada, failure to report abuse or neglect is a criminal offense. A first violation is a misdemeanor offense, while subsequent offenses are gross misdemeanors. Mandatory reporting of abuse and neglect is required by law in Nevada. Failure to report could result in disciplinary action, up to and including termination from employment and possible criminal charges. Fines may vary.
- In California, failure to report an incident of known or reasonably suspected abuse or neglect as required by this section is guilty of a misdemeanor punishable by up to six months confinement in a county jail or by a fine of one thousand dollars (\$1,000) or by both imprisonment and fine. Fines may vary.
- "In accordance with state law, anyone acting pursuant to this Act in making a report in good faith shall have immunity from any liability, civil or criminal, which might otherwise be incurred or imposed. Any such person shall have the same immunity with respect to testimony given in any judicial proceeding resulting from such report.
- The individual reporting shall immediately report the suspicion to the State Clerk, in addition to reporting the incident to the correct state agency. If the alleged offender is an employee of the Presbytery of Nevada, the report shall be made to the Chairperson of the Personnel Committee and the Stated Clerk. If the alleged offender is a pastor, a report must be made to the Stated Clerk of the Presbytery of Nevada.
- In each case of alleged abuse, the Stated Clerk shall contact and involve Presbytery of Nevada's liability carrier and verify that the correct agency has been notified, and that proper documentation of the allegations and the proceedings is maintained.
- The Stated Clerk shall be responsible for maintaining contact with the agency to which the report was made, and with all individuals and/or families involved. Additionally, the Stated Clerk shall speak on behalf of the Presbytery of Nevada in the event an allegation requires speaking to the community.
- Reports must be made immediately, or as soon as possible, by phone. A written report must be forwarded within 36 hours of receiving the information regarding the incident (PC 11166[a]). The written report must be submitted on a Department of Justice form (SS 8572),

June 11, 2025

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