

Sacred Sites Tour, Saturday, August 23, 2025, 10am-2pm

This tour is lead by **Jim Bear Jacobs** (Mohican), and offers an opportunity to learn about Minnesota history from a Native perspective, through story-telling and experiencing the sites in silence / meditation / reflection. The tour is appropriate for adults and older youth. Coordinated by First Presbyterian Church, Hudson, WI. All from the Presbytery of the Twin Cities Area are invited.

Cost is \$15 per participant

Learn more and register at: <https://bit.ly/PTCASacredSitesTourRegistration>

MARK YOUR CALENDAR

- **September 27, 2025**

Boundary Training Event, details TBA

- **October 11, 2025**

Day of Service Events, details TBA

- **EMERGE Upcoming Publication Dates:**

May 16, May 30, June 13, June 27



*As if we
were
Dreaming*

★ July 28 - 31
Louisville, KY

Presbyterian Youth Triennium 2025

Tips & Rules of Order for Virtual/Hybrid Meetings Using ZOOM

TECHNICAL REQUIREMENTS:

1. You need a computer or mobile device (tablet or smartphone) that has an internet connection, a speaker, a microphone, and (optional) a webcam.
2. Make sure you have installed the ZOOM app well before the meeting and tested your ability to connect. Get familiar with the controls. Find the app here: <https://zoom.us/download>

WHEN YOU CONNECT TO THE MEETING:

1. You will at first be in the “waiting room” until the Zoom host adds you to the meeting. This should only take a few seconds. Important Note: If you are using a computer, laptop or tablet, you may not see the Zoom control panel unless you “mouse” over to the bottom of the screen.



Your Zoom control toolbar will look something like this.

2. Please click “mute” so your voice and background noises cannot be heard by others.
3. Please click “start video” so we can see your face!
4. Click the Participants button to see who has joined the meeting and to gain access to the “raise hand” function when needed.
5. Please use the Rename function to show us who you are:

Click “Participants”

Hover over your name on the list with the mouse

Click the ellipses (...)

Click Rename; then enter your new name in the pop-up box: Name, TE or RE, your Church. If you are a guest (not a voting member) please fill in your Name, and your Agency and Position if appropriate.

6. Please check the Chat for any additional information.

HELPFUL TIPS: If you have difficulty hearing during Zoom meetings, obtain **headphones** for your device. This helps limit outside noise interference. Also, look for the Closed Captioning on your

Zoom bar. This should be enabled in your app settings before you join the meeting. Note that the accuracy of Closed Captions is dependent on the internet speed at the speaker's end: whether you are listening to the Moderator of the meeting, or listening to someone else on Zoom speaking, their internet speed (and audio quality) controls how well the audio translates to written words. ALSO: Follow along in your Presbytery Packet.

GUIDELINES FOR PARTICIPATION: RULES OF ORDER

1. Each voting participant must connect to the virtual congregational meeting separately. For best results, connect using the Zoom app on a computer or mobile device (smartphone or tablet.) If online participation via Zoom is not possible, members may connect via telephone (as a "dial-in.") Either way, the rule is: one participant, one connection.
 2. A quorum will be determined by the standing rules, which indicate that attendees are counted upon registration for the meeting AND connecting to the Zoom meeting.
 3. Both online and phone participants will use the "raise hand" feature to be recognized by the Moderator before speaking (and in some cases, to indicate a vote):
 - Please wait to speak until you are recognized, and stay "Muted" until it is your turn to speak. Please "Mute" yourself again once you are done speaking.
 - Please turn your Video on (if it is not on) before you speak.
 - The Host will "lower your hand" for you when you are done.
 4. When multiple people are seeking recognition, the Moderator will recognize one speaker at a time with the assistance of a Host. If you are not recognized, send a Chat message to the Host and we will try to help.
 5. Normally, Motions are determined ahead of time and voting is done through the Polling feature on Zoom. When there is a Motion, a Poll will pop up on your screen and you will have 60 seconds to register your anonymous vote. After all in-person and online voting has been tabulated the results will be announced.
- If you need to make a Motion, you should enter it in writing in the Chat and then seek recognition by raising your hand (using the Zoom feature). When called upon, tell us your motion is in the Chat and make that Motion. The votes on a motion of this type will be done via "Raise Hand," and will be observed by the Moderator and the Zoom Host. The count will be double-checked and the Moderator will announce the results.

Rules of Order apply in all cases.

Presbytery of the Twin Cities Area

Stated Meeting

Thursday, May 15, 2025

Valley Community Presbyterian Church

3100 Lilac Dr N, Golden Valley MN 55422

***“Let us come into God’s presence with thanksgiving;
Let us make a joyful noise to God with songs of praise!
For the Lord is a great God.
Psalm 95:2-3***

This meeting is a hybrid meeting. The Presbytery will gather at Valley Community Presbyterian Church in Golden Valley; Presbyters may attend the meeting either in person or over Zoom.

This meeting begins promptly at 5 pm. The format of this meeting will begin with the business of the Presbytery. There will be a break for an evening meal together. The meeting will conclude with worship after the meal. Zoom participants are encouraged to take a break during the meal. Worship is scheduled to begin promptly at 7:30 pm and will conclude at 8:00 pm

DOCKET

The Presbytery prepares to meet together.

4:30 pm Registration table opens.

Please sign your name at the registration table and make a nametag for yourself. Please include the following: TE or RE, Name, Affiliation (Church, Organization or Agency). Pronoun stickers are also provided.

4:30 pm Zoom Opens. No formal activities until 5:00pm.

Please rename yourself on the Zoom to include the following: RE or TE, Name, Affiliation (Church, Organization or Agency), and Pronouns.

As you log in, please make sure your audio is working. Please familiarize yourself with the Zoom controls, and the Zoom Community Norms document in your packet.

The Presbytery Gathers for Worship and Business.

5:00 pm Welcome and Call to Order RE Elsa Kendig, Moderator

5:00 pm Words of Welcome

Welcome and instructions to in-person Presbyters to fully participate in today's meeting.

Welcome Zoom participants TE Ben Masters

Welcome and instructions to Zoom Presbyters to fully participate in today's meeting.

Welcome by the Host Church TE James Cochrane, Transitional Pastor

5:05 pm Opening Business RE Elsa Kendig, Moderator

Forming the Roll

Declaration of a Quorum

Introduction of new Ministry Members

Introduction of First-Time Commissioners

Seating of Corresponding Members

Recognition of Visitors

Approval of the Docket

Including the OMNIBUS/Consent Agenda and the 2025-02-11 Stated Meeting Minutes

5:20 pm Announcement: the Riverside Lounge (A ministry of the Andrew Riverside Administrative Commission) Chaplain Steve Mulaney

5:25 pm Report: Race and Equity Report Implementation Team (RERIT) TE Kendra Grams

5:35 pm Announcement: Restorative Action Milissa A. Carter

5:45 pm Report: Committee on Preparation for Ministry RE Sally Narr

Including a recommendation to move the status of Inquirer Jimmy Hoke to Candidate.

6:10 pm Report: Nominating and Developing Leaders RE Jean Emmons

Including a recommendation to nominate an Executive Presbyter Search Committee

6:15 pm Report: Personnel Committee TE Bart Roush

Including a recommendation to approve a Job Description for the Executive Presbyter

6:20 pm Report: Stated Clerk TE John Curtiss

To include meeting attendance.

6:25 pm Report: Commission on Ministry TE Chris Chatelaine-Samsen

To include recognizing the retirement of Tim and Beth Hart-Andersen

6:45 pm Break for Meal

The Presbytery will break for an evening meal.

7:30 pm Worship

To include the commissioning of youth and adults to the Presbyterian Youth Triennium; also including the Presbytery Necrology for 2024.

8:00 pm Adjourn

OMNIBUS MOTION/CONSENT AGENDA

I. Board of Trustees

A. The Board of Trustees reports:

1. At the 2025-04-15 BOT Meeting:

- a. Approving the lease agreement between Buffalo, Buffalo and the Spirit of Joy Lutheran Church (ELCA). **See attached document.**
- b. Approving the lease agreement between First, Hastings and the Homestead Community Church (Assemblies of God). **See attached document.**
- c. Designating the proceeds of the Bachman Traditional Worship Music Fund to benefit the most recent new church development (Chain of Lakes, Blaine).
- d. Designating \$100,000.00 from the Congregational Development fund be available for Congregational Development grants in 2025.

Board of Trustees members:

RE Scott Barraclough

RE Richard Bauer

TE Richard Buller

TE Jim Brasel

RE Steve Lewis

RE Sally Mortenson

RE Tom Radio

TE Rebecca Tollefson, chair (tolle325@hotmail.com)

The Board of Trustees normally meets six times a year – on the third Tuesday of each even month (February, April, June, August, October, and December).

The next Board of Trustee meeting will be on Tuesday, June 17, 2025, at 4:00 pm over Zoom.

II. Commission on Ministry

A. The Commission on Ministry reports:

1. From the 2025-02-24 COM Meeting:

a. Approving the following Validation of Ministry applications:

TE Luke Roske-Metcalf (Chaplain, Hennepin Healthcare)

TE Kjirstin Almos (Spiritual Care Director, Benedictine Living Community Regina)

TE Dana Caraway (Chaplain, Prairie Care)

TE Paul Morgan Johnson (University Minister, Int'l Christian University, Japan)

TE J. Scott Cartwright (Spiritual Care Director, Benedictine)

TE Lisa Watson (LMFT)

TE Carol Shaffer

TE Heather Grantham (Hamline Church, United Methodist)

b. Approving the following Member at Large applications and renewals:

TE Amanda Boss

TE John Nelson

TE Elizabeth S. Shannon

- c. Concurring** with the invitation of the session of Trinity, Woodbury to the **Reverend Edwin DuBose (ELCA)** to serve as half-time transitional pastor, effective February 1, 2025, according to the following terms:

Salary and Housing: \$53349

Vacation: 4 weeks including 4 Sundays per year

Continuing Education Allowance: \$1200 per year

Continuing Education Leave: 2 weeks/year, cumulative over 3 years.

Optional Retirement Contribution (ELCA): \$6546/year.

Professional Expense : 704/year

Pension and Medical Benefits through ELCA.

- d. Appointing** Reverend Edwin DuBose moderator of the session of Trinity, Woodbury, effective February 1, 2025.
- e. Approving** Reverend Edwin DuBose be transferred to the member-at-large roll of the PTCA for the duration of this call.
- f. Concurring** with the invitation of the session of Shepherd of the Hill, Chaska to **TE Elizabeth Mahan (UCC)** to serve as three-quarters time transitional pastor, effective April, 2025, according to the following terms:
- Salary and Housing: \$58500
- Vacation: 4 weeks including 4 Sundays per year
- Continuing Education Allowance: \$1200 per year
- Continuing Education Leave: 2 weeks/year, cumulative over 3 years.
- Social Security Offset: 4475
- Full pension, family medical, dental, and life/disability benefits.
- 12 week family medical leave

- g. Appointing** TE Elizabeth Mahan moderator of the session of Shepherd of the Hill, Chaska, effective April 2025.

- h. Approving** TE Elizabeth Mahan be transferred to the member-at-large roll of the PTCA for the duration of this call.

2. From the 2025-03-24 COM Meeting

- a. Appointing** TE Ken Ribe, Northern Waters Presbytery, to moderate the 2025-04-27 congregational meeting at St Luke, Minnetonka.
- b. Appointing** RE Jim Shatek, moderator of the Session at Cherokee Park United, St Paul during TE Matthias Peterson-Brandt's sabbatical.
- c. Approving** the following Validating Ministry applications:
- TE Kim Goodman (CPE Certified Educator, North Memorial)
- TE Stephanie Friant (Spiritual Care Coordinator, Benedictine Living Communities)

TE John Lee (Leaderwise and JCYL Ministries)

d. Approving the following applications for Member-at-Large renewal:

TE Margaret Newswanger

e. Approving the removal of Reverend Cynthia Riggin from the Member-At-Large rolls, effecting 2025-04-13 when the call at Macalester-Plymouth is dissolved.

f. Approving the transfer of membership of TE Robert Reynolds, Retired, from the Presbytery of Chicago to the Presbytery of the Twin Cities Area.

g. Approving the removal of Richard Newswanger from the Member-At-Large rolls of the Presbytery.

h. Concurring with the judgement of the Pastor Nominating Committee of St Luke Presbyterian Church, Minnetonka, that **TE Kristin Riegel** is suitable for the position of pastor.

i. Noting that the position was widely advertised.

j. Reporting that the PNC of St Luke, Minnetonka, has implemented its search process in conformance with the provisions of Equal Employment Opportunity for teaching elders and has considered candidates without regard to race, ethnic origin, gender, age, disability, or marital status.

k. Reporting to the PTCA that, with the concurrence of the congregation action taken on April 27, 2025, the call of St Luke, Minnetonka to **TE Kristin Riegel** as pastor will be approved, effective, June 9th, 2025, according to the following terms:

Salary and Housing: \$92894

Continuing Education Allowance: \$2000/year

Continuing Education Leave: 2 weeks/year, cumulative over 3 years.

Vacation: 4 weeks including 4 Sundays per year.

Social Security Offset: 7.65% of effective salary

Sabbatical: 3 months after 6 years of service.

Moving Expenses: \$8000

Transportation Allowance: \$1500

Professional Expenses: \$2000

Full pension, family medical benefits

l. Reporting that TE Kristin Riegel be appointed moderator of the session of St Luke, Minnetonka, effective, June 9, 2025.

m. Reporting that TE Kristin Riegel membership be transferred to the PTCA, effective June 9th, 2025.

n. Reporting that TE Zach Wilson will complete his service as transitional pastor and moderator of the session of St Luke, Minnetonka, effective June 8, 2025.

B. The Commission on Ministry announces:

The Commission on Ministry *normally* meets on the fourth Monday of each month. *However,*

the next meeting of the COM will be on Monday, June 2nd, 2025 at 1:00 p.m.

Members of the Commission on Ministry are:

TE Sarah Brouwer

TE Chris Chatelaine-Samsen, chair

TE Jim Cochraine

TE Gregg Dana

RE Rochelle LeTourneau

TE Cindy Ray

RE Sue Rutford

III. Presbytery Leadership Team

A. The Presbytery Leadership Team **recommends:**

1. Nominating TE Luna GebbenGreen, Edgumbe, Saint Paul, to serve on the Nominating and Developing Leaders Committee for a three-year term.

B. The Presbytery Leadership Team **reports:**

1. Approving the Mission and Community Outreach Grants Program Summary*

2. Approving the job description* for the accountant position.

3. Receiving a handout from the Church of All Nations, Columbia Heights session with point-by-point refutation of the allegations named in the Jan 30, 2025 letter from the Stated Clerk (see February 11, 2025 Stated Meeting Minutes). This handout was delivered in print to John Curtiss, Anna Kendig Flores and Denise Dunbar Perkins on March 17, 2025. PLT notes that an Administrative Commission for “a council affected with disorder (G-3.0106b(5))” would have had a wider scope of interest for the issues addressed beyond secular legal issues, including ethical and theological implications in the context of the Book of Order.

4. Receiving the request from the Church of All Nations, Columbia Heights Session to enter into the process of gracious separation.

5. Voting to enter into the process of gracious separation with the Church of All Nations, Columbia Heights session.

6. Appointing the following to serve on the negotiating team, per the gracious separation policy: TE Denise Dunbar Perkins, Retired

RE Sue Goodspeed, Lake Nokomis, Minneapolis

7. Revising the Acting Co Executive Presbyter (Congregations and Leaders) position to .75 FTE and **hiring** TE Zach Wilson to the position.

8. Approving the “PTCA Response: RE: Request for Clarification” letter and instructing Stated Clerk John Curtiss to share this response with the Church of All Nations, Columbia Heights Session.

9. Approving in concurrence with the Personnel Committee the Job Description* for an Executive Presbyter as a “working document” and to empower the Executive Presbyter Search

Committee to utilize the summer months to reflect with the staff to revise as needed.

10. Approving an additional grant of \$50,000.00 from the Strategic Ministries Fund (Bucket #2) to provide legal defense in support of the Andrew Riverside Presbyterian Church with the building owner. This will bring the authorized grant funds to a total of \$100,000.00.

11. Approving a 2025 Housing Allowance to PTCA Staff Member TE Zachary Wilson. Wilson is scheduled to begin employment as the Acting Co-Executive Presbyter (Congregation and Leader Support) on June 9, 2025.

C. The Presbytery Leadership Team announces:

1. RE Elsa Kendig will serve as the PLT chair, pro tempore, during the sabbatical of TE Jamie Schultz. Schultz will be on sabbatical from May 15, 2025 – August 15, 2025.

Members of the Presbytery Leadership Team include:

TE John Curtiss, Stated Clerk

TE Heather Grantham

RE Elsa Kendig

TE Paul Moore

RE Rocky Rockenstein

TE Steve Robertson

TE Jamie Schultz, chair (pastor@brynmawrchurch.org)

TE Zach Wilson

The Presbytery Leadership Team meets on the first Monday of each month. The next PLT meeting is on Monday, June 2, 2025, from 3-5 pm over Zoom.

Supporting Documents included with this report, beginning on Page 65:

Mission and Community Outreach Grants Program

Accountant Job Description

LEASE AGREEMENT

between

**SPIRIT OF JOY LUTHERAN CHURCH, BUFFALO MN
(SOJ)**

and

**BUFFALO PRESBYTERIAN CHURCH, BUFFALO MN
(BPC)**

LEASE AGREEMENT

THIS LEASE is made and entered into this ____ day of November, 2024, by and between **SPIRIT OF JOY LUTHERAN CHURCH, BUFFALO MN**, a Minnesota non-profit corporation and congregation of the Evangelical Lutheran Church in America (“**SOJ**”), and **BUFFALO PRESBYTERIAN CHURCH**, a Minnesota non-profit corporation (“**BPC**”).

RECITALS

WHEREAS, BPC holds in trust for the Presbyterian Church (USA) certain real property and improvements thereupon situated in Buffalo, Minnesota, at 507 Calder Ave NE and known as Buffalo Presbyterian Church, (“the Property”); and

WHEREAS, SOJ has requested a lease to use portions of the Property (including areas known as the sanctuary, narthex, kitchen, fellowship hall, children’s room, youth room, nursery room, heritage room, restrooms, storage area, outdoor gathering spaces, and parking lot) for times on specific days as set forth herein, to facilitate SOJ’s use for church ministry, worship, and education.

WITNESSETH

NOW, THEREFORE, in consideration of these promises and the mutual covenants and agreements found herein: the parties agree as follows:

ARTICLE 1 BASIC LEASE PROVISIONS

Section 1.01 Terms and Conditions. BPC hereby grants to SOJ the right to utilize the Leased Premises (as described in Exhibit 1.01 attached to this Lease) pursuant to the terms, conditions, and provisions of this Lease. This Lease supersedes and cancels all previous lease agreements between SOJ and BPC.

Section 1.02 Initial Lease Term and Commencement Date. The term of this Lease shall commence on December 1, 2024, (the “Commencement Date”) and shall continue for an initial Term of five (5) years and thirty (30) days, ending on December 31, 2029. The provisions of this Lease shall be reviewed by BPC and SOJ designated representatives annually during the Initial Term.

Section 1.03 Extended Term and Termination Before End of Term. After the initial Term, the Lease may be extended for a mutually agreeable length of time, provided SOJ gives notice to BPC of its desire to renew and the length of time it desires to extend the Lease at least ninety (90) days before the Term ends. The rent for the extended term will be negotiated sixty (60) days before the Initial Term ends. For the Extended Term to be effective, it must be approved by the Presbytery of the Twin cities Area as required by the Constitution of the Presbyterian Church (U.S.A.). Either SOJ or BPC may terminate this Lease without cause before the end of any Term upon ninety (90) days’ prior written notice, in such party’s sole discretion.

Section 1.04 Acceptance by SOJ. SOJ certifies that SOJ has inspected the Leased Premises and accepts same "As Is," in its existing condition, as of the Commencement Date of this Lease, together with all defects, latent or patent, if any, and subject to all easements, encumbrances and restrictions and matters of record. SOJ further acknowledges that BPC has made no warranties or representations of any nature whatsoever regarding Leased Premises including, without limitation, any relating to the physical condition thereof or of any improvements located therein, or the suitability of the Leased Premises for SOJ's intended use thereof. BPC shall not be required to perform any repair work, alterations, or remodeling of the Property or Leased Premises as a condition of this Lease.

Section 1.05 Days/Times. SOJ's access and use of the Leased Premises shall be limited to days and times as shown on Exhibit 1.05.

ARTICLE 2 RENT

Section 2.01 Rent. SOJ shall pay rent to BPC in equal monthly installments of One Thousand Dollars (\$1,000) beginning on December 1, 2024. Commencing on December 1, 2024, each installment shall be due on or before the first day of the month for which the rent is being paid.

Rent payment shall be made payable to Buffalo Presbyterian Church and shall be delivered to the attention of the Treasurer at 507 Calder Ave NE, Buffalo, MN 55313, or at the church office on or before the 1st day of each month during the Term.

Section 2.02 Security Deposit. There shall be no security deposit required by SOJ to BPC for this Lease Agreement.

Section 2.03 Additional Rent. Any and all sums of money or charges required to be paid by SOJ under this Lease other than the Rent shall be considered "Additional Rent," whether or not the same is specifically so designated and BPC shall have the same rights to enforce due and timely payment by SOJ of all Additional Rent as are available to BPC relating to the Rent. Other additional costs as identified and agreed to by both congregations.

Section 2.04 Taxes, Assessments, and Property Taxes. If SOJ's use of the Leased Premises causes an increase in BPC's insurance premiums or the assessment of property tax against the Real Estate, BPC retains the option of terminating this Lease Agreement and requiring SOJ to pay BPC Additional Rent in an amount necessary to offset the amount of the increased premium or tax.

Section 2.05 Unpaid Fees, Holdover. If SOJ fails to make timely payment of any Rent, Additional Rent or any other payments due and payable in accordance with the terms of this Lease within ten (10) days after same shall become due and payable, interest at the maximum rate permitted by law shall accrue against the delinquent payment(s) from the date due until the date payment is received by BPC. Such interest shall constitute Additional Rent. In the event SOJ shall holdover, refuse or fail to vacate and relinquish possession of the Leased Premises at

the expiration or earlier termination of this Lease, SOJ shall be liable to pay to BPC during the entire period of such holdover, double rental.

Section 2.06. Accord and Satisfaction. No endorsement or statement on any check or letter shall be deemed an accord and satisfaction. BPC may accept any check or payment without prejudice to BPC's right to recover any balance due or to pursue any other remedy available to BPC pursuant to this Lease or under the law.

ARTICLE 3 ALTERATIONS TO LEASED PREMISES

Section 3.01. SOJ's Work.

(a) Alterations. SOJ shall not construct or make any improvements, or alterations to the Leased Premises without the prior written consent of BPC, which consent may be withheld in BPC's sole discretion. In the event SOJ proposes to construct any alteration, improvement, or modification of the Leased Premises, SOJ shall submit to BPC conceptual plans and specifications for such proposed alterations (the "Alterations"). In the event BPC approves such Alterations, SOJ shall prepare and submit to BPC for approval detailed plans and otherwise comply with the terms of this Article 3. All Alterations, including improvements, additions and modifications constructed by SOJ shall be deemed a part of the Leased Premises, and, upon expiration or earlier termination of this Lease, shall, at the sole discretion of BPC, become property of BPC or be removed by SOJ. SOJ shall repair any damage caused by the installation, use, maintenance, or removal of the Alterations, using materials of like kind and quality.

(b) Governmental Approvals. SOJ shall obtain, at SOJ's sole cost and expense, all other approvals, including but not limited to BPC, local, state, and federal permits and consents necessary for construction of any Alterations and shall further be responsible for all conditions which may be imposed in connection with such approvals.

(c) General Installation Guidelines. All work performed by SOJ pursuant to this Lease shall be performed by SOJ at SOJ's sole cost and expense, shall be performed only by duly licensed contractors specializing in such work, and who are approved in advance by BPC. All work shall be performed in a good and workmanlike manner and shall be diligently prosecuted to completion substantially in accordance with the plans approved by BPC, and all applicable governmental laws, regulations, rules, codes, and orders. SOJ, its contractors, subcontractors, laborers, suppliers, and professionals shall exercise due care in the installation, construction, maintenance, and repair of the Leased Premises to avoid damage to the Property. SOJ, at its sole cost and expense, shall promptly repair any damage caused in the course of the Alterations using materials of like kind and quality, restoring it to its condition prior to damage.

(d) Contractor Requirements. SOJ shall require contractors to furnish satisfactory evidence of statutory Worker's Compensation insurance, commercial general liability insurance (CGL), commercial automobile insurance, and physical damage insurance on a Builder's Risk form with the interest of BPC endorsed thereon, in such amounts and in such manner as BPC may reasonably require. BPC shall be added as additional insured to the contractors CGL policy for work done on Leased Premises using CG 2010 (ongoing operations) and CG 2037 (completed operations) or their equivalent with a separation of insured clause or endorsement in

the policy. BPC may require additional insurance for any alterations or improvements approved hereunder, in such amount as BPC reasonably determines to be necessary.

(e) No Liens. SOJ covenants and agrees that nothing contained in this Lease shall be construed as consent by BPC to subject BPC's real estate to liability under the lien laws of the State of Minnesota. SOJ shall notify any and all parties or entities performing work or providing materials relating to any improvements made by SOJ of this provision of this Lease. In the event that a construction lien is filed in connection with any work performed by or on behalf of SOJ, SOJ shall promptly satisfy such claim within ten (10) days from the date SOJ received notice of such filing. In the event that SOJ fails to satisfy or transfer such claim within said ten (10) day period, BPC may do so and thereafter charge SOJ, and SOJ shall promptly pay to BPC upon demand, as Additional Rent, all costs incurred by BPC in connection with the satisfaction or transfer of such claim, including attorney's fees. Further, SOJ agrees to indemnify, defend, and save BPC harmless from and against any damage or loss incurred by BPC as a result of any such construction lien.

ARTICLE 4 USE BY TENANT

Section 4.01 Use. SOJ shall exercise the rights granted hereunder solely and exclusively for operation of church ministry, worship, and education. SOJ shall not use or suffer the use of the Leased Premises for any other use, business, or purpose other than those specifically permitted hereby.

Section 4.02 Waste or Nuisance. SOJ shall not commit or suffer to be committed any waste upon or within the Property or Leased Premises, commit or permit the maintenance or commission of any nuisance or other act or thing which interferes with BPC's or any third parties' quiet enjoyment of the Property or Leased Premises or results in damage to the Property or which may affect BPC's fee interest in the Leased Premises or results in an unsightly condition. SOJ shall cause any and all trash or discarded materials, including but not limited to construction materials used and/or generated by SOJ, to be removed from the Property and Leased Premises at SOJ's sole cost and expense immediately.

Section 4.03 Rules and Governmental Regulations.

(a) SOJ shall, at SOJ's sole cost and expense, comply with BPC's rules regarding access, use and conduct on the Property. SOJ, at its expense, will comply with all ordinances, laws, statutes, and regulations of all municipal, state, federal and other applicable governmental authorities, now in force or which may hereafter be in force, pertaining to SOJ's particular or unique use of the Leased Premises. SOJ shall indemnify, defend, and save BPC harmless from any and all penalties, fines, costs, expenses, suits, claims, or damages resulting from SOJ's failure to perform its obligations in this Section. SOJ will be responsible to obtain any permits required by Buffalo Township or other local government in order to conduct worship services on the property.

(b) Rules and Regulations. SOJ agrees to abide by BPC's Building Use Policy as amended from time to time by BPC in its sole discretion respecting the management, care and safety of the buildings and grounds, including parking areas, landscaped areas, walkways, hallways and other facilities provided for the common use and conveyance of other occupants. A copy of the current Building Use Policy is set forth in Exhibit 4.03(b). Notice of any amendments to this policy and any other such rules and regulations governing use of the Leased Premises will be posted or given to SOJ once adopted.

Section 4.04 Non-Discrimination. SOJ shall assure and certify that it will comply with the Title IV of the Civil Rights Act of 1964, as amended, the Minnesota Human Rights Act, as amended, and BPC's Policy, and shall not discriminate against any individual on the basis of their religion, race, national origin, color, sex, marital status, parental status, or handicap with respect to any activity occurring under this Lease.

Section 4.05 Surrender. Upon termination or expiration of this Lease, SOJ shall vacate and surrender the Leased Premises to BPC.

Section 4.06 Hazardous Substance.

(a) For purposes hereof, "Hazardous Materials" shall mean any hazardous or toxic substance, material, waste of any kind, petroleum product or by-product, contaminant or pollutant as defined or regulated by Environmental Laws. "Environmental Laws" shall mean any applicable federal, state or local laws, statutes, ordinances, rules, regulations or other governmental restrictions. "Disposal" shall mean the release, storage, use, handling, discharge or disposal of such Hazardous Materials. SOJ shall not use, maintain, store or dispose of any Hazardous Materials, chemicals or other agents used or produced in SOJ's operations, at the Leased Premises, in any manner not permitted by Environmental Laws. Furthermore, SOJ shall not cause or permit the disposal of Hazardous Materials upon the Property or Leased Premises or upon adjacent lands and shall operate and occupy the Leased Premises in compliance with all Environmental Laws.

(b) Any disposal of a Hazardous Material, whether by SOJ or any third party associated with SOJ, shall be reported to BPC immediately. SOJ shall be solely responsible for the entire cost of remediation and clean-up of any Hazardous Materials disposed of or discovered upon the Property or the Leased Premises, or emanating from the Leased Premises, or onto adjacent lands, as a result of any act or omission by SOJ, its agents, contractors, or employees.

(c) SOJ hereby agrees to indemnify and defend BPC and hold BPC harmless from and against any and all claims, suits, judgments, loss, damage, fines, or liability which may be incurred by BPC, including reasonable attorney's fees and costs at trial and on appeal, which may arise directly, indirectly, or proximately as a result of any violation of Environmental Laws or the disposal of any Hazardous Materials by SOJ, its agents, contractors, members, or employees. SOJ's responsibility hereunder shall continue and apply to any violation hereof, whether the same is discovered during the term hereof or otherwise. While this provision establishes contractual liability of SOJ, it shall not be deemed to alter or diminish any statutory or common law liability of SOJ.

(d) SOJ acknowledges that BPC would not have entered into this Lease without the indemnification contained herein and acknowledges the receipt and sufficiency of separate good and valuable consideration for such indemnification. This provision shall survive the expiration or termination of this Lease.

ARTICLE 5 REPAIRS AND MAINTENANCE

Section 5.01 Responsibility of SOJ and BPC. In general, BPC will maintain and repair the Property including the Leased Premises, unless damaged by SOJ, its contractors, or invitees. During the times the Leased Premises are used by SOJ, SOJ shall keep and maintain the Leased Premises, and all Alterations, in good condition and repair and in a clean condition, free of refuse, trash, and rubbish, at SOJ's sole cost and expense. SOJ shall be responsible for any repairs caused by the negligent or intentional acts of SOJ or SOJ's employees, agents, students, invitees, or contractors. Other than SOJ's initial work (governed by Article 3), SOJ shall provide BPC with thirty (30) days advance notice of any such work which may reasonably be foreseen by SOJ to impact the Property. The notice required under this Section shall describe in detail the type of work to be performed. SOJ shall cooperate with BPC to devise a plan to permit such work and minimize the impact of such work to the Property. SOJ shall be responsible for all costs associated with preparation of and implementation of such plan. Notwithstanding the foregoing, in the event of an emergency, BPC and SOJ shall have no duty to provide such advance notice as a result of undertaking any work necessary as a result of such emergency. For purposes of this Section 5.01, an "emergency" shall be defined as the occurrence of an event that threatens immediate harm to persons or property.

Section 5.02 BPC's Right to Inspect. BPC or BPC's agents shall have the right to inspect the Leased Premises. BPC shall conduct such inspections in a manner that does not unreasonably interfere with or disrupt SOJ's operations.

ARTICLE 6 INSURANCE

Section 6.01 Insurance. SOJ shall, at its sole expense, maintain in full force and effect at all times during the Term of this Lease, insurance coverage limits, including endorsements, as described herein. The requirements contained herein, as well as BPC's review or acceptance of insurance maintained by SOJ are not intended to and shall not in any manner limit or qualify the liabilities and obligations assumed by SOJ under the Lease.

Section 6.02 Commercial General Liability. SOJ shall maintain Commercial General Liability at a limit of liability not less than \$1,500,000 Each Occurrence, \$2,000,000 aggregate and not more than a \$5,000 deductible. Coverage shall not contain any endorsement excluding Contractual Liability unless approved by BPC's Administrative Services. This coverage shall be provided on a primary basis.

Section 6.03 Business Automobile Liability. SOJ shall maintain Business Automobile Liability at a limit of liability not less than \$500,000 Each Occurrence and not more than a

\$5,000 deductible for all owned, non-owned and hired automobiles. If SOJ does not own any automobiles, the Business Auto Liability requirement shall be amended allowing SOJ to maintain only Hired & Non-Owned Auto Liability. This amended requirement may be satisfied by way of endorsement to the Commercial General Liability, or separate Business Auto coverage form. This coverage shall be provided on a primary basis.

Section 6.04 Worker's Compensation Insurance & Employers Liability. SOJ shall maintain Worker's Compensation Insurance & Employers Liability in accordance with Chapter 176, Minnesota Statutes, as it may be amended from time-to-time. This coverage shall be provided on a primary basis.

Section 6.05 Additional Insured. SOJ shall cause BPC to be named as an Additional Insured equivalent to that provided by a CG 2026 Additional Insured - Designated Person or Organization endorsement to the Commercial General Liability. This Additional Insured coverage shall extend to the interests of "Buffalo Presbyterian Church" of Buffalo, Minnesota under the laws of the State of Minnesota, its Officers, Employees, and Agents." The Additional Insured endorsements shall provide coverage on a primary basis without contribution by BPC's policy.

Section 6.06 Umbrella or Excess Liability. If necessary, SOJ may satisfy the minimum limits required above for either Commercial General Liability, Business Auto Liability, and Employer's Liability coverage under Umbrella or Excess Liability. The Umbrella or Excess Liability shall have an Aggregate limit of not less than the highest "Each Occurrence" limit for either Commercial General Liability or Business Auto Liability. BPC shall be specifically endorsed as an "Additional Insured" on the Umbrella or Excess Liability.

Section 6.07 Property Insurance. SOJ shall purchase and maintain during the term of the lease "all risk" property insurance covering the full replacement value of all the SOJ's personal property within the Leased Premises. BPC will purchase and maintain during the term of the Lease "all risk" property insurance covering the full replacement value of the Property or such reasonably equivalent coverage as BPC elects to procure in its discretion.

Section 6.08 Waiver of Subrogation. By entering into this lease, each party agrees to a waiver of subrogation for each required policy including property insurance covering the Property and covering SOJ's personal property on the Leased Premises. When required by the insurer or should a policy condition not permit an Insured to enter into a pre-loss agreement to waive subrogation without an endorsement, then the party shall notify the insurer and request the policy be endorsed with a Waiver of Transfer of Rights of Recovery Against Others, or its equivalent. This Waiver of Subrogation requirement shall not apply to any policy, which specifically prohibits such an endorsement, or voids coverage should such party enter into such an agreement on a pre-loss basis.

Section 6.09 Certificate(s) of Insurance. Immediately following execution of this Lease by SOJ, SOJ shall deliver to BPC a Certificate(s) of Insurance evidencing that all types and amounts of insurance coverages required by this Lease have been obtained and are in full force and effect. Such Certificate(s) of Insurance shall include a minimum thirty (30) day endeavor to

notify due to cancellation or non-renewal of coverage. The Certificate (s) of Insurance should be mailed to and reference in the "CERTIFICATE HOLDER" box (ACCORD FORM or its equivalent) the following:

Buffalo Presbyterian Church
Attn: Clerk of Session (Church Council)
507 Calder Ave NE
Buffalo, MN 55313

At tenant's request, BPC will provide SOJ with a similar certificate of insurance evidencing BPC's insurance policies and limits.

Section 6.10 Right to Review. BPC reserves the right to periodically (i) review, reject or accept any required certificates of insurance, including limits of coverages noted thereon, to the extent said certificates of insurance are not in compliance with this Article 6, and (ii) reasonably adjust the limits of coverage required hereunder from time to time throughout the term of this Lease. BPC further reserves the right, but not the obligation, to review and reject any insurer providing coverage because said insurer fails to maintain a rating of at least "A:VII" by AM Best rating service or failure to operate legally.

ARTICLE 7 INDEMNIFICATION OF BPC

SOJ shall, in addition to any other obligation to indemnify BPC, and to the fullest extent permitted by law, protect, defend, indemnify and hold BPC harmless, from and against any and all claims, suits, actions, liabilities, losses (including economic loss), and costs arising during the Term of this Lease or any renewal hereof for any actual or alleged bodily injury, sickness, disease or death and/or damage to property, including the loss of use resulting there from, or any other damage or loss arising out of, or claimed to have resulted in whole or in part from any actual or alleged act or omission of SOJ, or anyone directly or indirectly employed by SOJ, sustained in or about the Property or Leased Premises, by reason or as a result of the use and occupancy of the Property or Leased Premises by SOJ, its agents, employees, and contractors, and from and against any orders, judgments, and/or decrees which may be entered thereon, and from and against all costs, attorney's fees at trial and on appeal, expenses and liabilities incurred in and about the defense of any such claim. In the event BPC shall be made a party to any litigation commenced against the SOJ as a result of SOJ's use of the Property or Leased Premises, or by the SOJ against any third party relating to SOJ's use of the Property or Leased Premises, then SOJ shall indemnify, defend, and hold BPC harmless and pay all costs and attorney's fees incurred by BPC in connection with such litigation, and any appeals thereof. Notwithstanding the foregoing, SOJ shall have no obligation pursuant to the immediately preceding sentence relating to claims or damages that are judicially determined to be solely attributable to BPC's negligent or intentional acts or omissions. The indemnification obligations hereunder shall not contain any limitation on the amount, type of damages, compensation or benefits payable by or for SOJ under workers' compensation acts, disability benefits acts, other employee benefit acts or any statutory bar. Any costs or expenses, including attorney's fees,

incurred by BPC to enforce this Lease Agreement shall be borne by SOJ. SOJ recognizes the broad nature of this indemnification and hold harmless clause and voluntarily makes this covenant and expressly acknowledges the receipt of good and valuable consideration provided by BPC in support hereof according to the laws of the State of Minnesota. For purposes of this provision and all other indemnity provisions in this Lease Agreement, "SOJ" shall mean Spirit of Joy Lutheran Church, its agents, officers, employees, and members. This section shall survive the termination of this Lease.

ARTICLE 8 DAMAGE OR DESTRUCTION

In the event the Leased Premises is destroyed or so damaged or injured by fire or other casualty during the Term of this Lease, whereby the same are rendered untenable, in whole or in part, BPC may, at its sole option, elect not to restore or repair the Leased Premises but to terminate this Lease. Notwithstanding anything herein to the contrary, in the event of damage by fire or other casualty that cannot reasonably be expected to be repaired within thirty (30) days following same or, if the Leased Premises is damaged by fire or other casualty so that such damage may reasonably be expected to disrupt SOJ's operations for more than thirty (30) days, then SOJ may at any time following such fire or other casualty terminate this Lease upon fifteen (15) days written notice to BPC. In the event either SOJ or BPC elects to terminate this Lease, SOJ shall vacate and surrender the Leased Premises as required hereby, whereupon the parties shall be relieved of all further obligations hereunder arising after the date of such termination. The termination herein mentioned shall be evidenced in writing. Rent shall be prorated to the date of any such termination of this Lease and BPC shall refund any balance owing to SOJ, within 30 days after written notice to BPC. Termination of this Lease shall not affect SOJ's obligations under this Lease arising prior to such termination.

ARTICLE 9 ASSIGNMENT AND SUBLETTING

SOJ shall not assign, mortgage, pledge, collaterally assign, or encumber this Lease, in whole or in part, nor sublet or rent all or any portion of the Leased Premises nor grant any easements or enter into any management agreements affecting the Leased Premises, without prior written consent of BPC, which may be granted or withheld at BPC's sole and absolute discretion.

ARTICLE 10 SIGNAGE

SOJ, at its expense, may use signage outside of the Leased Premises that may remain permanently posted. BPC shall agree to allow this signage provided the signage does not cover up or interfere with the existing BPC signage. The permanent signs are subject to SOJ securing any approvals required by the local government for posting signs.

Additionally, SOJ, at its expense, may post temporary signage both inside and outside of the Leased Premises during its stated days and times of use, as specified in Exhibit 1.04.

ARTICLE 11 ACCESS

SOJ shall comply with any reasonable security procedures established by BPC to prevent unauthorized access to the Leased Premises and Property generally. BPC and SOJ shall each designate emergency contact personnel to notify in case of an emergency requiring access to the Leased Premises.

ARTICLE 12 DEFAULT

Section 12.01 Default by SOJ. The occurrence of any one or more of the following shall constitute an Event of Default by SOJ under this Lease: (i) SOJ's failure to pay any sum due hereunder within fifteen (15) days after the due date for said payment; (ii) SOJ's failure to perform or observe any other term, covenant, or condition of this Lease on SOJ's part to be performed hereunder and such failure continues for a period of more than thirty (30) days after the date SOJ receives written notice from BPC notifying SOJ of the specific failure, provided, however, SOJ shall have such extended period as may be required beyond the thirty (30) days if the nature of the cure is such that it reasonably requires more than thirty (30) days and SOJ commences the cure within the thirty (30) day period and thereafter continuously and diligently pursues the cure to completion within sixty (60) days; or (iii) SOJ's leasehold estate being taken by execution, attachment or process of law or being subjected to any bankruptcy proceeding. If any Event of Default occurs, then at any time thereafter while the Event of Default continues, BPC shall have the right to pursue such remedies as may be available to BPC under the law, including, without limitation, the right to give SOJ notice that BPC intends to terminate this Lease upon a specified date not less than three (3) days after the date notice is received by SOJ, in which event this Lease shall then expire on the date specified as if that date had been originally fixed as the expiration date of the Term of this Lease. If, however, the default is cured within the three (3) day period and BPC is so notified, this Lease will continue.

Section 12.02 Default by BPC. BPC shall not be in default unless BPC fails to perform obligations required of BPC within a reasonable time, but in no event later than thirty (30) days after written notice by SOJ to BPC, specifying wherein BPC has failed to perform such obligations; provided, however, that if the nature of BPC's obligations is such that more than thirty (30) days are required for performance then BPC shall not be in default if BPC commences performance within such thirty (30) day period and thereafter diligently pursues the same to completion.

ARTICLE 13 LIABILITY

Section 13.01. Limit of Liability. BPC's liability to SOJ with respect to this Lease shall be limited solely to amount of Rent actually received by BPC. Neither BPC, any officer, director,

or shareholder of BPC nor any of the partners of BPC shall have any personal liability whatsoever with respect to this lease.

Section 13.02. Exemption of BPC from Liability. BPC shall not be liable for any damage or injury to the person, business (or any loss of income therefrom), goods, or other property of SOJ, SOJ's employees, invitees, students, or any other person or about the Leased Premises, whether such damage or injury is caused by or results from:

- (a) fire, steam, electricity, water, gas or rain;
- (b) the breakage, leakage, obstruction or other defects of pipes, sprinklers, wires, appliances, plumbing, air conditioning or lighting fixtures or any other cause;
- (c) conditions arising in or about the Leased Premises or upon other portions of the property, or from other sources or places; or
- (d) any act or omission of any other guest or tenant of the Property. BPC shall not be liable for any such damage or injury even though the cause of or the means of repairing such damage or injury are not accessible to SOJ.

ARTICLE 14 QUIET ENJOYMENT

BPC covenants and represents that BPC is the owner of the premises herein leased and has the right and authority to enter into, execute and deliver this Lease; and does further covenant that the SOJ on paying the rent and performing the conditions and covenants herein contained, shall and may peaceably and quietly have, hold and enjoy the leased premises for the term aforementioned.

ARTICLE 15 CONDEMNATION

(a) If the Leased Premises or any part thereof shall be taken, appropriated, or condemned by exercise of the power of eminent domain or conveyed or transferred pursuant to an agreement in lieu of condemnation, BPC shall be entitled to the entire award therefore, including, without limitation, any award relating to both SOJ's leasehold estate and BPC's reversionary interest in the fee simple estate, without deduction, claim or setoff for any present or future estate of SOJ. SOJ hereby assigns and relinquishes to BPC all right, title and interest in such award and, upon request, shall execute all documents required to evidence such result. In the event of a total taking of the Leased Premises, this Lease shall terminate upon the date title vests in the condemning authority. In the event of such termination, the Rent shall be prorated to the date of termination. BPC shall refund any remaining balance to SOJ after SOJ has vacated the Leased Premises and complied with all of its obligations arising hereunder prior to such termination, or as a result of such termination. Thereafter, the parties shall be relieved of all further obligations hereunder. Notwithstanding such termination, SOJ shall remain liable for all matters arising under this Lease prior to such termination. In the event of a partial taking, Rent shall be abated on a pro rata basis. In the event of a temporary taking, Rent shall be abated on a pro rata basis for the period of time SOJ is unable to use the portion of the Leased Premises temporarily taken. After such period, Rent shall be restored to the Rent, which would have been then due without

regard to such taking. BPC shall have no obligation to restore the Leased Premises or improvements or otherwise perform any work upon same as a result of any such taking.

(b) In the event of condemnation of the Leased Premises or any portion thereof, and, if such condemnation may reasonably be expected to disrupt SOJ's operations at the Leased Premises for more than thirty (30) days, SOJ may terminate this Lease upon fifteen (15) days written notice to BPC. Any such notice of termination shall cause this Lease to expire with the same force and effect as though the date set forth in such notice were the date originally set as the expiration date of this Lease and the parties shall make an appropriate adjustment as of such termination date with respect to payments due to the other under this Lease. Termination of this Lease shall not affect SOJ's obligations under this Lease arising prior to such termination.

ARTICLE 16 MISCELLANEOUS

Section 16.01 Entire Agreement. This Lease and any Exhibits attached hereto and forming a part hereof, as if fully set forth herein, constitute all agreements, conditions and understandings between SOJ and BPC. All representations, either oral or written, shall be deemed to be merged into this Lease. Except as herein otherwise provided, no subsequent alteration, waiver, change or addition to this Lease shall be binding upon SOJ or BPC unless reduced to writing and signed by them.

Section 16.02 Authority and Notices.

General Authority. The undersigned signatories represent and warrant that they are duly authorized to sign this Lease and are not required to obtain any further approval, consent, or permission of any agency, body, board, or official to properly sign this Lease.

Specific Authority of BPC. In support of its representation and warranty of general authority to enter this Lease, BPC further warrants that it has obtained approval of this Lease by the Presbytery of the Twin Cities Area as required by the Constitution of the Presbyterian Church (U.S.A.).

Notices. All notices, consents, approvals, demands and elections (collectively, "notices") to be given or delivered by or to any party hereunder shall be in writing and shall be (as elected by the party giving such notice) hand delivered by messenger, courier service, or national overnight delivery service (provided in each case a receipt is obtained), or alternatively shall be sent by United States Certified Mail, with Return-Receipt Requested. The effective date of any notice shall be the date of delivery of the notice if by personal delivery, courier services, or national overnight delivery service, or if mailed, upon the date which the return receipt is signed or delivery is refused or the notice designated by the postal authorities as non-deliverable, as the case may be. The parties hereby designed the following addresses as the addresses to which notices may be delivered, and delivery to such addresses shall constitute binding notice given to such party:

(a) If to BPC at:

Buffalo Presbyterian Church
Attention: Clerk of Session (Church Council)
507 Calder Ave NE
Buffalo, MN 55313

(b) If to SOJ at:

Spirit of Joy
Attention: Vision Team (Church Council) President
P.O. Box 382
Buffalo, Minnesota 55313

Any party may from time to time change the address to which notice under this Lease shall be given such party, upon three (3) days prior written notice to the other parties.

Section 16.03 Severability. If any term of this Lease or the application thereof to any person or circumstances shall be determined by a court of competent jurisdiction to be invalid or unenforceable, the remainder of this Lease, or the application of such term to persons or circumstances other than those as to which it is invalid or unenforceable, shall not be affected thereby, and each term of this Lease shall be valid and enforceable to the fullest extent permitted by law.

Section 16.04 Broker's Commission. SOJ represents and warrants that SOJ has not dealt with any real estate salesperson, agent, or broker in connection with this Lease and agrees to indemnify and defend BPC and hold BPC harmless from and against any claims or demands of any such person claiming to have dealt with SOJ. The foregoing indemnification shall include all costs, expenses, and fees, including reasonable attorney's fees at trial and all appellate levels, expended, or incurred in the defense of any such claim or demand.

Section 16.05 Waiver. The waiver by either party of any default of any term, condition or covenant herein contained shall not be a waiver of such term, condition or covenant, or any subsequent default of the same or any other term, condition or covenant herein contained. The consent or approval by BPC to or of any act by SOJ requiring BPC's consent or approval shall not be deemed to waive or render unnecessary BPC's consent to or approval of any subsequent similar act by SOJ. No waiver of any provision of this Lease shall be effective against any party hereto unless it is in writing and signed by the party(s) waiving such provision. A written waiver shall only be effective as to the specific instance for which it is obtained and shall not be deemed a continuing or future waiver.

Section 16.06 Waiver of Jury Trial. THE PARTIES HERETO WAIVE TRIAL BY JURY IN CONNECTION WITH PROCEEDINGS OR COUNTER CLAIMS, BROUGHT BY EITHER OF THE PARTIES HERETO AGAINST THE OTHER, IN CONNECTION WITH THIS LEASE.

Section 16.07 Governing Law. This Lease shall be governed by and interpreted according to the laws of the State of Minnesota. Venue shall be in a State court of competent jurisdiction in either Hennepin or Wright County Minnesota.

Section 16.08 Radon. Radon is a naturally occurring radioactive gas that, when it has accumulated in a building in sufficient quantities, may present health risks to persons who are exposed to it over time. Levels of radon that exceed federal and state guidelines have been found in buildings in Minnesota.

Section 16.09 Time of Essence. Time is of the essence with respect to the performance of every provision of this Lease in which time of performance is a factor.

Section 16.10 Non-exclusivity of Remedies. No remedy herein conferred upon BPC is intended to be exclusive of any other remedy, and each and every such remedy shall be cumulative and shall be in addition to every other remedy given hereunder or now or hereafter existing at law or in equity or by statute or otherwise. No single or partial exercise by any party of any right, power, or remedy hereunder shall preclude any other or further exercise thereof.

Section 16.11 Construction. No party shall be considered the author of this Lease since the parties hereto have participated in extensive negotiations and drafting and redrafting of this document to arrive at a final agreement. Thus, the terms of this Lease shall not be strictly construed against one party as opposed to the other party based upon who drafted it. In the event that any section, paragraph, sentence, clause, or provision hereof is held by a court of competent jurisdiction to be invalid, such shall not affect the remaining portions of this Lease and the same shall remain in full force and effect.

Section 16.12 Effective Date of Agreement. This Lease is expressly contingent upon the approval of BPC and shall become effective only when signed by SOJ and duly authorized representatives of BPC.

Section 16.13 Force Majeure. Any party delayed by a Force Majeure Event, as defined herein, in performing under this Lease shall use reasonable efforts to remedy the cause or causes of such Force Majeure Event. A delay due to a Force Majeure Event shall serve to toll the time to perform under this Lease. "Force Majeure Event" shall mean any natural disaster, fire, flood, earthquake, explosion, riot, sabotage, windstorm, failure of utility service, or labor dispute.

Section 16.14 Snow Plowing. BPC manages snowplowing and sanding/salting for the parking lot areas and drives at the Property. BPC, at its expense, will snowplow and sand/salt the parking lot areas and drives at the Property.

Section 16.15 Binding Effect. This Lease shall be binding upon, and shall inure to the benefit of, the parties hereto and their respective legal representatives, successors, and assigns.

Section 16.16 Recording. Neither this Lease, nor any memorandum or short form hereof, shall be recorded in the public records of Minnesota.

Section 16.17 Headings. The paragraph headings or captions appearing in this Lease are for convenience only, are not part of this Lease, and are not to be considered in interpreting this Lease.

Section 16.18 Amendment. This Lease may be modified and amended only by written instrument executed by the parties hereto.

Section 16.19 Incorporation by References. Exhibits attached hereto and referenced herein shall be deemed to be incorporated in this Lease by reference.

Section 16.20 SOJ's Property. BPC agrees and acknowledges that all of the personal property of SOJ stored within the Leased Premises shall remain the personal property of SOJ, and, upon expiration or earlier termination of this Lease, shall be removed by SOJ.

(REMAINDER OF PAGE INTENTIONALLY BLANK; SIGNATURES FOLLOW)

IN WITNESS WHEREOF, the parties hereto have duly executed this Lease as of the day and year first above written.

Date of Execution: _____

Buffalo Presbyterian Church

BY _____

Print name _____

Its _____

Date of Execution: _____

Spirit of Joy Lutheran Church, Buffalo MN

BY _____

Print name _____

Its _____

Notary

Signature _____

Print _____

SCHEDULE OF EXHIBITS

EXHIBIT "1.01"----Leased Premises Areas

EXHIBIT "1.05" Occupancy Days and Times

EXHIBIT "4.03(b)"---- Policy for Use and Rental of Church Facilities

EXHIBIT “1.01”---Leased Premises Areas

Leased Premises include:

- The whole church (see Exhibit 1.05 for dates/times) excluding:
 - BPC Pastoral Office
 - Craft Area in the Fellowship Hall
- Exclusive use of the Nursery Room to be used as the SOJ office area
- Exclusive use of the west side coat rack area, to be used as a SOJ storage area
- Shared use of the west side of the front of the sanctuary to allow for large SOJ musical instruments, such as the piano and drums, to be permanently setup
- Shared use of the kitchen, including refrigerator, using labeled storage
- Shared use of the BPC sound system
- Exclusive use of one shelf in one cabinet at the front of the sanctuary
- Shared use of the Youth Room, to be used as a SOJ meeting room
- Exclusive use of the lower shelf in the Youth Room, for SOJ storage
- Allowed use of the kitchen appliances
- Allowed use of the tableware, pots/pans and utensils
- Outdoor gathering spaces
- Parking lot

EXHIBIT "1.05" – Occupancy Days and Times

Days and times for SOJ's use of Leased Premises:

- Sunday after 2:00PM
- Thursday after 4:00PM

Days and times for BPC's use of Leased Premises:

- Sunday before 2:00PM
- Wednesday after 4:00PM
- During BPC designated times, as shown above, a SOJ representative may occupy the church for brief time periods, typically to pick something up or drop something off without previous coordination with the BPC Administrative Assistant
- During SOJ designated times, as shown above, a BPC representative may occupy the church for brief time periods, typically to pick something up or drop something off without previous coordination with the SOJ Office Administrator
- During all other times not specifically indicated as BPC designated times or SOJ designated times, as shown above, individual SOJ representatives may occupy the premises without previous coordination with the BPC Administrative Assistant
- During all other times not specifically indicated as BPC designated times or SOJ designated times, as shown above, SOJ group events shall be coordinated with the BPC Administrative Assistant and receive prior approval for the date, time and location of the group event
- During BPC designated times, SOJ group events shall be coordinated with the BPC Administrative Assistant and receive prior approval for the date, time and location for the group event
- During SOJ designated times, BPC group events shall be coordinated with the SOJ Office Administrator and receive prior approval for the date, time and location for the group event

Buffalo Presbyterian Church will provide sets of keys and/or security system codes to Spirit of Joy for the leased premises. These keys are to be returned at the end of the lease.

Buffalo Presbyterian Church will provide training for use of specialized equipment in the church (sound system, thermostat, kitchen items, etc).

Exhibit "4.03(b)"

**Buffalo Presbyterian Church
*Building Use Policy***

Introduction

Buffalo Presbyterian Church recognizes its facility to be a ministry resource which can be made available to others. Community and congregation members may reserve a rental use of our facility for events and activities that:

- *are consistent with our mission and values
- *do not inhibit our primary ministries
- *are appropriately supervised
- *do not create an excessive expense, disorder, or risk

Individuals or community groups do not need to be related to the congregation through membership in order to make such a rental request. And the members of Buffalo Presbyterian Church will seek to be present and available as you are hosted in our church building.

We do charge for uses not directly associated with Buffalo Presbyterian Church ministries, because the use of a building involves expenses such as electricity, heat/air conditioning, and general depreciation of the building. Scheduling and preparation for events also involves staff time and attention.

We also require a Deposit/Custodial Deposit that will be returned when the terms of our agreement have been fully met (related to clean up, trash, and damage). Members who use our facilities may do their own custodial work (related to set up and clean up) or secure janitorial services per the rate schedule. Buffalo Presbyterian Church reserves the right to require a paid Buffalo Presbyterian Church Building Supervisor be secured for any non-congregational events.

Making a Building Reservation Please read through the entire Buffalo Presbyterian Church *Building Use Policy* before completing your Facility Use Agreement. Then, complete and return your Facility Use Agreement to the administrative assistant with the appropriate deposit.

Upon receipt, your event will be reserved on our church calendar and the office manager will mail or email you a statement indicating the total charges. Full amount due must be paid at least two weeks prior to the event. Damage deposit will be returned when all conditions of the Agreement have been met.

Use of Buffalo Presbyterian Church Building and Grounds

Under the terms of a Facility Use Agreement, the following rules apply to the use of Buffalo Presbyterian Church facilities. The contact person for the reserving group is responsible for communicating these rules and insuring compliance.

1. Agreement will be issued only for the dates, hours, area and equipment specified. Agreement holders shall not transfer or sublet the Agreement to another organization.
2. All activities must be under adult supervision with the organization using the facilities assuming full responsibility for appropriate use of the building. The Group supervisor must be present for duration of building use.
3. Groups will provide supervision of the entrance area of the building for their activities until the event has concluded and the doors are locked.
4. The use of tobacco in any form is prohibited in the Buffalo Presbyterian Church facilities.
5. Possession or consumption of *alcoholic beverages or illegal drugs in any form, in or on Buffalo Presbyterian Church property is prohibited. On a case by case basis Session may approve the consumption of beer and/or wine in or on Buffalo Presbyterian Church property. Wine for sacramental purposes is expressly permitted.
6. Disorderly conduct is prohibited in the building or on the grounds. In such cases and upon request by a Church official, individuals or groups must immediately leave the premises.
7. Food and drink must be kept in the area designated on the Agreement. Food and drink are not allowed in the sanctuary.
8. If the building is not vacated by the time indicated on the reservation, Buffalo Presbyterian Church reserves the right to make additional charges.
9. All local and State and ordinances and laws pertaining to public assemblies must be observed.
10. Rooms and areas used must be left in a clean and orderly condition. Charges will be assessed depending on the extent of additional clean up required.
11. The Session of Buffalo Presbyterian Church authorizes its Pastor, Clerk of Session, or Office Manager to act in any case not covered by the rules and regulations or to make exceptions to the rules, regulations, and fees as deemed necessary.

12. Members who are interested in borrowing items from our church (i.e. kitchen or miscellaneous supplies, tables, chairs etc.) need to contact our Office Manager to confirm availability of desired items. The Office Manager will have the check-out/check-in sheet in the office.

13. Non-members who are interested in using the piano or organ need to contact the office administrative assistant. They will then be contacted by a member of our music and worship committee.

14. The Session of Buffalo Presbyterian Church authorizes its Pastor, Clerk of Session or Office manager to summarily cancel an Agreement if in his or her judgment continuation would be potentially harmful or dangerous.

15. Violation of any of the above rules will be cause for termination of the Agreement and removal of person/s from Buffalo Presbyterian Church premises. In such an event, fees received by Buffalo Presbyterian Church may be retained at its discretion.

Responsibility:

1. Liability: Application for a Buffalo Presbyterian Church facility use Agreement shall constitute acceptance by the applicant of the responsibilities stated and the willingness to comply with all rules and regulations regarding the use of Buffalo Presbyterian Church facilities *as prescribed by the Church Session. The applicant must exercise care in the use of Buffalo Presbyterian Church premises and agrees to protect, indemnify, and hold harmless Buffalo Presbyterian Church and it's *officers agents, assigns and employees from any and all claims, liabilities, damages, or rights of action directly or indirectly growing out of the use of the premises covered by the Agreement.

2. In the event of damage to Buffalo Presbyterian Church property, the applicant shall accept responsibility for such damages and shall pay all repair costs.

3. A certificate of liability insurance may be required naming the Buffalo Presbyterian Church as additional named insured. Buffalo Presbyterian Church Session, Clerk of Session or Office Manager may request this certificate of insurance.

4. No endorsement implied: Authorization for use of Buffalo Presbyterian Church facilities is not considered an endorsement of the activity, group or organization nor the purposes they represent.

5. Publicity: When an organization is granted use of the Buffalo Presbyterian Church facility, and when publicity of the meeting is publicized, the organization must identify itself, the name of the official representative and their contact information in all publicity.

Cancellation of Facility Agreement:

1. The applicant shall notify the Buffalo Presbyterian Church Office Manager of any cancellation at least three (3) business days prior to the scheduled use. In case of failure to do so, Buffalo Presbyterian Church may invoice for expenses incurred in preparation for use or loss of opportunity to use the facilities requested.

2. An approved Agreement shall not be considered by the applicant as a lease.

3. Facility Agreements may be cancelled by Buffalo Presbyterian Church, *with or without cause, as described herein and including for the following reasons:

a. Inadequate group supervision as determined by the authorized Buffalo Presbyterian Church Building Supervisor, representative, or Office Manager.

b. Misuse of equipment or facilities.

c. Group conduct of an inappropriate or unacceptable nature as determined by the authorized Buffalo Presbyterian Church Building Supervisor, representative, or Office Manager.

In the event of such cancellation or revocation, there shall be no claim or right to damages or compensation on account of any loss, damage, or expense whatsoever.

4. This Agreement is intended to constitute a valid and enforceable legal instrument and no provisions of this agreement that may be deemed unenforceable shall in any way invalidate any other part of the provision or any other provision hereof, all which shall remain in full force and effect.

I have read this Agreement in its entirety and agree to its terms:

By: _____	By: _____	Printed
Name: _____	Printed Name: _____	
Date: _____	Date: _____	

If you have questions about the Building Use Policy, Church Facility Use Agreement or Building Use Fees, please contact our Office Manager at 763-682-2773.

LEASE
BETWEEN
FIRST PRESBYTERIAN CHURCH OF HASTINGS, MINNESOTA
AND
HOMESTEAD COMMUNITY CHURCH

1. LEASE, COMMENCEMENT DATE, AND PARTIES

This Lease Between First Presbyterian Church of Hastings, Minnesota and Homestead Community Church (this “Lease”) is made and entered into to become effective on the 1st day of March 2025 (“Commencement Date”), by and between First Presbyterian Church of Hastings, Minnesota (“Landlord”) and Homestead Community Church (“Tenant”), each individually a “Party” and collectively the “Parties.”

2. CONSIDERATION SUFFICIENT

The Parties mutually acknowledge that the agreements, assumptions, conditions, covenants, indemnities, limitations, promises, provisions, obligations, recitals, requirements, warranties, and other terms of this Lease (collectively, “Lease Provisions”) constitute sufficient consideration.

3. RECITALS

3.1. Landlord

Landlord is a congregation of the Presbyterian Church (U.S.A.), a member of the Presbytery of the Twin Cities Area, and a Minnesota non-profit corporation that provides religious, spiritual, support, and outreach services to its congregants and to the community (“Church Uses”).

3.2. Landlord’s Real Property

A. Land. Landlord owns the land located at 602 Vermillion Street, Minnesota (“Landlord’s Property”), legally described as follows:

Town Of Hastings, Blocks 1 Thru 99, Lots 1 & 2 44;
SW1/4 NW1/4 Section 27-115-17

B. Church Building and Grounds. Landlord owns the church building (“Church Building”) on Landlord’s Property. And, except as specifically provided in this Lease, Landlord also owns all other improvements on Landlord’s Property outside the Church Building, including but not limited to driveways, developed grounds, parking areas, roads, sidewalks, and means of ingress and egress (these improvements and the land outside the Church Building to be called collectively, “Grounds”).

3.3. Landlord's Desire To Lease

Landlord desires to lease a portion of the Church Building and Grounds to Tenant for Tenant's Permitted Uses by entering into this Lease.

3.4. Tenant

Tenant is a congregation of the Assemblies of God and a Minnesota non-profit corporation that provides worship and spiritual activities to its members and guests.

3.5. Tenant's Desire To Lease. Tenant desires to lease a portion the Church Building and Grounds for Tenant's Permitted Uses by entering into this Lease.

4. PREMISES

Landlord-hereby leases to Tenant, and Tenant leases from Landlord, for the Term and Extended Term (if any) and subject to the Lease Provisions, the following described areas in the Church Building and on the Grounds (collectively, the "Premises").

4.1. Exclusive Use Rooms

The rooms designated as CE Classrooms 1, 2, and 3 along the Education Wing hallway ("collectively, "CE Classrooms") and the Large Classroom just off Fellowship Hall are hereby leased to Tenant for its exclusive use for Tenant's Purposes (collectively, "Exclusive Use Rooms").

4.2. Shared Use Areas

The following areas in the Church Building and on the Grounds are hereby leased to Tenant for shared use with Landlord as provided below ("Shared Use Areas").

A. Shared Use Rooms. The following rooms are hereby leased to Tenant to be shared by Landlord and Tenant at certain times and for certain uses as specified below ("Shared Use Rooms"), and Landlord will have the right to use the Shared Use Rooms as specified below.

(1) *Sanctuary.* The "Sanctuary" on the 2nd floor may be used by Tenant for Tenant's Permitted Uses during Tenant's Operational Hours except that on Sundays Landlord and Tenant will share the Sanctuary based on a schedule agreed to by the Parties, subject to final scheduling in Landlord's sole discretion. However, the Sanctuary will not be used by Tenant if it is needed by Landlord for a baptism, funeral, memorial service, wedding, or scheduled conferences or meetings. Landlord will make a good faith effort to provide Tenant with advance notice of Landlord's intended use of the Sanctuary. Landlord will have the right to use the Sanctuary at all other times.

- (2) **Pastor's Office.** The "**Pastor's Office**" may be used by Tenant for Tenant's Permitted Uses during Tenant's Operational Hours except that on Sundays Landlord and Tenant will share the Sanctuary based on a schedule agreed to by the Parties, subject to final scheduling in Landlord's sole discretion. Landlord will have the right to use the Pastor's Office at all other times.
- (3) **Fellowship Hall.** The "**Fellowship Hall**" may be used by Tenant for Tenant's Permitted Uses during Tenant's Operational Hours except that on Sundays Landlord and Tenant will share the Sanctuary based on a schedule agreed to by the Parties, subject to final scheduling in Landlord's sole discretion. However, the Fellowship Hall will not be used by Tenant if it is needed by Landlord for a baptism, funeral, memorial service, wedding, or scheduled conferences or meetings. Landlord will make a good faith effort to provide Tenant with advance notice of Landlord's intended use of the Fellowship Hall. Landlord will have the right to use the Fellowship Hall at all other times.
- (4) **Kitchen.** The "**Kitchen**" will be used by Tenant for kitchen purposes related to Tenant's Permitted Uses during Tenant's Operational Hours as scheduled. Landlord will have the right to use the Kitchen at all other times.
- (5) **Parking Lot.** The "**Parking Lot**" on the Grounds will be shared by Tenant and Landlord for parking during Tenant's Operational Hours. Landlord will have the right to use the Parking Lot at all times.

B. Common Areas

- (1) **Defined.** The words "**Common Areas**" mean all areas and facilities outside the Premises and within the exterior boundary line of the Landlord's Property that are provided and designated by Landlord from time to time for the general, non-exclusive use of Landlord, Landlord's Related Parties, Tenant, Tenant's Related Parties, and other Church Building and Grounds users. The Common Areas may include without limitation: corridors, entrance and exit areas, landscaped areas, loading and unloading areas, restrooms, sidewalks, solid waste and trash areas, stairs, walkways, walks, and facilities such as drinking fountains, toilets, and wash tubs.
- (2) **Leased.** The Common Areas are hereby leased to Tenant for Tenant's Permitted Uses during Tenant's Operational Hours to be shared by Landlord, Landlord's Related Parties, Tenant, Tenant's Related Parties, and other Church Building and Grounds users.
- (3) **Limits On Use.** The Common Areas will be at all times subject to the exclusive control and management of Landlord. The Common Areas are made available to the Tenant for its reasonable, non-exclusive use in common with Landlord, Landlord's Related Parties, Tenant,

Tenant's Related Parties, and other Church Building and Grounds users.

- C. *Grounds.*** Except as elsewhere specified, the Grounds are hereby leased to Tenant for Tenant's Permitted Uses during Tenant's Operational Hours and whenever else Tenant makes authorized use of the Premises for its reasonable, non-exclusive use in common with Landlord.
- D. *Tenant's Operational Hours.*** The Tenant's operational hours will be Sundays from 7 a.m. to 12 p.m. and Monday through Saturday from 7 a.m. to 11 p.m. ("**Tenant's Operational Hours**"). Tenant's Operational Hours may be changed by Tenant at any time, subject to Landlord's consent given in Landlord's sole discretion.
- E. *Tenant's Additional Occasional Use.*** With Landlord's consent, which will not be unreasonably withheld, Tenant may have occasional use of the Shared Rooms, Common Areas, and Grounds outside of Tenant's Operational Hours for scheduled special events, so long as they do not conflict with Church Uses of the Shared Rooms, Common Areas, and Grounds. To minimize potential conflicts, Tenant will make a good faith effort to provide Landlord with advance notice of Tenant's desired use of any space outside of Tenant's Operational Hours.

4.3. Calendar Exchange

To facilitate all their uses of the Premises, the Church Building, and the Grounds, Landlord and Tenant will exchange activity calendars regularly online and will make a good faith effort to update their calendars as often as necessary to provide at least two weeks advance notice of any changes in their respective uses as permitted in Section 4.2. Failure to provide notice by calendar updating will not prevent the exercise of the rights granted in Section 4.2.

5. CONDITION OF PREMISES

Except as otherwise expressly set forth in Section 16, Tenant agrees to accept the Premises "as-is."

6. TERM, EXTENDED TERM, TERMINATION, AND HOLDING OVER

6.1. Term

The "**Term**" of this Lease will commence on March 1, 2025, and terminate on February 28, 2026, unless sooner terminated or extended as provided in this Lease.

6.2. Extended Term

Upon completion of the Term, the Lease will be extended for a period of one year ("**Extended Term**"), provided the Tenant gives notice to Landlord of its

desire to renew and the length of the Extended Term at least 90 days before the Term ends. The rent for the Extended Term will be negotiated 60 days before the Term's. If the rent for the Extended Term is not agreed to by 30 days before the Term's end, there will be no Extended Term.

6.3. Termination Before End Of Term

This Lease may be terminated by the Landlord upon 90 days written notice to the Tennant without cause. The Tennant may terminate the lease with 30 days written notice to the Landlord, without cause.

6.4. Holding Over

In the event that Tenant, with permission of the Landlord, remains in possession of the Premises after the termination of this Lease and without the execution of a new lease, it will be deemed to be occupying the Premises as a Tenant from month to month, subject to all of the Lease Provisions insofar as the Lease Provisions are applicable to a month-to-month tenancy, provided, however, that the Base Rent will increase to 110% of the Base Rent in effect at the expiration of the Term unless Landlord, in its sole discretion, agrees to a lesser amount.

7. RENT

7.1. Base Rent

Payments of \$500.00 will be made monthly by Tenant commencing March 1, 2025 ("Base Rent"). All payments will be made to Landlord and delivered to Landlord's office at 602 Vermillion Avenue Hastings, MN, 55033. Each rental payment will be due on the 1st day of the month. If rent is due for any partial month, the amount due will be prorated based on the number of days in the partial month that Tenant occupies the Premises.

7.2. Additional Rent

In addition to Base Rent, rent will be paid by Tenant as provided in this Section 7.2 (collectively, "Additional Rent") in the same manner as provided in Section 7.1. Base Rent and Additional Rent (together "Rent") may be combined in one monthly payment.

A. Additional Rent For Custodial And Solid Waste Expenses

In addition to Base Rent, rent will be paid by to compensate the Landlord for custodial services and solid waste storage, recycling, and removal. At the inception of the Term, this Additional Rent will be \$250.00 per month. However, this Additional Rent may be increased from time to time as necessary based on additional custodial expenses and/or increased solid waste storage, recycling, and removal costs incurred by the Landlord. Landlord agrees to notify Tenant in writing at least 60 days in advance of any increase in this Additional Rent.

B. Additional Rent Under Section 14

If pursuant to Section 14, Tenant must make additional payments to Landlord, these payments will be considered further Additional Rent. Landlord agrees to notify Tenant in writing at least 60 days in advance of any increase in this Additional Rent.

8. DAMAGE DEPOSIT

At least ten days prior to the Commencement Date, Tenant will pay to Landlord a damage deposit of \$1,000.00 ("Damage Deposit"). Landlord may use the Damage Deposit to pay for any damage to the Premises, the Church Building, and the Grounds caused by Tenant and Tenant's Related Parties. The Damage Deposit may also be used to pay any unpaid Rent remaining after the termination of this Lease. If not used during the term of the lease, the Damage Deposit will be returned to the Tenant upon termination of the lease.

9. LANDLORD'S WARRANTIES

9.1. Compliance With Applicable Laws

Landlord warrants it will comply with all codes, laws, ordinances, regulations, rules, statutes, and other requirements of the United States of America, the State of Minnesota, the County of Dakota, the City of Hastings, and any other government agency having jurisdiction (collectively, "Applicable Laws") and with all requirements under its insurance coverage, and will not do, or allow to be done, anything on the Premises, in the Common Areas, in the rest of the Church Building, or on the Grounds during the Term or Extended Term (if any) in violation of these Applicable Laws or requirements. If a violation exists, Landlord will immediately desist from and correct the violation.

9.2. Good Title

Landlord warrants that Landlord has good and marketable title to the Premises in fee simple absolute and that the Premises are not subject to any agreements, defects in title, encumbrances, leases, liens, restrictions, restrictive covenants, or tenancies affecting the Premises or the rights granted Tenant in this Lease.

9.3. Quiet Enjoyment

Landlord warrants that Tenant will quietly have and enjoy the Premises during the Term and any Extended Term.

10. TENANT'S COVENANTS

10.1. Compliance With Applicable Laws

Except as otherwise provided in this Lease, Tenant will, at Tenant's expense, comply with all Applicable Laws, comply with any direction of any public officer

made pursuant to Applicable Laws relating to Tenant's use of the Premises, and will not do, or allow to be done, anything on the Premises or the Landlord's Property during the Term or any Extended Term in violation of these Applicable Laws. If a violation exists, Tenant will immediately desist from and correct the violation.

10.2. Equipment And Supplies

Except as otherwise specifically provided in this Lease, Tenant will furnish all equipment and supplies to be used in its operations, which will remain the personal property of Tenant.

10.3. Prohibited Activities

- A. *Alcohol And Illegal Drugs.*** Tenant will not permit the use or storage of alcohol or any illegal drug on the Premises, in the Common Areas, in the rest of the Church Building, or on the Grounds. Violation of this Section can be cause for immediate termination of this Lease subject to determination of the Landlord in its sole discretion if the Tenant fails to immediately take corrective actions to cure the violation.
- B. *Quiet Enjoyment and Safety.*** Tenant will not disturb other occupants of the Church Building by making any undue or unseemly noise or by taking other actions that interfere with the quiet enjoyment of the Church Building by others. Tenant will not do or, permit to be done, in or about the Premises, Common Areas, the rest of the Church Building, or the Grounds anything that is dangerous to life or limb.
- C. *Sales With Fundraising Exception.*** Tenant will not conduct any sales on the Premises, in the Common Areas, in the rest of the Church Building, or on the Grounds. However, with the approval of Landlord, which will not be unreasonably withheld, Tenant may conduct fundraisers on the Premises, in the Common Areas, in the rest of the Church Building, and on the Grounds.
- D. *Smoking.*** The smoking of cigarettes, the use of tobacco in any form, and vaping are prohibited in all areas of the Premises, the Church Building, and on the Grounds, and Tenant will observe and enforce this prohibition.

10.4. Rules And Regulations

Landlord may from time to time make reasonable rules for the general safety, comfort, and convenience of Landlord, Landlord's Related Parties, Tenant, Tenant's Related Parties, and any Church Building and Grounds users. Tenant will abide by these rules and regulations and will cause Tenant's Related Parties to abide by these rules and regulations.

10.5. Surrender

Tenant agrees upon the termination of this Lease for any reason, to remove at its expense Tenant's personal property, including but not limited to equipment, furniture, and supplies, and those of any other persons claiming under Tenant, and to quit and deliver up the Premises to Landlord peaceably and quietly in as good order and condition as the Premises were at the commencement of this Lease or as thereafter improved by Landlord and Tenant, reasonable use and wear and damage due to fire or other casualty excepted.

10.6. Tenant's Permitted Uses

Subject to any limitations imposed by Applicable Laws, Tenant will use and occupy the Premises solely for the purposes for which Tenant is organized ("Tenant's Permitted Uses").

11. TENANT'S EXTERNAL SIGN

Tenant may request of the Landlord that their church name be added on the Landlord's external church sign on the Premises. In addition, the Tennant may place portable, non-permanent signage on the Premises on Sundays or at times of other events held by the Tennant in the Sanctuary. The text, dimensions, lighting (if any), location, and other design factors will be subject to Landlord's approval in its sole discretion and must not violate local signage ordinances. The signage will be owned by Tenant, and all sign costs will be paid by Tenant.

12. UTILITIES

12.1. Landlord's Utilities

- A. Utilities To Be Provided.** Landlord will provide all utilities, including but not limited to air conditioning, electricity, gas, heat, internet, sewer, solid waste storage, recycling, and removal, ventilation, and water ("Landlord's Utilities"). Landlord will pay for all Utilities.
- B. No Liability For Utility Failures.** Tenant will not be liable for any damage for failure to provide Landlord's Utilities by reason of breakdowns, the need for repairs or improvements, explosions, fires, strikes, or causes beyond the Landlord's reasonable control, and no temporary interruption or failure of the Landlord's Utilities will render Landlord liable to Tenant for damages by abatement of rent or otherwise.

13. MAINTENANCE AND REPAIRS

13.1. Landlord's Maintenance and Repair Responsibilities

- A. *Weekly Maintenance.*** Landlord will be responsible for weekly maintenance including but not limited to cleaning, dusting, mopping, and vacuuming. Landlord will provide for all supplies related to its weekly maintenance at its expense.
- B. *Kitchen Appliances.*** Landlord will supply, maintain, and repair all appliances in the Kitchen owned by Landlord and used by Tenant. Except that, if Tenant damages the appliances, Tenant will either make any necessary repairs immediately at its own expense or pay for the repairs upon receipt of a bill for the repairs from Landlord.
- C. *Landlord's Personal Property.*** Landlord will maintain and repair all of Landlord's personal property. But, if Tenant's activities cause damage to Landlord's personal property, then Tenant will either make any necessary repairs immediately at its own expense or pay for the repairs upon receipt of a bill for the repairs from Landlord.
- D. *Regular Maintenance And Repairs And Tenant's Option To Perform.*** Landlord will make all repairs to and perform necessary maintenance for the Church Building and Grounds in such a manner and to such an extent as will be consistent with the operation of a first-class office building and an historical structure in the area. All other repairs will be made within a reasonable time, generally not to exceed two weeks. In the event Landlord is unable to remedy any defect or failure within the above applicable time, Tenant, after notice to Landlord, may, at its option, make the repairs after soliciting at least two bids, and withhold the cost of repairs from its future Base Rent.
- E. *Mowing And Lawn Care.*** Landlord will be responsible for grass mowing and lawn care, including any grass maintenance or weed.
- F. *Snow Plowing And Removal.*** The Landlord will make every reasonable effort to see that the parking lot and sidewalks are accessible, cleared and sanded (when icy) prior to Tenant's use. This will only pertain if Tenant's activities are being held and have not been canceled for inclement weather.
- G. *Tenant's Employees' Personal Property.*** If Landlord's activities cause damage to the personal property of Tenant's employees, then Landlord will either make any necessary repairs or replacements immediately at its own expense or pay for the repairs or replacements made by Tenant upon receipt of a bill for the repairs or replacements from Tenant.

13.2. Tenant's Maintenance And Repair Responsibilities

- A. *Daily Maintenance.*** Tenant will be responsible for daily maintenance including but not limited to cleaning spills, closing windows, emptying trash cans, mopping or vacuuming floors where spills occurred, wiping tables, and any other daily maintenance requirements. In addition, Tenant will remove any dirty diapers to outdoor trash container on a daily basis.
- B. *Shared Use Rooms (Fellowship Hall, Sanctuary, etc.)*** When Tenant uses the Shared Use Rooms Tenant will return the space to its previous condition immediately after Tenant ceases its use.
- C. *Tenant's Personal Property.*** Tenant will maintain and repair all of Tenant's personal property. But, if Landlord's activities cause damage to Tenant's personal property, then Landlord will either make any necessary repairs immediately at its own expense or pay for the repairs made by Tenant upon receipt of a bill for the repairs from Tenant.
- D. *Payment For Minor Maintenance And Repair.*** If there are minor maintenance or repairs (under \$200.00 each) to be done in the Premises and the Parties dispute who is responsible for the act which caused the need for such maintenance or repairs, then such minor maintenance or repairs will be paid one-half by Landlord and one-half by Tenant.

14. TAXES AND OTHER FEES

14.1. Property Taxes

- A. *Landlord's Responsibility.*** Landlord will pay any and all property taxes, special assessments, and other taxes assessed to Landlord's Property, the Church Building, and the Grounds due to the Landlord's ownership of Landlord's Property and occupancy of the Church Building and Grounds, except for the Premises.
- B. *Tenant's Responsibility.*** Tenant will pay to the Landlord as Additional Rent any and all property taxes, special assessments, and other taxes assessed to the Landlord's Property, the Church Building, and the Grounds due to the Tenant's occupancy of the Premises. One-twelfth of the total of Tenant's estimated annual share of such property taxes, special assessments, and other taxes will be paid with each Base Rent payment as Additional Rent. Within 30 days after the end of each calendar year, Landlord will provide to Tenant an accounting of such costs. If the actual amount of the costs is determined to have been different from the estimated amount paid by Tenant, then the difference will be added to or subtracted from the Tenant's next year's estimated Additional Rent payment and the monthly Additional Rent payments will be adjusted accordingly.

14.2. Personal Property.

Tenant will pay, before delinquency, any and all taxes levied or assessed and which become payable during the Term hereof upon Tenant's equipment, furniture, supplies, Trade Fixtures, and other personal property located on the Premises.

14.3. Tenant To Pay Special Fees

Tenant will pay any special fees that are linked directly to the operation of Tenant in the Premises that are being assessed or required under Applicable Laws.

14.4. Tenant's Responsibility To Survive Term Or Termination

Tenant's responsibilities under this Section 14 will survive beyond the Term or termination of this Lease.

15. COVENANT AGAINST LIENS AND ENCUMBRANCES

15.1. Tenant Not To Allow Liens And Encumbrances

Tenant has no authority or power to cause or permit any lien or encumbrance of any kind whatsoever, whether created by act of Tenant, operation of law, or otherwise, to attach or be placed upon Landlord's title or interest in Landlord's Land, the Church Building, the Grounds, or the Premises, and any and all liens and encumbrances created by Tenant will attach to Tenant's interest only. Tenant covenants and agrees not to suffer or permit any lien or encumbrance to be placed against Landlord's Land, the Church Building, the Grounds, or the Premises with respect to work or services claimed to have been performed at Tenant's request or materials claimed to have been furnished to Tenant or the Premises at Tenant's request.

15.2. Tenant's Obligation To Remove Liens And Encumbrances

In case any lien or encumbrance does attach, Tenant covenants and agrees to cause it to be immediately released and removed of record. Notwithstanding the above, Tenant may contest the amount or validity of such lien or encumbrance and withhold payment during said contest so long as Tenant will provide Landlord with security satisfactory to Landlord.

15.3. Landlord's Right To Remove Liens And Encumbrances

Landlord, at its sole option, may take all action necessary to release and remove any lien or encumbrance (except a lien which Tenant is then actively contesting), without any duty to investigate the validity thereof, and Tenant will be given notice and opportunity to satisfy or challenge any lien or encumbrance before Landlord pays it. If Landlord pays any lien or encumbrance, Tenant will

reimburse Landlord for the payment upon receipt of a bill accounting for the payment.

16. ALTERATIONS AND OTHER CHANGES TO PREMISES

16.1. Landlord's Alterations And Changes

- A. *Timing And Safety.*** Any additions, alterations, major improvements, major maintenance, or structural changes to, or major remodeling of, the Church Building or the Grounds by Landlord ("**Work**") will to the extent possible be done in such a way as to not interfere with the Tenant's use of the Premises. Any and all Work will not be hazardous or dangerous to Tenant's or Tenant's Related Parties. Landlord will cease any construction activities upon notice by Tenant that such construction activities are hazardous or dangerous, provided the notice specifies the hazard or danger and specifies how the Work may proceed without hazard or danger.
- B. *Notice To Tenant.*** Landlord will give notice Tenant at least two weeks prior to commencing any Work that will affect or involve the Premises.
- C. *Required Landlord Improvements.*** Landlord will provide locks on identified interior doors and make such other improvements and preparations for the Tenants occupancy as identified in a walk-through of the building by Landlord and Tennant on January 20, 2025.

16.2. Tenant's Alterations And Changes

- A. *Limit On Tenant Improvements.*** Except as provided in Section 16.2. **Error! Reference source not found.**, Tenant will not make any additions, alterations, major improvements, or structural changes to, or major remodeling of, the Premises without securing Landlord's consent, given at Landlord's sole discretion. Other alterations or additions such as displays, furnishings, internal signs, and non-weight-bearing partitions, may be made by Tenant, at Tenant's expense, in a good, workmanlike manner with Landlord's consent, which will not be unreasonably withheld. At the termination of this Lease, Tenant may remove such items from the Premises, provided that Tenant will repair any damage caused by the installation or removal of such items, returning the Premises to their original condition, ordinary wear and tear excepted.

17. DAMAGE BY FIRE OR OTHER CASUALTY

In the event that the Premises or the Church Building or Grounds are rendered unusable by fire, explosion, or other casualty, Landlord may, at its sole option, terminate this Lease or may elect to repair the Premises or the Church Building and Grounds. Landlord will have 30 days from the occurrence of the damage or casualty to complete the repairs, if it chooses to repair. If the repairs are not completed within 30

days, Tenant will have the option of canceling this Lease and vacating the Premises. If the Church Building has been wholly destroyed, this Lease will automatically terminate. Rent will abate during any time when the Premises are unusable due to the above circumstances.

18. TRADE FIXTURES

18.1. Installation With Landlord's Approval

Tenant may install or cause to be installed such equipment, trade, and other fixtures (collectively, "Trade Fixtures") as are reasonably necessary for the operation of its business, subject to Landlord's acceptance of their installation, given at Landlord's sole discretion.

18.2. Ownership And Removal

All Trade Fixtures will remain Tenant's personal property on the termination of this Lease or any renewal thereof, regardless of the manner in which the same may be attached or fixed to the Premises, the Church Building, or Grounds. However, before termination of this Lease or any Lease renewal, Tenant must remove the Trade Fixtures which it owns and repair any damage done by their removal, returning the Premises to their original condition, ordinary wear and tear excepted. If Tenant fails to remove its Trade Fixture, Landlord may (a) remove the Trade Fixtures and Tenant must pay for such removal upon receipt of a bill accounting for the removal costs, or (b) after 30 days' notice to Tenant, take ownership of the Trade Fixtures without owing Tenant any payment for the Trade Fixtures. Landlord in its sole discretion may consent to Tenant's leaving certain Trade Fixtures behind, in which case ownership will automatically be transferred to Landlord.

18.3. Removal Of Liens

In the event that the Trade Fixtures are subject to, or become subject to any lien or encumbrance, Tenant covenants and agrees to cause it to be immediately released and removed of record. Notwithstanding the above, Tenant may contest the amount or validity of such lien or encumbrance and withhold payment during said contest so long as Tenant will provide Landlord with security satisfactory to Landlord.

19. ACCESS TO PREMISES

19.1. Landlord's Reasonable Access To Premises

The Landlord or its agents will have the right to enter the Premises at reasonable hours in the day or night (a) to examine the same, (b) to perform maintenance and repair required by Lease Provisions, (c) to make such additions, alterations, or repairs as Landlord deems necessary for the safety, preservation, or

restoration of the Church Building and Grounds, or for the safety or convenience of the occupants or users (there being no obligation, however, on the part of the Landlord to make any such repairs, additions, or alterations), or (d) to exhibit the same to prospective purchasers.

19.2. Exhibition For Lease

For one year prior to the expiration of the Term or Extended Term (if any), the Landlord or its agents may similarly exhibit the Premises to prospective tenants at reasonable hours in the day or night. Landlord will make every effort to show the Premises during hours that the Premises are not being used by Tenant.

19.3. Keys And Church Building Security

Landlord will provide Tenant with one or more set of exterior and interior door keys to the Church Building. Tenant will provide Landlord with a list of the names of each person who has the authority to use the keys to unlock the Church Building. The Parties agree that the Church Building is to remain locked at all times, except for the specific times that Tenant is using the Premises. At all times that the Church Building is unlocked for access to and from Tenant's activities, Tenant will be responsible for monitoring the persons who enter the Church Building and securing the Church Building when its activities are concluded.

20. ENVIRONMENTAL RESTRICTIONS

20.1. Hazardous Substances Prohibitions

Tenant covenants and agrees that during the Term: (a) no Hazardous Substances will be located, stored, used, disposed of, released, or discharged from (including groundwater contamination) the Premises, provided that the Tenant may store, use, and dispose of (in compliance with this Section 20) normal office materials, and limited amounts of manufacturing materials; (b) the Premises and its use and operation will at all times and in all respects comply with all Applicable Laws relating to the protection of health and with all Environmental Laws and (c) Tenant will obtain all permits, if any, required under Environmental Laws relating to Tenant's use and occupancy of the Premises.

20.2. Hazardous Substances Defined

For purposes of this Section 20, the term "Hazardous Substances" will mean the following: (a) any "hazardous substance" as now defined pursuant to the Comprehensive Environmental Response, Compensation and Liability Act ("CERCLA"), 42 U.S.C.A. § 960 1(14) as amended by the Superfund Amendments and Reauthorization Act ("SARA"), and including the judicial interpretation thereof; (b) any "pollutant or contaminant" as now defined in 42 U.S.C.A. § 960 1(33); (c) any petroleum, including crude oil or any fraction thereof; (d) natural

gas, natural gas liquids, liquefied natural gas, or synthetic gas usable for fuel;
(e) any "hazardous chemical" as now defined pursuant to 29 C.F.R. part 1910;
and (f) any other substance subject to regulation as a hazardous or-toxic
substance under existing Environmental Laws.

20.3. Environmental Laws Defined

For purposes of this Section 20.3, the term "Environmental Laws" will mean and include all federal, state, and local statutes, ordinances, regulations, and rules presently in force or hereafter enacted relating to environmental quality, contamination, and cleanup, including, without limitation, CERCLA, 42 U.S.C.A. § 9602 et seq., as amended by the SARA, the Resource Conservation and Recovery Act of 1976, 42 U.S.C.A. § 6901 et seq., as amended by the Hazardous and Solid Waste Amendments of 1984, any applicable state superlien and environmental cleanup statutes, and all rules and regulations presently or hereafter promulgated under said statutes, as amended.

20.4. Environmental Indemnity

Tenant will indemnify, defend (with counsel reasonably acceptable to Landlord), protect, and hold Landlord, Landlord's Related Parties, and other Church Building and Grounds users free and harmless from and against any and all Claims for death or injury to any person or damage to any property whatsoever (including water tables and atmosphere) arising or resulting in whole or in part, directly or indirectly, from the release or discharge of Hazardous Substances, in, on, under, upon, or from the Premises, Church Building, Grounds, or Landlord's Property or from the transportation or disposal of Hazardous Substances to or from the Premises, Church Building, Grounds, or Landlord's Property, to the extent caused by Tenant, whether knowingly or unknowingly, the standard herein being one of strict liability. Tenant's obligations hereunder will include, without limitation, and whether foreseeable or unforeseeable, all costs of any required or necessary repairs, cleanup, or detoxification or decontamination of the Premises Church Building, Grounds, or Landlord's Property, and the presence and implementation of any closure, remedial action, or other required plans in connection therewith. For purposes of the indemnity provided herein, any acts or omissions of Tenant or Tenant's Related Parties (whether or not they are negligent, intentional, willful, or unlawful) will be strictly attributable to Tenant. However, any acts or omissions of Landlord or Landlord's Related Parties will be strictly attributable to Landlord. Tenant acknowledges that Landlord would not have entered into this Lease without this environmental indemnity and acknowledges the receipt and sufficiency of separate good and valuable for this indemnification. This Section 20.4 will survive the termination or expiration of this Lease or Tenant's right to possession of the Premises hereunder.

21. INSURANCE

21.1. Tenant's Insurance

Tenant will carry insurance as provided in this Section 21.1.

A. *Tenant's Liability Insurance.* Tenant will maintain commercial general liability insurance as outlined below and may include a combination of underlying and umbrella coverage to meet minimums. Tenant acknowledges these insurance requirements are minimum acceptable coverage levels. Liability obligations of Tenant may exceed these minimums with no recourse to the Landlord. Proper coverage limits should be obtained to meet these potential obligations. Tenant's liability insurance will: (a) name Landlord and other parties designated by Landlord as additional insureds with respect to all matters arising out of the occupancy or use of the Premises, Church Building, Grounds, or Landlord's Property by Tenant; (b) be primary to any other insurance maintained by the Landlord; and (c) be placed and maintained with companies rated at least "A/VII" by A.M. Best Insurance Service and otherwise reasonably satisfactory to Landlord. Such insurance may have a reasonable deductible but may not include self-insured retention in excess of \$25,000. If Tenant's liability insurance is provided under a blanket policy, the above coverage limits must be made specifically applicable to the Premises on a "per location" basis. Tenant will deliver an ACORD Form 25 – Certificate of Liability with attached copy of the additional insured endorsement (y) prior to any use or occupancy of the Premises by Tenant and (z) providing 30-day notice of cancellation or non-renewal. The required coverages are:

- | | |
|--|-----------------|
| (1) General Aggregate | \$3,000,000; |
| (2) Each Occurrence limit | \$1,000,000; |
| (3) Sexual Misconduct Limit | \$3,000,000; |
| (4) Operations Aggregate Contractual Liability (covering the Indemnification Provisions herein as an "insured contract") | \$3,000,000; |
| (5) Personal & Advertising Injury | \$1,000,000; |
| (6) Fire Damage | \$ 100,000; and |
| (7) Umbrella Coverage | \$5,000,000. |

B. *Tenant's Property Insurance.* Tenant will maintain commercial property insurance providing replacement valuation coverage, insuring the Tenant's equipment, furnishings, improvements to the Premises, Church Building, Grounds, or Landlord's Property (if any), merchandise, supplies, Trade Fixtures, and all other items of personal property of Tenant located on the

Premises. Coverage will be on ISO "special form" with property deductible reasonably acceptable to Landlord.

21.2. Landlord's Insurance

Landlord will carry insurance as provided in this Section 21.2.

- A. *Landlord's Liability Insurance.*** Landlord will maintain commercial general liability insurance for bodily injury, personal injury, and property damage occurring at the Property in such amounts as Landlord deems necessary or appropriate, not to be less than the amounts required from Tenant under Section 21.121.1.A. Such liability insurance may protect, at Landlord's option, Landlord's lender and some or all of Landlord's Related Parties, and does not protect Tenant or replace or supplement the liability insurance this Lease obligates Tenant to carry.
- B. *Landlord's Property Insurance.*** Landlord will maintain insurance on Landlord's Property providing coverage comparable to that provided by a standard ISO special causes of loss form property insurance policy in an amount not less than the full replacement cost of the Church Building. Landlord may, at its option, obtain such additional coverages or endorsements as Landlord deems appropriate or necessary, including: insurance covering debris removal, excavation, foundation, and grading costs; business income and rent loss insurance; boiler and machinery insurance; earthquake insurance; flood insurance; ordinance or laws coverage; and other coverages. Landlord may maintain such insurance in whole or in part under blanket policies. Such insurance may not cover any improvements to the Premises, Church Building, Grounds, or Landlord's Property made by Tenant and will not cover or be applicable to any of Tenant's personal property.

22. WAIVER OF SUBROGATION

Notwithstanding anything in this Lease to the contrary, neither Landlord nor Tenant will be liable to the other for loss arising out of damage or destruction of the Premises, Church Building, Grounds, Landlord's Property, or personal property or contents therein if such damage or destruction is caused by a peril included within the ISO "special form" of property coverage. Such absence of liability will exist whether or not the damage or destruction is caused by the negligence of Landlord, Landlord's Related Parties, Tenant, or Tenant's Related Parties. It is the intention and agreement of Landlord and Tenant that each Party will look to its insurer for reimbursement of any such loss, and the insurer involved will have no subrogation rights against the other Party. Each Party will advise its insurance company of this release and insurance policies will, if necessary, contain a waiver of any right of subrogation by the insurer against the other Party.

23. INDEMNIFICATION

23.1. Tenant's Indemnification of Landlord

Tenant will defend, indemnify, and hold harmless Landlord and Landlord's Related Parties from and against any and all third party Claims to the extent such Claims arise from: (a) Tenant's use of the Premises, Church Building, Grounds, or Landlord's Property; (b) from the conduct of Tenant's activities; or (c) from any activity, work, or thing done, permitted, or suffered by Tenant in or about the Premises, Church Building, Grounds, or Landlord's Property. Tenant will further defend, indemnify, and hold harmless, Landlord and Landlord's Related Parties, from and against any and all third party Claims to the extent such Claims arise from: (y) any breach or default in the performance of any obligation on Tenant's part to be performed under the Lease Provisions; and (z) any negligence of Tenant, or any of Tenant's Related Parties. In the event any action or proceeding is brought against Landlord by reason of any such Claim, Tenant upon notice from Landlord will defend Landlord at Tenant's expense by counsel satisfactory to Landlord. Notwithstanding any Lease Provisions to the contrary, Tenant will have no obligation to indemnify Landlord from and against any Claims directly resulting from Landlord's gross negligence, actions, or omissions.

23.2. Landlord's Indemnification of Tenant

Landlord will defend, indemnify, and hold harmless Tenant, and Tenant's Related Parties, from and against any and all third party Claims to the extent such Claims arise from: (a) Landlord's use of the Premises, Church Building, Grounds, or Landlord's Property; (b) from the conduct of Landlord's activities; or (c) from any activity, work, or thing done, permitted, or suffered by Landlord in or about the Premises, Church Building, Grounds, or Landlord's Property. Landlord will further defend, indemnify, and hold harmless, Tenant and Tenant's Related Parties, from and against any and all third party Claims to the extent such Claims arise from: (y) any breach or default in the performance of any obligation on Landlord's part to be performed under the Lease Provisions; and (z) any negligence of Landlord, or any of Landlord's Related Parties. In the event any action or proceeding is brought against Tenant by reason of any such Claim, Landlord upon notice from Tenant will defend Tenant at Landlord's expense by counsel satisfactory to Tenant. Notwithstanding any Lease Provisions to the contrary, Landlord will have no obligation to indemnify Tenant from and against any Claims directly resulting from Tenant's gross negligence, actions, or omissions.

24. ASSIGNMENT, SUBLETTING, AND ENCUMBERING

24.1. Assignment And Subletting

Tenant will not voluntarily, involuntarily, or by operation of Applicable Laws assign or transfer this Lease, nor sublet the whole or any part of the Premises, without first obtaining Landlord's consent, given at Landlord's sole discretion.

24.2. Encumbering

Tenant will not voluntarily, involuntarily, or by operation of Applicable Laws encumber or mortgage the Premises, Church Building, Grounds, or this Lease.

25. CONDEMNATION

25.1. Condemnation Terminates Lease

If the Premises, Church Building, Grounds, or Landlord's Property, or any part of these, will be taken or condemned for any public purpose, or purchased under threat of such taking, to such an extent as to render the Premises untenable, this Lease will forthwith cease and terminate as of the date title vests in the condemning authority or the date the condemning authority takes possession, whichever occurs first. Further, Landlord may terminate this Lease in the event that such taking makes the operation of the Church Building, Grounds, or Landlord's Property after such taking commercially impractical in Landlord's reasonable judgment, whether or not such taking directly affects the Premises.

25.2. Property Restoration

In the event this Lease is not terminated as contemplated by Section 25.1, Landlord will promptly restore the Premises, Church Building, Grounds, and Landlord's Property to substantially the same condition as they were as of the Commencement Date with the exception of those portions of the Premises, Church Building, Grounds, and Landlord's Property that were taken, and after restoration, Rent will be proportionately adjusted to reflect any diminution in the square footage of the Premises, Church Building, Grounds, and Landlord's Property.

25.3. Limit On Tenant's Condemnation Award

In any taking of the Premises, Church Building, Grounds, or Landlord's Property, or any portion thereof, whether or not this Lease is terminated as provided in this Section 24, Tenant will not be entitled to any portion of the award for the taking of the Premises, Church Building, Grounds, and Landlord's Property, or any part thereof, with the exception that Tenant may apply for payment by condemner of Tenant's relocation expenses and any of Tenant's furniture, Trade Fixtures, or other personal property.

26. DEFAULT BY TENANT AND RIGHTS OF LANDLORD

26.1. Defaults By Tenant

The following will constitute “Defaults” by Tenant:

- A. *Rent Default.*** Tennant fails to pay when due any installment of Rent (“Rent Default”), and Tenant fails to cure the Rent Default within five days after notice of Rent Default from the Landlord is effective;
- B. *Failure To Pay.*** Tenant fails to pay when due any other charges due hereunder for five days after the payment is due and Tenant fails to cure the failure within five days after Landlord’s notice of the failure is effective;
- C. *Failure To Perform.*** Tenant fails to perform or comply with any of the Lease Provisions, and the failure continues for 30 days after notice from Landlord is effective; provided, however, that, if the nature of the Default, other than for nonpayment, is such that it cannot reasonably be cured within a 30-day period, Tenant will not be deemed in default if Tenant commences the cure within the 30-day period and thereafter diligently prosecutes the same to completion. But in no event will any such cure period, as extended, exceed a total of 60 days beyond the effective date of Landlord’s notice;
- D. *Levy Or Lien.*** A levy is imposed upon, under writ of execution or the attachment by legal process of, the leasehold interest of Tenant, or a lien is created with respect to such leasehold interest;
- E. *Vacating Premises.*** Tenant vacates or abandons the Premises whether or not Tenant continues to pay Rent due under this Lease;
- F. *Receiver Appointed.*** A trustee or receiver is appointed for Tenant or for the major part of its property; or
- G. *Bankruptcy Proceedings Initiated.*** Any bankruptcy, reorganization, arrangement, insolvency, or liquidation proceeding, or other proceeding for relief under any bankruptcy law or similar law for the relief of debtors, is instituted by Tenant, or against Tenant, and is allowed against it, or is consented to by Tenant, or is not dismissed within 60 days after such institution.

26.2. Landlord’s Remedies

In case of any Default by Tenant, Landlord, in addition to all other rights and remedies available to Landlord at law or in equity or by other Lease Provisions, may immediately re-enter the Premises according to law and, at Landlord’s option, terminate this Lease or terminate Tenant’s right to possession of the Premises only, without terminating the Lease. Tenant further agrees that in case of any such termination or recovery of possession without terminating this Lease, Landlord may pursue any and all remedies available at law or in equity for

Tenant's default, and Tenant agrees to pay to Landlord upon demand all damages resulting from such termination including: (a) all Rent owing as of the date of such default; (b) all Rent which would have been payable for the balance of the Term had Tenant not defaulted on its obligations under the Lease, less the fair market rental value for the Premises for the balance of the Term, as reasonably established and substantiated by Tenant; (c) all costs incurred by Landlord in recovering the Premises and the preparation of the Premises for re-leasing, including reasonable brokerage and attorneys' fees and costs, expert witnesses fees and costs, court costs, and other legal costs incurred, (d) all cost incurred to repair the Premises to make them leasable; and (e) all other damages suffered by Landlord as a result of Tenant's Default.

26.3. Right Of Landlord To Cure Defaults

If Tenant Defaults in the observance or performance of any Lease Provision, or if Tenant fails to pay any sum of money, other than Rent, required to be paid by Tenant hereunder, Landlord may, but will not be obligated to, and without waiving or releasing Tenant from any obligation to make any such payment or perform any such other act on Tenant's part to be made or performed as provided in this Lease, remedy such Default for the account and at the expense of Tenant, immediately and without notice in case of emergency, or in any other case after notice and expiration of any applicable cure period as provided in this Lease. If Landlord makes any expenditures or incurs any obligations for the payment of money in connection with Tenant's Default including reasonable attorneys' fees and costs, expert witness fees and costs, court costs, and other legal costs incurred, Tenant will pay to Landlord as Additional Rent such sums paid or obligations incurred with costs and interest at the rate of 12% per year or the maximum rate permitted by Applicable Laws. In any event, Landlord will have, in addition to any other right or remedy of Landlord, the same rights and remedies in the event of the nonpayment of sums due under this Section 26.3 as in the case of Default by Tenant in the payment of Rent.

26.4. Unpaid Sums

Any amounts owing from Tenant to Landlord under this Lease will bear interest at the highest rate permitted by Applicable Laws, not to exceed the annual rate of 12% calculated from the date due until the date of payment. In addition to the foregoing remedies, if any payment of Rent is not paid within five days of the date due, Tenant, without the necessity of notice from Landlord, will pay a late charge equal to 5% of the amount of such overdue payment per month or proportion thereof as liquidated damages for Landlord's extra expense in handling the past due account.

27. LANDLORD'S DEFAULT AND RIGHTS OF TENANT

27.1. Defaults By Landlord

If Landlord fails to perform or comply with any of the Lease Provisions and if the failure continues for 30 days after notice from Tenant is effective, this will constitute a Default by Landlord; provided, however, that if the nature of the Default is such that it cannot reasonably be cured within a 30-day period, Landlord will not be deemed in Default if Landlord commences the cure within the 30-day period and thereafter diligently prosecutes the same to completion. But in no event will any such cure period, as extended, exceed a total of 60 days beyond the effective date of Tenant's notice.

27.2. Tenant's Remedies

In case of any Default, Tenant will have all rights and remedies available to Tenant at law. Landlord agrees that if Tenant pursues its remedies and is successful in so doing, Landlord will pay to Tenant upon demand all damages resulting from Landlord's Default, including any necessary repairs to the Premises and reasonable attorneys' fees and costs, expert witness fees and costs, court costs, and other legal costs incurred.

28. SALE OR MORTGAGE OF LANDLORD'S INTEREST

28.1. Conveyance Of Landlord's Interest

Landlord may sell, assign, or otherwise transfer, in whole or in part, its interest in this Lease and the Premises, Church Building and Landlord's Property. Landlord will require the transferee to assume the obligations of Landlord under this Lease arising from and after the date of transfer. The transfer will release Landlord from any further liability to Tenant hereunder for acts occurring after the transfer, and, after any such transfer, Tenant will look solely to the transferee for the performance of any obligations of the party who from time to time is the Landlord under this Lease.

28.2. Estoppel Certificate

Within ten business days after a request by either Party is effective, the other Party will execute, acknowledge, and deliver to the requesting Party a statement: (a) certifying that this Lease is unmodified and in full force and effect or, if modified, stating the nature of such modification and certifying that this Lease, as so modified, is in full force and effect, the dates to which Rent and any other charges payable by Tenant hereunder are paid in advance, if any; (b) acknowledging that there are not, to the certifying Party's knowledge, any uncured defaults on the part of the requesting Party hereunder or specifying such defaults if any are claimed; and (c) in case of a transfer of Landlord's interest, attesting to the transferee, provided the transferee acknowledges

Tenant's rights under this Lease. Landlord and Tenant hereby acknowledge that prospective purchasers and encumbrancers of the Premises, of Tenant's activities, or of the Church Building, Grounds, and Landlord's Property, may incur obligations or extend credit in reliance upon the representations contained in such statement. If the certifying Party fails to deliver such statement to the requesting Party within the ten business day period, the requesting Party will give the certifying Party an additional notice of such request. If such statement is not received by the requesting Party within two business days after notice of the additional request is effective, such failure will conclusively evidence the representation and agreement that: this Lease is in full force and effect, without modification, except as the requesting Party may represent; there are no uncured defaults in the requesting Party's performance hereunder; and Tenant has not paid more than one month's rent in advance.

29. SUBORDINATION

This Lease, and the Term and estate hereby granted, and all of the rights of Tenant hereunder, are subject and subordinate to any underlying leases and the liens of any mortgage or mortgages now or hereafter in force against the Premises, Church Building, Grounds, or Landlord's Property, as well as to Applicable Laws affecting the Premises, Church Building, Grounds, or Landlord's Property at any time. Tenant will execute such further instruments subordinating this Lease to the lien or liens of any such lease or mortgage as may be requested by Landlord; provided, however, that this subordination and any such further instruments will not, so long as Tenant is not in Default in the performance of any of the Lease Provisions, terminate or modify this Lease or any of the Tenant's rights under this Lease.

30. NO OTHER RELATIONSHIP

Nothing contained herein will be deemed or construed by the Parties, nor by any third party, as creating a relationship between the Parties hereto other than the relationship of Landlord and Tenant.

31. DISPUTE RESOLUTION

In the event a dispute arises between the Parties as to any Lease Provision, such dispute will be submitted to binding arbitration between the Parties. In the event of such a dispute, each Party will deliver notice of such dispute to the other Party. Upon notice becoming effective, each Party will designate an arbitrator and the two arbitrators so chosen will choose a third arbitrator. After submission of the dispute to arbitration under the rules of the American Arbitration Association, the arbitrators will render their decision. The decision of the arbitrators will be binding upon the Parties. The costs of such arbitrators and the arbitration proceeding will be split equally between the Parties.

32. AUTHORITY OF PARTIES TO EXECUTE LEASE

32.1. General Authority

The undersigned signatories represent and warrant that they are duly authorized to sign this Lease and are not required to obtain any further approval, consent, or permission of any agency, body, board, or official to properly sign this Lease.

32.2. Specific Authority

In support of its representation and warranty in Section 32.1, Landlord warrants that it has obtained approval of this Lease by the Presbytery of the Twin Cities Area as required by the Constitution of the Presbyterian Church (U.S.A).

33. NOTICES

33.1. Written Notice Required

Any accounting, approval, bill, consent, demand, election, notice, request, waiver, or other communication that any Party or any other entity is required to give, or is provided may be given, in this Lease will be in writing and will be directed as follows:

A. To Landlord:

First Presbyterian Church of Hastings, Minnesota
Attn: Clerk of Session
602 Vermillion Street
Hastings, MN 55033

B. To Tenant:

Homestead Community Church
Attn: _____
344 3rd Street
Farmington, MN 55024

33.2. How Notices May Be Delivered

Notices may be:

- A.** Delivered personally;
- B.** Sent by nationally recognized overnight courier; or
- C.** Sent by first class, certified United States Mail, return receipt requested, postage prepaid.

33.3. When Notices Are Effective

Notices are effective and any time periods associated with them begin:

- A.** On receipt if delivered personally;

- B.** On the next business day if sent by nationally recognized overnight courier;
or
- C.** On the date shown on the return receipt if mailed.

33.4. Notice Refused Or Cannot Be Delivered

Refusal to accept a notice or the inability to deliver a notice because the addressee has not informed the sender of a change in address or because addressee has not maintained a mailing address will not defeat or delay a notice's effective date. When delivery of notice is refused, the effective date is the date of refusal. When delivery cannot be made because the addressee has not informed the sender of a change of address or has not maintained a mailing address, the effective is the date postal authorities designate the notice as undeliverable.

33.5. Change In Notice Address And Number Of Notices

Either Party may change the address to which notice must be delivered by notice given to both Parties. Neither Party may require that notice be delivered to more than two addresses.

34. MISCELLANEOUS

34.1. Captions, Gender, Number, And Language Of Inclusion

The section headings in this Lease are for convenience of reference only and do not define, limit, or prescribe the scope or intent of any Lease Provision. Where appropriate in this Lease, the singular includes the plural and vice versa, and the masculine, feminine, and neuter adjectives include one another.

34.2. Definitions

The following words and phrases not defined previously in this Lease will have the following meanings in this Lease.

- A. *Claims.*** "Claims" means all third-party actions, claims, costs, damages, decrees, expenses, fines, forfeitures, lawsuits, liabilities, losses, orders, penalties, and proceedings including reasonable attorneys' fees and costs, expert witness fees and costs, court costs, and other defense costs at trial or on appeal.
- B. *Landlord's Related Parties.*** "Landlord's Related Parties" means its agents, clients, congregants, consultants, contractors and subcontractors, customers, directors, employees, guests, invitees, licensees, members, Ministers of Word and Sacrament, officers, participants, suppliers, visitors, and volunteers and families related to any of the foregoing.
- C. *Tenant's Related Parties.*** "Tenant's Related Parties" means its agents, clients, consultants, contractors and subcontractors, customers, directors,

employees, guests, invitees, licensees, members, officers, participants, students, suppliers, teachers, visitors, and volunteers and families related to any of the foregoing.

34.3. Entire Agreement, Amendment, And Waiver

This Lease sets forth the Parties' entire agreement with respect to this Lease and supersedes all prior agreements, discussions, negotiations, promises, and understandings, oral or written, relating to this subject matter, all of which are merged in this Lease. This Lease may not be amended, changed, discharged, terminated other than by expiration of the Term, or waived only by an instrument in writing signed by the then-owners of the Landlord and Tenant's interests in this Lease.

34.4. Force Majeure

In the event that an Act of God, epidemic or pandemic, acts of terrorism, national or local calamity, orders of closure by any public authority, or a war that renders impossible the continuation of services at the Premises for a period to exceed 14 days, both Parties' obligations will be suspended until such time as the conditions allow for lawful and safe resumption of services. During a suspension period, Tenant will be credited for rent paid and/or not be responsible for the rent payment. Also, during a suspension period, Landlord will have no responsibilities until the cause of suspension is remedied. And, neither Party will have any financial claim on the other Party due to suspension of services.

34.5. Law

This Lease will be construed and enforced in accord with the laws of the State of Minnesota.

34.6. No Waiver

The failure of the Landlord to insist, in any one or more instances, upon a strict performance of any of the Lease's Provisions will not be construed as a waiver, or relinquishment for the future of that Lease Provision, but the Lease Provision will continue and remain in full force and effect. The receipt by Landlord of Rent with knowledge of a Tenant Default will not be deemed a waiver of such Tenant Default.

34.7. Severable Lease Provisions

Each Lease Provision, section, sentence, clause, phrase, and word of this Lease is intended to be severable. If any Lease Provision, section, sentence, clause, phrase, or word of this Lease is illegal or invalid for any reason whatsoever, such illegality or invalidity will not affect the validity of the remainder of this Lease.

34.8. Strict Construction Rule

The strict construction rule does not apply to this Lease. This Lease will not be interpreted in favor or against the Landlord or Tenant merely because of their respective efforts in preparing or modifying it.

34.9. Successors And Assigns

This Lease will be binding upon, inure to the benefit of, and be enforceable by the respective Parties' successors and assigns.

35. EXECUTION

Landlord and Tenant have executed this Lease on the dates shown below to be effective on the Commencement Date.

[SIGNATURE PAGES FOLLOW]

**LANDLORD'S SIGNATURE PAGE
FOR
LEASE BETWEEN FIRST PRESBYTERIAN CHURCH OF HASTINGS, MINNESOTA
AND
HOMESTEAD COMMUNITY CHURCH**

LANDLORD:

First Presbyterian Church of Hastings, Minnesota

By: Grant T. Tiefenbruck

Printed Name: Grant Tiefenbruck

Title: Clerk of Session

Date: Mar 4, 2025

By: Dennis L. Brown

Printed Name: Dennis Brown

Title: President

Date: MAR 11, 2025 2025

TENANT'S SIGNATURE PAGE
FOR
LEASE BETWEEN FIRST PRESBYTERIAN CHURCH OF HASTINGS, MINNESOTA
AND
HOMESTEAD COMMUNITY CHURCH

TENANT:
Homestead Community Church

By: Jeff Kerr
Printed Name: Jeffrey Kerr
Title: Pastor
Date: 2/26/25, 2025

By: _____
Printed Name: _____
Title: _____
Date: _____, 2025

PRESBYTERY OF THE TWIN CITIES AREA
MISSION, SCHOLARSHIP, AND GRANTS COMMITTEE
MISSION AND COMMUNITY OUTREACH GRANTS
PROGRAM SUMMARY

VERSION DATE: November 26, 2024

MISSION PARTNER GRANTS

1. Description	Mission Partner grants are awarded annually from the budget of the Presbytery. They are available to programs and agencies working within the geographic bounds of the Presbytery who are doing ministry and outreach compatible with the work and objectives of the Presbytery and/or that support our individual congregations and Presbytery leaders.
2. Funds Availability	Grants generally range from \$1,000 to \$5,000 annually but may be of any dollar amount if budgeted funds are available.
3. Likely Recipients	These grants are available to church and religious partnerships, councils of churches, advocacy groups, and local mission service programs.
4. Source of Funds	<p>Funds for Mission Partner grants are part of PTCA's annual line-item budget prepared by the Budget Task Force and approved annually by the Presbytery. However, some of the offsetting income for these grants within the Presbytery's budget comes from donor-restricted income received by the Presbytery as the beneficiary of certain Permanent Endowment Funds held at the Presbyterian Foundation. The funds whose income is restricted for mission or outreach purposes include:</p> <ul style="list-style-type: none"> • Anonymous Fund #139 (#102240001024) • Helen Brink Mission Endowment Fund (#102240001414) • Leslie & Rose Nye Memorial Fund (#102240006089) • Presbyterian Church of LeSueur Endowment Fund (#102240100873) • Morgan-Salberg Memorial Fund (#102240202182)
5. Evaluation Criteria	Grant requests are evaluated based on the extent to which the Presbytery and/or our local congregations and leaders depend upon, use, or work with the agencies or programs.
6. Award Process	<p>The Mission Partner grants follow an annual cycle of review and award.</p> <ul style="list-style-type: none"> • Announcement deadline - May 1: MSGC notifies existing and potential Mission Partners about grants for the following year and invites letters of request to PTCA from each prospective Mission Partner. • Application deadline - July 31: Letters of request should be received by MSGC for their review. • Recommendation deadline - August 31: MSGC submits recommendations for recipients and grant amounts to the Budget Task Force for inclusion in the Presbytery's line-item budget. • Decision deadline: The Budget Task Force and the Presbytery have final approval authority for grant recipients and amounts. • Award date - January 1 of the following year. Grants larger than \$1,000 are ordinarily distributed in quarterly installments through the year. Grants of \$1,000 or less are ordinarily distributed in one lump sum.

7. Role of MSGC	The MSGC will annually review mission partnerships, consider new organizations to request funds, recommend grant recipients and amounts to the Budget Task Force, and communicate with grant recipient Mission Partners.
8. Supplemental information	

Prepared by SCR 3/12/2021; edited by SCR 8/20/21; edited by Rocky, Carol and SCR 9/3/21

PEACE AND GLOBAL WITNESS OFFERING GRANTS

1. Description	Peace and Global Witness Offering Grants are provided annually to local organizations within the geographic bounds of the Presbytery from the Presbytery's portion of the annual Peace and Global Witness (P&GW) special offering received by local congregations.
2. Funds Availability	Grants are awarded annually up to the total value of the Presbytery's portion of the prior year's P&GW offering receipts.
3. Likely Recipients	Social service agencies, advocacy programs, and other programs that promote peace and reconciliation and/or work to reduce or eliminate racism, poverty, and injustice.
4. Source of Funds	Funds for the annual grants come from 25% of the offering received by Presbytery congregations and retained by the Presbytery. (The remaining funds are divided between local congregations – 25% and the Presbyterian Mission Agency – 50%.) Additional grant funds may be available from prior years accumulated reserves.
5. Evaluation Criteria	Grant recipients are chosen in keeping with the purpose of the P&GW offering: <i>"The P&GW Offering encourages the church to cast off anxiety and fear, discord and division, and embrace our God's mission of reconciliation to those around the corner and around the world. A gift to the P&GW Offering enables the church to promote the Peace of Christ by addressing systems of conflict and injustice across the world."</i>
6. Award Process	Grants are awarded based upon an annual cycle around the receipt of the special offering. <ul style="list-style-type: none"> • Announcement deadline - July 1: MSGC will announce to the Presbytery the planned focus of grants (e.g., hunger, racial reconciliation, earth care, etc.). • Special offering received - typically received by congregations on World Communion Sunday (first Sunday in October). • Congregations submit prospective recipients - December 1 • Determination of available grant funds - January 31 of the following year. The Treasurer reports the final offering collection amount to MSGC. • Awards determined - March 1: MSGC will make a final decision on the grant recipients and amounts.
7. Role of MSGC	MSGC will determine the planned focus of grants, communicate with the Presbytery, and make a final decision on the grant recipients and amounts.
8. Supplemental information	Peace and Global Witness Special Offering resource page: https://specialofferings.pcusa.org/offering/peace-global-witness/

Prepared by SCR 3/12/2021; edited by SCR 8/20/2021; edited by Rocky, Carol and SCR 9/3/21

SELF-DEVELOPMENT OF PEOPLE GRANTS

1. Description	Self-Development of People (SDOP) grants provide self-sufficiency funds to local, regional, national, and international community-based groups seeking to address the root causes of poverty and injustice directly affecting the participants of the group.
2. Funds Availability	Grants are available to community groups working toward self-sufficiency and who are promoting justice, building stronger communities, and seeking economic equity. Annual grants awarded are approximately \$10,000 (depending on prior-year contributions to One Great Hour of Sharing special offering.) The grant amount awarded is determined by the MSG Committee on SDOP.
3. Likely Recipients	SDOP Grant recipients will be community groups within the geographic bounds of the Presbytery who meet the eligibility requirements of the SDOP program: (1) to promote justice, (2) to build stronger communities, and (3) to seek economic equity.
4. Source of Funds	The annual amount of funds available for the local SDOP grant is determined based on one-third of the total amount received by congregations within the Presbytery in their annual One Great Hour of Sharing Special Offering in the prior year. Funds are held by the PC(USA) and distributed directly to the award recipient by the Presbyterian Committee on the Self-Development of People (PC on SDOP).
5. Evaluation Criteria	<p>Grant requests will be evaluated based on the following standards as set forth by the MSG Committee on SDOP and the PC on SDOP. These criteria are used by all Self-Development of People Committees to determine whether a project is valid for funding. The standards include the following criteria:</p> <p>Projects considered must:</p> <ul style="list-style-type: none"> • Be presented, owned, and controlled by the group of economically poor people who will benefit directly from it. • Address long-term correction of conditions that keep people bound by poverty and oppression. This will utilize some combination of the SDOP core strategies to promote justice, build solidarity, advance human dignity and advocate for economic equity. • Be sensitive to the environment while accomplishing its goal(s) and objectives. • Not advocate violence as a means of accomplishing its goal(s) and objectives. <p>Projects presented for funding will:</p> <ul style="list-style-type: none"> • Describe, in detail, its goal(s) (the point of the project), its objectives (the specific steps the group will take to accomplish the goal(s)), the way the direct beneficiaries will be involved in all stages of the project, and the methods to be used to achieve the goal(s) and objectives. It will also specify how those methods align with the SDOP core strategies. • Describe fully the resources known to be available for its support, including a description of (a) those within the community, (b) those available to the community, and (c) the in-kind and other financial resources sought or to be sought. • Contain a balanced income and expenditure budget. A financial plan showing expected income and expenditures over the funding term of the project will be included.

	<ul style="list-style-type: none"> Specify an evaluation plan that includes how progress towards the stated goal(s) and objectives will be evaluated, and when the evaluation will be made. This plan will also outline how progress toward the goal(s) and objectives align with the SDOP core strategies.
6. Award Process	<p>Announcements about the availability of the grant are ongoing throughout the year. The annual grant application deadline is September 1st of each year. Grant award decisions are made and reported the national PC on SDOP by November 1st of each year. Grants are generally funded early in the next calendar year following the award decision.</p> <p>Potential grant recipients should contact the Chair of the MSG Committee on SDOP for information about the grant program or to begin applying for a grant.</p>
7. Role of MSGC	<p>The MSGC will approve an SDOP Subcommittee who will act with full and final authority of the Presbytery with regard to eligibility and funding for approval of SDOP grant requests.</p> <p>The MSG Committee on SDOP will be comprised of at least five members and will include at least two members of MSGC, one of whom shall serve as Chair of the MSG Committee on SDOP. The MSG Committee on SDOP and members will also meet the requirements for a SDOP committee as set forth by the national Presbyterian Committee on SDOP (PC on SDOP) which include:</p> <ul style="list-style-type: none"> The majority of the committee members are racial/ethnic persons. The majority of the committee members including the Chair are Presbyterian. There will be at least one Presbyterian clergy member on the committee. The committee will seek a balance of gender and ordination status. The Executive Presbyter of PTCA will be an ex-officio member without vote. The committee members will be appointed by MSGC because of their skills, experience, understanding, and sensitivity to people in need and/or previous experience with efforts of self-development. The committee on SDOP will be free of conflict of interest of participation by a staff or board member of an organization under consideration. Nor will any committee member benefit financially from any grants made by the committee. All the committee members will undergo mandated national PC on SDOP certification training every three years. This committee will abide by the <i>Mandate and Criteria for SDOP</i> as adopted by the 181st General Assembly. <p>MSGC and the MSG Committee on SDOP will work together to publicize the grant opportunity within the Presbytery and solicit grant applications. The MSG Committee on SDOP will review grant applications and make award decisions. It will then inform MSGC of its report to the Presbytery about grant recipients and notify the national PC on SDOP regarding the chosen recipient(s).</p>
8. Supplemental information	<p>Presbyterian Committee on the Self Development of People (PC on SDOP): https://www.presbyterianmission.org/ministries/sdop/</p>

	NOTE: SDOP Grant applications are provided by the national PC on SDOP and can be accessed directly on the PC(USA) website above.
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Prepared by RR 3/6/2021; edited by SCR 3/22/21; extensively edited by SCR 8/20/21; edited by SCR and David Stewart 8/27/21; edited by Rocky, Carol and SCR 9/3/21

COMMUNITY PARTNER GRANTS

9. Description	These grants are to advance the Presbytery's Matthew 25 commitments to dismantle structural racism, eradicate systemic poverty, and build congregational vitality.
10. Funds Availability	Grants awarded will normally not exceed \$10,000, although the MSGC has the discretion to recommend a larger award to the Presbytery Leadership Team. Normally, MSGC will not consider more than one Community Partner Grant request from an applicant in a calendar year but has the discretion to consider more.
11. Likely Recipients	Three entities are eligible to apply for Community Partner Grants: (1) congregations who are partnering with a community non-profit agency or other community organization to undertake a Matthew 25 ministry or community outreach effort; (2) a group from the Presbytery with three or more leaders proposing a grass roots Matthew 25 ministry or community outreach effort; and (3) a Presbytery board, committee, task force, or team proposing a Matthew 25 ministry or community outreach effort.
12. Source of Funds	Individual grants will be awarded from a total of \$200,000 designated by Presbytery action on _____, 2025, from the Presbytery's Strategic Ministry Fund (Bucket #2). Funds will be available over five years until December 31, 2029. At the end of five years, any unused money will be returned to the Strategic Ministry Fund (Bucket #2) and may be used for other purposes.
13. Evaluation Criteria	Each application is considered on its individual merit and the particular situation of need.
14. Award Process	Award decisions will be made by the MSGC.
15. Role of MSGC	MSGC will award grants and report grants awarded to the Presbytery on a regular basis.
16. Supplemental information	

Approved by MSGC on Nov. 26, 2024 and by PLT on _____.

MISSION OUTREACH GRANTS

1. Description	From the report of PLT to the February 6, 2021, meeting of Presbytery: <i>"A representative working group will be appointed by the PLT to recommend use of these funds. The group will be guided by the values and goals raised in the Jubilee Proposal as presented to Presbytery (January 25, 2020), the outcome of the Institutional Racism Assessment, and the learnings of those engaged in the Anti-Racism Pilgrimage. A report and timeline for use of these funds must be completed within one year after the final report to Presbytery of the Anti-Racism Institutional Assessment. Grant</i>
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	<i>recommendations will not be considered by Presbytery until three months after the final report of the institutional racism assessment. The Presbytery will receive and act on the recommendations of the working group. Any remaining funds not accounted for in the recommendation of the working group will be transferred to New Ministry Grant Fund."</i>
2. Funds Availability	TBD
3. Likely Recipients	TBD
4. Source of Funds	<p>Individual grants will be awarded from \$1,000,000 designated by Presbytery action on February 6, 2021, from the Presbytery's Strategic Ministry Fund (Bucket #2). A report and timeline for the use of these funds must be completed within 1 year after the final report to the Presbytery of the Anti-Racism Institutional Assessment Working Group. A report of the Working Group's recommendations must be made to the Presbytery within one year of the aforementioned Anti-Racism report. Any funds not accounted for in the recommendation of the Working Group will be transferred to the New Ministry Grants Fund.</p> <p>By action of the Presbytery to approve the Institutional Anti-Racism Report and Recommendations on May 18, 2023, the Presbytery further set aside a portion of this \$1 million dollar grant fund above into two sub-grant funds as follows:</p> <ul style="list-style-type: none"> • \$100,000.00 for the BIPOC Seed Funding Grant Program; and • \$100,000.00 for the Anti-Racism Capacity Building Grant Program. <p>(see program descriptions below.)</p> <p>These two sub-grant funds are set for review and renewal on or before May 18, 2028, as part of the overall 5-year "Direction Check" evaluation called for within the Report and Recommendations.</p> <p>The Anti-Racism Report and Recommendations additionally called for the remaining \$800,000.00 from the above fund to be preserved as "seed funding" for Jubilee actions that arise out of future PTCA antiracist spiritual discernment (via Anti-Racism Task Force (ARTF), Race and Equity Report Implementation Team (RERIT), and Presbytery Leadership Team (PLT).)</p>
5. Evaluation Criteria	TBD
6. Award Process	TBD
7. Role of MSGC	TBD
8. Supplemental information	Jubilee Proposal as presented to Presbytery on January 25, 2020 Final Report of the Anti-Racism Institutional Audit

Prepared by JSJ 3/21/21; edited by SCR 3/22/2021; edited by SCR 8/20/2021; edited slightly by Rocky, Carol and SCR 9/3/21; Updated by SCR and Anna Kendig Flores on 9/17/24; approved by MSG on 11/26/24.

MISSION OUTREACH GRANTS – BIPOC SEED FUNDING GRANT PROGRAM

1. Description	The BIPOC Seed Funding Grants are intended to: foster spaces and resources for gatherings of people of color within the PTCA; for self-determined uses around self-care; for community building within the Presbytery between BIPOC people; and for speakers or training for groups of BIPOC members of PTCA related wholeness, liberation, and intersectional anti-racism. Other uses of the grant funds may also be proposed by those making application for the grant.
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2. Funds Availability	Any individual person of color or a group of persons of color affiliated with the Presbytery or one or more of its member congregations may apply for a grant of any amount. There is no pre-determined limit on the size of an individual grant, but the total of grants awarded will not exceed the value of the BIPOC Seed Funding Grant Program. Ordinarily grants to individuals will be in the range of \$500-\$5,000 and for groups in the range of \$3,000-\$10,000, depending on the opportunity.
3. Likely Recipients	Individual persons of color and groups of persons of color affiliated with the Presbytery or one or more of its member congregations.
4. Source of Funds	On February 6, 2021, the Presbytery set aside \$1,000,000.00 from the Presbytery's Strategic Ministry Grant Fund (Bucket #2) for the Mission Outreach Grant Funds. Then by approval of the Institutional Anti-Racism Report and related Recommendations on May 18, 2023, the Presbytery further set aside \$100,000.00 of the total Mission Outreach Grant funds specifically for this BIPOC Seed Funding Grant Program. This sub-grant fund will be reviewed and considered for renewal as part of the overall 5-year "Direction Check" evaluation called for within the Anti-Racism Report and Recommendations.
5. Evaluation Criteria	Grant requests will be received and evaluated by the Anti-Racism Coordinator and approved in conversation and coordination with the Presbytery Executive. Approvals will be broadly based on the BIPOC Seed Funding Grant Description and the goals of the May 2023 Race and Equity Self-Assessment.
6. Award Process	There is no application form for this grant program. Written requests should be directed to the Presbytery's Anti-Racism Coordinator. Requests for funds should generally include the following: 1) a brief description of the opportunity or event; 2) the relationship or relevance to BIPOC Seed Funding Grant description (above); 3) the estimated total cost; and 4) the amount of grant funds requested and how additional costs will be covered. Once approved, the Anti-Racism Coordinator will forward the grant request materials to the Presbytery Treasurer and direct the Treasurer in writing on how to issue check(s). Grants may be for any amount up to the \$100,000.00 limit of the fund or the available remaining balance.
7. Role of MSGC	The Presbytery Treasurer will report to MSGC the recipients and amount of the grants awarded. MSGC will report the grants awarded to the Presbytery.
8. Supplemental information	

Prepared by SCR with Anna Kendig Flores 9/17/24; approved by MSGC on 11/26/24.

MISSION OUTREACH GRANTS – ANTI-RACISM CAPACITY BUILDING GRANT PROGRAM

1. Description	The Anti-Racism Capacity Building Grants are intended to develop capacity among PTCA leaders and commissioners about the Biblical practice of Jubilee, community engagement, intersectional anti-racism, equity, and equity-based Christian formation.
2. Funds Availability	Any individual or group may apply for a grant of any amount up to the total value of the fund. Programs and initiatives receiving funds will ordinarily be in collaboration with the Presbytery's anti-racism strategic directions and the Race and Equity Report recommendations and engaged with PTCA Anti-Racism Coordinator. There is no limit on

	the size of an individual grant, but the total of grants awarded will not exceed the value of the Capacity Building Grant Program fund. The Presbytery's Executive or the Anti-Racism Coordinator may also use these funds at any time to support Presbytery initiatives and programs without further approval.
3. Likely Recipients	Individuals and groups within the Presbytery who are doing anti-racism work in coordination with and with the support of the Presbytery.
4. Source of Funds	On February 6, 2021, the Presbytery set aside \$1,000,000.00 from the Presbytery's Strategic Ministry Grant Fund (Bucket #2) for the Mission Outreach Grant Funds. Then by approval of the Institutional Anti-Racism Report and related Recommendations on May 18, 2023, the Presbytery further set aside \$100,000.00 of the total Mission Outreach Grant funds specifically for this Anti-Racism Capacity Building Grant Program. This sub-grant fund will be reviewed and considered for renewal as part of the overall 5-year "Direction Check" evaluation called for within the Anti-Racism Report and Recommendations.
5. Evaluation Criteria	Grant requests will be received and evaluated by the Anti-Racism Coordinator and approved in conversation and coordination with the Presbytery Executive. Approvals will be broadly based on the Anti-Racism Capacity Building Grant Description and the goals of the May 2023 Race and Equity Self-Assessment.
6. Award Process	There is no application form for this grant program. Written requests should be directed to the Presbytery's Anti-Racism Coordinator. Once approved, the Anti-Racism Coordinator will forward the grant request materials to the Presbytery Treasurer and direct the Treasurer in writing on how to issue check(s). Grants may be for any amount up to the \$100,000.00 limit of the fund or the available remaining balance. The Presbytery Executive and/or the Anti-Racism Coordinator may also approve use of these funds for Presbytery-sponsored programs, events, or expenditures by directing the Presbytery Treasurer to pay invoices from these grant funds.
7. Role of MSGC	The Presbytery Treasurer will report to MSGC the recipient and amount of the grants awarded. MSGC will report the grants awarded to the Presbytery.
8. Supplemental information	

Prepared by SCR with Anna Kendig Flores 9/17/24; approved by MSGC on 11/26/24.

Presbytery Accountant

Job Description

Approved by PLT on May 5, 2025

Reports to: Presbytery Treasurer as direct Supervisor; Executive Presbyter as Head of Staff

Status: Permanent Part-time position (15 hours average per week; 0.38 FTE)

Fair Labor Standards Act (FLSA) status: Non-Exempt

Job Summary:

The position of Presbytery Accountant, under the direction of the Presbytery Treasurer, is responsible for the day-to-day financial administration, business operations, and financial affairs of the Presbytery. Primary tasks are performing accounting and budget functions including accounts payable and receivable, account reconciliation, donation processing and deposits, general journal entries, coding and classifying expenses, etc. The position supports the Presbytery Treasurer, other Presbytery staff, leaders, and congregations in fulfilling their mission.

Essential Functions:

- To work directly with the Presbytery Treasurer and indirectly with other Presbytery staff and leadership in the implementation, and coordination of the Presbytery's mission through its financial commitments and actions.
- To administer the Presbytery's financial operations in accordance with (a) the Presbytery's bylaws; (b) established accounting policies and procedures approved by the Presbytery; (c) generally accepted accounting principles; and (d) the requirements of the Minnesota Nonprofit Act (MN. Stat. Chap. 317A)
- To receive all cash payments and contributions, account for cash balances and investments, review all vouchers and requests for payment, make transfers and payments as authorized, and administer accounting for all cash and investments held by all Presbytery funds or entities.
- To administer the Presbytery's role as a remittance receiving site for its member congregations and to receive, process and remit per capita, unified mission giving, and special offerings.
- To support the Treasurer in administering the Presbytery's grant-making functions by providing financial administration and reporting to the Mission Scholarship and Grants committee (MSG committee) and the Presbytery of grants approved and disbursed and available grant fund. Also to attend MSG committee meetings and take minutes and update other grant documents as needed.
- To prepare and distribute financial reports to the Presbytery Treasurer, Executive Presbyter, Presbytery Leadership Team, the Board of Trustees, Presbytery committees and boards, and to the Presbytery. And to assist the Treasurer in the interpretation of the Presbytery finances, so that all may fully understand the Presbytery's financial

affairs.

- To facilitate the tracking and reporting of employee's paid time off in accordance with Presbytery policy, individual employment terms, and state law.
- To coordinate with the Presbytery Treasurer in the preparation of the Presbytery's annual budget, provide staff support for the annual financial review or audit, and to prepare annual tax and other reporting.
- To coordinate with the Treasurer, the Synod of Lakes and Prairies, and the Board of Pensions for the administration and payment of salary and benefits for Presbytery staff and compensation for independent contractors.
- To assist in maintaining the files and records of the Presbytery related to its financial affairs.
- To assist the Presbytery Treasurer in overseeing the administration of financial records for closed congregations and other Presbytery entities and organizations.
- To maintain current knowledge of Generally Accepted Accounting Principles, IRS Regulations, Presbyterian Board of Pension rulings and procedures, federal and state employment laws, and PC(USA) rules and procedures as they relate to financial matters.
- Uphold all PTCA policies and procedures as a representative of the Presbytery.
- To assist other Presbytery staff and committees with duties and responsibilities as assigned, appropriate, and agreed to by the supervisor or Head of Staff.

Desired Qualifications:

- Must have a working knowledge of QuickBooks or similar accounting software, Microsoft Office Suite (Word, Excel, and Outlook), and able to use other online account management programs.
- Should have a minimum 2-year college degree (AA) or equivalent work experience.
- A successful track record of work experience in business, accounting, finance, nonprofit management or a related field is preferred.
- Knowledge of fund accounting, principles of double-entry bookkeeping, and church/non-profit accounting is preferred.
- Mission-driven, hardworking, with an ability to work with a high degree of independence and flexibility in a goal-oriented environment.
- Collaborative and able to work with others to achieve a common goal.
- Able to manage multiple priorities and deadlines.
- Knowledge and understanding of church or non-profit administration and culture will be helpful.
- This is an employed position and subject to complete background, credit, and reference checks.

Physical Requirements:

- Able to move freely in small group settings.
- Able to sit at a computer for normal working periods.

Hours:

12-17 hours per week (15 hours on average). This position is expected to maintain a regular schedule during normal working hours at the Presbytery office in Eagan, but the days of the week and specific hours may be tailored to the individual in consultation with the Head of Staff. Regular attendance at weekly staff meetings will be expected. (Currently on Tuesday mornings.)

This is a NEW position in the Presbytery. Therefore, tasks and responsibilities and average weekly hours may be negotiated and/or increased within the first year depending on the knowledge and abilities of the incumbent.

Compensation:

Initial compensation will be \$30-35 per hour depending upon education and experience.

The position is not currently eligible for benefits.

Signatures:

Presbytery Accountant

Date

Executive Presbyter

Date

OMNIBUS MOTION/CONSENT AGENDA
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COMMITTEE ON PREPARATION FOR MINISTRY

1. The Committee of Preparation for Ministry recommends:

A. From the 2025-03 -11 meeting:

1. The Committee on Preparation for Ministry **recommends** that Jimmy Hoke, Inquirer, become a Candidate, pending the Presbytery have opportunity for examination.
 - a. The Committee on Preparation for Ministry believes that Jimmy Hoke is ready to be considered as a candidate.
 - b. Please review the Statement of Faith and the Statement of Motivation provided by Jimmy Hoke.

B. The Committee of Preparation for Ministry reports:

1. After approval as a Candidate, Jimmy Hoke, will then continue requirements toward Teaching Elder such as CPE, ordination exams, etc., until certified ready for ordination.

2. That TE Stephanie Friant was voted Co-Moderator of CPM to assist RE Sally Narr.

3. From the 2025-04-14 meeting:

a. The CPM has 3 people officially in the TE (Teaching Elder) track, 1 person waiting for Session approval (has been accepted into Yale Divinity School this fall) and will be coming to CPM in June, 2 people moving from CRE's (Commissioned Ruling Elders) to TE, 1 person holding for a year. 3 people are officially in the CRE program.

b. There has been much discussion about the role of Commissioned Ruling Elders within a congregation, within a presbytery, and how the PTCA might use/need/want this service within the work of our churches. This may, in the future, become a broader conversation. In the meantime, the CPM continues to shape a handbook, policies, and procedures to meet the current needs of those congregations seeking CRE's as an avenue of service for ruling elders. Should you have any questions or interests about CRE's please contact CPM moderators: Sally Narr or Stephanie Friant.

Respectfully submitted, Sally R. Narr

Co-Moderator of CPM

Statement of Faith, Dr. Jimmy Hoke

1 Above all else, I believe in the power of the *ekklēsia*—the “church” or the democratic assemblies
2 of wo/men who work and worship together to enact God’s genuine change. I believe the egalitarian
3 relationship of the Trinity offers a divine model for human assembly, for the work of the church when it
4 lives up to the ideal of the Greco-Roman *ekklēsia*. When people show up, we work alongside God, Jesus,
5 and the Holy Spirit to enact God’s kin-dom.

6 God shows up. I believe in a God who desires genuine change and justice for the world They
7 created. This God shares power and draws humans to Them as equals. Our faith in God finds balance and
8 power through God’s unwavering faith in us. I believe in a God who shows up, asks people to make the
9 world better, and then stays with them to hold our frustrations and support us in challenging, holy work.

10 I believe Jesus’s faith in God gives us a model to trust God and change the world. As God’s child,
11 on equal status with God, Jesus has full divine power as the *christos*—God’s chosen person to bring
12 about God’s just judgment of the world. Despite having the power to usurp God, Jesus chose to share
13 power and refuse empire. Threatened by this refusal, Rome executed them, crucifying them alongside
14 many other poor, enslaved humans who—like Jesus—chose the risk of justice over the rut of imperial
15 injustice. Because Jesus trusted God to share power, God raised Jesus from death and brought Jesus
16 alongside Them as God’s child, the Christ, who shares power with God while giving humans one among
17 many models of faith that directs them toward God and God’s justice. Through Jesus Christ’s faithful
18 resistance to empire, God enacted a delay of God’s judgment, allowing all people time to enact justice
19 and display faith in God. As God’s child who took human form, Jesus’s model of faith represents a
20 conscientizing moment for all people to find solidarity, first and foremost with the most marginalized and
21 oppressed, and come together, in faith, to enact God’s justice, no matter the consequences.

22 I believe in a Holy Spirit who acts as divine power and presence across history and today. The
23 Holy Spirit shares power with Jesus and God. The Spirit poured themself out upon the earliest wo/men
24 who proclaimed faith in God as followers of Jesus and empowered them to preach and teach against
25 injustice. The Spirit continues to guide people across history, inspiring them to enact faith in God and
26 follow Jesus’s model of refusing to submit to the rut of kyriarchal oppression, in many morphing forms.

27 I believe that, as humans, we are all prone to error: when we are entrusted with power and
28 authority, we make mistakes. At its core, I believe that sin is the use of power and authority to harm and
29 oppress—intentionally or unintentionally. Sin manifests in systems of domination that limit all
30 humanity’s collective power, disproportionately harming those placed at the bottom. We find this in
31 Rome’s colonizing imperialism and in the democratic rule of capitalist globalization. Sin is insidious
32 because it works systemically, congealed into a kyriarchy that allows some to benefit from others’
33 marginalization without being conscious.

34 I believe that God makes Themself known to us in many ways, including through the written
35 Word of God. I believe that the texts found in the Hebrew Bible and the New Testament constitute holy
36 scripture that guides Christians in the discernment of God’s call for us today. I believe God sets Their
37 sights on us when we struggle with these scriptures. The Bible becomes God’s inspired word to us
38 through this ongoing, critical, and prayerful interpretation.

39 I believe in two sacraments, baptism and communion. Both sacraments connect us to the ritual
40 practices of Jesus’s earliest followers. When wo/men became participants in the earliest Christ-
41 assemblies, they heard this baptismal formula: “There is no longer Jew nor Greek; there is no longer slave
42 nor free; there is no longer male and female; for all y’all are one in the Christ, Jesus” (Gal 3:28). I believe
43 that waters of baptism signal God’s promise that *all of us* are called to faithful leadership in God’s world,
44 a world that shimmers because of the different races, ethnicities, gender identities, and sexual orientations
45 of a humanity created in God’s image. In our baptisms, each of us receives a sign of God’s love and
46 grace, a marker of God’s promises to remain faithful to Their creation, no matter what.

47 Through communion, we remember Jesus’s last meal with the wo/men who were among his
48 closest followers. Jesus broke bread, a symbol of his body, and poured wine, a symbol of his blood. He
49 gave these symbolic elements to his followers and told them to eat and drink, remembering his faithful
50 death on the cross. In communion, we enact this memory, together, as we work to display that same faith.

51 I believe that God’s justice is possible, when communities—*ekklēsiai*—act as the church in the
52 world and do faithful work alongside God, Jesus, and the Spirit to discern and enact liberation together.

Statement of Motivation, Dr. Jimmy Hoke

Queerness orients me. I am uncompromisingly, irredeemably queer. I refuse to settle for being anything or anyone less than this. Since birth, God has been calling me toward this queerness. Through queerness, God calls me towards a ministry that centers trans and queer people in the faithful enactment of God's justice that follows the example of Jesus Christ.

God keeps calling me toward ministry and the Presbyterian Church (U.S.A.). My formal recognition of this calling has always been connected to my queerness and the participation of LGBTQIA2S+ in the life of the PC(USA). I first felt God's call when I was in high school. I was involved in youth leadership at the congregational, presbytery, and synod levels. I realized my love for church and leadership in the conversations that mattered to it might be God calling me toward ordination. In 2003, the summer before my senior year of high school, I attended a mock General Assembly for PC(USA) youth in Louisville. There I fell in love with biblical and theological conversations and debates about topics that mattered to the church with other youth who were discerning where God was calling us as a denomination. At that point, I was also much more aware of my own queerness, though I had yet to tell anyone but myself and God. Yet, when the vote on G-6.0106b came before the floor, I voted against removing it from the Book of Order. In all my time as a child, youth, and leader in the PC(USA), no pastor or leader had ever discussed queerness and its connection to faithful exegesis of scripture. The index of my confirmation Bible directed me to passages like Rom 1:18–32. Drawing from how I had learned to read scripture for seventeen years, God's call in scripture felt clear to me: I had to vote against my own ordination. After that moment, I found myself having to assess whether God was calling me queer or to ministry.

It turns out this crisis of faith awakened my sense of where God was directing me. I did not like how I voted: it *felt* wrong. I talked to several pastoral mentors. They gave me resources to argue, using new but still faithful approaches to scripture, why the PC(USA) should ordain LGBTQIA2S+ folks—the topic of my college admissions essays. Still sensing God's call to ordained ministry, I became a religion major and continued to focus every college research paper on biblical interpretation and queerness. Embraced by academic feminist and queer biblical interpretation, I felt more disconnected from a denomination that persisted in its refusal to ordain me. I sensed a shift in God's call away from ordained ministry and toward a ministry through academic scholarship that could transform conversations around God's word for trans and queer people.

I went to seminary and doctoral studies in New Testament in pursuit of this calling. I was seeking to gain academic expertise in biblical scholarship, feminism, and queer studies so that I could use that knowledge to proclaim into the gaps in understanding of trans and queer wo/men in scripture. After graduating with my doctorate, I found vocational fulfillment in the classroom, where my teaching and research blend together to mutually inspire one another and help marginalized students and audiences feel seen and empowered. Across my years of teaching and writing, God has affirmed Their calling in the voices of LGBTQIA2S+ students and readers who have told me that my classes or my book was the first time they felt truly valued as themselves in an academic context.

For over a decade, I thought God's calling me to ministry through my academic career was directing me away from my youthful sense of calling to ordained Presbyterian ministry. I could be a scholar who remained engaged with the PC(USA) as a lay leader. But God's call in our lives grows and changes with us and the world. In the time since I graduated from college and seminary, the PC(USA) has become less hostile toward LGBTQIA2S+ people. Meanwhile, as a queer scholar, I have been unable to secure an academic position that allows me to sustain my call. After facing countless rejections, several explicitly because I was “too queer” for even a progressive seminary or college, I found myself in an echo of 2003: having to discern whether I could maintain my sense of vocation alongside God's calling to queerness.

As I faced a new crisis of faith, I again turned to my new church home, Westminster Presbyterian in Minneapolis. Their bold commitment to justice and faithful witness connected with my own. Their choir and young adult and LGBTQIA2S+ small groups helped me find community at a time of isolation. The thoughtful sermons proclaimed in Sunday worship propelled me to continue developing my own exegetical and theological thinking. Their midweek meditation services offered a space to sit with my

Statement of Motivation, Dr. Jimmy Hoke

confused, anxious feelings in faithful solidarity. This eventually steered me into conversations about whether God could now be calling me toward ordained ministry—a question that I vociferously denied. In a conversation, Rev. Dr. Paul Capetz reminded me that—like my ministry journey so far—I might not yet be aware of the closed doors that ordination could open for me. Although I cannot yet see where in the church God is calling me, I sense Their directing me to continue to engage in ministerial work that centers trans and queer perspectives and scripture in ways that live out my scholarship through faithful leadership in the church.

I hope that ordination into ministry in the PC(USA) will open doors that will allow me to build communities that inspires lasting change. As I look back on my not-quite-usual path to becoming a candidate for ordination, I see how, at every stage of God's calling in my life, I have been a community-builder, who seeks to connect people in every space I inhabit—starting with the folks who feel outside the systems, who (like me) tend to feel left out of the “normal” ways of doing things. With God's help, I seek to guide and work alongside communities of faith to enact genuine change that ushers more queerness into the world and decenters the dominant narratives that create injustice.

NOMINATING AND DEVELOPING LEADERS REPORT

The Committee recommends:

1. Permanent Judicial Commission

November 2031 = 6 years - Warren Sagstuen, RE, Westminster, Minneapolis

2. Synod of Lakes and Prairies

January 2027 = 2 years - Al Zdrazil, RE, Central, St Paul

3. Executive Search Committee

TE Zachary Calvo, Grace-Trinity Community Church, Minneapolis

TE Phil GebbenGreen, Edgumbe PC, St Paul

RE Kathy Howell, Oak Grove PC, Bloomington

RE Mike Quady, Buffalo PC, Buffalo

RE Sue Rutford, First PC, Stillwater

Committee Members include:

- Jeff Foels
- David Shinn
- Luna GebbenGreen
- Jean Emmons (chair)
- Anna Kendig (staff liaison)

The committee meets the 4th Thursday of each month at 4:30 on Zoom.

Presbytery of the Twin Cities Area (PTCA)
Position Description | Executive Presbyter | Full Time
(rev. 5/1/2025)

Summary

The Presbytery of the Twin Cities Area includes 53 congregations and worshiping communities in eastern and southern Minnesota and far western Wisconsin. We are geographically diverse – urban and suburban and exurban and rural churches – but united in serving and supporting each other and the communities we serve.

Over the last 10+ years, the Presbytery of the Twin Cities Area has been continually reimagining how it conceives its own mission and purpose. Beyond its roles of oversight, support and resourcing as a middle-governing body, the PTCA has committed to improving its work via self-study (see the Race & Equity Self-Assessment Report adopted May 2023) and cultivating cooperative and decentralized efforts within the PTCA for mission and ministry.

The current mission statement on the PTCA website claims that our goals are equipping congregations, supporting leaders, and pursuing a just and anti-racist future.

The next Executive Presbyter will be a skilled leader, coaching and working alongside colleagues to actualize their work. This person will be a connector, helping to facilitate the structures that bind us in common purpose. This person will at times have to see the big picture and at other times jump into particular tasks and projects to ensure their success.

We know that one person cannot do it all, and so this person will understand themselves to be a self-differentiated leader who can operate as first among equals in a team setting. This person will have to know when to say “yes” and when to say “no.”

Purpose

To provide strategic, executive, and entrepreneurial and adaptive leadership, oversight, and communication for the mission of the Presbytery of the Twin Cities Area, in order to sustain and build up the health of its individual congregations, the effectiveness of its leadership, its anti-racist commitments and actions, and the overall vitality of the Presbytery in mutual ministry;

and to continually assess structures, processes, commissions/committees, minister members, and churches for the future of the presbytery; and

To exemplify a commitment to Jesus Christ that honors and promotes the healthy relationships upon which the mission of the Presbytery and its congregations will move forward.

Core Values

- We expect our Executive Presbyter to understand, embrace, and actualize our core values. These include:
 - **Relationality** - As a connectional church, we value leaders who are well connected, highly relational, and who seek out and raise up the gifts in others as we work together.
 - **A Commitment to Justice** - The presbytery is committed to justice for all people, including reckoning with and changing the structures that perpetuate injustice. We, in particular, have a strong commitment and have invested our time, energy, and resources into anti-racism work.
 - **Flexibility & Adaptability** - As the church rapidly changes in a changing time, we expect our leaders to both hold fast to our core identity while seeking out and embracing ways to do the work God has called us to in new, adaptive ways.

Specific Roles

- Preparing the presbytery for **adaptive leadership and constant change**. This includes:
 - Identifying how our past and present inform our future possibilities without defining them.
 - Anticipating what might be next for the presbytery.
 - Understanding the trends and demographic shifts that affect the presbytery.
 - Assessing the strengths, weaknesses, opportunities, and threats within the presbytery.
 - Identifying and defining healthy patterns of accountability and authority between the office of the Executive Presbyter and the Presbytery Leadership Team.
 - Listening to and understanding the needs of members of the staff and presbytery.
 - Resourcing the leadership of the staff as they do their work, being available when needed.
 - Envisioning possibilities alongside the staff and commissions/committees.
- Serving as **head of staff** for the presbytery office. This includes:
 - Providing experienced leadership to the staff.
 - Articulating clear goals and expectations.
 - Fostering a team environment and creatively ensuring effective communication.
 - Convening regular staff meetings.
 - Ensuring effective work conditions.

- Maintaining sensitivity, adaptability, and tactics for a diffuse working environment.
- Understanding the work of each member of the staff and the potential staffing needs in order to make staffing changes and recommendations.
- Serving as **staff liaison** to committees and commissions. These include:
 - The Presbytery Leadership Team (this is the core executive team of PTCA).
 - Administrative Commissions when required.
 - Becoming highly knowledgeable about the work of the committees and commissions of the presbytery through conversation and periodic attendance.
 - Understanding the ways in which committees and commissions serve the cohesive function of the presbytery
 - Ensuring communication between committees and the staff, particularly as new methods of communication emerge.
 - Participating in the work of commissions and committees as requested and deemed appropriate
- Maintaining **ecumenical and public relationships**. This includes:
 - With the support and guidance of the Presbytery Leadership Team, serving as the spokesperson and representative of the presbytery.
 - Participation in the Minnesota Council of Churches.
 - Participation with official roles in the Synod of Lakes and Prairies.
 - Maintaining relationships with regional full communion partner judicatories.
- Serving as **pastor to pastors and churches**. This includes:
 - Being the “hub” when concerns arise and requests are made to the presbytery, both addressing concerns and connecting to the appropriate people and teams.
 - Counseling and referring members of the presbytery when so requested.
 - Maintaining a presence in the life of congregations in order to understand the work of the presbytery at all levels. Preaching and worship leadership in congregations is not expected.
- Serving **other roles** relevant to Book of Order G-3. These include:
 - Fielding reference calls for minister members.
 - Ensuring effective presbytery-wide communication, including social media platforms.
 - Ensuring that the budget process is underway and maintaining awareness of the budget process.
 - Providing encouragement to the work of the presbytery.

Demonstrated Skills/Qualities

- Membership as a Teaching or Ruling Elder in the PC(USA) or in an analogous role in a full communion partner denomination
- Specific and actionable knowledge about PC(USA) polity
- Clear boundaries and a commitment to Sabbath Rest
- Attentive listening skills
- Thoughtful in discernment
- Joy for ministry
- Non-anxious presence
- Highly effective communication
- Commitment to open communication among staff and within the presbytery and its committees and leadership
- Strong interpersonal skills
- Effective organizational skills
- Ability to delegate
- Commitment to servant leadership and team-building

Accountability

The Executive Presbyter is accountable to the Presbytery through the Presbytery Leadership Team and the Presbytery's Personnel Committee. The Personnel Committee will conduct an annual review and report a summary of its findings to the Presbytery through the Presbytery Leadership Team.

Compensation

Compensation will be in accordance with PTCA Minimum Terms of Call and will be commensurate with experience.

Location

The Executive Presbyter will be expected to live within the bounds of the Presbytery and be able to be present regularly in the presbytery office in Eagan, MN.

Term

The Executive Presbyter will contract for a period of 5 years, renewable for subsequent 5-year terms.

Stated Clerk
Report to Presbytery
Update on Church of All Nations, Columbia Heights
May 15, 2025

While there are many other parts to the work of the Stated Clerk in the last few months, it feels important to offer an update about ongoing meetings and communications between the PTCA and CAN as the topic has arisen at the past two stated meetings. While the decisions and communications with CAN are being appropriately handled by the Presbytery Leadership Team (now with the assistance of a Negotiating Team for the Gracious Separation process), the ethic of appropriate transparency invites an update to the wider presbytery now.

Here is a summary of important meetings and interactions, including key correspondence.

2024, December 5: December 2023 Stated Meeting of the PTCA

At the Stated Meeting of the Presbytery, members of Church of All Nations, Columbia Heights requested that the Presbytery Leadership Team's Recommendation to form an Administrative Commission to come alongside the session¹ of CAN be removed from the consent agenda. The Presbytery Leadership Team, upon recommendation from the Stated Clerk, decided to not form this Administrative Commission. A future meeting between Presbytery leadership and Church of All Nation session was offered instead.

Also, at this meeting an Administrative Commission for Truth-Seeking² was approved to address the allegation against former Pastor Jin Kim after Kim's renunciation of his ordination on September 6, 2024.

2025, January 9: Meeting between PTCA and CAN Leaders

Transitional Executive Presbyter Libby Shannon, COM chair Chris Chatelain-Samsen, and Stated Clerk John Curtiss, met with the Church of All Nations session and Moderator John Nelson. At this meeting, the Church of All Nations objected to PTCA characterizing CAN as "in disorder." At

¹ The *Book of Order* of the PC(USA) provides for "visiting particular councils, congregations, or agencies over which they have immediate jurisdiction reported to be affected with disorder, and inquiring into and settling the difficulties therein, except that no commission of a presbytery shall be empowered to dissolve a pastoral relationship without the specific authorization by the designating body (G-3.0106b(5))."

² The *Book of Order* provides for "making pastoral inquiry into persons accused of sexual abuse of another person (D-10.0401c) when jurisdiction in a judicial proceeding against such persons has ended due to death or renunciation of the accused; such inquiries are not to be understood as judicial proceedings but shall seek to reach a determination of truth related to the accusation and to make appropriate recommendations to the designating council (G-3.0106b(6))."

this meeting CAN also articulated a hope to have former Pastor Jin Kim return to pastoral leadership and indicated a desire to remain within the Presbyterian Church (USA). CAN also expressed disappointment that the attempts to normalize the relationship between CAN and the Presbytery, undertaken in 2022, were stalled because the Presbytery never followed through with the promise of a letter. Libby Shannon admitted that she had been unable to finish the letter; after taking up the task, still pending from the Presbytery group who had met with CAN, in early 2024.

2025, January 30: *Letter from Stated Clerk John Curtiss to CAN*

Stated Clerk John Curtiss wrote a letter to CAN. This letter was an attempt to clarify the reasons why the Presbytery believed that an Administrative Commission was necessary, and outlined the areas of conversation that would need to be addressed by the Session and the Presbytery. This letter also clarified potential paths forward for CAN, according to the Book of Order; taking into consideration the desire to remain a PC(USA) congregation, the allegations against former Pastor Jin Kim, and the renunciation of jurisdiction by former Pastor Kim. Copies of this letter were included in the Presbytery Packet ahead of the February 11, 2025, Stated Meeting for transparency with the wider presbytery, since similar questions for clarification had been forwarded by the wider body of the assembly at the December 5, 2024, stated meeting.

2025, February 11: *February 2025 Stated Meeting of the PTCA*

At the Stated Meeting of the Presbytery, TE John Nelson, moderator, Church of All Nations, made a motion to remove the Stated Clerk's Jan 30, 2025, letter from the Presbytery record. The motion did not pass. The January 30th letter can be found in the minutes from the February 11, 2025, Stated Meeting (on page 64 of Exhibit A). After the motion failed, TE Nelson asked that the Presbytery publish a response from the Church of All Nations in the next Presbytery packet. TE Jamie Schultz, Presbytery Leadership Team chair, granted this request.

At this meeting, TE Matthias Peterson Brandt, RE Lynda Sheehan, and RE Gloria Sabin were appointed to serve on the Administrative Commission for Truth-Seeking.

2025, February 18: *Orientation of AC for Truth-Seeking*

Stated Clerk John Curtiss met with the Administrative Commission for Truth-Seeking to train and orient them for their work ahead.

2025, March 17: *Meeting with CAN and PTCA Leaders*

Stated Clerk John Curtiss, Acting Co-EP Anna Kendig Flores, and TE Denise Dunbar-Perkins met with the Church of All Nations session. The Church of All Nations shared objections to the January 30th letter by the Stated Clerk. At this meeting, the Presbytery and the CAN session looked at the Presbytery's Gracious Separation Policy and mutually agreed that the discernment

work described as the initial steps had already been done. The Presbytery and the CAN session mutually agreed to begin with Step Five. It was mutually agreed that if Gracious Separation was requested, then a four-person Negotiation Team would be named, with two members from the Church of All Nations session and two from the Presbytery.

2025, March 18: Letter from CAN "Request for Gracious Separation"

Stated Clerk John Curtiss received a letter from the Clerk of Session at Church of All Nations, Columbia Heights. This letter indicated that the session unanimously voted to request to initiate the process of Gracious Separation. This letter also indicated that TE John Nelson and RE Hikari Nakane will serve as the Church of All Nations delegates on the negotiating team.

This letter is included in my report.

2025, March 26: Letter from CAN: "Request for PTCA Clarification"

Stated Clerk John Curtiss received a letter from the Clerk of Session at Church of All Nations, Columbia Heights. This letter requests that the Presbytery clarify the issues raised by the letter of Jan 30, 2025.

This letter is included in my report.

2025, April 7: Appointment of Gracious Separation Negotiating Team

The Presbytery Leadership Team voted to enter into the process of Gracious Separation with the Church of All Nations, Columbia Heights. TE Denise Dunbar-Perkins and RE Sue Goodspeed were appointed as Presbytery representatives on the negotiating team.

2025, May 1: "Addendum for Packet / Response to January 30th PTCA Letter" from CAN

Stated Clerk John Curtiss received a letter from TE John Nelson, Moderator and RE Hikari Nakane, Clerk of Session, Church of All Nations, Columbia Heights, serving as a response to the January 30 letter, as agreed with PLT Chair Jamie Schultz (see timeline for February 11th). PTCA agreed this letter would appear in the Presbytery packet ahead of the May 15, 2025, Stated Meeting.

This letter is included in my report.

2025, May 5: PLT Response to CAN letter "Request for PTCA Clarification"

The Presbytery Leadership Team approved a letter of response to the CAN session.

This letter is included in my report.

Documents Included with this report:

March 18, 2025 "Request for Gracious Separation" from CAN

March 26, 2025 "Request for clarification" from CAN

May 1, 2025 "Addendum for the Packet/Response to January 30 PTCA letter" from CAN

May 5, 2025 "PTCA Response: RE: Request for Clarification" from PLT



18 MARCH 2025

John H.G. Curtiss
Stated Clerk
Presbytery of the Twin Cities Area (PTCA)
2115 Cliff Drive, Eagan, MN 55112

Hikari Nakane

Church of All Nations
4301 Benjamin St. NE
Columbia Heights, MN 55421
sessioncan@gmail.com

Dear Rev. Curtiss,

Thank you for your visit to our church on Monday, March 17, 2025 along with Rev. Anna Kendig Flores and Rev. Denise Dunbar-Perkins to discern with our session how to move forward in the relationship between Church of All Nations and the Presbytery of the Twin Cities Area.

Later that day on March 17, the session unanimously voted to formally request the initiation of the Gracious Separation process with the PTCA according to the terms discussed at our meeting. Furthermore, the session has appointed Moderator John Nelson and myself as Clerk of Session to serve as the designated CAN representatives on the Discernment Team.

It is our sincere hope that both the PTCA and CAN will prayerfully and "fearlessly follow the Holy Spirit into a changing world" through this process. Thank you again for your time and commitment to engage in this process with us.

Respectfully,

Hikari Nakane
Clerk of Session
Church of All Nations

Church of All Nations
4301 Benjamin St. NE
Columbia Heights, MN 55421



March 26, 2025

John Curtiss, Stated Clerk
Presbytery of the Twin Cities Area (PTCA)
2115 Cliff Dr, Eagan, MN 55122
statedclerk@ptcaweb.org

Re: Request for PTCA Clarification Letter

Dear Rev. Curtiss,

Greetings. We, John Nelson and Hikari Nakane, on behalf of the entire Session of Church of All Nations (CAN), are writing to respectfully request that PTCA issue a clarification to its January 30, 2025 letter to CAN, officially entitled "2025-01-30 Letter to CAN Session from the Stated Clerk" (referred henceforth as the "PTCA Publication").

Given a long history of difficult dealings with PTCA, we are heartened by the last few meetings in which CAN was offered an expedited gracious separation process and without contest over assets. We look forward to collaborating with you for a gracious separation that can be completed as quickly as possible, without undue haste or undue delay. This will allow our church to focus on the most important part of our mission – caring for our congregation. This "preeminent concern with 'caring for the flock'" is of course a shared value with PTCA and thus is identified as a core principle of your Gracious Separation Policy (*See PTCA Gracious Separation Policy p. 1*).

Unfortunately, and largely due to PTCA's decision to widely circulate the PTCA Publication, our church has suffered severe reputational, congregational, and financial harm that cannot and will not be ameliorated without corrective action from the PTCA.

The PTCA Publication outlined a litany of unverified allegations by various unidentified individuals. On Feb. 7, 2025 you informed us that you sent the PTCA Publication to different federal and local government agencies, exposing CAN to potential investigation and legal prosecution. This is in direct contradiction to the provision in the *PTCA Gracious Separation Policy* that PTCA is to avoid "harsh legalism." PTCA then disseminated the PTCA Publication, on information and belief, to everyone on PTCA's Feb. 7, 2025 "Emerge" email list, and linked it to the PTCA website:

Presbytery Leadership Team's report will include important correspondence from the Stated Clerk. To view this information, click here:

[2025-01-30 Letter to CAN Session from the Stated Clerk.pdf](#)



Disturbingly, the PTCA Publication was issued without first discussing these allegations with CAN's session, including at our three-hour Jan. 9, 2025 meeting, a perfect opportunity. It turns out that you already had the allegations in hand (though you did not let us know even at this meeting), and we told you multiple times that we were eager to discuss any concerns you had about our congregation. For instance, PTCA incorrectly implied that CAN was negligent in its loan repayments, when in fact, payments were not resumed due to stalled communications by the Synod of Lakes and Prairies. We could have easily cleared that up if you had spoken up. But PTCA instead adopted a "shoot-first-and-ask-questions-later" approach.

Since the PTCA Publication, multiple third parties have shared, attached and cited through email and social media the PTCA Publication to further spread and amplify the false allegations in your PTCA Publication. The decision of the PTCA - a large, powerful, and credible institution - to both issue and broadly disseminate the PTCA Publication resulted in many believing that these allegations are true, or at the least that the PTCA had some knowledge or belief in the truth of these allegations. The PTCA Publication even states that the cumulative allegations painted a picture of a church "affected with disorder." In short, the PTCA lent its considerable credibility to the allegations. Setting aside the legal ramifications of spreading false information, this was contrary to your Gracious Separation Policy, which states: "Scripture calls us to seek in all humility to resolve our disagreements and avoid the harm that is done to the Gospel and Christ's body when Christians resort to civil litigation and *public disputes...*" (See PTCA Gracious Separation Policy p. 4, emphasis added).

Even if we engage in the most expedited gracious separation, the reputation of our congregation has been irreparably harmed. Already, because of the PTCA Publication, we have lost members and our income has dropped. If requested, we can provide more detail and documentation on third-party dissemination of the PTCA Publication and how the Presbytery has damaged our church.

Given all that has transpired, we request that PTCA issue a clarification letter regarding the PTCA Publication. This letter should state that: (1) none of the allegations summarized in the PTCA Publication were independently investigated or verified by PTCA; (2) by issuing the PTCA Publication, PTCA did not endorse, ratify, or support said allegations; (3) PTCA wishes no harm on CAN or its congregants; and (4) that our session responded to the PTCA Publication's allegations with a point-by-point refutation on March 16, and talked through each specific allegation with presbyters in person at the March 17 meeting.

Church of All Nations
4301 Benjamin St. NE
Columbia Heights, MN 55421



As to point (4), we are not asking that the PTCA adopt our refutation of the allegations in the PTCA Publication, but simply that you acknowledge that the refutation was submitted and received. We request that this clarification letter be shared with all who received the PTCA Publication, and that it be added to the PTCA website. We also request we be allowed to review the letter before it is published.

We also request that you send a brief letter to all government agencies that you or your agents contacted, informing them that the allegations were not verified by PTCA in any way, and that you have since received clarification on every allegation. This letter should request that the government agencies dismiss the previous letter you sent. The public clarification letter will not undo the severe reputational and financial harm that CAN and its members have already suffered, but it may help mitigate the damage inflicted on our church.

Separately, the PTCA Reconciliation Working Group has not yet fulfilled its promise in 2022 to draft a letter acknowledging implicit racial and cultural bias in the 2012 trial against Dr. Kim. We request that you publicly acknowledge the Presbytery's failure to complete this long-promised letter in addition to (or, if you prefer, as part of) the clarification letter. This acknowledgement should also make clear that the PTCA trial against Dr. Kim in 2012 did not involve a claim of sexual misconduct (this accusation has been publicized widely by third parties, heavily citing the PTCA Publication), a fact within the direct knowledge of the PTCA. This last acknowledgement, while significant, is of less immediate urgency than the two letters requested above.

We seek, like you, a gracious separation that "honors Jesus Christ *and* strengthens both the congregation and the Presbytery" (See PTCA Gracious Separation Policy p. 3). Thank you for your thoughtful consideration.

Respectfully,

John Nelson, Moderator of Session

Hikari Nakane, Clerk of Session

Cc: Anna Kendig Flores, PTCA Executive Presbyter
Jamie Schultz, PTCA PLT Chair
Helen K. Hendrix, Esq.
Glenn P. Hendrix, Esq.

From: John Nelson, Moderator of Session and Hikari Nakane, Clerk of Session
CAN, 4301 Benjamin St. NE, Columbia Heights, MN 55421

To: John Curtiss, Stated Clerk
PTCA, 2115 Cliff Drive, Eagan, MN 55122
Cc: Anna Kendig Flores, Executive Presbyter and Jamie Schultz, PLT Chair

May 1, 2025

Dear Rev. Curtiss,

On March 26, 2025 the Church of All Nations session sent the Presbytery Leadership Team a "Request for PTCA Clarification Letter" (attached). This was in response to the PTCA issued letter on January 30, 2025 titled, "Letter to CAN Session from the Stated Clerk" (henceforth "PTCA Publication"), which was made public on February 10. Since the PLT's clarification letter is not complete in time for our session to issue a public response to it for the May 15 Presbytery Packet (the deadline given us for submitting something for publication is today, May 1), we are asking the PTCA to publish our March 26 letter, along with this addendum.

The PTCA Publication so effectively created the feeling of a congregation marred by abuse, exploitation, and illegality that nobody batted an eye at the February 11 stated meeting of the PTCA when attorney Rocky Rockenstein admitted to reporting our congregation to secular legal entities on behalf of the PLT. This was disturbing. Specifically, Rocky submitted the report to the US Attorney's Office, the Federal Bureau of Investigation, the Anoka County Attorney's Office, and the City of Columbia Heights. This would be damaging enough to our relationship with the Presbytery, but the Presbytery did this against a BIPOC led church filled with immigrants and LGBTQ+ young people. To be clear, the PLT chose to put us, one of the Presbytery's own congregations, under scrutiny by discriminatory entities in the early days of the Trump administration – a time of open hostility against these various groups. And again, this reporting was done prior to even alerting our session to the Presbytery's concerns or trying to verify them. We have no concerns about having done everything within the law, but we do have concerns about being on the radar of the current FBI as an immigrant led, highly diverse, pro-LGBTQ+, and publicly anti-racist community.

Every one of the allegations is false. We gave Presbytery leadership a point-by-point refutation of the allegations in the PTCA Publication on March 16, 2025 titled, "Responses to Allegations of Mismanagement and Misconduct by the CAN Session." On April 3, 2025 we had three officials from the Columbia Heights Fire Department, including the fire chief, along with the city building official, do a thorough inspection of our building. This was in response to the report the Presbytery submitted to the city. As anticipated, they affirmed that we are in compliance with city codes and ordinances. Both the fire chief and the city official reported to us that they found nothing of concern during their walk-through. They also said after reviewing the accusations against the private residences mentioned in the report that they found no issues of concern to the city. We also met with the city manager, the mayor, and members of the Columbia Heights

city council. They are aware of the report from the PTCA and they don't have any concerns. They expressed their full support for our congregation. We also met with an Anoka County official about this situation and no concern was expressed.

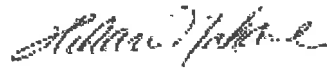
Our desire is to *graciously* separate. In the Gracious Separation policy, under "Completing Dismissal," this is commemorated in "a final worship service of blessing, to celebrate common life in Jesus Christ and to pray for the effectiveness and well being of the congregation, and the Presbytery" (See PTCA Gracious Separation Policy p. 13). We appreciate that the Presbytery is now attempting to part ways well. We recognize the PLT's thoughtfulness in who you selected to serve as Presbytery representatives on the negotiating team and we have been encouraged by the spirit of the early meetings. And yet the fact remains that the Presbytery acted recklessly in a way that has put Church of All Nations, one of your own member congregations, at extraordinary risk in this dangerous political climate we are living in.

We will continue to relate in a forthright, forward-leaning, and fair way. We simply ask that PLT leadership make things right by working to clean up the impact of the PTCA Publication. If that happens, then we may be able to have a truly gracious process and bless each other into our separation.

Respectfully,



John Nelson, Moderator of Session



Hikari Nakane, Clerk of Session

PRESBYTERY OF THE TWIN CITIES AREA
2115 Cliff Drive
Eagan, MN 55122



May 5, 2025

TE John Nelson, Moderator
RE Hikari Nakane, Clerk of Session
Church of All Nations
4301 Benjamin Street NE
Columbia Heights, MN 55421

Re: PTCA Response to March 26th Request for Clarification letter from CAN

Dear TE Nelson and RE Nakane,

Greetings in Christ. Thank you for your letter of March 26th. We also were heartened about our meeting on March 17th at Church of All Nations. We are grateful for the ongoing hospitality that the Church of all Nations (CAN) offered, and for the grounded, clear conversation where all who were present brought honesty, heartfulness, as well as prayerful hopes for both CAN and the wider PTCA.

We agree, as you mention in your letter, that there has been a "long history of difficult dealings" between CAN and the PTCA – and this has been true in distinct ways on all sides of this relationship. We heard and received this experience clearly from CAN's perspective, and we hope you heard us responding to CAN's experience of pain and dismay, while *also* holding other parties and people who are affected by CAN and the PTCA in our interest and thoughts.

We who have been in conversation with you directly grieve that CAN has formally sought Gracious Separation, while we *also* accept and understand many of the historical and current realities that are creating the awareness on both sides that we need to part ways. We hope that this letter can serve as a response to your letter of March 26th, while also not standing in the way of respectfully and prayerfully pursuing the expedited Gracious Separation process that your session has requested. We write these words with the same tone of relationality, frankness, and basic Christian goodwill that we hope we have conveyed when speaking face-to-face.

There are several requests for follow up action from the PTCA in your March 26th letter, but before we get to these specific requests, it might help to clarify some of the dynamics that seems to be adding unnecessarily to tensions between Church of All Nations and the PTCA at this time. These seem to center around the letter sent by the PTCA's Stated Clerk, TE John Curtiss, to CAN's session on January 30, 2025.

Why a letter? While we agree that it would have been good to discuss the PTCA's wider concerns at the meeting on January 9th, 2025, between the CAN session and PTCA leaders, a clarifying letter, including details of all our areas of concern, *would likely still have been needed*. In complex matters like these, having written documentation of the scope of conversations and concerns aids everyone. Written communication is sometimes an imperfect but necessary tool in the work of the church.

Importantly, clarification of the PTCA's concerns and options according to the PC(USA)'s *Book of Order* needed to be available not *just* to CAN's session, but also to the wider CAN congregation and the PTCA as a whole, to whom the Presbytery Leadership Team (PLT) owes an appropriate amount of information to understand the work of the PLT and its reports to PTCA stated meetings. Appropriately sharing the Stated Clerk's letter accomplished these goals.

Why the details? Alluding to unnamed issues of concern is not necessarily better than being specific when sharing a letter. Sharing the scope of our concerns was for the benefit of future dialogue, as well as offering clearer understanding of the issues at play. Stating concerns and areas of needed conversation, in a formal letter or otherwise, is not, however, an accusation or determination of guilt. The January 30th letter clearly stated that these were areas of concern that needed conversation, rather than accusations stemming from knowledge or investigation.

We, of course, know that receiving a letter of concerns and clear details of possible next steps is never easy, yet the letter was also framed in a clear but prayerful and grace-filled hope for the well-being of CAN, even in the midst of the complexities between us, as well as belief that a way forward could be chosen prayerfully on both sides.

Indeed, we engaged this work with genuine prayers for CAN, and, in fact, hoped the clarifications would aid and ground future dialogue. The spirit of goodwill was present even as we sketched out deep and meaningful areas of concern, as the January 30th letter was fundamentally born of a desire to *aid clarity and transparency as well as offer pastoral hope*: to clearly answer CAN's questions that had been lingering since the stated meeting of December 5th, 2024, to get to the heart of the matters before us, to be clear about our responsibilities as the PTCA, as well as to sketch the next steps available to CAN.

Who was the letter sent to? The PTCA did not circulate our letter in any way that is outside the bounds of what is appropriate according to our roles and responsibilities in communicating with the wider PTCA. Nothing in the letter was confidential or protected, and it was shared via appropriate channels.

Likewise, and far beyond any procedural obligation, PLT Chair Jamie Schultz agreed to share with stated meeting attendees a response letter from CAN to the January 30th letter as an act of goodwill and desire to act in the spirit of Christian community as much as possible. We are indeed including the letter as part of a summary of PTCA actions and communication in our stated meeting packet for May 15th.

With these clarification in mind, we turn to your requests for further clarification or response, including:

"Given all that has transpired, we request that PTCA issue a clarification letter regarding the PTCA Publication. This letter should state that: (1) none of the allegations summarized in the PTCA Publication were independently investigated or verified by PTCA; (2) by issuing the PTCA Publication, PTCA did not endorse, ratify, or support said allegations; (3) PTCA wishes no harm on CAN or its congregants; and (4) that our session responded to the PTCA Publication's allegations with a point-by-point refutation on March 16, and talked through each specific allegation with presbyters in person at the March 17 meeting."

Since most of what we shared above was either directly stated in or plainly inferred from the January 30th letter, we do not believe that further clarification from the PTCA would be useful. We nonetheless hope that what was shared here above addresses *why* any further clarifications would be unnecessary.

While we do hear you stating "our church has suffered severe reputational, congregational, and financial harm that cannot and will not be ameliorated without corrective action from the PTCA," the PTCA cannot be held responsible for any wider repercussions to CAN that *primarily result* from the tensions and history of relationships that are between CAN and people who have related to CAN in the past. While we understand these are distressing experiences, the PTCA is simply not a party to these disputes between CAN and others unless they apply directly to PTCA responsibilities or involve accusations of misconduct. Neither does the citing of our non-confidential letter *make* us a party, therefore the PTCA is unable to say or do anything to repair what, again, *primarily results* from experiences and history between CAN and present or former CAN members, collaborators, and colleagues.

The letter of January 30th was written and shared in good faith and prayerfulness, and shared within the normal modes of communication for the PTCA's business. It was created not even primarily to comply with any "procedural" duties we may have, but rather to honor the theological commitments contained in the PC(USA)'s *Book of Order* and the witness of Scripture that binds us in our common work – as imperfectly as we will all live this out in human systems and institutions. We hope our words and actions can be understood in that light.

You have also requested "a brief letter to government agencies... informing them that the allegations were not verified by PTCA in any way." While we hear your hopes, this sort of communication with these entities is not necessary. We *directly stated* in every report call or communication with an official agency that these were allegations that we had not verified. Further, every agency we contacted is already aware that church bodies are not equipped or *authorized* to investigate and, more to the point, are aware that investigation of any secular legal issue is purely in the agency's purview. No further clarification on their end or ours would make sense given everyone's mutual understanding of their duties and roles.

Finally, your letter requests follow up from the reconciliation process between the PTCA and CAN begun in 2022. As you know, this process was requested by CAN as a way to begin to normalize relationship with the PTCA after an extended period of years of only cursory engagement, and at least one previous attempt at a dialogue process in the early 2010s.

That said, the acknowledgement discussed in 2022 truly doesn't exist in a form that makes sense for a moment where the PTCA and CAN have now agreed on a process of Gracious Separation. Likewise, we remind ourselves that the acknowledgement from 2022 you reference was to be one of "lamenting with" CAN (to quote from language that CAN itself used) regarding the pain of the experiences of the period of the trial and afterwards, and not an apology for the trial or its results.

As we have clarified in past communications with former pastor Jin Kim, as well as in the 2022 conversations, to claim that any process of a system shaped by majority-white culture here in the United States was *free* of the influence of race or racism would be fundamentally dishonest. Yet, it would also be deeply dishonest and unjust to imply that race was the *primary* issue attending the trial or its outcome, as the entire role of the Book of Discipline contained in the PC(USA)'s *Book of Order* is to center the interests and experiences of those harmed by ministerial misconduct, which is an experience of abuse of power that must be taken seriously and handled with care.

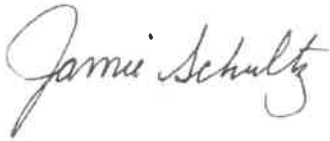
Turning to address the wider hope of acknowledging the ongoing pain and complexity in our relationship, first we want to acknowledge that, when we have had the chance to sit across from each other, we often end up relating in meaningful ways - even as our core differences remain. Acting Co-Executive Presbyter Anna Kendig Flores offered in the meeting on March 17th, that a brief worship, prayer, or litany could be written jointly and include the entire body of PTCA and CAN, or just a few leaders who have been close to this process from the PTCA. A brief reflection, or liturgically and Scripturally contextualized moment that attempts to genuinely acknowledge the layers of relationship between the PTCA and CAN over the past 20 years *might* be possible, and even relieving in it's honesty in some small way, but is *not* a requirement, by any means. It could be an opportunity, if both PTCA leadership and CAN should feel it appropriate, to acknowledge the tangles and knots between us while also offering words of genuine prayer (from the PTCA) as we part ways in collaborative ministry.

That said, the critical importance of prayerful reflection on the form, content, and appropriate framing of *any* response of this sort (particularly at this juncture in our relationship) would be critical, because, as shared at the meeting of March 17th, the PTCA and its leaders are not only responsible for our relationship to CAN's leaders, but also to the wider CAN congregation, to those who have brought forth concerns from CAN, past and present, as well as to the wider leaders and congregations of the PTCA as a whole. We are called by Scripture to not only own the power dynamics within our own institutional walls that can cause harm, but also to tend to the same risks and realities in the spaces we cooperatively work in. How we face these issues of *mutual* accountability, so much of which has been at the crux of the tensions with the PTCA and CAN, would require prayer and reflection on both sides that cannot be reflected in the scope of this letter. It remains an option for mutual discernment, even while acknowledging that a valid and faithful response may be "this is not work we are able or called to do at this time."

We are very aware that some of our responses here will not feel adequate to the concerns and hopes named in your March 26th letter, or to the concerns expressed in our March 17th meeting. Nonetheless, this letter has been shaped by many faithful voices seeking to live out our Christian call to witness to the risen Christ even in the midst of brokenness. It has also been informed by group and individual conversations with you all where we have tried to listen deeply to your passion and dedication to the work of living out the gospel in community. While differences in *how we live out* our Christian witness will remain, we hope that our effort to engage these requests reveals the many levels and layers of responsibility and thoughtfulness with which we are called to listen, pray, and act as part of the PTCA in complex ethical issues like these.

Ultimately, we know that CAN's session and congregation is and has been filled with earnest, caring, and thoughtful Christians seeking to do their work faithfully. We also know that some of the ways that CAN and the PTCA each live out their calling are of sufficient theological and practical difference that it is time for us to part ways. We hope that in the mix of all these conversations, that negotiations can continue to occur in a spirit of mutual goodwill, with acceptance for the complexities, fallibilities, and ethical commitments we seek to bring to our service of living out the gospel.

In Christ,

A handwritten signature in cursive script that reads "Jamie Schultz". The ink is dark and the signature is fluid, with a large initial "J" and a stylized "S".

TE Jamie Schultz
on behalf of the Presbytery Leadership Team

ANTI-RACISM TASK FORCE

The Antiracism Task Force (ARTF) announces the following updates on our efforts to build a just future together:

ARTF is opening up conversations with the Board of Trustees to explore how we can begin to systematize practices of restorative giving/ surrendering wealth, particularly at the time of property sales, as part of our efforts to promote racial equity and reparative actions.

ARTF is exploring how we might work to establish a presbytery antiracism policy (as now required in the *Book of Order*) *that meaningfully advances our commitments to racial justice, and equip and empower congregations adopting equally meaningful policies for their communities.*

We continue our efforts to provide process observation for stated meetings of the presbytery as we seek to hold ourself accountable to equitable and just practices and engagement in our stated meetings.

We also announce the following upcoming events, to which all in the presbytery are invited:

Sacred Sites Tour, Saturday, August 23, 2025, 10am-2pm

- This tour, led by Jim Bear Jacobs (Mohican), offers an opportunity to learn about Minnesota history from a Native perspective through story-telling and experiencing the sites in silence / meditation / reflection. The tour is appropriate for adults and older youth.
- Cost is \$15 per participant to reserve your spot for this private Sacred Sites tour which is being coordinated by First Presbyterian Church, Hudson, WI.
- Learn more and register at: <https://bit.ly/PTCASacredSitesTourRegistration>

Fall Day of Service, Saturday October 11, 2025, 9am-2pm, multisite

- This event will be a multi-site event across the PTCA, including in some of our small towns
- We will get brief education about doing service in this day and age that could spark ongoing conversation in our congregations, while *also packing, building, cleaning and enjoying the chance to serve together. Plus, connecting over lunch and snacks!*

In Christ,

Kendra Grams, Teaching Elder, First Presbyterian Church, Hudson, WI
Brian Entz, Teaching Elder, Buffalo Presbyterian Church, Buffalo, MN
Antiracism Task Force Co-Chairs

Report Of The Mission, Scholarship, And Grants Committee For 2024

The Mission, Scholarship, and Grants Committee continues to put the Presbytery's grant and scholarship resources to work by getting them out of the bank and into ministry and mission. During 2024, the following amounts were awarded by the Committee, the Self Development of Peoples Team, the Presbytery Leadership Team, or the Presbytery in each of the Committee's four ministry areas:

Congregational Support	\$ 183,547
Leadership Development	39,908
Mission & Community Outreach	57,900
Strategic Ministries	<u>65,000</u>
	\$ 346,355

In *Exhibit A: Grants And Scholarships Awarded In 2024* attached to this Report, we list all the grants and scholarships awarded in 2024 and briefly describe each award's purpose.

Self-Development of Peoples Grant Award

Each year the Presbytery can recommend to the Presbyterian Church (U.S.A.) that one or more recipients receive a portion of the funds donated by congregations to the One Great Hour of Sharing Offering in support of the Self-Development of Peoples program. Organizations apply to the Presbytery to be considered. In October, the Self-Development of Peoples Team recommended an award be made to Burnsville Independent School District #91 to support the District's "Where Everyone Belongs" program to help students set aside ethnic, racial, religious, and sexual prejudices. The Presbyterian Church (U.S.A.) concurred with this recommendation shortly after receiving it.

Other Grants And Scholarships Available Right Now

The competitive Congregational Development Grants are open for application with a deadline of June 2, 2025. Many other grants and scholarships can be applied for now and throughout 2025. These include: Ministry Imagination Grants for congregations; Leadership Development grants and scholarships for individuals and groups seeking to improve their leadership skills; and the new Community Partner Grants for congregations and their partners undertaking a Matthew 25 ministry. Please visit the Presbytery's website under the Mission, Scholarship, and Grants pages for more information and apply now.

Respectfully submitted,
Walter H. Rockenstein II, Chair
On behalf of the Committee

SEE INSERTED PAGES FOR MSG REPORT SUPPLEMENT

Exhibit A: Grants And Scholarships Awarded In 2024

Grant Type And Recipient	Purpose	Amount
Congregational Support		
<i>Congregational Dev. Grants</i>		
Grace-Trinity Community Church	Expanding visibility, strengthening programming, partnering with local, neighborhood non-profit	\$ 20,000
First Presbyterian Church in Howard Lake	Senior dining partnership with Catholic Charities	19,647
Korean Presbyterian Church	Phase 2 of refreshed worship space and programming for English ministry	20,000
Liberty Community Church	Liberation Scholarships for college success	20,000
Plymouth Presbyterian Church	Solar power installation project	20,000
<i>CDG Subtotal</i>		\$ 99,647
<i>Ministry Imagination Grants</i>		
Buffalo Presbyterian Church	Quarterly free community spaghetti dinner	\$ 2,200
Central Presbyterian Church	Funding space redesign to accommodate <i>Faithful Hospitality</i> (an initiative to house and provide essential services to recent immigrant families)	4,500
Central Presbyterian Church	Funding Friday Fun Nights – nights with activities, games, and child care for the community and congregation	5,000
Community Presbyterian Church of Plainview	Summer and fall once a month free movie night for the community	3,500
Grace-Trinity Community Church	Technicolor Truth – presenting visual and performing artists of color in in a gallery setting with a major opening event	5,000
House of Hope Presbyterian Church	Hiring summer intern to develop LGBTQ+ curriculum for children and families	5,000
New Life, North, and Trinity Presbyterian Churches	Faith communities hosting a <i>Harvest Pack</i> event where volunteers pack meal for local food shelves	6,000
Oak Grove Presbyterian Church	Civil Rights Pilgrimage to Alabama	5,000

Grant Type And Recipient	Purpose	Amount
<i>MIG Subtotal</i>		<i>\$36,200</i>
<i>Presbytery Direct Grants</i>		
Kenyan Christian Fellowship Grant	Support Kenyan Christian Fellowship worshipping community	\$ 22,700
Liberty Community Church	Support Liberty Community Church's ministry	25,000
<i>PDG Subtotal</i>		<i>\$ 47,700</i>
Congregational Support Subtotal		\$ 183,547
Leadership Development		
<i>Leadership Development Grants</i>		
Rev. Gilo Agwa, Derge Medo, and Rev. Heidi Vardeman	Attend the annual meeting of the PC(U.S.A.) Ethiopian Mission network in Lancaster Pennsylvania	\$ 6,000
Melissa Briles	Attend The Academy – a leadership training program sponsored by the Synod of Lakes & Prairies and seven presbyteries	1,250
Claire Kim	Serve as a teacher in Korea as part of the PC(U.S.A.) Volunteer Corps*	10,000
Tae Kim	Attend the Christian Leadership Program at the University of Dubuque Theological Seminary	4,000
Rev. Dr. John Chang-Yee Lee	Attend Diploma Course – Reflective Pastoral Supervision	2,750
Susan Soo Kyung Porter	Attend Korea For The People sponsored by Jubilee Multicultural*	2,000
PTCA Commission on Ministry	Provide direct help to congregations through the program Coaching and Consulting with Clergy and Congregations on Grief, Anxiety and the Changing Face of Ministry	20,000
Rev. Kara Root	Seek Ph.D. in Divinity at Aberdeen University, Scotland*	8,000
Stephanie Savoy	Attend the School for Lay Ministry in Learning Community through Faith+Lead at Luther Seminary"	800

Grant Type And Recipient	Purpose	Amount
Rev. Kate Taber	Participate in the Embodied Antiracism Clergy Cohort convened by the Center for Leadership and Neighborhood Engagement	500
Rev. M. J. Voytek	Attend Art of Transitional Ministry Week 1	500
Gabriella Walker	Attend Black & Female: What is the Reality training and retreat	868
Rev. Tom Watson	Attend storytelling and writing classes as part of sabbatical work*	1,500
John Zwier	Participate in Public Policy Fellows Program at Humphrey School of Public Affairs, University of Minnesota	4,000
<i>LDG Subtotal</i>		<i>\$62,168</i>
*Grant funds are for program costs only; recipients cannot use grant funds for overseas travel.		
<i>Livingston Equipping Leaders Scholarships</i>		
None awarded in 2024		\$ 0
<i>LELS Subtotal</i>		<i>\$ 0</i>
<i>Theological Education Scholarships</i>		
None awarded in 2024		\$ 0
<i>TES Subtotal</i>		<i>\$ 0</i>
Leadership Development Subtotal		\$ 39,908
Mission And Community Outreach		
<i>Mission Outreach Grants</i>		
Not available until 2025		\$ 0
<i>MOG Subtotal</i>		<i>\$ 0</i>
<i>Mission Partner Grants</i>		
Clearwater Forest	Support Clearwater Forest's work	\$ 21,750
Greater Mpls. Community Connections (formerly Mpls. Council of Churches)	Support GMCC's work	1,000
Interfaith Action of Greater St. Paul	Supports IA's work	1,000
Joint Religious Legislative Coalition	Support JRLC's advocacy work	1,000

Grant Type And Recipient	Purpose	Amount
Metro Interfaith Council on Affordable Housing	Support MICAH's work	1,000
Ministry Lab	Support ML's work	7,000
Minnesota Council of Churches	Support MCC's work	11,000
Presbyterian Health, Education, and Welfare Association	Support PHEWA's disability work	550
<i>MG Subtotal</i>		<i>\$ 44,300</i>
<i>Peace & Global Witness Offering Grants</i>		
Burnsville Athletic Club	Further support of program to encourage and assist BIPOC youth to participate in Burnsville high School sports programs as a method of increasing academic performance (Submitted by BHS teacher and Church of the Apostles member)	\$ 3,000
Church of the Apostles Scholarship Fund	Fund scholarships to be awarded to Burnsville High School graduates in partnership with two African American congregations (Submitted by Church of the Apostles members)	3,000
<i>PGWOG Subtotal</i>		<i>\$ 6,000</i>
<i>Self-Development of People Grants</i>		
Burnsville Independent School District #91	Support Where Everybody Belongs – work of District's Student Affinity Groups to set aside ethnic, racial, religious, and sexual prejudices	\$ 7,600
<i>SDOPG Subtotal</i>		<i>\$ 7,600</i>
Mission and Community Outreach Subtotal		\$ 57,900
Strategic Ministries		
Clearwater Forest Camp and Retreat Center	Clearwater Forest Ministry Leadership Retreats	\$ 20,000

Grant Type And Recipient	Purpose	Amount
Karen Pastoral Care and Counseling Training	Provide pastoral care and counseling training to 50 lay and ordained leaders of multiple Karen American Baptist congregations (Application submitted by Rev. Zac Calvo of Grace-Trinity Community Church – a joint Presbyterian-American Baptist congregation	5,000
Makoce Ikikcupi	Reparations Grant from Baldwin Church sale proceeds	20,000
Mendota Mdwakanton Dakota	Reparations Grant from Baldwin Church sale proceeds	20,000
Strategic Ministries Subtotal		\$ 65,000
Grants & Scholarships Total		\$ 346,355

Report of Acting Co-Executive Presbyter (Head of Staff and Strategic Leadership)

Taking on this new role has been a wild ride — certainly, 2025 feels like a year of too much transition all at once for all of us. That said, it's also been a real joy to engage in fresh conversations and a sense of “what if” about challenges, as well as about the everyday of our work together in community. I'm inspired by the many leaders who are sharing their wisdom and care in this phase of our life together.

We as the staff have been doing our work to reckon with this time of transition, and to engage new strategies that embed our values in ways that we hope will continue to show up in our work and interactions with all.

In my conversations with our PTCA committees, they and I are identifying places where a little bit of investment of energy and reflection now may pay off in big ways, now and down the road. From smaller shifts like getting everyone connected to tech tools like Airtable, as well as exploring continuing education and other ways to resource our teams, we're discerning what would be helpful as we move together.

Importantly, we're all noting the need to keep building a sense of community and common engagement in the PTCA overall. Many events in 2024 worked toward this goal, including the antiracism gathering that focused on combating polarization in our communities and the all-PTCA boundaries training, but there's certainly more to do, including pragmatic resourcing, ministry, and just good fellowship.

A few upcoming opportunities for all:

- Boundaries Training for Sessions and other congregational leaders, Saturday September 27th; including Sexual Harassment and Child Safety Training, per changes to the Book of Order requirements in 2022
- Presbytery-Wide Day of Service - Oct 11, 2025

There will also be dates added for the next phase of Nonviolent Communications Training, which will be a part of our leadership model for committees and staff going forward, and for other resources for committees and congregations. And keep your eyes open for one or two fellowship events for teaching elders in the PTCA as well.

Even as we move through these times, there are many things that are better done together, and that's part of the core role of the Presbytery. From sharing the load in times of transition, to celebrating and learning from one another in fresh ways, there's good that can come from our connected work. In the ebb and flow of your own life and energy, I invite you to lean into conversation with us, to invitations for sharing or feedback, and to what energizes or inspires you in your ministry and at this time.

In prayer for the work we are all doing in our own settings, as well as all that we are doing together,

Submitted by:

TE Anna Kendig Flores
ACEP, Head of Staff and Strategic Leadership

NECROLOGY REPORT FOR YEAR ENDING 2024

"We remember before our God and Father your work produced by faith, your labor prompted by love, and your endurance inspired by hope in our Lord Jesus Christ." 1 Thessalonians 1:3 (NIV)

The deaths of the following servants of the church have been reported to the office of the Stated Clerk and we remember them with celebration, and gratitude for their service.

Teaching Elders

Rev. Dayton Hultgren
Rev. Kenneth McCullen
Rev. Glenn Polzine
Rev. Dr. Teresa Roberts

Rev. Howard Smith
Rev. Aaron Wilterding
Rev. William Yeager

CHURCH	ELDER &/OR DEACON	ORDINATION	DATE OF DEATH	
Westminster Presbyterian, Austin MN				
	Lonny Schulz	Deacon	2/7/1999	5/9/2024
	JoAnne Strey	Deacon	1/31/1988	
		Elder	2/7/1993	7/14/2024
	June Gennrich	Deacon	2/7/2010	8/21/2024
Oak Grove Presbyterian, Bloomington MN				
	Bev Carroll	Deacon	1/16/2008	2/22/2024
	Bonnie Grussing	Deacon	7/22/1973	8/21/2024
	Beverly Sands	Deacon	2009	8/29/2024
	Rory Scott	Deacon	12/13/1992	
		Elder	2008	2/11/2024
	Verona Stoesz	Deacon	12/13/1992	6/4/2024
	Frank Uvodich	Deacon	12/14/1986	
		Elder	1976	8/23/2024
Church of the Apostles, Burnsville				
	Jackie Stuhr	Elder	7/1/2016	4/9/2024
	Mary Anne Bennett	Elder	5/19/1996	8/16/2024
Valley Community, Golden Valley MN				
	Carol McCarter	Deacon	2001-2003	1/29/2024
	Lois Robinson	Deacon	2010-2015	
		Elder	2000-2002	5/20/2024

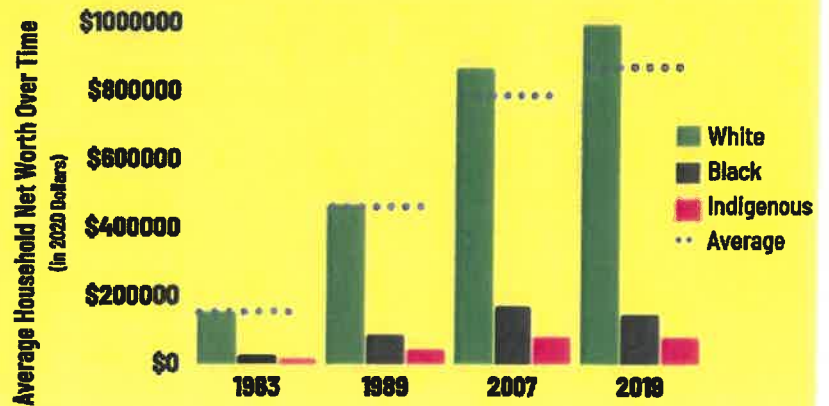
	Lisa Kummer	Elder	2018-2020	6/16/2024
	Karen Sauter	Deacon	1978-2018	
		Elder	1987-2007	6/22/2024
	Marlys Hawkins	Deacon	1998-2000	8/11/2024
	Marilyn Merino	Deacon	1990-1992	
		Elder	2010-2012	10/17/2024
	Myrle Reiswig	Elder	1982-1984	10/23/2024
First Presbyterian, Hastings MN				
	Shannon Stenzel	Elder	unknown	6/13/2024
First Presbyterian, Hayfield MN				
	Elaine Untiedt	Elder & Deacon	unknown	4/15/2024
	Leonard Rollins	Elder & Deacon	unknown	4/5/2024
First Presbyterian Church, Maple Plain MN				
	Nadia Frankie	Deacon	1/9/2011	4/29/24
Grace-Trinity Community Church, Minneapolis MN				
	Mary Lou Grogran	Elder	2/11/1990	5/17/2024
Associated Church, Owatonna MN				
	John Bergen	Elder	unknown	12/14/2023
	Alma Asbell	Elder	unknown	3/3/2024
	Berlyn Staska	Elder	unknown	6/14/2024
New Life Presbyterian Church, Roseville Mn				
	Willis Cook	Elder	2/7/1971	1/10/2024
Central Presbyterian Church, St Paul MN				
	Mary Lou Gilstad	Deacon	Ordained at Dayton Ave	7/9/2024
	Richard Barker	Elder	unknown	9/8/2024
	Bonnie Zopfi	Elder	1973	10/7/2024
Edgcumbe Presbyterian Church, St Paul MN				
	Todd Barnes	Elder	2021	4/7/24
House of Hope Presbyterian Church, St Paul MN				
	Walter Bailey	Elder	1/9/1983	
		Deacon	1/2/1977	8/26/2024
	Silvey Barge	Elder	1/7/2007	

Silvey Barge	Deacon	1/2/1977	3/17/2024
Sue Doty	Deacon	12/6/2010	3/6/2024
Macalester Plymouth United Church, St Paul Mn			
Mary Catlin	Deacon	1982	1/24/2024
Pat Penshorn	Deacon	1985	
	Elder	1969	5/3/2024
Julie Brovold	Deacon	2000	7/3/2024
Shirley Dahlgran	Deacon	1998	8/30/2024
Elaine Willis	Deacon	1997	9/4/2024
First Presbyterian Church, Shakopee MN			
Wally Bishop	Elder	1967	8/25/2024
John Lindmeyer	Elder	1976	6/2/2024
First Presbyterian Church, South St. Paul MN			
Bette Fredrich	Deacon	unknown	12/25/2024

United States' Racial Wealth Disparity

Exponential Growth for White Households

Over the last half of a century, the average wealth held by individual white households has grown exponentially, while the average wealth of Black and Indigenous households have experienced much more modest growth followed by modest decline in the last 15 years.



Racial Wealth Gap Grows to almost \$240,000 and \$261,000

Current Median Household Net Worth
(as of 2022, in 2022 Dollars)

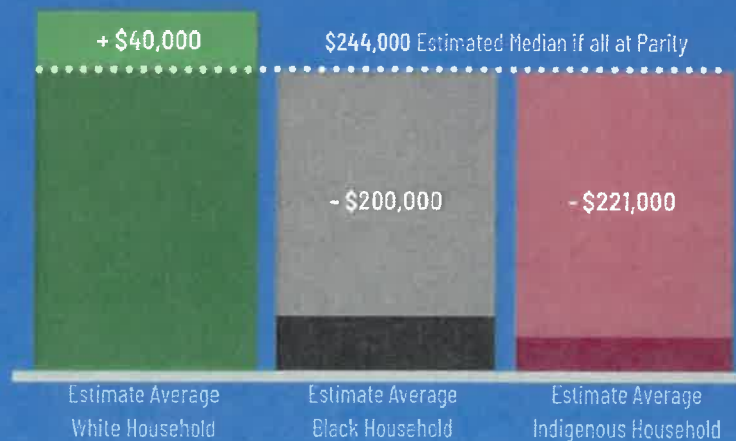


Wide and growing disparity persists across racial populations. As of 2022 the median **white** household holds **\$240,000 and \$261,000** more than **Afro-American & Indigenous** households respectively.

Today, 14% of Median White Household Wealth Exceeds Parity Levels

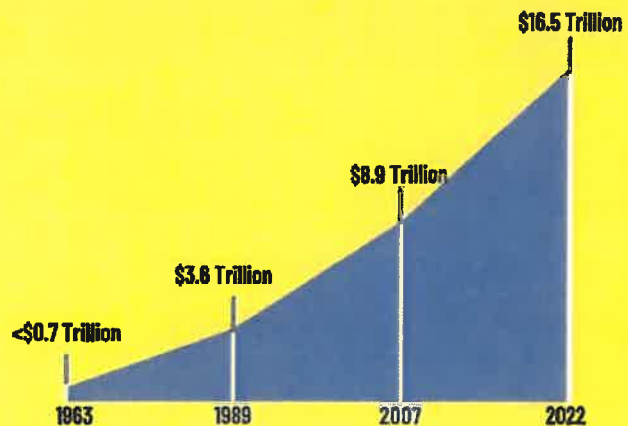
If parity (equal distribution) existed, the median accumulated wealth for Afro-American, Indigenous and white households would be, **\$244,000**. Currently, white households hold a median of \$40,000 more than parity and **Afro-American & Indigenous** households hold a median of \$200,000 & \$221,000 less.

Average Household Net Worth Above or Below Parity
(As of 2022, in 2022 Dollars)



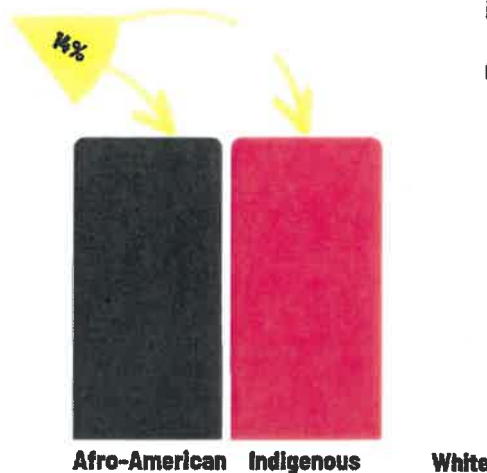
Aggregated White Household Wealth Exceeding Parity reaches \$16 Trillion

Across the nearly 85 million white households in the US, the aggregated wealth accumulated above parity has grown to just under **\$16.5 trillion**. This racial wealth disparity has over tripled in the last 30 years and is expected to grow exponentially in the future.



Economic Justice IS Racial Justice

Total White Household Wealth



Surrendering 14% of individual wealth that is held, the proportionate share of the wealth disparity, contributes to economic justice.

**Projected Wealth if at Parity
\$244,000**

Restorative Actions is an economic justice initiative that allows U.S. Americans who benefit from institutional racism, to provide a credible witness for justice, by

**Acknowledging The Unjust Advantages Produced By Racism, and
Then Surrendering The Ill-Gotten Gains Of Those Advantages,**

toward the establishment of just relationships with Afro-American and Indigenous communities.

Sources

HR-2 Census Reports: <https://www.census.gov/data/tables/time-series/demo/families/households.html>
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Urban Institute: <https://www.urban.org/urban-wire/racial-wealth-gap-was-wide-1963-and-it-remains-large-today>
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Definitions

average - or mean, which is calculated by dividing the sum of values by the number of values
median - a value lying at the midpoint of a frequency of values
parity - the state or condition of being equal

There is a similar relationship and relative disparity in household wealth whether it is calculated in average or median.