

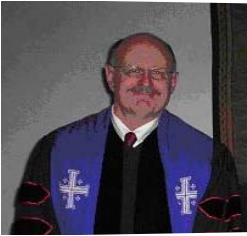


The Grapevine

CONNECTING THE CONGREGATIONS OF THE PRESBYTERY OF DETROIT

August 2010

Overcoming Barriers that Divide



by the Rev. Dr.
Allen D. Timm,
Executive
Presbyter

Management Consultant Patrick Lencioni wrote a book called, Silos, Politics, and Turf Wars (San Francisco: Jossey-Bass, 2006.). The book presents a remedy for an organization to destroy the barriers that turn colleagues into competitors. Like his other books, Patrick starts with a fable about a person who discovered how to break down silos. The short of it: define the barrier and establish a strategy to succeed.

Lencioni states that every organization needs one defining thematic goal: "A single, qualitative focus that is shared by the entire leadership team – and ultimately, by the entire organization – that applies for only a specific time period" (178).

He further breaks down the definition:

- Single – there can be only one thematic goal in a time period.
- Qualitative – verbs describe what people will do to achieve the theme, like improve, reduce, increase, grow, change, establish, eliminate, accelerate.

- Time-bound – Each thematic goal must focus on a specific time period.

Shared – every leader regardless of passion does what he/she can to win trust of all the participants in the organization.

Each thematic goal must have defining objectives which give action steps members can take to achieve the goal. Each thematic goal must be clear on what you hope will be different. What outcome do you want to see after a period of time? What will have happened? Note the tense. It is in the past tense.

My most recent position, before coming to be your Executive Presbyter was Head of Staff at a large church in metropolitan Chicago. At a retreat on Family systems theory and how it applied to our staff, consultant, the Rev. Bob Hunter, said to us, "What I hear you saying is this: you each have your area, and you are not interested in helping with the other areas." He then went on to define a silo. He said a silo is a tower from which a group operates and there is no connection between them.

Lencioni defines a silos as barriers "that exist between departments within an organization, causing people who are supposed to be on the same team, to work against one another" (175).

My question for sessions

is this. Are there silos in your congregation between teams and committees? Have you defined your thematic objective for the coming year? What is it you need to accomplish? What is your time line? By what will you measure your defining objectives?

My question for Presbytery Team and Committee leaders is this: are all of our team members working to strengthen congregations to be missional, pastoral, and prophetic?

One other comment. Lencioni believes that most often it takes a crisis to get an organization to work together. As I look at the drop in worship attendance, membership, and giving by members, and congregational giving to the Presbytery, I see enough data to consider each congregation needs to identify: who is your neighbor? How can we serve them in a way they see the living God revealed in Christ? How can we invite them in to the life of our congregation? Jesus said, "Go, make disciples" (Matthew 28), and "You shall be my witnesses" (Acts 1).

Let's break down the walls and barriers that divide us, in our congregations and in our Presbytery! Whether it is race, city/suburb, or vision, let's work together to reach out for Christ! May we be lights set on a hill

MONTH OF MISSION BREAKFAST

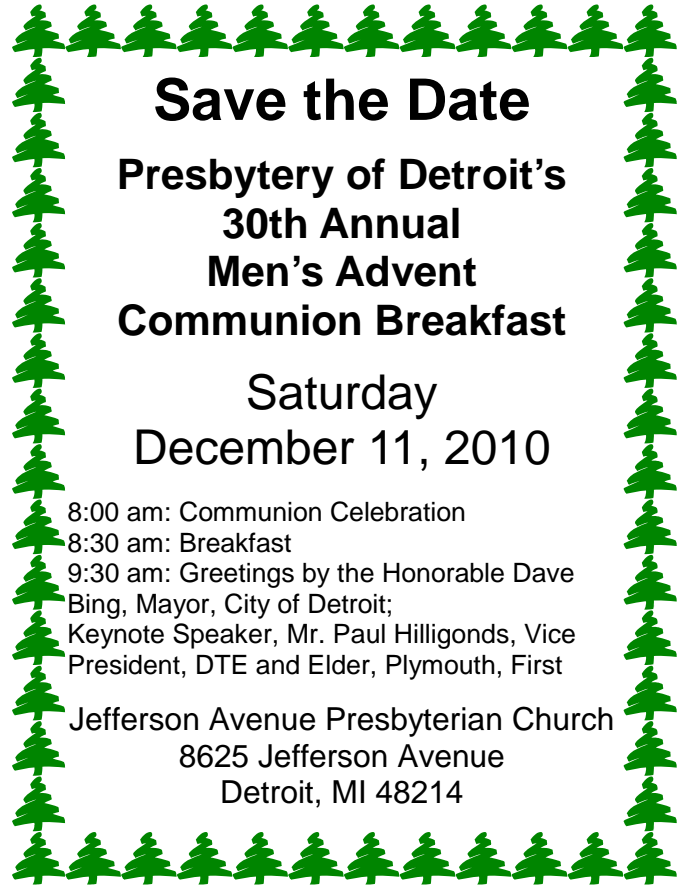
Saturday, October 30, 2010
9:00 AM - 12:00 Noon

Starr Presbyterian Church
1717 W. Thirteen Mile Rd.
Royal Oak, MI 48073

For Information, Reservations, Tickets

Contact: Fran Anderson
2570 Silverside
Waterford, MI 48328
(248) 673-7707

\$3 per person
(please make checks payable to the
Presbytery of Detroit.)



Save the Date

Presbytery of Detroit's 30th Annual Men's Advent Communion Breakfast

Saturday
December 11, 2010

8:00 am: Communion Celebration
8:30 am: Breakfast
9:30 am: Greetings by the Honorable Dave
Bing, Mayor, City of Detroit;
Keynote Speaker, Mr. Paul Hilligonds, Vice
President, DTE and Elder, Plymouth, First

Jefferson Avenue Presbyterian Church
8625 Jefferson Avenue
Detroit, MI 48214

Clergy Ordination Anniversaries

August

KING, CATHERINE

5

BORCHARDT, JUDITH

25

CARL, STEPHEN

25

September

WILHELMI, MARJORIE

5

BIRD, MARY JEAN

The Parish Paper

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Presbytery of Detroit

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313-345-7250 (fax)
Info@detroitpresbytery.org
<http://www.detroitpresbytery.org>
<http://www.PbyDetroit.org> (for documents)
<http://www.synodofthecovenant.org>
<http://www.pcusa.org>

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Executive Presbyter
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Stated Clerk
The Rev. Edward H. Koster, ext. 201
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Richard Grant, 517-546-0249
Executive Director Second Mile Center
Ruth Azar
Resource Center Director
Joanne Higgins, ext. 215
Hunger Action Coordinator
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Executive Assistant
Beverly Knox, ext. 204

Office Manager

Sandra K. Jensen, ext. 220
Accounting Manager
Bev Auger, ext. 209
Office & Bookkeeping Clerk
Rhonda Barley, ext. 200

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Mary Lloyd, 313-247-0792
Transformation of Congregations
The Rev. Estelle Aaron, 216-280-1338
Youth Hands-on Mission
Charon Barconey, 313-770-5822
Interfaith Ministries
The Rev. Wm Gepford, 313-933-4086

THE PARISH PAPER

IDEAS AND INSIGHTS FOR ACTIVE CONGREGATIONS

Coeditors: Herb Miller, Lyle E. Schaller, Cynthia Woolever - www.TheParishPaper.com

August 2010 - Volume 18, Number 8

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How Much Should We Pay Our Pastor?

"It's that time again," says the chairperson. "Our personnel committee is responsible for proposing staff salaries to the finance committee. Then, that committee submits next year's annual budget to the governing board."

Karen, a new member of the committee unfamiliar with this process, asks, "Where do we begin...?"

George, another committee member, interrupts Karen with the firm tone of a judge pronouncing the final verdict: "Let's begin by agreeing to keep the pastor's salary exactly the same as last year. Times are tough! Besides, when you compare our pastor's salary and benefits with others in the community, like school teachers, we're already paying a lot."

"I don't agree," says Sheila, an elementary school principal who is another new committee member. "If we make comparisons, some other professional groups are more valid. Plus, under this pastor, our church is doing better than it has in years. Why risk sending the wrong signal and losing our excellent pastor to another church?"

Brad, a CPA who prepares tax returns for a half-dozen clergy in the community, says, "How about if we begin by looking at the various factors that comprise a pastor's salary?"

"That sounds good," says the chair, happy to rescue the discussion from its abrasive trajectory. "What are some of those factors, Brad?"

What factors comprise a pastor's salary? Responding to Sheila's question, Brad's monologue, interrupted by occasional questions, tutors the committee on clergy salary issues:

1. Our committee must think about the pastor's *total compensation*, not just salary. For example, when a church provides a parsonage, or what some denominations call a manse, the pastor's total compensation includes that house's fair market rental value. In churches like ours (we don't own a parsonage but instead provide a monthly housing allowance so the pastor can own or rent a home), total compensation includes that housing allowance.

2. Unlike the typical American worker, the IRS considers clergy *employees* for Federal Income Tax purposes but considers them *self-employed* for Social Security Tax purposes. Thus, churches must designate how many dollars are for salary and how many dollars are for housing.

Each church determines when and how often it sets and changes these amounts. It must do so in writing and in advance, including them in the minutes of an official meeting (we can't designate the amounts retroactively).

3. Some churches like to designate a large percentage of the pastor's salary as housing allowance, thinking that this lets the pastor avoid paying Federal Income Taxes on those housing dollars. That theory is erroneous. If the pastor does not use all of that housing allowance to pay for items such as rent, mortgage payments, property taxes, utilities, repairs, furnishings, etc., what's left over is added back, in full, to the pastor's taxable compensation. (The salary *and* the full amount of the housing allowance are used to compute the Social Security Taxes.)

4. Some churches compensate their clergy for a percentage of what they must pay in self-employed Social Security Taxes—which is about double the amount paid by workers who are classified as employees.

5. Churches provide additional types of compensation that are not taxable. Most full-time pastors receive (a) health insurance (often purchased through the de-



nomination) and (b) retirement benefits (usually through a plan provided by their denomination).

6. Another slice of the financial pie is reimbursements. If a church neglects these, they become an unfair financial drain on the pastor. For example, most churches reimburse pastors for transportation expenses (a per-mile figure established by the IRS that covers only ministry-related travel, not travel between the pastor's home and the church). Also, most churches establish line-items in their budgets for work-related continuing education, books for the pastor's personal library, and attending workshops or conferences. The IRS does not treat these reimbursements as personal income for tax purposes.

7. To choose a strategy that best fits the pastor and congregation, a personnel committee member should (a) talk with someone familiar with current clergy tax law (which keeps changing) and (b) may also want to study the most recent Clergy Tax Update that many denominations publish for their congregations.*

“How do we come up with a fair salary range?”

Sheila asks. Brad responds with another list of guidelines (this meeting was not Brad's first rodeo; he has educated several previous personnel committees):

1. Many denominations provide some printed or Website assistance; some of them suggest salary and benefit minimums or publish percentile rankings of all their clergy. But churches are in such different cost-of-living locations that general information is seldom helpful.

2. To some extent, the salaries provided by other congregations like ours, in our denomination, in this area, also influence salary levels. In other words, to some extent, we compete with them for the pool of clergy.

3. A church should also take into account its community's cost of living (see The U.S. Census, local Chamber of Commerce, or online estimates).

4. Are we theologically comfortable with “merit pay” in addition to cost of living raises?

5. What are our church's goals? What do we want our congregation to look like in five years? What kind of leader can help us get there?

6. If a church can't afford a full-time pastor, is it willing to explore a creative alternative—for example, a bivocational pastor, trained lay leadership, merger with another church, or a multi-point parish?

7. Churches make one of their biggest mistakes by failing to keep track of inflation. Over time, that failure can make a church's clergy compensation package uncompetitive—and the pastor feels no choice but to seek to move. In other words, every church's reality includes the replacement costs of existing clergy. High clergy turnover often generates moving expenses that exceed appropriate annual salary increases.

8. Clergy compensation discussions warrant a frank, annual discussion with the pastor. Committees that make arbitrary decisions without such a conversation with their pastor generate low-motivation in clergy.

“What factors should we *not* consider?” Karen asks. Again, Brad produces a list:

1. The size of the church's budget should not be a guiding factor in setting clergy compensation. Fairness to our paid staff is a moral and ethical issue, not to be confused with our natural inclination to “save money” by trimming expenses.

2. A church should not set a percentage of the total annual budget that it spends on staff salaries. Congregations in some denominations spend 65 percent of their annual budgets on staff (clergy, clerical, and custodial)—while congregations in other denominations spend 40 percent of their budgets on staff. Church governing boards seldom recognize that those differences are determined by whether a church has for several decades conducted an effective or an ineffective annual stewardship education program.

3. Churches should not get distracted by the clergy spouse's employment status and compensation. Using a clergy family's total household income as an excuse for underpaying their pastor is morally and ethically inappropriate.

4. Churches must not be tempted to cut salaries during difficult financial times. Review other budget areas and strategies first. Again, because it is the primary cause of this problem, ask whether the annual stewardship campaign should be replaced with a better one.

5. Salary compensation is both an ineffective and an unfair way to communicate dissatisfaction with a clergy-person's job-performance. The personnel committee is charged with communicating our members' expectations (time expectations, quality of performance). The personnel committee should conduct these conversations with clergy in their regular meetings throughout the year.

What's the point? An old story pictures three bricklayers working on a wall. Someone asks the first bricklayer what he is doing. “I'm laying bricks,” he replies. In response to the same question, the second bricklayer says, “I'm putting up a wall.” The third bricklayer replies, “I'm building a cathedral.”

Church leaders working on the question “What should we pay the pastor?” also respond in varied ways. Some say, “We're hiring someone to run our church.” Another group says, “We're funding the ministries our pastor does on our behalf.” A third group gets the point: “We're partnering to proclaim the Gospel.”

* Information in this *Parish Paper* issue is not intended as legal or tax-return advice. Contact a local tax preparer familiar with clergy tax laws for that counsel.

The "Weekly Update" is available by e-mail when you send your address to sandy@detroitpresbytery.org or you can see it on the www.pbydetroit.org web site under Weekly Update.



[POD Web Site](#)

NEW Presbytery of Detroit office hours
beginning January 1, 2010
 Monday - Thursday 8:30 am - 5:00 pm
 Friday Closed
 313-345-6550

[Calendar of Events](#)

What's NEW on
www.PbyDetroit.org

Presbytery Meeting
 Tuesday, August 24, 2010, at 4:00 PM
 Drayton Avenue Presbyterian Church
 2441 Pinecrest Drive
 Ferndale, MI 48220

Papers:

Introduction To Meeting
[Call to Stated Meeting of August 24 2010 at Ferndale Drayton Ave.doc](#)
[Introduction to Documents for the August 24 2010 Meeting.doc](#)

Pre-Presbytery Events
 None

ACTION PAPERS - Vote Required
[Paper A-1 Docket 100824.doc](#)
[Paper B-1 Stated Clerk Report 100824.doc](#)
[Paper B-2 Presbytery Minutes of June 22 2010.pdf](#)
[Paper D-1 Coordinating Cabinet Report 100824.doc](#)
[Paper G-1 CPM Report 100824.pdf](#)
[Paper K-1 Trustee Report 100824.doc](#)

INFORMATION PAPERS - No Vote Required
[Paper C Treasurers Report 100824.pdf](#)

F.Y.I/Announcements/Special Events of Our Churches
[Warren First presents Women of the Bible Sept 20.doc](#)

F.Y.I/Camps and Retreat-Conference Centers
[Camp Westminster Lumberjack Weekend Sept 24-26 .pdf](#)

The Presbytery of Detroit Weekly Update

August 19, 2010

Prayer of the Week:

Creator God,
 we thank you for the opportunity we have to share this world,
 For everyone and everything you created,
 And for the chance to make a difference.
 Paul Richardson

Missionary Connection

At the February 23, 2010 meeting of Presbytery it was approved that the Presbytery of Detroit would become a 100% supporter of the [Missionary Connection](#).

RATIONALE:
 Years ago the PCUSA had a Personal Interest Program (PIP) which assigned a missionary or couple or family to each congregation. This program generated a great amount of information about our PCUSA missionaries across the denomination. We've been asked by the World Mission Division in Louisville to connect again with someone on the mission field. That is the purpose of this Missionary.

If you already have such a connection, please indicate this on the flyer. If you would like a personal missionary, just let us know and Louisville will connect you with someone.

We can all pray for our missionaries! Herein lies the power of our [Missionary Connection](#).

Save the Dates

The Path to Peace in Israel/Palestine: A Weekend with Mark Braverman Friday, Oct.1 – Sunday, Oct. 3

Author Mark Braverman will be presenting his perspective on current issues in Israel/Palestine in a series of events in the Detroit and Ann Arbor area. Please see the flyer on the table at the August Presbytery meeting or online at the website for details.

Sponsored by the Middle East Work Group of the Social Justice



[PCUSA Web Site](#)

August 2010	
22	Garden City Presbyterian Church presents <i>Alive In The Park</i> at 10:00 am
24	Presbytery Meeting at Ferndale, Drayton Avenue
September 2010	
6	Presbytery Office Closed Labor Day
7	Taizé Worship 7:00 pm at Dearborn, Littlefield
8	PWPD Gathering at First Presbyterian Church, 600 N. Brady St., Dearborn, MI 48124, 313-274-1313
9-12	Presbyterian Pilgrimage at Howell Conference and Nature Center More Information
16	Taizé Worship 7:00 pm at Troy, Northminster
18	Clerk Training 9:00 am - 11:00 am at the Presbytery office
20	Warren First presents Women of the Bible 1:00 P.M. at the church, 3000 E. Twelve Mile Road, Warren, MI 48092. For more information contact: Ann Hamilton (248) 672-1822 Flyer
21	Taizé Worship 6:30 pm at Bloomfield Hills, Kirk in the Hills
23	Alma College seminar Sexuality Ed in Church More information
24-26	Lumberjack Weekend Camp Westminster on Higgins Lake 116 Westminster Dr., Roscommon, MI 48653. Register Online at www.campwestminster.com Questions? Call or email the camp office: 313-341-8969 or info@campwestminster.com Flyer
25	Minutes Reading (alternate for those who did not make it to either of the two previous readings) 9:00 am - 12:00 pm in the lounge at Detroit, Westminster
October 2010	
1-3	The Path to Peace in Israel/Palestine: A Weekend with Mark Braverman
4	Alma College seminar The Church Online More Information
5	Taizé Worship 7:00 pm at Dearborn, Littlefield
5-7	North Central Wee Kirk Conference near Angola, Indiana (Pokagon State Park Lodge) This is for churches with 200 members or less Brochure & Registration Form
6	PWPD Gathering at First Plymouth 701 Church St. Plymouth MI 48170 734-453-6464
16	Pathways gathering in Cleveland Heights, OH
19	Taizé Worship 6:30 pm at Bloomfield Hills, Kirk in the Hills
21	Taizé Worship 7:00 pm at Troy, Northminster
26	Presbytery Meeting at Wyandotte, First
30	Month of Mission Breakfast 9:00 am – Noon at Royal Oak, Starr 1717 W. Thirteen Mile Rd., Royal Oak 48073
30-Nov 7	Katrina XII Mission Trip to New Orleans, LA
November 2010	

Presbyterian Women
[PRISM Sept 2010.pdf](#)



**Lumberjack Weekend
 Camp Westminster
 on Higgins Lake**
 116 Westminster Dr.
 Roscommon, MI 48653

September 24-26, 2010

Register Online at
www.campwestminster.com
 Questions? Call or email the camp office:
 313-341-8969 or
info@campwestminster.com

[Flyer](#)

Save The Date!

Presbyterian Villages of Michigan's 12th
 Annual [It's A
 Wonderful Life](#) Fundraising Gala to
 benefit Michigan
 seniors.

Friday, November 12, 2010
 The Westin Book Cadillac, Detroit
Tickets: \$200 & VIP: \$325

For tickets and information,
 please call 248.281.2040 or
 visit www.pvm.org.

2010 Deadlines for:

Being on the Presbytery Meeting Docket
 Contact: Ed Koster: ehkoster@aol.com
 By: The Friday before the Cabinet meets in
 the month of a Presbytery meeting

**Papers to be printed for Presbytery
 meeting mailing**

Contact: Sandy Jensen:
sandy@detroitpresbytery.org or Bev Knox:
beverly@detroitpresbytery.org By: Three
 Monday's BEFORE the meeting

**Papers to be printed to go on the table at
 the Presbytery meeting**

Contact: Sandy Jensen:
sandy@detroitpresbytery.org or Bev Knox:
beverly@detroitpresbytery.org By: One week
 BEFORE the meeting or you are responsible
 for printing and getting the paper to the
 meeting

**Posting information on the Web Site or the
 Weekly Update**

Contact: Sandy Jensen:
sandy@detroitpresbytery.org
 By: Noon on Monday by email attachment
ONLY

and Peacemaking Ministry Team

Women of the Bible

Monday, September 20, 2010
 1:00 P.M.

Cost: Love Offering
 Light Refreshments

First Presbyterian Church of Warren
 3000 E. Twelve Mile Road
 Warren, MI 48092

You are cordially invited to attend a live
 drama where Sarah,
 Rebecca, Ruth, Queen Esther, Hannah,
 Mary - Mother of Jesus,
 Priscilla, Mary Magdalene, and Mary of
 Bethany are portrayed in
 costume and song. [Flyer](#)

Contact: Ann Hamilton (248) 672-1822

THE COMMITTEE ON NOMINATIONS

Needs the help of all the churches in the
 Presbytery of Detroit.

We have vacancies on the following Ministry
 Teams:

Mission Interpretation

One in the class of 2011 minister

New Church Development / RD

One in the class of 2011 elder (Non -
 Caucasian)

**We are also in need of nominations for all
 15 committees and
 Synod of the Covenant for the class of 2013.**

**PLEASE E-mail Jim Elam, Chair at
jelam@twmi.rr.com**

**Presbytery of Detroit's
 Howell Conference & Nature Center**



August 16 – 7:00pm
 "Creatures of the Night"

Live Nocturnal Animal Presentation
 Campfire and S'mores
 \$8 for adults - \$6 for children under
 12

2	Taizé Worship 7:00 pm at Dearborn, Littlefield
3	PWPD Gathering at First Ypsilanti 300 N. Washington St. Ypsilanti, MI 48197 734-482-1525
7	Daylight Savings Time Ends - set clocks back one hour
6-14	Texas I Mission Trip to Port Neches, TX
12	Presbyterian Villages of MI <i>It's A Wonderful Life</i> Gala More Info
12-14	Alma Youth Mix
16	Taizé Worship 6:30 pm at Bloomfield Hills, Kirk in the Hills
18	Taizé Worship 7:00 pm at Troy, Northminster
23	Presbytery Meeting at Grosse Pointe Memorial
25	Presbytery Office Closed Thanksgiving Holiday
December 2010	
1	PWPD Gathering at Allen Park 7101 Park Ave. Allen Park, MI 48101 313-383-0100
7	Taizé Worship 7:00 pm at Dearborn, Littlefield
11	Men's Advent Communion Breakfast at Detroit, Jefferson Avenue beginning at 8:00 am with guest speaker Mr. Paul Hilligonds and greetings from Mayor Dave Bing
16	Taizé Worship 7:00 pm at Troy, Northminster
21	Taizé Worship 6:30 pm at Bloomfield Hills, Kirk in the Hills
22-23	Presbytery Office Closed Christmas Holiday
29-30	Presbytery Office Closed New Year Holiday
January 2011	
4	Taizé Worship 7:00 pm at Dearborn, Littlefield
17	Presbytery Office Closed - Dr. Martin Luther King, Jr Birthday Observance
18	Taizé Worship 6:30 pm at Bloomfield Hills, Kirk in the Hills
20	Taizé Worship 7:00 pm at Troy, Northminster
26	Presbytery Meeting at Detroit, Westminster - Installation of Moderator & Vice Moderator
February 2011	
1	Taizé Worship 7:00 pm at Dearborn, Littlefield
2-5	APCE Conference in Albuquerque, NM
5	Leadership Training at Dearborn, First 8:30 am
15	Taizé Worship 6:30 pm at Bloomfield Hills, Kirk in the Hills
17	Taizé Worship 7:00 pm at Troy, Northminster
22	Presbytery Meeting
March 2011	
1	Taizé Worship 7:00 pm at Dearborn, Littlefield
13	Daylight Savings Time Begins - set clocks ahead one hour
15	Taizé Worship 6:30 pm at Bloomfield Hills, Kirk in the Hills
17	Taizé Worship 7:00 pm at Troy, Northminster
April 2011	
5	Taizé Worship 7:00 pm at Dearborn, Littlefield
19	Taizé Worship 6:30 pm at Bloomfield Hills, Kirk in the Hills
21	Taizé Worship 7:00 pm at Troy, Northminster
26	Presbytery Meeting
May 2011	
3	Taizé Worship 7:00 pm at Dearborn, Littlefield
17	Taizé Worship 6:30 pm at Bloomfield Hills, Kirk in the Hills
19	Taizé Worship 7:00 pm at Troy, Northminster

SAMARITAN COUNSELING CENTER OF SE MICHIGAN

is now receiving applications for the Fall of 2010 for its next Pastoral Care Specialist Program, continuing education opportunity for congregational leaders, offered in Farmington Hills, Flint, and Holland. This is a one year program which provides support for those in leadership in congregations.

The program meets from September, 2010 – June, 2011, one day a month for 10 months.

[Click Here](#) for more information, to download application and to make contact with the Samaritan Counseling Center with any additional questions.

XXX

ADVANCE RESERVATIONSREQUIRED!

September 25

“Save the Wildlife” 5KRun/Walk
 Check in begins at 8:30 am
 Walk begins at 10:00am
 Includes a 5K Run, a 5K Trail Walk &One Mile Fun Wildlife Walk
 Please visit our website to download a registration form or call517-546-0249
www.howellnaturecenter.org

Thursday, October 14th- 6:00 pm

“A Wild Wonderful Night”
 A Gala Affair
 Johnson Center at Cleary University in Howell
 Gourmet food tasting, live and silent auctions, live music and so much more. Tickets \$50 each, Table of 8 \$400, Corporate table\$800

Wildlife Photography Workshops

October17

Workshop and slideshow titled “A Wilderness Year”
 hosted by Steve Gettle

October 30

Workshop & Slide Show
 Hosted by Mr. Skip Moody

Starts at 11:00 am
 \$60 Registration -\$55 HNC Members
 Fee included a delicious lunch!
 Slide Show included with Registration
ADVANCED REGISTRATION AND PAYMENT ARE REQUIRED ASSPACE IS LIMITED!

All proceeds from these events go to support the Nature Center’s Wildlife Programs!

For more information - 517-546-0249
hcnc@howellnaturecenter.org
www.howellnaturecenter.org

XXX

30	Presbytery Office Closed Memorial Day
June 2011	
7	Taizé Worship 7:00 pm at Dearborn, Littlefield
15	Taizé Worship 6:30 pm at Bloomfield Hills, Kirk in the Hills
28	Presbytery Meeting
July 2011	
4	Presbytery Office Closed for Independence Day
5	Taizé Worship 7:00 pm at Dearborn, Littlefield
19	Taizé Worship 6:30 pm at Bloomfield Hills, Kirk in the Hills
August 2011	
2	Taizé Worship 7:00 pm at Dearborn, Littlefield
16	Taizé Worship 6:30 pm at Bloomfield Hills, Kirk in the Hills
23	Presbytery Meeting
September 2011	
5	Presbytery Office Closed Labor Day
6	Taizé Worship 7:00 pm at Dearborn, Littlefield
15	Taizé Worship 7:00 pm at Troy, Northminster
20	Taizé Worship 6:30 pm at Bloomfield Hills, Kirk in the Hills
October 2011	
4	Taizé Worship 7:00 pm at Dearborn, Littlefield
18	Taizé Worship 6:30 pm at Bloomfield Hills, Kirk in the Hills
20	Taizé Worship 7:00 pm at Troy, Northminster
25	Presbytery Meeting
November 2011	
1	Taizé Worship 7:00 pm at Dearborn, Littlefield
6	Daylight Savings Time Ends - set clocks back one hour
15	Taizé Worship 6:30 pm at Bloomfield Hills, Kirk in the Hills
17	Taizé Worship 7:00 pm at Troy, Northminster
22	Presbytery Meeting
24	Presbytery Office Closed Thanksgiving
December 2011	
6	Taizé Worship 7:00 pm at Dearborn, Littlefield
10	Men's Advent Communion Breakfast
15	Taizé Worship 7:00 pm at Troy, Northminster
20	Taizé Worship 6:30 pm at Bloomfield Hills, Kirk in the Hills
22-26	Presbytery Office Closed Christmas Holiday
29-Jan 2	Presbytery Office Closed New Year Holiday

XXX