

**REPORT ON THE COMMITTEE ON MINISTRY**

**RECOMMENDATIONS TO THE PRESBYTERY**

**THE COMMITTEE ON MINISTRY RECOMMENDS THAT PRESBYTERY:**

- 1. BY MOTION, recommend that** the presbytery commission **Ruling Elder Ruth Azar** to serve as a CRE in her role as Executive Director of The Second Mile Center, effective July 1, 2018, renewable twice for a total of three years. The commission includes permission to serve communion only at Second Mile Center, per COM policy on CREs, with an elder or deacon present, ordinarily from Grosse Pointe Memorial Church, or someone designated by them. Communion dates will be approved by the Grosse Pointe Memorial Church session, in advance. The commission also includes permission to do baptisms, per COM policy on CREs, with the agreement of the Grosse Pointe Memorial Church session, in advance. Baptisms will be recorded on the rolls at Grosse Pointe Memorial.

COM, **by motion**, approved the position of Executive Director of The Second Mile Center in Detroit as a validated ministry in the Presbytery of Detroit and approved the Covenant of Support between Grosse Pointe Memorial Church, The Second Mile Center, the Presbytery of Detroit and CRE Ruth Azar. For the past fourteen years, Ruling Elder Ruth Azar has become a “pastor” in a setting where many ordained clergy would not be effective. Through the ministry of The Second Mile Center in Detroit, Ruth has provided pastoral care to countless individuals in very difficult circumstances. In an effort to have more credibility in her neighborhood as a pastor and to be able to fully minister to those who worship at The Second Mile Center, Ruth approached the Committee on Ministry to consider designating her position as Executive Director of The Second Mile Center as a validated ministry in the presbytery and that the presbytery commission her to serve in the position as a Commissioned Ruling Elder. For almost two years, the Pastor Support and Credentials subcommittee of the Committee on Ministry has worked with Ruth, the Session of Grosse Pointe Memorial, The Rev. Dr. Peter Henry, pastor of Grosse Pointe Memorial and the Board of Directors of The Second Mile Center to create a covenant which assigns responsibilities and oversight to all parties involved.

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***Retirements***

1. **BY MOTION, recommend that the presbytery approve** the retirement of the **Rev. Elizabeth Downs** effective April 1, 2018 and granted her the status of Honorably Retired.

**The following actions were taken by the Committee on Ministry in the months when there was no presbytery meeting, under the powers granted to the committee by the presbytery to act in those months.**

***Calls/Contracts***

1. **BY MOTION, approved** the Full time Interim Pastor contract between the **Rev. Robert Sheldon** and **University Presbyterian, Rochester Hills** effective March 19, 2018. Terms of Call: Salary-\$49,000, Housing Allowance \$30,000, Value of Manse (not paid in cash) \$23,700, Self-Employment Contribution Act Reimbursement \$7,858, BOP Medical \$25,675, BOP Pensions \$11,297, BOP Death/Disability \$1,027, BOP Dental \$905, Study Allowance \$1,000, Professional Expenses \$6,000. Total compensation: \$156,461. One-time moving expenses not to exceed \$22,000. Vacation-4 weeks including 4 Sundays; Study Leave- 2 weeks including 2 Sundays. The church will pay for and allow time for the Interim Pastor to attend one of the Presbytery's Pastors in Transition retreats.
2. **BY MOTION, approved** the Full time Interim Pastor contract renewal between the **Rev. James Faile** and **Allen Park Presbyterian** effective April 17, 2018. Terms of Call: Salary-\$40,000, Housing Allowance \$25,000, Social Security \$4,973, Medical \$15,925, Pension \$7,150, Death & Disability \$650, Automobile Mileage \$2,000, Continuing Education \$1,200, Medical Deductible \$1,000. Total compensation-\$97,898. Vacation-4 weeks including 4 Sundays; Study Leave-2 weeks including 2 Sundays. The church will pay for and allow time for the Interim Pastor to attend one of the Presbytery's Pastors in Transition retreats.
3. **BY MOTION, approved** the Full time Temporary Supply Associate Pastor contract between **Orchard Lake Community Church** and the **Rev. Linda Cochran** effective April 23, 2018. Terms of Call: Salary \$33,000, Housing Allowance \$33,000, Pension/RSP salary deferral \$4,000, Travel \$2,500, Study Leave \$1,500, Reimbursable Moving Expenses \$2,000, Retirement Savings contribution \$2,000. Total compensation: \$78,000. Vacation-one month including 4 Sundays; Study Leave-2 weeks.
4. **BY MOTION, approved** the Parish Associate Covenant between **Kirk in the Hills** and the **Rev. Keith Provost** effective April 1, 2018. This is a volunteer position for estimated 10 hours per month. Compensation will be to reimburse for travel and professional expenses only, approximately \$1,000/year.

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5. **BY MOTION, approved** the six-month part-time (.6 time) Stated Supply Pastor contract between **Calvary, Ann Arbor** and the **Rev. Keith Cornfield** effective June 16, 2018 and renewable on an annual basis. Terms of Call: Salary \$6,140, Housing \$32,650, Social Security Reimbursement \$2,970, Professional Expenses \$2,240. Total Compensation: \$44,000. Vacation-5 weeks including 5 Sundays; Study Leave-2 weeks including 2 Sundays.
6. **BY MOTION, approved** the part-time (20 hrs.) Interim Pastor contract between **Westminster, Ann Arbor** and the **Rev. Dr. Judy A. Shipman** effective June 1, 2018. Terms of Call: Salary \$30,000. Mileage to be reimbursed at the current IRS rate. Vacation-one month including 4 Sundays; Study Leave-2 weeks including 2 Sundays.
7. **BY MOTION, approved** the part-time (20 hrs.) Interim Pastor contract between **Westminster, Ann Arbor** and the **Rev. Dr. Brewster Gere** effective June 1, 2018. Terms of Call: Salary \$30,000 Mileage to be reimbursed at the current IRS rate. Vacation-one month including 4 Sundays; Study Leave-2 weeks including 2 Sundays. Dr. Gere will moderate the session and be the head of staff.
8. **BY MOTION, approved** the extension of the Parish Associate relationship between the **Rev. Dan Heaton** and **Mt. Clemens First** until July 8, 2018. COM is making an exception to our policy on Parish Associate relationships on a one-time basis to allow the Rev. Heaton to go on a previously scheduled youth mission trip.
9. **BY MOTION, approved** the Full time Interim Pastor contract renewal between the **Rev. Daniel Michalek** and **Faith Community Presbyterian, Novi** effective March 15, 2018. Terms of Call: Salary-\$65,370, Housing \$12,000, Reimbursable Expenses (professional expenses, family medical co-pays, study leave, etc.)-\$11,970. Total compensation-\$89,340. Vacation-4 weeks including 4 Sundays; Study Leave-2 weeks including 2 Sundays. The church will pay for and allow time for the Interim Pastor to attend one of the Presbytery Pastors in Transition retreats.
10. **BY MOTION, approved** the Part time Interim Pastor contract renewal between the **Rev. Mary Bahr Jones** and **New Life Presbyterian, Sterling Heights** effective April 16, 2018. Terms of Call: Salary-\$16,902, Housing Allowance \$30,000, Self-Employment Contribution Act Reimbursement \$3,588, BOP Medical \$11,725, BOP Pensions \$5,159, BOP Death/Disability \$469, Dental (family) \$1,632, Supplemental life (spouse)-\$258, Medical Reimbursement \$2,000, Continuing Education/Study Allowance-\$1,000, Professional Expenses-\$1,500. Total compensation-\$74,233. Vacation-4 weeks including 4 Sundays; Study Leave-2 weeks including 2 Sundays. The Church will pay for and allow time for the Interim Pastor to attend one of the Presbytery's Pastors in Transition retreats.

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***Commissions***

1. **BY MOTION, approved** the Administrative Commission for the installation of the **Rev. Matthew Nickel** on April 29, 2018 at **Jefferson Avenue Presbyterian**: Moderator the Rev. Dr. John Judson, Teaching Elders Rev. Adam Grosch, Rev. Emma Nickel and Rev. Paul Stunkel and Ruling Elders Kathi Johnson and Sue Acton.

***Dissolutions***

1. **BY MOTION, approved** the dissolution of ministry between the **Rev. Peggy Casteel Houston** and **Mt. Clemens First**. She will use 4 weeks of unused vacation in May, the church will pay her June, July and August and if she still has received a call, the church will continue to pay her through November, 2018 (salary ends after 6 months).

***Information***

1. **BY MOTION, approved** the revised Covenant of Relationship between Pastor Emeritus Howard Soehl and First Presbyterian Church Howell.
2. **BY MOTION, approved** the position descriptions for a **Temporary Supply Pastor for Calvary, Detroit; Interim Pastor for St. Thomas Shelby Township; and Assistant Pastor for the Korean Presbyterian Church of Metro Detroit**.
3. **BY MOTION, approved** the validated ministry of the **Rev. Arthur Oberg** as chaplain at Assured Hospice.
4. **BY MOTION, approved** adding the **Rev. Dr. Kenneth Kaibel** and the **Rev. Kevin Johnson** to the Pulpit Supply list.

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5. **BY MOTION, approved** At-Large Status to the following:
  - The **Rev. Linda Anderson**
  - The **Rev. Lindsey Anderson**
  - The **Rev. Jill Mills**
  - The **Rev. Mary Elizabeth Prentice-Hyers**
  - The **Rev. Deborah Knott-Forger**
  - The **Rev. Evans McGowan**
  - The **Rev. Robert Harris**
  - The **Rev. Duke Morrow**
  - The **Rev. Kathleen Doyle-Hohf**
6. **BY MOTION, approved** the request of the Session of the **Westminster Detroit** to name the **Rev. William Fuerstenau** as Pastor Emeritus.
7. **BY MOTION, approved** the request of the Session of Faith Community Church, Novi to name the **Rev. Richard J. Henderson** as Pastor Emeritus.
8. **BY MOTION, approved** the position of Staff Chaplain at C.S. Mott Children's Hospital at the University of Michigan as a validated ministry in the Presbytery of Detroit.
9. **BY MOTION, approved** The Presbytery of Detroit Process for Clergy Coaching.
10. **BY MOTION, approved** the Relay Succession Model for **St. Paul's Presbyterian Church**.
11. **BY MOTION, approved, upon request from the church, approved** a ruling elder, **Mr. Edwin Fabre**, to serve sacraments at Calvary, Detroit during the Interim period for the months of June, July and August. This is a one-time approval for the church as they seek an Interim Pastor.
12. **BY MOTION, approved** the **Rev. Dr. Roxie Davis** to moderate the session at **St. Thomas, Shelby Township**, until an interim is in place.
13. **BY MOTION, approved** the **Rev. Mary Austin** to moderate the session at **Mt. Clemens First**.
14. **BY MOTION, approved** up to \$1500 to support a pastor to attend Interim Training.



## A Covenant of Support

Between Grosse Pointe Memorial Church,

the Second Mile Center, the Presbytery of Detroit and Ruth Azar

Whereas Ruth Azar is a ruling elder in the Presbyterian Church (USA), a member of Grosse Pointe Memorial Church (GPMC), under care of the Session of GPMC and executive director of an outreach ministry supported by GPMC;

and in order to expand and deepen the ministry of Ruth Azar at the Second Mile Center (SMC) of Detroit by providing her with a supervisory relationship to satisfy the Committee on Ministry (COM) of the Presbytery of Detroit's (PoD) requirements of a validated ministry for a Certified Ruling Elder (CRE);

The Session of GPMC, in consultation with the Committee on Ministry of the Presbytery of Detroit, enters into a covenant of support with Ruth and the SMC. This covenant of support includes but is not limited to the following:

- 1.) Responsibility for and indirect supervision of the worship life of SMC by the Session, including responsibility for the approval of the administration of the Sacraments at the SMC by Ruth.
  - a. When baptisms are requested, Ruth Azar will take responsibility for preparation for baptism. This will include parents/guardians or grandparents or sponsors of the person to be baptized if that person is under the age of 12.
  - b. Those who are baptized will be entered into the rolls of GPMC.
  - c. GPMC will assume the responsibility for per capita payments for people baptized through the SMC.
  - d. Communion will ordinarily be celebrated on regular, set dates approved by the Session of GPMC. Any additions or changes are subject to Session approval.
  - e. GPMC will provide a ruling elder and/or deacon from its membership or an appropriate representative (ruling elder and/or deacon or Minister of Word and Sacrament from another PCUSA congregation) whenever a sacrament is administered.
- 2.) A yearly visitation by Ruth with the GPMC Session and Liaison from the Committee on Ministry in order to renew the covenant and to determine other ways, if appropriate and approved, that GPMC could supervise and support the worship life of the SMC.
- 3.) Pastoral support and guidance of Ruth's ministerial role (worship and sacraments) at the SMC, including consultation on pastoral care, through at least 6 contact hours a quarter with members of the pastoral staff of GPMC.
- 4.) In support of this covenant, the Presbytery of Detroit through its Committee on Ministry will appoint a liaison who will be in communication with Ruth Azar, the Session of GPMC, and SMC to facilitate the flourishing of this ministry.

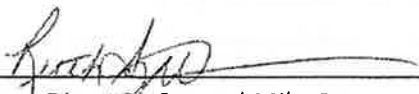
This covenant shall be renewed annually by all parties named above. It does not interfere with or eliminate the need for financial and administrative oversight of Ruth and the SMC by a SMC Board of Directors. Said Board is still responsible for all other activities and personnel of the SMC and any legal, financial and insurance liabilities related to its work. While a member of GPMC and under the supervision of the Session, this covenant does not grant to Ruth any status as a member of the staff nor any compensation, benefits, titles, rights or privileges normally accorded to a GPMC staff member.

As a Commissioned Ruling Elder serving in this validated ministry, Ruth Azar will be responsible for abiding by the terms of the Sexual Misconduct Policy and Procedures of the Presbytery of Detroit, and the terms of the Statement of Professional Ethics of the Presbytery of Detroit. Ruth will be responsible for regularly reviewing and following any changes in these two policies, including signing forms when required.

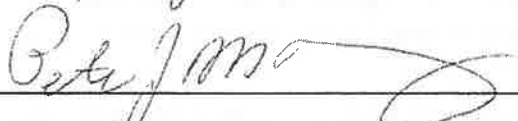
This covenant is contingent upon the continuation of the covenant between the SMC and the PoD and Ruth's continued status as a CRE. This covenant/contract may be terminated at any time by mutual agreement of the parties listed above with one month's notice, provided there is prior consultation with and eventual concurrence by the Committee on Ministry.

The termination of that covenant or the discontinuation of her certification as a CRE would terminate this covenant between the Session of GPMC, Ruth, the PoD, and the SMC.


This covenant and contract is for a period of one year beginning on July 1 2018 and maybe renewed thereafter by mutual agreement of all the parties involved for up to one year at a time.

  
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Ruth Azar, Director, Second Mile Center


6-5-2018  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
The Rev. Dr. Peter J. M. Henry, Moderator of Session  
Grosse Pointe Memorial Presbyterian Church


5-29-18  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
William Ball, Clerk of Session  
Grosse Pointe Memorial Presbyterian Church

6-4-2018  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
The Rev. Adam Grosch  
President of the Board of Directors, Second Mile Center

6-7-18  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
The Rev. Mary Austin,  
Moderator, Committee on Ministry, Presbytery of Detroit

6/6/18  
\_\_\_\_\_  
Date



## Ruth Azar -Statement of Faith

I believe in the Trinity. God is “one God in three persons” as Father, Son and Holy Spirit. I believe they are all equal in power and glory. I believe in God the Father, Provider, Protector and the Almighty. I believe God is the creator of heaven and earth and that men and women are created equally in God’s image. I believe that God created us to know and love God with all our heart and to commune, worship and praise God forever.

In order to restore our relationship with God, God sent Jesus Christ the only begotten Son to earth for redemption of humanity, restoring our relationship with the Father. Jesus came to earth to live with us being fully human and fully divine and remained without sin and in perfect obedience to the Father. This was done in fulfillment of the words God proclaimed by the holy patriarchs and prophets. Christ is the one who reconciles us back with God giving us the gift of salvation through his blood. I believe Jesus Christ suffered, was crucified, died, was buried and descended to hell. He was raised from the dead defeating sin, corruption and death. Christ ascended into heaven and is seated at the right hand of God and reigns with the Father Almighty.

I believe in God, the Holy Spirit, our helper and comforter. Through preaching and the reading of Scripture, the Holy Spirit awakens hope, love and faith. As we allow the Holy Spirit to work in us, our nature is transformed to the image of Christ moving us in a direction that brings glory to God.

I believe in the two sacraments both instituted by Christ. Baptism is the outward demonstration of inward faith; with the Holy Spirit taking away our sins. God claims us as God’s own beloved children. We are received in the covenant community of the Church through baptism. The Lord’s Supper was instituted by Christ as a means to remember Him. But, the sacrament is more than that. The Lord’s Supper is a reminder of all that Christ did for us as a living sacrifice; suffering at the cross, shedding his blood and giving his body for us which creates a new covenant in Christ. In this sacrament, we receive Christ’s love and we recognize the power of Christ’s reign over the earth which is proclaimed.

I believe that the church is the community of believers where we hear the Word preached and where we engage in corporate confession, prayer and celebrate the sacraments. The church proclaims, supports, encourages and fulfills the Great Commission given by Christ.

I believe the Holy Scripture is the inspired Word of God. Scripture is a record of God’s activity with God’s people and continually reveals God to us through the Holy Spirit.

I believe that Christ will come again to judge the living and the dead. He will establish his millennial kingdom. At that time, I believe that God is going to recreate all things anew, recreate a new heaven, a new earth and life everlasting. Amen.

## Ruth Azar-Biography

My parents came to America to give their five children a better life. My father came from Syria and my mother from Lebanon. After arriving in America they had three more children. We lived in Detroit on the East Side on a "melting pot" block. Our home was divided between the children born in Lebanon and those born in America. I felt discrimination within our family. Tragedy struck my family when I was nine, my father died attempting to save another man's life in a construction accident. My mother blamed God for taking her husband and so did I. Within months of middle school, my family moved so the children could attend Grosse Pointe Schools. A teacher in high school realized I had a gift in accounting and I began my career in accounting before my senior year. In spite of disbelief in God, I prospered in my personal and business life. Nevertheless, each time I encountered trials, I blamed God.

I have two natural children, seven other children I have raised and many more who have resided (and still do) in my home. Throughout the years, I volunteered for many secular organizations. In 2004, I had a thirst for the Word and began reading the Bible each morning. The void in my life disappeared. In spring 2005, while on a mission trip in Mexali, Mexico, God spoke to me, "Follow." With the support of the Presbyterian Women in Detroit, in 2007, The Second Mile Center of Detroit doors were opened. In 2010, it became clear that God was calling me as a CRE. I attended, the Maumee Valley CRE Program which included online classes through University of Dubuque Theological Seminary. I completed an internship at First Presbyterian Church of South Lyon. I am a member of Grosse Pointe Memorial Church and am an ordained Elder and Deacon in the PC (USA). I serve for the Presbytery of Detroit and the Synod of the Covenant. Today, eleven years after opening The Second Mile Center of Detroit, God's call is still fervently in my heart as we proclaim and exclaim the love of Jesus Christ!

### 2018 Non-Reporting Churches and Pastors

Pursuant to the Book of Order, the Presbytery must act on all terms of call issued by sessions and congregations.

The following have failed to make a timely report this year:

Ann Arbor, First	Blair Buckley
Ann Arbor, First	Eric Koenig-Reinke
Lincoln Park	Kara Hildebrandt
Pontiac, First	Laura Kelsey (2 <sup>nd</sup> year)



Terms of Call 2018  
Presbytery of Detroit

CHURCHES	Membership Position	DETAILED LIST OF ITEMS INCLUDED IN THE STANDARD CALL										SUMMARY OF ITEMS INCLUDED IN THE STANDARD CALL						
		Ch's Salary	Ministry & Utility Allowance	BASIC COMPENSATION - Mansor	Flw. Support (Description)	Flw. Support (Amount)	Phon. Dir. (Description)	Phon. Dir. (Amount)	SECA Allow. (Description)	SECA Allow. (Amount)	Other Items (Description)	Other Items (Amount)	Base Corpn.	Benefits	Expenses	Grants/Other (Package)	Change over 2017	
FERNDALE BRAYTON AVE	71 PASTOR	\$28,536	\$37,700	\$1,503		\$27,797	\$5,747	\$1,300	\$3,500					\$75,126	\$33,544	\$6,303	\$114,973 Higher	
J. SCOTT MILLER	63 PASTOR	\$0	\$12,350	\$2,550		\$0	\$0	\$400						\$12,350	\$0	\$2,950	\$15,300 Higher	
FORT GRATIOT/LAKE SHORE	108 PASTOR	\$9,000	\$36,320	\$3,467		\$19,078	\$3,467	\$1,000	\$1,500 Misc.					\$45,320	\$22,545	\$4,235	\$72,100 Higher	
RUTHANNE HERRINGTON	486 PASTOR	\$33,000	\$34,405	\$7,000		\$30,365	\$6,600	\$0	\$757					\$62,605	\$37,165	\$7,757	\$120,827 Same	
GROSSE ILE	VACANT ASSOCIATE																	
GROSSE PTE MEMORIAL	1,148 PASTOR	\$77,383	\$63,985	\$2,400		\$47,928	\$9,731	\$2,100	\$6,700					\$141,368	\$57,659	\$8,800	\$210,227 Higher	
SARAH GORBERGHERE	ASSOCIATE	\$32,594	\$28,098	\$1,600		\$23,277	\$4,643	\$2,000	\$2,000					\$60,692	\$28,086	\$5,600	\$84,378 Higher	
GROSSE FONTE WOODS	165 PASTOR	\$38,810	\$30,500	\$440		\$23,981	\$4,552	\$1,694	\$2,033					\$62,910	\$27,829	\$4,167	\$84,906 Higher	
EDWARD DUNN	VACANT ASSOCIATE																	
HIGHLAND PARK / PARK UNITED	39 PASTOR																	
HOWELL FIRST	262 INT. PASTOR	\$16,500	\$38,000	\$1,000		\$2,400	\$2,429	\$2,450	\$1,500					\$7,800	\$27,021	\$3,950	\$88,871 Same	
JUDITH McWILLIAN	119 PASTOR	\$49,886	\$24,270	\$5,000		\$28,415	\$5,673	\$1,000	\$1,500					\$76,796	\$33,564	\$7,500	\$118,393 Higher	
KELIEE WHITLOCK	CRE	\$61,200	\$0	\$900		\$4,800	\$0	\$900	\$900					\$61,200	\$4,900	\$900	\$67,008 Higher	
KATHLEEN MACKIE	171 PASTOR	\$33,301	\$16,500	\$1,092		\$22,154	\$4,177	\$1,100	\$4,900					\$54,601	\$26,331	\$6,095	\$88,021 Same	
PAUL STUNKEL	137 PASTOR	\$31,939	\$29,194	\$1,973		\$24,251	\$4,677	\$1,000	\$1,750					\$61,133	\$29,928	\$4,722	\$94,784 Higher	
JOEL PONTINGAM	110 PASTOR	\$25,000	\$5,000	\$750		\$17,924	\$3,443	\$2,000	\$3,500					\$45,000	\$21,387	\$6,250	\$72,617 Same	
MILAN PEOPLES	488 PASTOR	\$50,107	\$33,000	\$2,400 BECA Extra		\$34,933	\$6,884	\$1,000	\$2,500					\$69,991	\$41,817	\$5,900	\$137,708 Higher	
BRYANT M. ANDERSON	308 PASTOR	\$55,994	\$40,000	\$3,900		\$39,937	\$7,344	\$1,680	\$4,500					\$98,609	\$47,131	\$9,700	\$155,240 Higher	
NORTHVILLE FIRST	VACANT ASSOCIATE																	
ROBERT ALLEN	287 INT. PASTOR	\$65,370	\$12,000	\$1,063		\$2,068	\$6,363	\$1,500	\$3,500					\$83,171	\$38,769	\$6,083	\$128,966 Higher	
ORCHARD LK COMMUNITY	722 PASTOR	\$51,263	\$28,000	\$33,000		\$0	\$0	\$1,500	\$2,500				\$4,000	\$70,000	\$0	\$8,000	\$78,000 Same	
PAUL THWAITE	ASSISTANT	\$33,000	\$33,000	\$1,000		\$20,800	\$3,000	\$1,000	\$6,400					\$54,640	\$23,800	\$8,400	\$85,840 Same	
LINDA COCHRAN	794 INT. PASTOR	\$90,290	\$40,000	\$4,100		\$29,300	\$5,413	\$2,000	\$3,675					\$154,290	\$0	\$7,890	\$162,180 Same	
PL YOUTH FIRST	ASSOCIATE	\$31,627	\$39,132	\$4,100		\$29,300	\$5,413	\$2,000	\$3,675					\$70,759	\$34,713	\$9,775	\$155,247 Higher	
JANNE SCHAEFER	VACANT ASSOCIATE																	
EMILY CAMPBELL	155 PASTOR	\$89,429	\$19,300	\$913		\$10,231	\$3,586	\$1,200	\$1,500					\$96,269	\$10,731	\$3,000	\$110,000 Same	
PONTIAC FIRST	ASSOCIATE	\$27,540	\$19,300	\$750		\$13,920	\$6	\$500	\$500					\$46,920	\$20,949	\$3,613	\$71,482 Lower	
LAURA KELSEY	21 PASTOR	\$43,785	\$23,000	\$1,336		\$26,342	\$5,105	\$1,000	\$2,000					\$66,785	\$31,451	\$4,336	\$102,572 Higher	
PONTIAC JOSLYN AVE	VACANT	\$39,640	\$15,000	\$1,000		\$20,800	\$3,000	\$1,000	\$6,400					\$54,640	\$23,800	\$8,400	\$85,840 Same	
PORT HURON FIRST	408 PASTOR	\$48,000	\$30,000	\$23,700		\$38,804	\$7,857	\$1,000	\$6,000					\$102,700	\$46,761	\$7,000	\$156,461 Same	
LJASON PITTMAN	64 PASTOR	\$29,408	\$27,023	\$1,442		\$21,985	\$4,317	\$1,272	\$2,346					\$56,631	\$26,282	\$5,060	\$87,773 Higher	
REFORD ST. JAMES	585 INT. PASTOR	\$89,429	\$0	\$913		\$10,231	\$3,586	\$1,200	\$1,500					\$96,269	\$10,731	\$3,000	\$110,000 Same	
PAUL BOSQUETTE	624 ASSOCIATE	\$27,540	\$19,300	\$750		\$13,920	\$6	\$500	\$500					\$46,920	\$20,949	\$3,613	\$71,482 Lower	
ROCHESTER UNIVERSITY	PT PASTOR	\$0	\$25,979	\$750		\$13,920	\$6	\$500	\$500					\$25,979	\$13,920	\$1,750	\$41,549 Same	
ROBERT SHELDON	55 3/4 TIME PASTOR	\$15,327	\$14,400	\$0		\$13,634	\$2,244	\$1,000	\$1,500 Misc.					\$29,367	\$16,763	\$3,700	\$49,680 Higher	
JOANNA DUNN	325 PASTOR	\$41,673	\$25,979	\$1,389		\$28,983	\$5,464	\$1,500	\$4,000					\$70,732	\$34,447	\$5,500	\$108,986	
ROYAL OAK FIRST	287 INT. PASTOR	\$43,500	\$21,000	\$1,389		\$4,934	\$5,312	\$0	\$3,000					\$69,434	\$31,002	\$4,389	\$104,825 Higher	
PAOLA MELANOS	VACANT																	
ROYAL OAK STAR	72 INT. PASTOR	\$33,960	\$23,801	\$605		\$23,075	\$2,598	\$1,200	\$6,000					\$62,361	\$26,673	\$6,005	\$96,039 Higher	
MARIANNE GRANO	972 PASTOR	\$51,142	\$40,000	\$1,800		\$41,475	\$4,693	\$1,000	\$10,200 Phone					\$91,542	\$39,468	\$16,000	\$147,010 Same	
ST. CLAIR SHORES HERITAGE	ASSOCIATE	\$30,000	\$30,000	\$1,800		\$24,672	\$2,945	\$1,000	\$7,500 Call & Inter					\$63,139	\$24,027	\$10,000	\$102,320 Same	
KENNETH BOLT	ASSOCIATE	\$31,000	\$30,000	\$610		\$23,709	\$2,769	\$1,000	\$4,800 Misc.					\$63,139	\$24,027	\$10,000	\$97,763 Same	
ST. CLAIR SHORES LAKE SHORE	287 ASSISTANT	\$28,000	\$22,000	\$1,800 MISC		\$27,869	\$2,769	\$1,000	\$7,200					\$61,000	\$27,813	\$9,000	\$97,813 Same	
JADAM GORSCH	402 PASTOR	\$43,500	\$21,000	\$1,389		\$4,934	\$5,312	\$0	\$3,000					\$69,434	\$31,002	\$4,389	\$104,825 Higher	
SALINE	VACANT																	
JAMES MONNETT JR	72 INT. PASTOR	\$33,960	\$23,801	\$605		\$23,075	\$2,598	\$1,200	\$6,000					\$62,361	\$26,673	\$6,005	\$96,039 Higher	
SHELBY ST THOMAS	972 PASTOR	\$51,142	\$40,000	\$1,800		\$41,475	\$4,693	\$1,000	\$10,200 Phone					\$91,542	\$39,468	\$16,000	\$147,010 Same	
VACANT	ASSOCIATE	\$31,000	\$30,000	\$610		\$23,709	\$2,769	\$1,000	\$4,800 Misc.					\$63,139	\$24,027	\$10,000	\$97,763 Same	
SOUTHFIELD KOREAN	ASSISTANT	\$28,000	\$22,000	\$1,800 MISC		\$27,869	\$2,769	\$1,000	\$7,200					\$61,000	\$27,813	\$9,000	\$97,813 Same	

