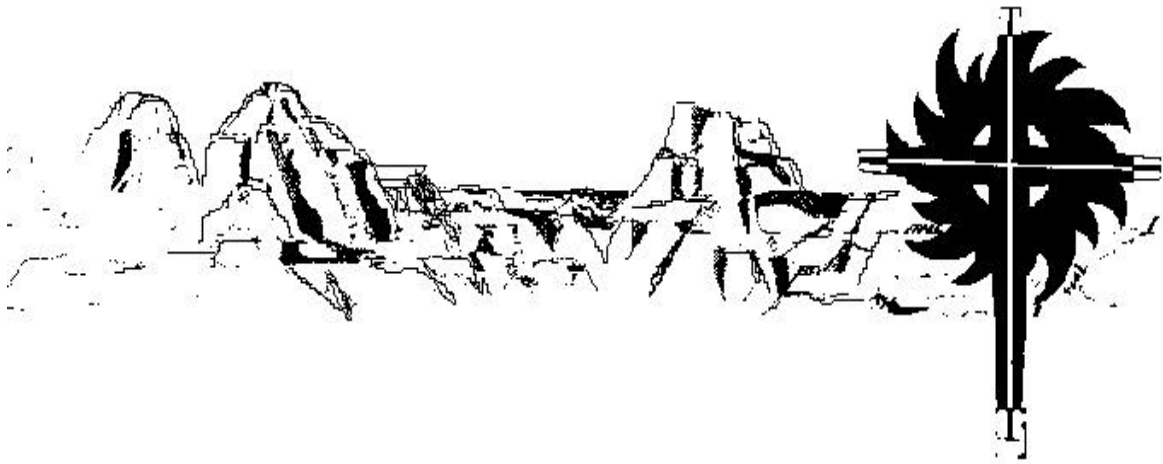


2003 Committee Annual Reports



Presbytery of Grand Canyon

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Annual Report of the Executive Presbyter

2003 started out with great optimism that the ministry and mission of Grand Canyon Presbytery would continue with only modest adjustments due to the depressed national economy. By March we realized that the financial challenges would be greater than we had hoped. The level of General Mission giving from our congregations did not match our conservative expectations.

I made inquiries among our ecumenical partners and learned that we were not alone with our financial crunch. If misery loves company, we had plenty of it. Denominations and non-profit organizations across the board experienced severe financial difficulties throughout 2003.

I made known our situation by phone calls, letters, and emails, and the Budget Committee and Council went to work in the spring to address the shortfall. With assistance from the Stewardship, Mission and Communications Development Committee, plans were made and set in motion to communicate with all our congregations about the mission of the presbytery. In the process, we discovered that many people in our churches did not know about the extensive investment Grand Canyon Presbytery makes in support of our own churches. A third of our congregations receive financial support from the presbytery mission budget. In response to the shortfall, program areas of the 2003 budget were cut drastically, and members of the presbytery staff agreed to cut back on travel expenses, in order to protect mission support promises made to churches.

The presbytery owes considerable thanks to many people who contributed time, energy, and decision-making ability to address our problems. I want to acknowledge four people in particular for their efforts. Stated Clerk Dick Coffelt produced a great deal of historical material that helped shape our discussions. He was especially helpful with preparation for the 2004 budget. Rocky Mackey, Chair of Stewardship, Mission, and Communications Development, used her organizational and literary skills to get us moving toward resolution, and with the help of Shelly Moe, developed *Operation Communicate* to train a cadre of volunteers to make face to face

contact with churches. And Gloria Wilson chaired the Budget Committee through the entire process, providing the insight and motivation needed so the committee could make the hard but necessary decisions about funding. This is not an enviable task, but Gloria accomplished it with grace and good humor.

Many churches and individuals have responded to our need, and as I write this report, it appears that thanks to the generosity of these churches and individuals, the presbytery will reach the end of 2003 with a zero balance but no deficit in our revised and reduced 2003 budget. Our mission promises to churches and other causes were not cut and will be met in full.

Difficulties surfaced between the Presbytery of Grand Canyon and the Synod of the Southwest mid-year. The presenting issue was the decision of the synod to leave the Interchurch Center partnership and relocate the synod office. This move created a potential negative financial impact on the presbytery. A great deal of energy and time has been spent on resolving the situation, and I am pleased to report that considerable progress has been made to reduce the tension.

However, as a result of the synod's move, the remaining partners are not in a position to continue supporting the costs of the ICC property, and in November, the ICC Board voted to put the property on the market. Thus it is likely that sometime in 2004, the Presbytery of Grand Canyon will move into new office space. If possible, the remaining ICC partners (ELCA Synod, UCC Conference, DoC Conference, and PGC) would like to relocate together in one place, taking the Resource Center and Arizona Ecumenical Council along with us. If this is not feasible, our Council has assigned the Property Committee the task of identifying suitable space for the presbytery office, the Resource Center, and the Presbyterian Foundation.

Another major concern that came to the fore in 2003 is the funding of new church developments. Population is growing rapidly and there are many areas within the bounds of this presbytery with no congregations of the Reformed Tradition. Our opportunities for developing new churches are

significantly restricted, however, because of the large financial commitments needed for such enterprises today. Given prevailing generational dynamics, land, a church building, and a full program staff are needed at the beginning of the NCD process. Clearly this is expensive. My prayer is that churches and individuals who have the vision and desire to see new Presbyterian congregations blossom in our deserts and on our mesas will contribute to the presbytery's endowment fund, designating their gifts for New Church Development.

2004 is shaping up to be a year of transitions. Certainly we won't have any time to be bored. Despite the financial challenges ahead, I remain optimistic about the future of Grand Canyon Presbytery.

Grace and Peace,
Ken Moe

Our Journey Together **Report of the Stated Clerk**

We gathered as Presbyters from 70 Churches, six Chapels, two New Church Developments and four other worshipping fellowships five times in 2003 for worship, fellowship, and to conduct the business the presbytery must conduct itself or hear about the business entrusted to the care of the presbytery council and our twelve presbytery committees. Without the dedication and willingness of over 200 volunteers from our congregations and members of presbytery who serve on committees the work and mission of the presbytery could not be accomplished. Among some of happenings at the meetings held at Westminster, Faith, Valley, Wickenburg First and Horizon were these:

- Kate Wilmoth was installed as Moderator and she began ending each presbytery meeting with a Mystery Box. Inside the Mystery Box at the January meeting was this message. "Today is the first day of the rest of your life, showers of blessings." And Kate continued: "How is a brand new year like of box of chocolates? We never know for sure what's coming. But we do know that whatever comes, with God's help, we will work together and deal with it." (See Ken Moe's report to see how we dealt with the finances.)
- Gale Watkins, Pastor to Westminster, was elected Moderator elect.
- We experienced a variety of worship services including Traditional, Contemporary, Taizé and the highly participatory small group discussions during the November meeting where Rev. Dr. Howard Rice, Interim President of Cook College and Theological School delivered the sermon. We also celebrated The Lord's Supper at both the January and November meetings. Jim Longstreet's sermon at the Wickenburg meeting was unique as it was delivered with the help of a *PowerPoint* Presentation due to his confinement to bed at home recovering from surgery.
- Received a report from the Representation Committee on the subject of Handicap Accessibility directly following the March Presbytery Meeting Worship Service during which presbyters did some role-playing with some being in wheelchairs. Because some recommendations were voted on by taking a Standing Vote immediately following the presentation, a point of order was raised questioning whether it was appropriate to take "standing votes" in light of the Accessibility Report just heard.
- Viewed an exciting *PowerPoint* presentation sharing the mission activities of the Junior and Senior High Youth groups from Mountain View Presbyterian.
- The George Brooks award was presented to Bob Gerlach, our treasurer for the past six years, who received the award for his work in addressing the root causes of poverty and injustice through the work of Christ Haven, an outreach ministry of First Presbyterian Church, Mesa.
- Mary Jane Miles, called to be Stated Supply to First of Tuba City, was examined for ordination.
- Reginald Ragland was examined and commissioned to be Commissioned Lay Pastor to Southminster.
- Heard reports of the Guadalupe Administrative Commission at two meetings regarding work toward reconciliation; and at the second meeting relinquished original jurisdiction of the Session to a new Session.

- While commissioners to the 215th General Assembly (2003) gave their reports, photos from the assembly appeared on the screen.
- Learned how to better equip ourselves as leaders in nurturing competent, caring and responsible children and adolescents in a presentation and small group discussion of the Assets Building Program sponsored by the Arizona Ecumenical Council.
- Approved expansion of the website and changed the bylaws to enable the posting of Calls to Presbytery Meetings and the associated documents on the web to reduce the cost of mailings as well as approving, on a trial basis, having only four meetings per year versus five.
- Learned of the Presbyterian Pastoral Leadership Effort, or PLSE, a lay-inspired and lay-lead effort, funded by the Lilly Endowment, to design, develop and implement a program to identify and attract highly qualified leaders for positions of pastoral leadership by identifying and encouraging gifted, young people to consider parish ministry.

All of the above, and more, provided us with an opportunity to celebrate community and to joyfully offer ourselves to God and be equipped for God's service in the world through education and worship.

Dick Coffelt

Associate for Congregational Resourcing Rev José Olagues

While reminiscing recently, I recalled the first months of serving this presbytery. Five years ago, while attempting to become more familiar with the different congregations of the presbytery and their ministries, I was challenged. Valid questions were raised about who I was and why I wanted to visit. While not hostile, implied in the questions were some definite reservations. "WHY do you REALLY want to visit?" "IS there something WRONG?" "What is the PROBLEM?"

In cases of congregations away from the metropolitan area, frequently it followed: "No one from *the presbytery* has visited before, except when there are problems." While that line may

not have been necessarily true, the strong perceptions that presbytery staff did not have time (or desire) to visit the ministry overwhelmed me. This appeared to be the case even in situations where the congregation may have had a recent Committee on Ministry review. Needless to say many of the congregations, particularly small ones in rural settings, felt isolated.

I'm happy to report that, luckily today, I do not experience the same reservations when I visit the congregations of our presbytery. Many circumstances have contributed to this change. One of them has been pastors and elders becoming involved in the life of the presbytery through serving on a committee has contributed to their feeling a part of the presbytery. Another has been the sharing and getting to know the ministry of our sister congregations throughout the presbytery, in some cases leading to entering into partnership relationships. And yet one more has been the coming together for sharing and training opportunities in small groups in various geographical areas.

Efforts to continue to improve knowing each other's ministry have continued through the development and publication of the presbytery's *Mission Yearbook for Prayer and Study*. The fourth edition of this book, designed as a supplement to the denomination's *Yearbook*, will be distributed at the beginning of 2004. Congregations, sessions, study groups, and others in our presbytery are encouraged to become acquainted with the ministry of our sister congregations and are asked to pray for them.

Various training opportunities in a myriad of areas related to the ministry of our congregations continue to take place throughout the presbytery. During the year 2003, those areas included Elder & Deacon Training, Leadership Development, Church Revitalization, Stewardship and others. The locations were varied as well, with sessions from Yuma to Ganado, from Wickenburg to Sacaton and points in between.

My prayer continues to be for our presbytery's committees and congregations to continue searching for different and effective ways of doing ministry amongst all of us and within our diverse settings.

"Paz"

José

Associate for Native American Ministries

Rev. Judy Wellington

The year 2003 brought both challenges and opportunities for our American Indian ministries. The Committee on Native American Ministries worked on revising the bylaws and standing rules without taking away from the committee's role and responsibility. If you ever hear the question raised about the membership being restricted to elders and pastors from Native American churches, please remember the context that this intentional qualification addresses. No matter how marginal American Indian tribes may seem to the dominant society, there is still a self-understanding among Native peoples that Indian tribes and communities are viable sources of wisdom and vision for ministry. The current configuration of committee membership appears to be the most helpful at this time for fostering ownership and development of Indian ministries by Indian church members.

Throughout the year our next generation of elders worked to learn what they could about being faithful servants in their churches. Early in the year, two of our churches participated in the presbytery-wide new officers training held at Memorial Presbyterian Church in Phoenix. Two others sent church teams to participate in the Stewardship training held in Wickenburg and one other sent several elders from Chinle to Phoenix for Christian Education training (EVE) over six months. The Navajo Gathering sponsored a session records review over the summer that was a success. Little by little God's spirit is teaching us what it means to be the Presbyterian Church in this day and age on the reservation. More elder commissioners have attended presbytery meetings from Indian churches and are learning how presbytery mission support is something they can give and not just receive. Nine of our Indian churches contributed something to the presbytery mission budget in 2003. It's a start and I know God will bless this effort.

Several church sessions found themselves transitioning between moderators. There were retirements of the Rev. John Jacobs from the Sacaton Presbyterian Church and the Rev. Paul Stone from the Ganado Presbyterian Church. The Tuba City Presbyterian Church called the Rev. Mary Jane Miles in July after several years without a

minister. Blackwater, Gila Crossing, Vah-Ki, Ft. Defiance, Chinle, and Indian Wells all went through a change in session moderators.

The issues are complex and require a good deal of patience and pastoral care. Congregations without ministers or pastors need our prayers as they work to find stability and to follow a new vision of ministry.

In addition to working with Indian church sessions, the Committee on Native American Ministries, church leadership training, and providing pastoral care, I have communicated Native ministry issues in a variety of forms. I presented three workshops at the Presbyterian Women's National Gathering, providing both theological and practical discussions. Rev. Martha Sadongei and I made a presentation at the presbytery Fall PW Gathering. I have written for the presbytery newsletter in a way that I hope will contribute to a shared vision of the possibilities of new relationships and new ministries.

Your support of the presbytery mission budget goes in large part to Indian ministries and I thank you on their behalf. The hope that we have in Christ will lead us as we face the difficult issues of life together in this presbytery and life together as people of God.

Budget Committee

Each permanent and program committee of the Presbytery has a representative as a member of the Budget Committee. Budget requests come from the committees to the Budget Committee; the Budget Committee then recommends an annual budget to the Presbytery Council and the Council, through the Budget Committee, recommends the budget to the Presbytery.

It is important that the Presbytery understand the budget because it is the Presbytery that determines its priorities and responsibilities.

This year has been unfortunate because the budget had been based on the Mission pledges that had been given in 2002. However, the members of the committee had to continue to cut

the budgeted amounts for their committees because we had a shortfall of \$170,000. Although not all the figures for the year are in, we were able to meet our expenses for the year by cutting our mission ministries to a maintenance level and by using prior fund balances.

We believe that many of the Presbytery's congregations do not fully understand the priorities of the Presbytery and know about the good work that is done in the name of Grand Canyon Presbytery. To further communicate with members of our Presbytery, we formed **Operation Communicate!** Volunteers will be requesting times when they may make presentations and have conversations with your congregation, session, or mission committee to better communicate the Presbytery's priorities and needs.

Presbytery Council, as well as the Budget Committee, was committed to proposing a balanced 2004 budget for approval at the November Presbytery meeting. A number of parameters used to construct the budget were explained to the delegates at the Presbytery meeting and they approved the proposed budget.

The Budget Committee faithfully completed their work; now the onus is on the congregations to provide the funds to enable the committees to honor our priorities.

Gloria Wilson
Chair, Budget and Finance

Educational Ministries Committee

In 2003 the Educational Ministries Committee undertook several projects. A Saturday leadership training session was held for Elders and Deacons to help them to prepare for service in their churches.

A new curriculum workshop was offered in the Spring. Several events during the year brought many of our junior and senior high youth together. EMC supported the Older Adults Concerns and Celebrations committee (OACC) with the October church-wide meeting in Tempe in October; and the OACC Senior Service Awards Luncheon in April. Ministries at both NAU and Montlure continue to change and grow.

Helmi Fulton, EMC Chair

Evangelism and Church Development Committee

The work of the ECDC in 2003 focused on doors closing and doors opening. Much to our sadness the committee found itself in the position of recommending to the Presbytery that the new church development known as Northstar (Peoria North) be ended. A variety of causes led us to this action, not least of which were financial. The dollars originally budgeted for this project by the Presbytery and General Assembly were running out and with little to show. Attempts to raise capital to put this project in a building on the Presbytery-owned site also fell short of goal, and ultimately signaled the end for this valiant but small fellowship.

On a happier note, the committee continues to see various racial-ethnic doors opening, many of their own accord. We are currently working with the Maranatha Ethiopian Fellowship, meeting in the old Covenant property, on how to become a full-fledged congregation within our denomination. The Korean Ministry at Church of the Master was the beneficiary of special funding from the Presbytery that will allow them to determine the viability of such a ministry in that place. We continue to support the work of the Phoenix Metropolitan Area Bible Study, a project being carried out by a Filipino church in California who has a vision for mission in the Valley of the Sun. And, working together with our own Hispanic Ministries Committee, ECDC has supported developments at Dios Es Amor.

Of course, in addition to these major developments the committee continues to assist the work of the Presbytery in regard to evangelism, church redevelopment, and new church development. The committee is especially excited about the prospects for the Morningstar NCD (Reems Road) in the coming year, and asks for continued prayer and financial assistance to see that work through to a good end.

Brant D. Baker, Chair

Presbytery of Grand Canyon Endowment Committee

The Endowment Fund was created in 2000, in an effort to provide long-term support for the financial needs of the presbytery.

The aim of this fund is to receive and hold contributions and bequests with only the generated income being used for these purposes:

- * Native American, Hispanic, African American and Asian Ministries
- * New Church Development and Church Redevelopment
- * Presbytery Resources for Congregations
- * Other Appropriate Mission and Ministry

Because of ever reducing financial support from Synod and General Assembly our presbytery is attempting to become financially self-sustaining. As a result we need to generate more funds to offset this shortage of monies to manage our ministry and mission.

If we are to meet the ever increasing challenges for how we as a denomination shall engage in answering these needs in meaningful ways we must create new sources of income to respond faithfully.

Each of us is asked to seriously consider how we shall make our personal contribution to the ongoing work that the Presbytery of Grand Canyon is called upon to fulfill.

During the year the committee continued to invite pastors to a lunch describing how the Presbytery's Endowment Fund worked, how it was invested, and offering to be present with those in congregations who might wish to hear more about the fund as well as contribute to the fund. This is an ongoing task as we need to continually tell the story of what can be done with additional funds to support the above programs.

As of the end of the year, the Presbytery's Endowment Fund totaled \$18,554.

If you have questions please contact any member of the committee:

2003 Committee Members

Bernie Nord, Bob Lewis, Virginia Strachan,
Janet Arbesman, Gordon Farrar, Shirley Randolph,
Larry Jones, Jim Stull, Fran Park

Hispanic/Latino Ministries Committee

From the year 2003, I would like share with you some facts from our five Hispanic ministries: Betania Presbyterian Church, Guadalupe Presbyterian Church and the following three Fellowships: Dios Es Amor (West Phoenix), Nueva Vida en Cristo (Downtown Phoenix) and Yuma Ministry (Downtown Yuma).

Betania Presbyterian Church

1. The transitional pastoral process from a permanent pastor to interim pastor.
2. The process to search for an interim pastor.
3. Honoring Rev José Bibiloni on his retirement.
4. The arrival of Rev Hipólito N. Melendez as interim pastor.
5. The death of Marcela Hernandez, chair of the Hispanic Committee and member of Betania.
6. The election of Rev. Melendez as the new chair of the Hispanic Committee for the Year 2004.

Guadalupe Presbyterian Church

1. A new Administrative Commission was put in place to guide the future of the ministry of the church.
2. Pastor Juan Pablo Angulo, minister of the Presbyterian Church in Mexico, became the Temporary Supply of the church and provided pastoral care.
3. The training and ordination of two new Elders: Patricia Molina and Catalina Reyes.
4. Relinquished original jurisdiction of the Session upon the ordination/installation of the Elders-elect: Andres Molina, Jimmy Molina, Patricia Molina and Catalina Reyes. Administrative Commission is the chair of the Session.
5. Appoint the Rev. José Bibiloni (HR) and member of the Commission as Moderator of the Session.
6. Direct the Administrative Commission to remain in place for a period of up to twelve months for the purpose of consultation, advice and support to the new session.

Dios es Amor:

1. A local Committee was put in place by Betania Presbyterian Church's Session to represent the Dios es Amor's ministry before Betania Church's Session.
2. Since June, the ministry moved from Advent Lutheran Church to Christ Presbyterian Church at 6440 W. Indian School Rd., Phoenix.
3. The ministry is in the process to hire a part-time pastor or a temporary supply to provide a pastoral care for the congregation.
4. In the new location, over 30 people joined to worship God with us and 12 of them will become members of the church on January 25th, 2004.

Nueva Vida en Cristo:

1. The Elder Noé Hernandez (From Betania) re-started the Hispanic outreach program in the Coronado Neighborhood. (Downtown Phoenix at 12th street and Virginia Ave.)
2. Some of the outreach activities included home prayer meetings, worship services, neighborhood visitation, etc.
3. Around 30 people have been attending the weekly home prayer meetings.

Hispanic Ministry in Yuma:

1. The seminars, of the Mexicali Presbyterian Seminar; Oscar R. Qun is in charge of the pastoral care of 8 Hispanic families in Yuma (About 25 people). They meet weekly at the facility of First Presbyterian Church Yuma.
2. In October, The Hispanic Committee met with the sessions of First Presbyterian Church, Yuma and Sierra Vista Presbyterian Church to recognize their commitment for this ministry and to ask them for additional financial support to keep this ministry going.
3. The children's ministry, named Pioneer Club, is growing. There are 20 children participating and they have been meeting at the church every Wednesday.
4. Due to lack of transportation, our ministry began a transportation project to raise money to purchase a passenger van. If you would like to participate in this project, please call First Presbyterian Church in Yuma.

Renato E. Alvarez
Chair of Hispanic Committee

Committee on Ministry

The Committee on Ministry of the Presbytery of Grand Canyon fulfills the *Book of Order* responsibilities pertaining to relationships between pastors and churches. The COM assists congregations in the search process to fill pastoral vacancies, approves calls and contracts for pastoral services, as well as dissolutions of pastoral relationships, intervenes when conflicts arise between pastors and churches, offers pastoral support to ministers and sessions, conducts triennial visits with pastors and sessions, examines incoming ministers for membership in the presbytery, and commends retiring pastors for honorable retirement. The COM also recommends policies to the presbytery relative to COM's areas of responsibility.

The Vision of your Committee in Ministry is:

To serve as partners to the ministers and congregations of the Presbytery in order to promote vital congregations, effective pastors and healthy relationships. We will strive to know pastors and members (sessions), build trust and foster accountability and responsibility.

Your COM seeks to fulfill its responsibilities and live out its vision in service to the Church. The COM is comprised of 27 members who are Elders or Ministers of Word and Sacrament. The COM's work is assisted by presbytery staff, including Ken Moe, Dick Coffelt, Judy Wellington, Star Luteri-Hicks, Marcia McCabe, Linda Bailey and occasionally José Olagues. Collaboration with other presbytery committees is sought when the need arises.

In addition to attention to the duties enumerated above, your COM devoted significant blocks of time and energy to training in 2003. Under the direction of vice chairperson Elder JoAnn Jones, training sessions were held in addition to stated monthly meetings covering the responsibilities of COM, the various types of pastoral relationships (e.g., called pastor, interim, stated supply) and the implications of each, triennial visits, pastoral ethics, and conflict management. Your COM also sponsored a 2-day pastor/spouse retreat, a pre-retirement seminar under the auspices of the Board of Pensions. Parenthetically, I would recommend highly that any of church professionals and their spouses who have not had an opportunity to participate in one of these seminars do so.

The wealth of information provided is tremendous.

As my term as chairperson of your Committee on Ministry draws to a close, I would like to thank you for the opportunity to have served in this capacity for the past two years. Yes, at times the work has been challenging. At times we have had to deal with difficult situations. But, serving with my COM colleagues and our presbytery staff as we have sought to support our ministers and strengthen our churches has been a source of deep satisfaction, professionally and personally.

As the mantle of leadership is passed to our incoming COM chairperson, Elder Jeanette Miller, I can say that I have been truly blessed. I thank you.

David A. Choate, Chair

Committee on Native American Ministries

In 2003 the Committee on Native American Ministries met a total of 6 times. The meetings were held at different church sites throughout the year. Host churches included the Presbyterian churches at Salt River, Ft. McDowell, Lehi, Chinle, and the Federated Church in Flagstaff.

The work of the committee included actions in support of Native American college students and individuals pursuing development as church leaders. It will be some time before Native American churches will have fully self-supported ministries, but in the meantime our churches are working to develop the leadership they have in the absence of Commissioned Lay Pastors and ministers.

The committee encouraged and supported members from the churches with prayer and financial assistance where possible in the following activities:

- Presbytery-wide Stewardship Training in Wickenburg (3 church teams attended)
- Utah School on Alcoholism (Summer Program support from PAADA))
- Cook College and Theological School Lay Ministry Program
- Dubuque Seminary
- E.V.E. (Education for Volunteer Educators)
- Wee Kirk Conference

- Presbyterian Women's Fall Gathering at Cook College and Theological School
- Domestic Violence Workshop held for the community at Ft. Defiance PC

Committee discussions included the hopes brought from Ganado Presbyterian Church regarding the long term use of the Ganado grounds and future mission components. The committee also raised the issue of the Presbytery's and Synod's relationship to Cook College and Theological School and would like to pursue this issue in the new year.

The committee is thankful for all those elders who served faithfully during the year and looks forward to a new year with enthusiasm and joy in Christ.

Committee on Nominations

The *Book of Order* (0-9.0801) details the responsibilities of the Nominating Committee. The committee is to nominate persons to fill all vacancies on continuing committees (except the Nominating Committee), councils, boards, and other bodies that require election by either the presbytery or the synod. It also is to nominate people and churches to serve as commissioners to General Assembly and to the synod.

At its monthly meetings, the committee spends the majority of its time finding people to fill vacancies as they occur and to present nominees in November for the upcoming Class of 2006 as well as the chairperson of the various presbytery committees. Each Nominating Committee member has the responsibility of working with one or more of the other committees of presbytery by keeping in touch with their chairperson and bringing concerns and vacancies to the attention of our committee for action.

After discovering last year that the *Book of Order* suggests that the committee membership, except for Committee on Ministry and Preparation for Ministry, should be composed of 1/3 ministers, 1/3 laymen and 1/3 laywomen, the two *excepted* committees try for a balance of 1/2 ministers and 1/2 elders. As we keep emphasizing, it is critical that we receive the names of people who are willing to give their time and talents to make our committee system work.

Considering the large amount of area that our presbytery covers, the challenge of including persons from outside metropolitan Phoenix becomes more difficult every year. We also try to maintain a racial ethnic balance on our various committees. What we are discovering is that more and more people are working and unavailable for committee assignments compounding our challenges. We are also discovering increasing difficulty in getting commissioners, both adult and youth, for General Assembly and Synod.

We deeply appreciate the assistance that we received from our Presbytery Executive, Ken Moe and our Stated Clerk, Dick Coffelt. Without their help, our job would be much more difficult. I want to take this opportunity to say thank you to the members of the Nominating Committee for their dedication and hard work.

Submitted by Stan Burtless, Chair

Committee Members:

Mary Lynn Walters, Vice-Chair, Rev. Dick Zabriskie, Ms. Ike Cantrell, Ms. Alicia Jacobo, Mr. Jim McAllister, Rev. Tom Parker, Mr. Ken Simmons, Ms. Cookie Wilson

Committee on Preparation for Ministry

As in past years the committee spent most of its time conducting annual interviews with inquirers and candidates, interviewing potential inquirers who wished to come under care of the committee, and interviewing inquirers who were ready to proceed to the candidacy phase. During the course of 2003 three inquirers were received under care of the committee, one from Southminster PC and two from Valley PC. Two inquirers - Stephanie Hamilton and Brent Landau - were advanced to candidacy. Two candidates and one pastor from another denomination were certified as ready to search for a call in the PC(USA). Three candidates - John Becker, Diana Mowry, and Ben Seller - were ordained. One inquirer was removed from care by mutual consent.

At the present time there are thirteen inquirers, six candidates, and one pastor from another denomination, who are under the care of this committee. Each of these persons is assigned a

committee liaison, who provides support and helps to facilitate communications with the committee.

Our work with Commissioned Lay Pastors (CLP's) has increased over the past year as well. A task force made up of members of CPM and Committee on Ministry interviews persons who wish to pursue commissioning to lay pastoral ministry. The CPM committee then interviews these persons to determine their readiness for commissioning before recommending them on to the Committee on Ministry. During 2003 Reginald Ragland completed the interview process and was commissioned as a CLP to ministry at the Southminster Presbyterian Church. The CLP task force is also working on designing a standardized program for training and preparing CLP's.

Since this committee's work revolves around the care and supervision of persons who are preparing for ordination to the Ministry of Word and Sacrament, our main concern is being able to provide that care in a timely fashion. Our work is made more difficult when seminary students begin the process of coming under care after one or more years of seminary training. If session members of a particular church are aware that a church member is attending a theological seminary or is planning to do so, we hope that they will contact the Preparation for Ministry Committee immediately. The covenant relationship between the seminarian, the session and the committee is an important one and deserves time and attention.

The greatest blessing of this committee is the group of dedicated and hard working elders and clergy who devote themselves to this important work. They serve this presbytery and the PCUSA faithfully and well.



Presbyterian Women of Grand Canyon Presbytery

The PWP Spring Gathering was held at University Presbyterian Church, Tempe on March 22, with the theme *Mission is Possible: Who is my Neighbor?* and the scripture used was Luke 10:36-37 (the parable of the Good Samaritan). The program included Rev. Mark and Miriam Adams, director of Frontera de Cristo, Border Ministries of PC(USA) and Rev. Bev Phillips, global exchange participant to Africa. The offering was split between the AIDS Orphans and Vulnerable Children in Africa and JustCoffee.org. Local mission projects were included.

Forty-eight people at the Churchwide Gathering in Louisville represented GC Presbytery this summer. And from our presbytery, Jeanne Matt, Rev. Judy Wellington, Rev. Martha Sadongei, Meri Simmons and Lillian Oats participated in the Gathering. What a thrill it was to have Lillian elected and installed as one of the *Mod. Squad* for the next three years and Meri Simmons elected and installed as our link to the next CCT.

Our Fall Gathering was at Cook College and Theological School in Tempe, AZ on October 25, with 150 in attendance. The title was *Venturing into Differences* and we invited our Native American sisters as our guests. We sponsored a Native American youth event on the evening before the Gathering, and housed them at the school. The keynote speaker was Sally Cuaresma, Associate for Native American Congregational Enhancement for the National Ministries Division of General Assembly. Rev. Judy Wellington and Rev. Martha Sadongei were also involved in the planning and took part in the program. The offering was split between Cook College scholarship fund, Manual School scholarship fund and Montlure scholarship fund for girls from Grand Canyon Presbytery.

Spring 2004 will include workshops at the Presbytery's Big Event (February 7) and a March 27th Gathering at Lake Havasu City, along with the PWS Gathering. At the Big Event (at Valley Church), PW will sponsor workshops: *Border Ministry and Just Coffee, Who is a Presbyterian Woman?* and *Presbyterian Women's Ministries and Missions*. The Spring Gathering's program includes Rev. Judy Wrought, Susan Keil Smith-PWS member-at-large for Justice and Peace, and Betsy Nunley (children's literature expert). The theme is *Leave No Child Behind*, from the Children's Defense Fund. We have invited the PWP of Redlands, CA Presbytery to join us. We have buses from Phoenix, for an overnight program on Friday evening and a Saturday all-day program. The offering will be split between Sunshine Acres and Lake Havasu Inner Agency. We will try to hold a gathering outside the Phoenix Area bi-annually.

Mary Danforth, Moderator PWP Grand Canyon

Committee on Representation

1. Purpose: to work toward inclusiveness in the life and work of the Presbytery of Grand Canyon.
2. Function: (From the *Book of Order* G-9.0105a-b) *Each governing body above the session shall elect a committee on representation...to ensure fair and effective representation..*
 - a. Meet with the Committee on Nominations to advise and report statistics.
 - b. Consult with racial ethnic committees and churches.
 - c. Advocate for the representation of racial ethnic members, women, ages and people with disabilities.
3. Meetings: Held the first Saturdays of February, April, June and December.
 - a. We met from 10 a.m. to 2 p.m. (We met at noon with our hosts, who provided lunch at COR expense) We consulted with our hosts over lunch, having good fellowship and learning about concerns and celebrations of congregations.
 - b. Our hosts were: Goodyear Church, Betania Church and Cook College and Theological School.
 - c. April 5th, we met with the Committee on Nominations
4. Budget: It is a necessity that COR has an adequate amount for travel to be inclusive and to provide for lunches with churches where we meet.
5. Issues and actions taken from 2003 goals:
 - a. April 5th we met with Nominations to review the representational report, prepared by the Stated Clerk, Dick Coffelt, on balance and inclusiveness.
 - b. We continued to urge other PGC committees to meet at times convenient for all people and at churches.
 - c. We continued to meet in churches to hear their concerns and achievements and encourage their participation in PGC committees and presbytery meetings.
 - d. We continued to report good things happening in the racial ethnic churches, advocating for support.
 - e. George Greene and Doris Campbell served on the Synod COR, and reported back to our COR.
 - f. We conferred with the Hispanic Ministries and Native American Ministries Committees about each of their concerns through liaison reps and with Judy Wellington.
 - g. With John Hunter, we had a major presentation at the March PGC meeting on accommodations for disabled. We provided all churches with materials in a folder called "Claiming Our Place at the Table" and encouraged each church to have an "Access Sunday." The Presbyterians for Disability Concerns made these available to us. Members of the COR grew closer together in study, prayer and concern for one another.

Cindy Michels, Chair

Social Justice & Peacemaking Committee

The three main goal areas for SJ&P this year were:

Training

- Grant writing.
- Fundraising for non-profit programs and ministries.
- Leadership training for the administration of non-profits.
- Public advocacy training.
- Mission committee chairperson training.
- Orientation for new pastors in our Presbytery.
- Contact retired pastors to see what resources we have in these wonderful folks.
- Two to three events per year – worship service built around SJ&P issues.

Communication

- Meeting at a church or program office three times per year.
- Publicity for SJ&P activities.
 - Prepare a worship service model (including liturgy, sermon, and Bible study) on Social Justice and/or Peacemaking; train 2-3 people to present this worship as pulpit supply.
- Communications project – contact with the individual churches of Presbytery.

Recognition

- Spotlight churches and their ministries in our Presbytery on the website.
- Special recognition at Presbytery meetings.

Training: SJ&P is offering a Leadership Training series in conjunction with the Big Event (Feb. 7, 2004) – workshops include Grant Writing (Tamera Zivic, Ph.D. - WHEAT), Public Advocacy (Judy Walruff, Ph. D. - Children's Action Alliance), Preaching for Social Justice (Rev. Dr. Warren Stewart, First Institutional Baptist Church), Leadership Development (Ron Lush, M.Div. - Global Initiatives, Inc.), Fundraising (Mitra Khazai, Greater Phoenix Interfaith Hospitality Network), and Calling & Sustaining Volunteers (Alisa Schmitz, Food for the Hungry). Our sincere thanks to the workshop leaders for sharing their extensive experience with us!

At our annual committee retreat, SJ&P members participated in an excellent "Anti-Racism" training provided by Gloria Young; we hope to provide this experience for the presbyters at one of our meetings in 2004.

Communication: With the benefit of our Presbytery's updated website, SJ&P has made a significant improvement in providing information on upcoming events, denominational resources, and existing justice and peacemaking programs in our region. We have also initiated the use of the "SJ&P E-News" to get information out in a timely manner.

One meeting was held at Mountain View PC, where the committee met with several (delightful!) members of their Youth.

Recognition: The annual George Brooks Award for 2003 celebrated the ministry of Robert Gerlach, First Presbyterian Church of Mesa. Bob has provided leadership in the local church, at the community and regional level, and with ecumenical groups on behalf of those living in poverty. Bob selected Christ Haven, a program of assistance for the working poor, to receive the funds awarded.

Two Presbyterian Youth groups were awarded the "Light of the World" certificate – Mountain View PC Youth and University PC Youth – for their contributions to Social Justice and Peacemaking. Mountain View Youth were selected for their ministry to the poor and homeless in Mexico. University Youth participated at a leadership level with fundraising toward eliminating bias, bigotry and racism in the U.S.

Stewardship, Mission and Communications Development Committee

In 2003 the Stewardship, Mission and Communications Development Committee (SMCD) actively took part in stewardship training as well as an assessment of the mission work in which our churches are engaged.

The committee also cooperated with the Budget Committee on a program, *Operation Communicate!*, to send trained representatives from the presbytery to each church with a message about the mission of the Presbytery of Grand Canyon. *Operation Communicate* didn't get off the ground until early fall, but in just two months more than one-third of the churches were visited. The program will continue through the early months of 2004.

The stewardship training was delivered through a workshop, limited to 15 churches. Another workshop is scheduled for January, and the committee anticipates sponsoring one or two more. The *hands-on* training involves a stewardship ministry team that includes the pastor and up to three elders from a church. It is taught by Synod of the Southwest staff members Marilie Blanchard and Jan DeVries.

In December, SMCD voted to ask the Presbytery Council for permission to work with General Assembly on the mission fundraising campaign, *Joining Hearts and Hands*. Through this program, SMCD hopes to not only continue to raise an awareness throughout the presbytery about the missions of the Presbytery of Grand Canyon, but to increase the funds available for new church development, one of the presbytery's primary missions.

Theology and Worship Committee

The worship life of the Presbytery in the year 2003 was a clear witness to the varying styles of worship that can be experienced in our congregations. Westminster Presbyterian Church in Phoenix, Faith Presbyterian Church in Sun City, Valley Presbyterian Church in Scottsdale, First Presbyterian Church in Wickenburg, and Horizon Presbyterian Church in Chandler, served as hosts this past year. Preachers and worship leaders were: Ralph Meredith (retiring Moderator), Al Gephardt & John Poling, Steve Beard, Jim Longstreet and Paul Jones, and Howard Rice.

As part of our charge to help promote the spiritual welfare of the Presbytery and keep biblical, theological and worship issues before us, commissioners at the five meetings were challenged to reflect on the Lord's Supper in November and "Visual Faith: Art, Theology and Worship in Dialogue" presented by William Dyrness at *Seminary for a Day* in May. The Lord's Supper was celebrated at both the January and the November Presbytery meetings.

The committee reviewed and commented on the development of guidelines for Ordination and Installation services and recommended a change in bylaws regarding the timing of voting on overtures which was not approved by Council. Brian Paulson continues to report on the Company of Pastors which he has established as a gathering of friends in our Presbytery who share mutual prayer and reflection upon scripture and other theological works.

As worship planners for the Presbytery, we trust and rejoice that the Spirit is always at work in our hearts and hands and voices as we come together to meet and to worship the living Lord God!

Women's Ministries Committee

The Women's Ministries Committee has been hard at work in 2003. As with most committees of presbytery, we were faced with the challenge of doing what we usually do with less in our budget. One of our members, Adair Bentley, graciously donated her mileage reimbursement for our monthly meetings. She comes from Yuma.

Amy Davis King attended the PHEWA conference, in San Antonio, in January 2003. She joined advocacy networks around issues related to children. This makes her a great resource for our presbytery and enhanced her work efforts as a pastoral counselor with children.

Joan Fenton has worked diligently in setting up domestic violence workshops in churches throughout the presbytery. To date, she has offered workshops in Yuma for both Presbyterian churches there, and one in Window Rock on the Navajo Nation. Please keep in mind this resource as you plan your church's calendar.

Libby Clugston attended a conference in Seattle entitled *Domestic Violence: Religious Resources and Roadblocks*. We are now pleased to be able to offer domestic violence workshops in both Spanish and English!

Our annual presbytery-wide women's retreat was held in Prescott in June. Many thanks go out to the retreat planning team—Amy Davis King, Starr Luteri, Bobbye Clark, and Gayle Park. They did a wonderful job providing the women of this presbytery with a retreat centered on the book *Being Presbyterian in the Bible Belt*.

Many thanks go out to the members of this committee: Adair Bentley, Amy Davis King, Gayle Park, Isabel Escarcega, Joan Fenton, Peggy Linkin (our PW liaison), and Lillian Oats.

Jane Wilson, chair

Personnel Committee

I understand that since the Personnel committee is a subcommittee of Council rather than a Committee of Presbytery that this might be the first such report to Presbytery. However, this has been a busy year for the personnel committee and communication to the Presbytery seems pertinent.

The year began with Chair Fran Park leaving our committee as his term as a member-at-large on Council ended. Helen Orr took the reins and we welcomed David Daehler from Trinity in Prescott as our new member. The Reverend Margaret Roberts continued as secretary with Jody Hodahkwen and Lillian Oats both longtime members filling out the rest of the committee.

Our first order of business was to find a replacement for the Property committee since the Schuler's had resigned. We were very fortunate to find that Don Swanson (former moderator) possessed the exact qualifications needed and offered him the position which he accepted.

Our next order of business was forced upon us by the budget crunch. We needed, in addition to our yearly reviews of staff, to take a long hard look at the positions themselves since Personnel has the largest expenditure item in the budget. We immediately saved about \$10,000 by curtailing or cutting travel expenses and continuing education budget line items.

We determined that to cut staff at this time was not a healthy way to resolve our budget difficulties. Nevertheless, in addition to the comprehensive review of our Executive Presbyter whose term ends in August of 2004, we will also be looking at only the positions themselves of Associate for Congregational Support and the Clergy Spouse Ministry Director. In the year 2005, we will be looking at the configuration and time committed by the Stated Clerk position whose term ends in March of 2006 as well as the Assistant Stated Clerk and Administrative Property Manager positions.

The year 2006 will conclude our comprehensive review of positions only with that of Associate for Native American Ministries, Office Manager, and Accounting Coordinator.

Other committee activities included recommending to Council that Dick Coffelt's 403b contributions which had served its purpose as of August 2003 be

discontinued and that the funds so budgeted be placed in the Pension/Ins Fund Account during the time he continues to serve as Stated Clerk; that Linda Bailey's duties be expanded to include responsibilities to the PGC Website with no change in salary at this time; to enter into an Independent Contractor relationship with Laura Crowley to become webmaster.

The Personnel Committee met on October 29th from 9 a.m. to 5 p.m. conducting reviews with all ten of the Presbytery staff. We are extremely fortunate in having such a competent and congenial staff working together on our behalf!

As put forth in his Call as EP to GCP, we are currently receiving replies for input on Ken Moe's five-year comprehensive review from all Presbytery members and its committees on forms which were made available at the November Presbytery meeting and also mailed out to many contacts in both the Synod of the Southwest and General Assembly. The Personnel Committee plans to provide a report of this review and our recommendation for renewal of terms to the Council and then to the Presbytery at the April 24, 2004 Stated Meeting.

In His Service,
Helen B. Orr, Chair Personnel Committee

Montlure Camping Council

Usage of the Montlure facility in Greer, Arizona increased dramatically in 2003. The "Bring A Buddy" ministry was a great success, offering a discount to campers who brought a friend to experience Montlure for the first time. During the summer season, 468 campers participated in programmed activities at Montlure, (a 17.5% increase over the 398 campers in 2002). Volunteer Directors, Counselors, and Spiritual Leaders from across Arizona presented the "Under God's Roof" curriculum distributed nationally by the Presbyterian Church, USA. The serene beauty of Montlure continues to provide an opportunity for people of all ages to connect with God without the distractions of everyday life. Many young people accepted Christ at camp again this summer.

Summer camp fees represent roughly half of the annual revenue for Montlure. Off-season rental fees for 2003 exceeded \$40,000, largely due to the marketing efforts of our Camp Manager, Lee Kenney and his wife Anchel (fittingly pronounced *Angel*). Prior to their arrival at camp two years ago, the off-season revenue was under \$5,000. Although we've gotten closer to our goal of becoming self-sustaining, Montlure continues to depend on the financial support of individuals and churches within the two Arizona Presbyteries as it has for more than 75 years.

The camp is in better physical condition than it has been in years. The purchase of a used tractor has enabled the Camp Manager to undertake various improvement projects. The sewage treatment plant was removed, (the camp is now connected to the Greer city sewer system) and the former sewage plant building has been converted to a workshop. Lee also created 10-foot wide paths with an all-season gravel surface and railroad tie steps. Anchel Kenney is EMT certified and again served as the camp Medical Coordinator during the summer camp sessions. She was also hired as Registrar when the camp's operations were seamlessly moved from the Synod offices in Phoenix to the camp. Lee and Anchel have converted the garage of their residence into the camp's office. Their Christian attitude, welcoming smiles, and strong work ethic are a tremendous asset to the camp.

Materials, supplies and labor for most improvement projects was donated by individuals or churches again this year, resulting in a significant under-run of the 2003 Facilities budget. A camp van was purchased from an area church to provide reliable transportation for emergencies and camp-sponsored events. Projects planned for 2004 include ongoing replacement of composite shingle roofs with metal, the addition of public restrooms at the Lodge, and the conversion of an open-sided Ramada into a cabin to accommodate handicapped individuals.

Representatives of Montlure attended national conventions of the Presbyterian Camp and Conference Center Associates (PCCCA), and the American Camping Association (ACA), resulting in the creation of a 4-inch thick operations manual for Montlure.

These groups of professional campers have provided valuable resources and ideas to Montlure, including a site visit by both organizations this year. During the ACA visit in July, Montlure scored highly and is now nationally recognized for providing a safe and consistent camping experience. ACA accreditation can significantly improve off-season revenues at Montlure, as federally funded programs require the accreditation.

Legislation to regulate usage fees of Federal land for non-profit organizations was introduced by Arizona congressman Jim Kolbe last spring. The bill was passed by Congress, and signed into law by the President. Under the new law, when the lease for Montlure is recalculated, the annual rate should increase to about \$2,500 per year. A 500% increase is not usually something to celebrate, but compared to earlier estimates of \$50,000 or more, this news is truly a blessing! Due to the fires in other parts of the state last summer, the Forest Service was unable to reappraise the camp as planned. Because an appraisal is needed to establish the new lease amount, the current rate of \$500 per year has been extended indefinitely (we've been blessed with this amount since 1974!).

The Montlure Camping Council has re-elected the following officers for another year:

PRESIDENT:	Bob Zachmeier, Tortolita Presbyterian church in Tucson
VICE PRESIDENT:	Betty May Seel, (retired pastor), Emmanuel Presbyterian church in Tucson
TREASURER:	Chris Schnucker, University Presbyterian church in Phoenix
SECRETARY:	Bob Seel, (retired pastor), Emmanuel Presbyterian church in Tucson

Meetings are held on the second Saturday of each month at First Presbyterian Church in Casa Grande, AZ beginning at 8:00 AM. The meetings in May and October are traditionally held at the Camp.

Bob Zachmeier, 2004 President