

Presbytery of New Covenant

Stated Meeting



Faith Presbyterian Church
3900 N. Main in Baytown, TX
November 15, 2025

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Proposed Docket

10:05 am	Welcome	Moderator Hector Rivera-Velez
Opening Prayer and Business		
	• Opening Prayer • Declaration of Quorum • Acknowledgement of Native Lands and Peoples • Adoption of the Docket • Omnibus Motion • Welcome to First Time Commissioners, Corresponding Members, New Minister Members, Celebration of Ministry presenters, Visitors • Moderators Remarks and Appointments of Parliamentarian and Tellers	
10:15 am	Worship, Rev. Jack Haberer, preaching	
11:15 am	Stated Clerk for Administrative Process	Rev. Lynn Hargrove
	Committee on Ministry	Rev. Karen Estes
	Service of Retirement – Helen Rose Moore	Rev. Lynn Hargrove
	Celebration of Ministry, The Insurance Board	Jennifer Perri
	Committee on Preparation for Ministry	TBD
	Celebration of Ministry, Faith and Grief	Liz Harling/Shelley Craig
	Ecclesiastical Affairs	Rev. Andy Gans
	Celebration of Ministry, Texas Impact	Rebecca McIlwain
	Nominating	RE George James
12:00 pm	LUNCH	
	Celebration of Ministry, Synod Youth Workshop	RE Leah McFadden
	Disaster Planning	Rev. Charley Shurtz
	State of the Presbytery	Rev. Lynn Hargrove
	Installation of the Moderator	Rev. Hector Rivera-Velez
	Motion to Adjourn/Closing Prayer	

There is a Session Records Review scheduled after today's meeting.

The next Stated Meeting of the Presbytery of New Covenant will be on Saturday, March 21, 2026, at the Woodlands Community Presbyterian Church.

Acknowledgement of Native Lands and Peoples

Why we include an Acknowledgement of Native Lands and Peoples

- *An action of the 222nd (2016) General Assembly of the Presbyterian Church (USA) officially repudiated the Doctrine of Discovery, an official papal action in the 15th century that declared that Christians had a divine right to conquer any non-Christians and claim their land as our own. This was the action that emboldened European colonizers to push indigenous people off their land and begin a process of genocide that reduced the number of Native Americans on the North American continent from 250 million people at the time of Columbus to 250,000 people at the end of the Revolutionary War. ([see PCUSA Doctrine of Discovery webpage for information and resources](#))*
- *The 223rd (2018) General Assembly built on the work of the previous assembly and took action that requires national PC(USA) agencies to begin meetings with land acknowledgment and, where possible, to seek the greeting and welcome of the Indigenous peoples currently living on the land. Presbyteries and congregations are also encouraged to adopt the same practice.*
- *Since 2018, the Presbytery of New Covenant has followed the guidance for its three called meetings each year, and has included an Acknowledgement of Native Lands and Peoples statement near the beginning of our time together. Recently members of the General Council and the Ecclesiastical Affairs Committee have wondered if reading a statement is enough, and are pondering what sort of action would demonstrate our regret for how the indigenous people across the presbytery have been treated throughout history.*

For centuries, native indigenous people have lived on the lands in which we now live. The Alabama Coushatta tribe is one of three that has been officially recognized by the federal government. Their reservation is in Polk County, between Livingston and Woodville, in the northeast part of our bounds. They might be best known as the home of the Naskila Gaming Casino. With a rich history dating to the 1780's, the Alabama-Coushatta tribe distinguished themselves in the Texas War of Independence. In 1836, Sam Houston brokered a treaty with the tribe to aid in the war. The Coushatta people helped ensure the survival of the Texas Army, who were fleeing Santa Anna, by guiding them and providing provisions. Today, this act is recognized as a critical contribution to the Republic of Texas.

Other indigenous groups who once lived within the bounds of the presbytery include some who did not survive their encounters with the European explorers due to contracting life threatening illnesses such as smallpox. These include the Atakapa, and the Biloxi. Many of the tribes were relocated to Oklahoma, sometimes not by choice. These include the Anadarko, Caddo, Kichai, Pakana Muskogee, Shawnee, and Tonkawa. The Karankawa people lived in the southern part of the presbytery in what are now Brazoria, Galveston and Matagorda Counties dating back to the early 1500s. By then end of the 1800s, the Karankawa people were thought to be extinct, having been killed by various groups of colonizers. Some consider it an extermination.

We also recognize the many peoples of Mexico who have lived on the land, too, many for centuries. There is an old saying, "We didn't cross the border, the border crossed us." We recognize that the land in which we now live belonged to many countries, including Spain, France, and Mexico.

Today we recognize that it is important to know our history so that it isn't repeated. We declare our respect for and our desire to honor the truth of their lives and our shared story that includes broken promises and other transgressions. We have a responsibility for all who are still here, sometimes unseen, and seek opportunities for true reconciliation in the family of God. May we not participate in the harmful stereotypes that are created for our entertainment as we work for healing and justice that is truly "for all."

Table of Motions

Omnibus Motion

1. To approve the minutes of the July 19, 2025 Stated Meeting of the Presbytery of New Covenant.
2. To dismiss, with our thanks, these Administrative Commissions for Installation:
 - Rev. Jeannie Cardona at First Presbyterian Church of Bryan, September 14, 2025
 - Rev. Racquel Tomacruz at St. Paul Presbyterian Church of Needville, September 6, 2025
 - Rev. Jong Suk Baek at Korean Young-Nak Presbyterian Church, August 3, 2025

From the Stated Clerk for Administrative Process

1. To elect RE John Lemen (Houston, St. Philip) to a three year term as Stated Clerk for Judicial Process. John's initial term ended in March of 2025. This new term will end on December 31, 2028.
2. To elect RE David Elledge (Houston, St. Luke's) to a three year term as Treasurer, ending December 31, 2028.
3. To dissolve the congregation of Drake Memorial Presbyterian Church, Orange, Texas effective December 31, 2025.

From the Committee on Ministry

1. COM recommends and moves a change in the Minimum Terms of Call, implementing a 3% increase (see table on page 29).
2. COM recommends and moves that Presbytery grant Honorable Retirement status to Rev. Helen Rose Moore effective November 15, 2025

From the Committee on Preparation for Ministry

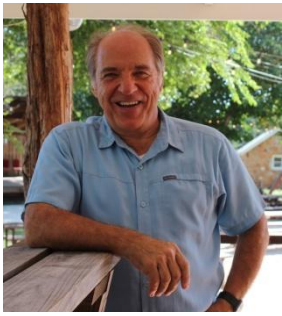
1. To elect Rev. John Park as a reader of PCUSA Ordination Exams in 2026.

From the Ecclesiastical Affairs Committee

1. To approve the proposed Parity Plan for 2026 (page 29).

From the Nominating Committee

1. To elect the proposed slate of nominees to serve on committees of the presbytery.



Preaching Today – Jack Haberer

Jack Haberer (officially, John Henry, Jr.) has recently returned to this presbytery after having served as pastor of Clear Lake PC from 1994-2006. He has served other churches in Florida, Pennsylvania, and in 2020-23 as interim pastor of FPC, Kerrville. He served for nine years as editor and publisher of *The Presbyterian Outlook*. He is the author of four books, most recently, *Swimming with the Sharks: Leading the Full Spectrum Church in a Red and Blue*

World. He has served on five denominational committees including the Theological Task Force on Peace, Unity and Purity of the Church, and presently on the Special Committee to Write a New Confession. He currently is also serving as Professor and Principal of Gujranwala Theological Seminary in Pakistan. He plays piano and guitar. He used to surf wavy waters, and still skis tall mountains when he can find them. He and his spouse Barbie (who co-chairs the board for an orphanage in Pakistan) have two grown children, six grandchildren and one great grandchild (all of whom live near Houston).

Our Offering – Houston Food Bank

Our offering today will be given to the Houston Food Bank to help people who are struggling to feed their families. Around 1 million people in the 18 southeast Texas counties served by Houston Food Bank are considered food insecure, meaning they lack consistent access to enough nutritious food to fuel a healthy life. In order to address this issue, the Houston Food Bank distributes food and other essentials to those in need through a network of more than 1,600 community partners. In addition, we also provide programs and services aimed at helping families achieve long-term stability including nutrition education, health management, and help in securing state-funded assistance. Some of our neighbors in our communities have to choose between food and other life necessities. You can help ensure children, families and seniors have access to nutritious food. Every \$1 can help provide 3 meals.



To learn more, go to <https://www.houstonfoodbank.org/>

Online donations can be made here: https://www.eservicepayments.com/cgi-bin/Vanco_ver3.vps?appver3=wWsk24ZWJSTZKsGd1RMKlg0BDvsSG3VIWQCPJNNxD8upkiY7JIDavDsozUE7KG0nFx2NSo8LdUKGuGuF396vbYYQgidYztGbT9EdrKodrraXHubq5Z7ap5JVmPErc4ZeYHCKCZhESjGNQmZ5B-6dx3oXnCsieUfVboVDTFG9w_s=&ver=3

Choose the Presbytery Meeting Offering option. We thank you for being part of the solution!

PRESBYTERY OF NEW COVENANT WORSHIP SERVICE

PRELUDE “I Love You, Lord” (Douglas E. Wagner)

GREETINGS

CALL TO WORSHIP

Listen! You who are thirsty, come to the waters!
You that have no money, come, take, and eat!

**We have spent our money on that which is not bread,
and labored for that which does not satisfy.**

Listen carefully to God, and you'll have good nourishment.
You'll delight yourselves in God's gourmet fare.

**We come to you, God. We are listening.
Hungry for grace, we gladly receive your Word that gives us life.**

PRAYER OF THE DAY

Everlasting God, in your tender love for all people, you sent Jesus to share in our life and to suffer death upon the Cross. In your mercy help us learn from his obedience to your will that we may know more fully the glory of his resurrection; through Jesus Christ, our Lord, who lives and reigns with you in the unity of the Holy Spirit, one God, forever and ever. Amen.

HYMN: “O Christ, the Great Foundation”

PH # 443

CALL TO CONFESSION (Isaiah 65:24)

The Lord has given us the promise: “It will also come to pass that before they call, I will answer, and while they are still speaking, I will hear.” I invite us to confess our sin to God who hears our prayers and who waits with mercy to forgive us and set us free.

PRAYER OF CONFESSION (Responsively)

Gracious God, we are a people who strive with one another, but we remember.

We remember Joseph whose brothers threw him away, but he forgave them and became their deliverer.

We remember Jacob and Esau who fought in their mother's womb, but they reconciled on the battlefield.

We remember your people, who suffered in exile, and Queen Esther who took a stand 'for such a time as this' to end the strife.

Yet, still, sadly, we strive against one another.

Siblings attack siblings, parents abuse children, and children scorn parents.

Virginia Anglicans compete against Texas Baptists.

Texas Presbyterians contend against Mexican Pentecostals.

Please forgive us for committing such sins, for dividing your body.

Forgive us for ignoring those suffering brutality, for omitting the obligation to care for others.

Help us to remember that Jesus prayed for unity.

...and then he gave his life to forge oneness, paying the price to forgive us all.

As our risen Lord, He also commissioned us to extend his ministry of reconciliation. Prompt us to extend his forgiving, welcoming and reconciling work. And may a nation divided and at war become a people united and in celebration of our diversities. We pray in Jesus' name, the One who stands in unity with us.

SILENT PRAYERS OF CONFESSION

ASSURANCE OF PARDON (based on Isaiah 65:17-18)

The prophet Isaiah assures us: God is building a new heaven and a new earth; the former things will not be remembered or come to mind.

Brothers and sisters, rest assured that the Lord has heard our prayers of confession. Therefore, I urge you to believe the good news: that in Jesus Christ we are forgiven.

We give thanks and praise to our God of hope and divine mercy.

Let's enjoy the peace with God that our Savior provides.

NEW TESTAMENT READINGS:

Ephesians 2:8-22 and John 17:20-23

SERMON:

"The Two Shall Become One"

Rev. Dr. Jack Haberer

HYMN OF AFFIRMATION:

"The Church's One Foundation"

PH # 442

stanzas 1, 3, and 5

AFFIRMATION OF FAITH: The New Creed (United Church of Canada, 1995)

We are not alone, we live in God's world. We believe in God: who has created and is creating, who has come in Jesus, the Word made flesh, to reconcile and make new, who works in us and others by the Spirit. We trust in God. We are called to be the Church: to celebrate God's presence, to live with respect in Creation, to love and serve others, to seek justice and resist evil, to proclaim Jesus, crucified and risen, our judge and our hope. In life, in death, in life beyond death, God is with us. We are not alone. Thanks be to God.

CREED RESPONSE: "Blest Be the Tie that Binds" (1st verse)

"Blest be the tie that binds our hearts in Christian love; the fellowship of kindred minds is like to that above."

INVITATION TO THE OFFERING

God is the giver of all that is good and what we need. In joyful response, I invite us to offer our gifts and the dedication of our hearts in the service of love in the name of Jesus Christ.

OFFERTORY: "Basse et Dessus de Trompette" (L.N. Clerambault)

*DOXOLOGY: **Praise God, from whom all blessings flow; Praise Him, all creatures here below; Praise Him above ye heavenly hosts; Praise Father, Son and Holy Ghost. Amen.**

*PRAYER OF DEDICATION

O God of reconciliation, we continually marvel at your goodness towards your creation and us your people. There is a promise on the horizon that beckons our faith, that fills our hearts with hope for the fulfillment of that glorious day when all divisions will no longer exist.

Until that promise comes to fruition, may our hearts learn how to discern the body of Christ in the world so that our various ministries will reflect your will of reconciliation. We now entrust our lives to your loving care, the gifts of our treasures, and the talents that you have given us. May all that we give you portray our gratitude and love. Receive us and our gifts, we humbly pray, in the name of Love, our Lord Jesus Christ. Amen.

THE SACRAMENT OF THE LORD'S SUPPER

INVITATION TO THE LORD'S TABLE: (based on 1 Corin. 11)

"For I received from the Lord what I now hand to you (23a)." This is the Table of our Lord Jesus Christ, who calls all people to sit at the table with him, all who trust in Him for the forgiveness of our sins and for the gift of eternal life.

THE GREAT THANKSGIVING

The Lord be with you.	And also with you.
Lift up your hearts.	We lift them to the Lord.
Let us give thanks to the Lord our God.	
It is right to give our thanks and praise.	

O God, Creator of the wilderness world,
O God, Savior of the lost,
O God, Comforter of the sick and suffering,
we give you thanks for your everlasting might;
we glorify you for your covenant of mercy.
For forty days you cleansed the earth with the waters of the flood.

We praise you, O God.

For forty days you illumined Moses with the words of your law.

We praise you, O God.

For forty years you fed your people with manna from heaven.

We praise you, O God.

You became truly human in Jesus our brother.

For forty days, with fasting and prayer,

He renounced the power of the devil.

We extol his life. **Amen.**

We lament his death. **Amen.**

We celebrate his resurrection. **Amen.**

Transform us, O God, with your lively Spirit.
Make this food into manna for our journey,
The body and blood of your Son.

Save us, O God.

Grant us with the Ninevites forty days of repentance.

Save us, O God.

Teach us your words of wisdom and justice.

Save us, O God.

Renew the whole earth with baptismal grace.

Save us, O God.

At last, lead all your pilgrim people through our deserts to your Easter garden.

To you, O God, Creator, Savior, Comforter,
be our worship and praise, adoration and thanksgiving,
now and forever. **Amen.**

As the children of God, let us pray together:

Our Father, who art in heaven, hallowed by Thy name.

Thy kingdom come, Thy will be done on earth as it is in heaven.

Give us this day our daily bread,

and forgive us our debts, as we forgive our debtors.

and lead us not into temptation, but deliver us from evil;

For Thine is the Kingdom, and the power, and the glory forever. Amen.

SERVING HOLY COMMUNION

PRAYER AFTER COMMUNION

We give you thanks and praise, O God, that you have fed us with your mercy and poured out your Holy Spirit in this place.

Continue to nourish and fill us each day, that we may live as your beloved people; through Jesus Christ our Lord. Amen.

CLOSING HYMN: "Called as Partners in Christ's Service"

PH # 343

CHARGE AND BLESSING

POSTLUDE: "Now Thank We All Our God" (Sigfrid Karg-Elert)

Acknowledgements: Prayer of the day and the Great Thanksgiving from the *Book of Common Worship*,
Presbyterian Church (USA)

O Christ the Great Foundation

Lew / AURELIA



1. O Christ the great foun - da - tion on which your peo - ple stand
2. Bap-tized in one con - fes - sion, one Church in all the earth,
3. Where ty - rants' hold is tight-ened, where strong de - vour the weak,
4. This is the mo - ment glo - rious when he who once was dead,



1. to preach your true sal - va - tion in ev - 'ry age and land:
2. we bear our Lord's im - pres - sion, the sign of sec - ond birth:
3. where in - no - cents are fright-ened the right-eous fear to speak,
4. shall lead his Church vic - to - rious, their cham-pion and their head.



1. pour out your Ho - ly Spir - it to make us strong and pure,
2. one ho - ly peo - ple gath - ered in love be - yond our own,
3. there let your Church a - wak - ing at - tack the pow'rs of sin
4. The Lord of all cre - a - tion his heav'n - ly king - dom brings



1. to keep the faith un - bro - ken as long as worlds en - dure.
2. by grace we were in - vit - ed, by grace we make you known.
3. and, all their ram-parts break - ing, with you the vic - t'ry win.
4. the fi - nal con - sum - ma - tion, the glo - ry of all things.

Inspiration: "The Church's One Foundation"; Samuel J. Stone, 1839-1900.

Lyrics: Timothy T'ingfang Lew, 1891-1947.

Music: AURELIA; Samuel S. Wesley, 1810-1876, in Charles Kemble and Wesley's "A Selection of Psalms and Hymns", 1864.

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The Church's One Foundation

Samuel John Stone, 1866; alt.

AURELIA 7.6.7.6 D

Samuel Sebastian Wesley, 1864



1. The chur - ch's one foun - da - tion Is Je - sus Christ her Lord;
 2. E - lect from ev - ery na - tion, Yet one o'er all the earth,
 3. Though with a scorn-ful won - der This world sees her op - pressed,
 4. Mid toil and trib - u - la - tion, And tu - mult of her war,

She is His new cre - a - tion By wa - ter and the word;
 Her char - ter of sal - va - tion One Lord, one faith, one birth;
 By schis - ms rent a - sun - der, By her - e - sies dis - tressed,
 She waits the con - sum - ma - tion Of peace for - ev - er - more;

From heaven He came and sought her To be His ho - ly bride;
 One ho - ly name she bless - es, Par - takes one ho - ly food,
 Yet saints their watch are keep - ing; Their cry goes up: "How long?"
 Till with the vi - sion glo - rious Her long - ing eyes are blest,

With His own blood He bought her, And for her life He died.
 And to one hope she press - es, With ev - ery grace en - dued.
 And soon the night of weep - ing Shall be the morn of song.
 And the great church vic - to - rious Shall be the church at rest.

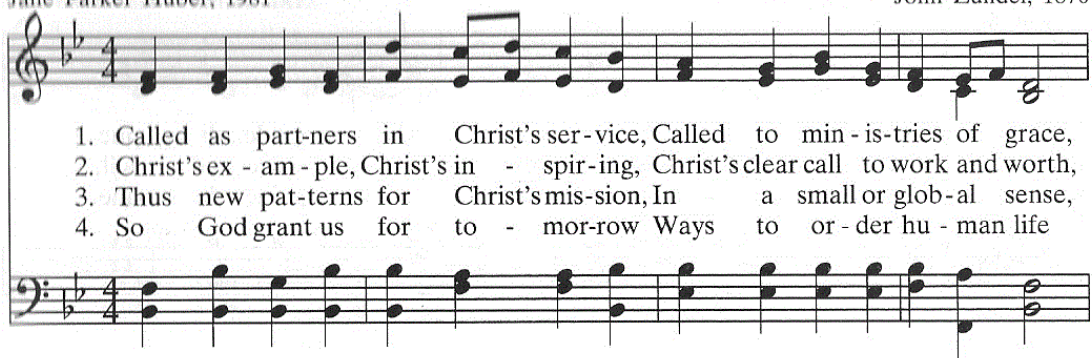
5. Yet she on earth has union
 With God the Three in One,
 And mystic sweet communion
 With those whose rest is won:

O happy ones and holy!
 Lord, give us grace that we,
 Like them, the meek and lowly,
 May live eternally.

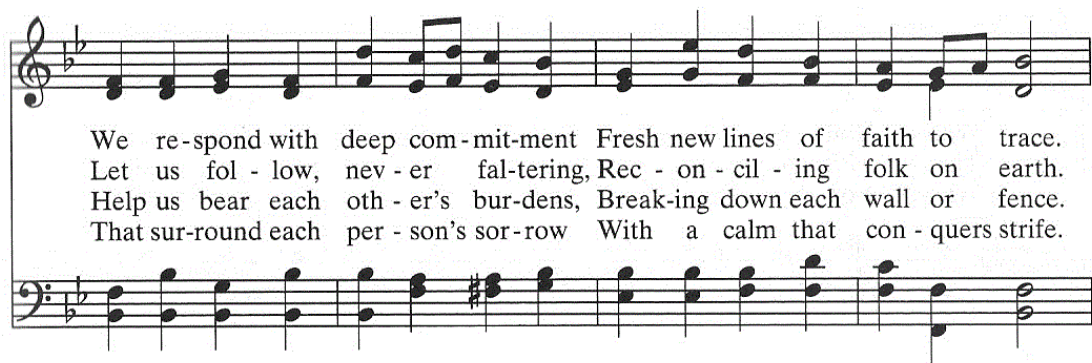
Called as Partners in Christ's Service 343

Jane Parker Huber, 1981

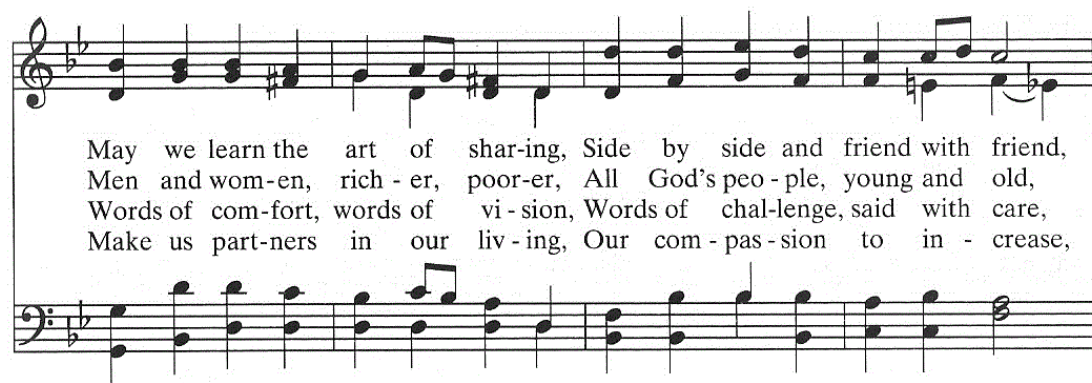
John Zundel, 1870



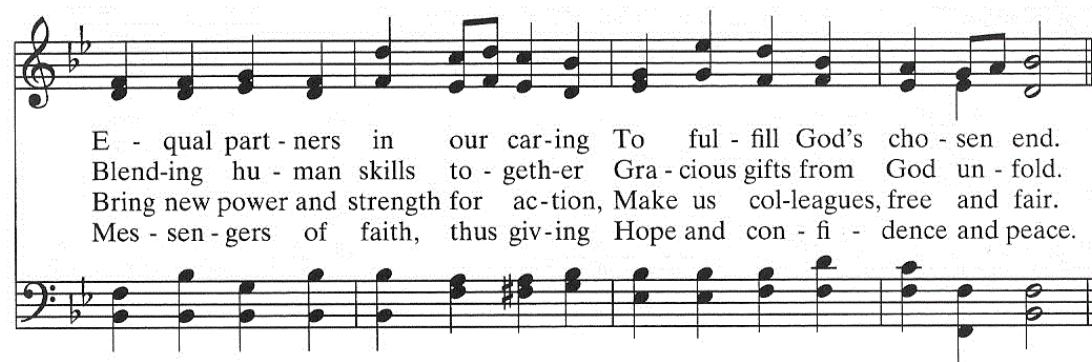
1. Called as part-ners in Christ's ser-vice, Called to min-is-tries of grace,
 2. Christ's ex-am-ple, Christ's in-spir-ing, Christ's clear call to work and worth,
 3. Thus new pat-terns for Christ's mis-sion, In a small or glob-al sense,
 4. So God grant us to-mor-row Ways to or-der hu-man life



We re-pond with deep com-mit-ment Fresh new lines of faith to trace.
 Let us fol-low, nev-er fal-tering, Rec-on-cil-ing folk on earth.
 Help us bear each oth-er's bur-dens, Break-ing down each wall or fence.
 That sur-round each per-son's sor-row With a calm that con-quers strife.



May we learn the art of shar-ing, Side by side and friend with friend,
 Men and wom-en, rich-er, poor-er, All God's peo-ple, young and old,
 Words of com-fort, words of vi-sion, Words of chal-lenge, said with care,
 Make us part-ners in our liv-ing, Our com-pas-sion to in-crease,



E - qual part - ners in our car-ing To ful - fill God's cho - sen end.
 Blend-ing hu - man skills to - geth-er Gra - cious gifts from God un - fold.
 Bring new power and strength for ac-tion, Make us col-leagues, free and fair.
 Mes - sen - gers of faith, thus giv-ing Hope and con - fi - dence and peace.

Report of the Stated Clerk for Administrative Process

Motions

1. To elect RE John Lemen (Houston, St. Philip) to a three year term as Stated Clerk for Judicial Process. John's initial term ended in March of 2025. This new term will end on December 31, 2028.
2. To elect RE David Elledge (Houston, St. Luke's) to a three year term as Treasurer, ending December 31, 2028.
3. To dissolve the congregation of Drake Memorial Presbyterian Church, Orange, Texas, effective December 31, 2025.
4. To approve the Minutes from the July 19 Stated Meeting of the Presbytery of New Covenant.

Correspondence

1. Letter from RE Debbie Englade (Houston, John Knox) regarding the presbytery's and PCUSA Facebook pages. General Council offered a response.
2. Letter from the Session at Houston, Spring Branch regarding the Acknowledgement of Native Lands and Peoples. General Council offered a response.
3. Letter from the Session of Waverly, Waverly regarding their congregational vote to disassociate with the Presbyterian Church (U.S.A.). Former Moderator Rev. Dr. David Green accompanied Rev. Lynn Hargrove to meet with members of the Session, Pastor Rev. Dan Alexander, and their attorney to explain that the vote that was taken was out of order. We said that we would work with them to accomplish their goal.

Church Closings

The congregation of Orange, Drake Memorial held their final worship serve on July 27, 2025. They are giving their property to Orange, First, and working with Doug Ustick of Ustick Law Firm to complete the transaction. A legal description will be provided when the transaction is complete.

Records Review Sessions

Records review session were held after the spring presbytery meeting at Houston, St. Andrew's, at the Golden Triangle Cluster gathering at Vidor, First on September 18, and on Saturday's in the fall at Lufkin, First; Houston, San Pablo + Trinity; Angleton, First; and Houston, Oaks. There will be a session after today's presbytery meeting. Records for Brenham, Conroe (First), Christ (Houston), and Shiro have also been reviewed. A list of those whose records have been reviewed is on the next page.

Respectfully submitted,

Lynn R. Hargrove

General Presbyter + Stated Clerk for Administrative Process

2025 Records Review

1. First, Angleton
2. Atascocita, Atascocita
3. Pioneer, Beaumont
4. St. Andrew's, Beaumont
5. First, Brazoria
6. Brenham, Brenham
7. First, Conroe
8. First, Crockett
9. Heritage, Cypress
10. Emmanuel, Galveston
11. First, Galveston
12. Westminster, Galveston
13. Christ, Houston
14. Community of the Servant Savior, Houston
15. Oaks, Houston
16. San Pablo+Trinity, Houston
17. St. Andrew's, Houston
18. St. Stephen, Houston
19. First, Huntsville
20. Gulf Prairie, Jones Creek
21. St. James, LaPorte
22. First, Livingston
23. First, Lufkin
24. Trinity, Nederland
25. St. Paul's, Needville
26. First, Pasadena
27. Shiro, Shiro
28. First, Silsbee
29. Trawick, Trawick (reviewed 8 years)
30. First, Trinity
31. First, Vidor
32. Webster, Webster

Report of Stated Clerk for Judicial Process

Disciplinary Case PNC 2023-01: The restorative process continues in consultation with the Committee on Ministry (COM). Liaisons from COM report that the individual is on track to complete his required steps.

Respectfully submitted,

John Lemen

Stated Clerk for Judicial Process

Presbytery of New Covenant
Stated Meeting
July 19, 2025

Opening Business

Moderator Rev. Hector Rivera Velez (HR) called the Zoom meeting to order at 10:00 am, and offered a welcome as well as instructions about using Zoom. He opened the meeting with prayer. A quorum was declared. A poll was launched to show who is participating in the meeting. Hector read the Acknowledgement of Native Lands and Peoples.

A revised docket was approved to add a report from the Nominating Committee.

The omnibus motion was approved. First time commissioners, new minister members were asked to introduce themselves. This included Rev. Jeannie Corbitt Cardona (Bryan, First), and Hsin-Te Hsu (Houston, Grace Taiwan). Hector offered expressions of gratitude. He appointed RE John Lemen (Houston, St. Philip and Stated Clerk for Judicial Process) as the parliamentarian.

Committee on Ministry/Committee on Preparation for Ministry

Rev. Karen Estes (Houston, Woodforest) offered this motion from the Committee on Ministry: To receive the minutes from the Administrative Commission for Rev. Hsin-Te Hsu at Pastor of Grace Taiwan, Houston, on June 22, 2025, and that they be dismissed with our thanks. The motion was approved.

RE Darcy Bryan-Wilson (Houston, Community of the Servant Savior) offered a prayer for the church. Darcy is serving as the Coordinator for the work of the Committee on Ministry and the Committee on Preparation for Ministry.

Rev. Fred Seay (Sugar Land, First) offered the report from the Committee on Preparation for Ministry. RE Nancy Diaz was introduced as she is being moved to candidacy. She shared portions of her faith journey and her motivation to seek being ordained as a Minister of Word and Sacrament. The motion to move Nancy to candidacy was approved. A service of candidacy was held for Nancy.

Nominating Committee

Rev. Ted Foote (HR) offered a nomination of Rev. Tom Coop (Navasota, First) to serve a one year term (class of 2025) on the Committee on Preparation for Ministry.

Synod Partnership for Disaster Recovery

Rev. Kathy Lee Cornell (Corresponding Member) offered a report about the Synod Partnership for Disaster Recovery. Three points to consider are to identify a disaster point of contact; connect with the Office of Emergency Management; and to develop and practice disaster plans. Our presbytery team includes Meg Scott-Johnson, Charley Shurtz, Bobby Daniel and Cindy Houlihan. One in 3 of the disasters that total a billion dollars happens in the bounds of the Synod of the Sun.

Offering

The offering for today's meeting is going to Mo-Ranch for their recovery from the July 4th floods in the Texas Hill Country. Rev. Andy Gans (Houston, Pines) offered a prayer of thanksgiving for the offering.

Sharing Our Good News

Good news stories were shared from our congregations including a VBS for senior adults; a congregation selling their property and seeking a new home; welcome for a new pastor; peacemaking and social justice work within a congregation which engages in challenging conversations; a new church home; making bracelets and celebrating Pride - 2000 bracelets were distributed; a church member who has announced a run for governor; grants received from the presbytery to further the work of our congregations; Pinecrest is celebrating 100 years of ministry.

Closing Prayer

Rev. Cory Stott (At Large) offered a prayer to close the meeting and offered a motion to adjourn which was approved and we closed the meeting at 11:18 am.

Respectfully Submitted,

Lynn R. Hargrove

Faithful Scribe

Administration Committee

The Administration Committee of the Presbytery of the New Covenant is responsible for managing the financial and personnel assets of the Presbytery. Our committee was consolidated last year, bringing together members from several previously existing committees including the Finance Committee, the Personnel committee and the Outreach Committee.

The Presbytery owns many assets including some properties that have ceased to function as active Churches and are leased out to other entities or are in the process of being sold. These assets also include considerable financial investments with the Texas Presbyterian Foundation and the Presbyterian Foundation. These funds were originally sourced as donations from individuals and Churches for specific purposes (designated funds) as well as general unrestricted donations and proceeds from sale of real estate assets.

These financial assets generate income for the Presbytery through dividends as well as interest earned. Today these assets total over \$12 million and continue to grow under the investment skills of the leadership at the Texas Presbyterian Foundation (TPF). Recently there has been some discussion about why Presbytery holds these sizable assets, and could they be used in a different way than they are currently utilized.

These funds provide for several critical needs of the Presbytery. Legally the Presbytery holds the ultimate fiscal responsibility for all properties affiliated with the Presbytery. Consequently, whenever a particular Church seeks to borrow money to build or purchase additional real estate, the Presbytery is asked to guarantee these loans. Currently the Presbytery has guaranteed over \$6 million in loans undertaken by Churches in the Presbytery. Although the actual real estate assets involved in these loans provide collateral that could possibly be sold to cover these loans ultimately the cash reserves of the Presbytery are what make these loans possible for these churches.

The income generated by these investments also serves to balance the budget of the Presbytery. For several years now, the annual expenses of Presbytery have exceeded the income of Presbytery. The primary sources of income for the Presbytery include benevolence from member churches as well as individuals. Per capita income in a pass through to support the work of the PC(USA). There are also small amounts of rental income and some interest income. Our budget for 2025 calls for a deficit of \$207,021. The income earned from our investments is used to make up this difference. This has been the case for several years now. We have reached a point where continued reduction of planned expenses seems counterproductive to fulfilling the tasks that Presbytery provides member Churches in terms of staff and support.

Our committee operates under a policy that prioritizes how the available income from our investments should be spent. This is known as our “30/40/30 rule”. The first priority is to use 30% of the earnings from the Building Sales Fund as necessary to balance the budget. The second priority is to allocate 40% of those earnings to General Council to use for mission and ministry, and finally the remaining 30% is to be reinvested in the principle. Furthermore, our committee believes strongly that principle should be preserved and only income from the investments of that principle should be utilized. This ensures the long term stability of the organization.

Presbytery operates as a non-profit organization under IRS rules for public foundations. Unlike Private Foundations, Public Foundations are not required to spend any specific percentage of their income annually in order to maintain non-profit status. Nevertheless, as sales of Presbytery property continue to occur and those

proceeds are invested there is a need for a more long-term strategy as to how to best utilize income derived from these increasing investment totals. Consequently, the General Council has appointed a special task force headed by Lynne Parsons which will be studying the needs of member churches and will ultimately be making recommendations to General Council as to how best utilize this income for the good of the Presbytery.

Under our Outreach responsibilities this past May, our committee was able to award \$65,930 in available funds from the Vision Initiatives Fund, the Lynn Johnson Social Justice Fund, the Outreach Fund, as well as Peacemaking and Elder Care funds. This was a difficult task as we received applications this year totaling \$131,462 from member Churches and affiliated organizations.

So far in 2025 we have also been able to allocate Kelso Grant applications totaling \$95,000 to 19 member churches based on their applications to utilize the funds to make physical improvements to their facilities. These grants have been so popular and so beneficial to our member churches we voted to transfer an additional \$100,000 from the underutilized Weaver King fund (a matching loan program) to the Kelso fund so that we can continue to fund grants under this program.

Finally, under our Personnel responsibilities we were able to complete a review of Lynn Hargrove in her position as General Presbyter. The review went well with Lynn receiving very high marks for the work she has done and continues to do in her role. General Council also requested that this committee review existing PNC policy regarding sexual harassment, child protection, employee policy and procedures and come back to General Council with recommendation as to what changes should be put in place so as to avoid a repeat of issues that came before the Presbytery regarding staff involvement in these kinds of issues in the recent past. This committee appointed an ad hoc task force including some committee members and some other individuals with specific expertise and/or knowledge of the issues involved. That task force has met twice this fall and has come to realize that this is a larger task than first imagined and will likely require a complete review of the Policies and Procedures manual for the Presbytery. Many of these policies have not been reviewed in over 20 years. The committee hopes to have recommendations regarding sexual harassment and child endangerment policies ready to present to Presbytery at the March 2026 meeting. The complete review of the entire manual will likely take most of 2026.

Respectfully submitted,

Charlie Bradbury

The members of the Administration Team are:

2025: Charlie Bradbury (Huntsville, First); Sharon Carey (Houston, St. Paul); Jim Fryfogle (Houston, Northwoods); Bill Parker (Houston, Clear Lake); Rev. Kathy Sebring (Dickinson, First); Rev. Kristy Vits (Bellaire, ChristChurch)

2026: Chris Friedersdorf (Atascocita); Martha Carol Giese (Waverly); Rev. John Judson (HR)

2027: Rev. Deborah Bogar (Houston, St. Paul); Rev. Brent Hampton (HR); Ann Hardy (Houston, St. John's)

OPERATING CASH FLOW ANALYSIS

OPERATING STATEMENT (10 Months Ended 10/31/2025)

Total Operating Revenues	\$301,914
Less Total Expenses before Depreciation	(502,183)
Operating Deficit	(200,269)

FUNDS AVAILABLE TO FINANCE DEFICIT (see note below)

Investment income @12/31/2024	247,545*
*30% is available to finance the deficit, the same amount is reinvested	74,263.50 x 2 = 148,527
*40% is available for the General Council for mission and ministry	99,018

LIQUID RESERVES @ 10/31/2025

Balance Sheet @ 10/31/2025

Total reserves: cash & liquid investments	\$13,513,304
Less Restricted funds @ 10/31/2025	(654,884)
Total Unrestricted Reserves @ 10/31/2025	\$12,858,789

NOTE: The "funds available to finance deficit" come partly from the proceeds from the sale of our former office building at 1110 Lovett. In September, 2021, the Finance Committee recommended to the General Council that disbursements from the income earned on these invested funds be distributed as follows:

40% to be distributed by General Council for mission and ministry

30% to be used for PNC operations if there is a deficit. If there is no deficit, then the funds are carried forward to be used in the future if necessary.

30% to be reinvested into the "Building Fund" at Texas Presbyterian Foundation

**None of these funds have been used thus far in 2025.*

In September of 2023, a motion was approved to set up a GC Discretionary Spending Fund which would include:

- 1. Funds generated by the earnings (interest and dividends) and realized capital gains (new of realized capital losses) generated by the "Building Sales Proceeds and Unrestricted Reserve funds at Texas Presbyterian Foundation (TPF)."*
- 2. 20% of all monies that are realized from the sale of PNC properties.*
- 3. Designated donations.*

Further move that the remaining 80% of monies that are realized from the sale of PNC properties be placed in the Building Sales Proceeds account at TPF.

When a congregation chooses to dissolve, their property reverts to the presbytery under the trust clause. We have been able to lease some of these properties so that they are still being used for the purposes of worship and mission in those communities. When there is no group interested in leasing, then the property is sold.

Committee On Ministry (COM)

MOTIONS

1. COM recommends and moves a change in the Minimum Terms of Call, implementing a 3% increase (see table at the end of this report).
2. COM recommends and moves that the minutes be received and the following installation commissions be dismissed with our thanks:
 - Rev. Jeannie Cardona at First Presbyterian Church of Bryan, September 14, 2025
 - Rev. Racquel Tomacruz at St. Paul Presbyterian Church of Needville, September 6, 2025
 - Rev. JongSuk Baek at Young-Nak Presbyterian Church, August 3, 2025
3. COM recommends and moves that Presbytery grant Honorable Retirement status to Rev. Helen Rose Moore effective November 15, 2025

COM ACTIONS TAKEN ON BEHALF OF PRESBYTERY

I. New Minister Members of Presbytery (Statements of Faith are on pages 25-28)

1. Rev. Kwangjin Song, transferred from the Korean Presbyterian Church Abroad to PCUSA. September 9, 2025
2. Rev. Jack Haberer, transferred from Mission Presbytery, October 7, 2025
3. Rev. Ed Sackett, transferred from Southern New England Presbytery, October 7, 2025
4. Rev. John Roberts, transferred from Mission Presbytery, and is Stated Supply at Heritage Presbyterian as of October 13, 2025

II. New Calls and Contracts

John Roberts and Heritage, Full Time Stated Supply, 10.13.2005

Salary	\$50,000
Housing	65,000
Other reimbursements (phone/tablet)	2,400
Study Leave Allowance	250
Other- moving expenses, 2025 only	10,000
Vacation	4 weeks
Study Leave	2 weeks
Family Leave (if required)	12 weeks

Mark Downs and ChristChurch (Bellaire), Full Time Interim, 11.05.2025 one year

Salary	\$25,000
Housing	54,000
Books, professional expenses	1,400
Study Leave Allowance	1,500
Board of Pensions	8,000
Reimbursement of SECA tax obligation up 7.65%	6,044
Study Leave (plus clergy retreat if offered)	2 weeks
Vacation	4 weeks

Guy “Coby” Cagle and Clear Lake, Full Time Associate installed 11.17.2025. Coby is transferring his ordination from the Evangelical Covenant Church, and has passed the written PCUSA ordination exams.

Salary	\$43,735
Housing	33,00
Books, Professional Expenses	3,500
Study Leave Allowance	1,670
Board of Pensions	44,042
Paid Medical Family Leave	12 weeks
Study Leave (plus clergy retreat if offered)	2 weeks
Vacation	4 weeks

III. Renewals with Changes in Terms of Call:

Gordon Blackman, Jr and FPC Lufkin, Full Time Installed, effective 1.1.2025

Salary	\$36,000
Housing	36,000
Other direct compensation	7,000
Travel Reimbursement @ IRS Rate	1,500
Books, Professional Expenses, Study Leave Allowance	2,460
Board of Pensions	20,540
Reimbursement of SECA tax obligation up 7.65%	6,043
Paid Medical Family Leave	12 weeks
Study Leave (plus clergy retreat if offered)	2 weeks
Vacation	4 weeks

Blair, Andy and Covenant College Station, full time interim, one year 9.1.2025

Salary	\$30,000
Housing Allowance	25,000
Bonus	4,207
Study Leave Allowance	1,200
Travel @ IRS Rate	8,000
BOP	15,394
Study Leave (plus clergy retreat if offered)	2 weeks
Vacation	4 weeks

Green, David (HR) and FPC Huntsville, part time (10 hrs/wk), one year 10.17.25

Salary	\$26,000
Travel Reimbursement @ IRS Rate	5,000
Study Leave (plus clergy retreat if offered)	2 weeks
Vacation	4 weeks

Isabel Rivera-Velez and Faith Baytown part time Stated Supply 19 hrs/wk 7.13.2025

Salary	\$13,846
Housing	13,846
Travel (per IRS rate \$.70/mile)	530
Study Leave Allowance	2,654
Vacation	6 weeks
Study Leave	5 weeks

Hyun "Shawn" Kang and Presbyterian Mission Agency full time 1 year

Salary	\$33,614
Housing	26,208
BOP	Full
Vacation	27 days
Study Leave	10 days

Johnna Cormier, CRE and FPC, Silsbee 22 hrs/week 8.1.2025

Salary	\$37,200
Study Allowance	\$250
Vacation	4 weeks
Study Leave	2 weeks

Timothy Marquez and St. Martin's ELCA Part Time Interim 9.1.2025 – 12.31.2025

Salary	\$45,852
Social Security offset	included
Travel (per IRS rate \$.70/mile)	\$.67/mile
Pension	10% of defined compensation
Contribution to spouse's insurance plan	1,875
Study Leave Allowance	700
Vacation	4 weeks
Study Leave	2 weeks

Grant Todd Williams and Webster, Full Time Interim one year 11.1.2025

Salary	\$50,000
Housing	30,000
Travel Reimbursement @ IRS Rate	4,000
Study Leave Allowance	1,000
Board of Pensions (Disciples of Christ pension plan)	9,825
Reimbursement of SECA tax obligation up 7.65%	6,120
Study Leave (plus clergy retreat if offered)	2 weeks
Vacation	4 weeks

IV. Renewals no Change in Terms of Call

1. Sharon Templeman, CRE, and Trawick one year 3.1.2025: Compensation \$150 wk, \$500/yr for study
2. Jim Gill(HR) and St. Andrew's Parish Ass. 15/hrs week one year 6.1.2025: \$20,600/yr
3. Tracy Williams and Brazoria 19 hrs/wk 1.1.25: \$30,395/yr

V. Dismissals, Moves, Transfers

1. David Pierce and Gulf Prairie – contract ended
2. Mark Downs and Oaks Presbyterian - contract ended
3. Carl Slagley, CRE and Emmanuel, Galveston – contract ended
4. Jeremiah Situkah and Pinecrest – contract ended
5. Sharon Gazaway dismissed to South Louisiana 9/18/25
6. Katherine Doeiring dismissed to New Hope 9/19/25

VI. Actions and Concerns

1. All ministers in the Presbytery are asked to provide two emergency contacts to be included in our presbytery database.
2. The following deaths were recorded:
 - ❖ Rev. David Mason, FPC Rosenberg (8/2)
 - ❖ Rev. Wilbur Stambaugh (HR)(9/13)
 - ❖ Rev. T. Stewart Coffman (8/29)
 - ❖ Rev. Dr. Robert Covington(HR) (9/21)
 - ❖ Rev. Jim McLeod (HR)(9/21)

Helen Rose Moore Honorable Retirement

Biographical Statement

Helen Rose Moore, a graduate of Southern Methodist University and McCormick Theological Seminary, was ordained on September 11, 1994 at St. Philip Presbyterian Church as chaplain at Vitas Hospice. She served there for 2 years and 2 years at Hospice Preferred Choice. While serving as temporary supply pastor of Faith Covenant Church, Helen Rose earned her MA in Family Therapy from UHCL in 2000.

After both children, Sarah and Luke, were in college, Helen Rose moved to Hutchinson, Kansas in 2003 where she served as associate pastor of First Presbyterian Church for 4 years. She then served as interim pastor for the Belleville/Concordia 2-church parish in Northern Kansas for 4 years, assisting them in defining life as a newly formed parish. She then served as interim pastor at Covenant Presbyterian Church in Wichita before returning to Houston in 2013 as interim pastor of Webster Presbyterian Church where she served for nearly 2 years.

From there, she had various adventures, serving as interim pastor to two ELCA churches and commuting to Jones Creek to serve as stated supply at Gulf Prairie Presbyterian Church during the pandemic. That position was suddenly ended after a year when she suddenly broke her leg. After recovering from that, she has served short-term preaching stints at Woodforest, First--Pearland and First--Pasadena, and supply preaching.

Statements of Faith (in alphabetical order)

Guy "Coby" Cagle

The Trinity not only describes the ontology of God, but it also provides a framework for how God relates to us and a model for how we should relate to one another. We believe that God is three in one. The persons of the Trinity, the Father, Son, and the Holy Spirit, are equal in power. While the Father is God, Jesus is God, and the Holy Spirit is God, they are distinct persons. This explains how God sent God's Son (John 3:16), Jesus prayed to the Father (John 17), and God sent the Holy Spirit to be our guide (John 14:26). The fact that there are three persons but one God means that there is no hierarchy in the Trinity. The three persons are united in one being, God. The unity of the Trinity provides a powerful model for how humans should live. We were not created to live life alone. God chose to reveal Godself in three persons who are one. Humanity was created in the image of God. We are connected. And while we may not be the same being, we need each other. We are bound to one another. Our sin impacts one another. Our justice and righteousness impact one another. We were meant to live, pray, study scripture, and play in the context of community. The Bible is the written word of God, witnessing to God's self-revelation. The Bible guides, instructs, challenges, and inspires readers. Something mysterious happens when we submit to the Holy Spirit while wrestling with the Bible in the context of a diverse community. When we listen well, we encounter the Triune God. This encounter transforms us into new people, sent to love as we are loved. The Church is the body of Christ. This body is comprised of a rich ethnically, culturally, linguistically, and theologically diverse global community. 2 Corinthians 5:17-20 articulates the purpose of the church as Christ's ambassadors given the ministry of reconciliation. I believe this work involves living, teaching, and voting in such a way that people are reconciled with each other, themselves, God, and creation. The Kingdom of God is language found in the New Testament describing the reign of God's justice, mercy, love, compassion, and Shalom. Jesus speaks about the kingdom of God frequently in scripture. God's kingdom is unlike anything humans have built. Kingdoms of this earth are built to gain and preserve power, usually at the expense of others. God's kingdom is about holistic restorative Shalom. God's kingdom is the way things were intended to be and the way things will once again be. Scripture reveals that this kingdom is both among us and in the process of being established. Theologians describe this as the "already, but not yet" tension. In this tension, we must live out and

preach the Gospel to the ends of the earth. We must pray for God's shalom to reign while we actively look for ways to embody restorative justice in all sectors of life. We must humbly partner with God as God redeems, restores, reconciles, transforms, and makes all things new.

Jack Haberer

I believe in, that is, I depend upon God.

I believe that God is and always has been comprised of three persons, most commonly named Father, Son and Holy Spirit.

I believe in the God of love, introduced in the first words of Scripture as the Creator. Like any artist, God turned imagined beauty into an observable reality by inventing stars and planets. As a being of beauty, God created living organisms on at least one of those planets, earth, and as being of love, God created human beings with whom that love could be shared. The first humans declared their independence from and rebelled against God. God's existence allowed no such rivalries, so the humans were banished to live their lives estranged from the Godhead. But the loving God did not rest content with that. God sent representatives – emancipators, teachers, prophets – to plead the case for reconciliation. After receiving for millennia irregular and fickle results, God sent God's own Son.

I believe in the God of grace, the Son of God, whom we know as Jesus the Christ. While eternally co-existent with the Godhead, Jesus took on flesh, being born of a virgin, having been conceived by the Holy Spirit. He grew, was baptized and then was tempted to join the human rebellion. He resisted. He launched a ministry of teaching; he was, in fact, the living Word of God. He also healed and emancipated. He was perceived as a threat to the common order, so a diabolical plot was hatched, leading to his arrest, torture and execution, being nailed to a cross. In the process he also was enacting the Godhead's larger plan, by taking upon his innocent self the guilt of human rebels and bestowing to them a forgiveness that only a victim can give its perpetrator. Having died for their sins, on the third day he rose from the grave, conquering death's claim on humanity. He ascended into heaven to apply his accomplished work to countless humans, dead, living and not yet born, thereby acquitting them from guilt. He then sent the Holy Spirit to a fledgling community of followers.

I believe in the God of communion, the Holy Spirit. The Spirit encountered humans intermittently through the Old Testament era and inspired the writings of the Hebrew scriptures. The Spirit, being present with Christ in his incarnation, was then given to dwell within and among the community of believers on the first Christian Pentecost, 50 days after Jesus' crucifixion. The Spirit there initiated an ongoing ministry of calling persons to faith, forming Christian community, empowering diverse ministries and inspiring the writing of the New Testament scriptures. The Spirit continues to dwell in and among those elected to faith by God, inspires the proclamation of God's Word, gives impact to the sacraments as believers remember, reconfirm, reenact, and renew God's covenant claims upon them, and gives impetus to live lives that love others, glorify God, and enjoy God fully forever.

I believe and proclaim these truths as if everyone's life depends upon them.

John Roberts

I believe that God raised Jesus from the dead and that means anything is possible for your life. I believe Jesus went into his grave to get you out of yours! I have seen God resurrect churches, marriages, hearts, even summer camps! I believe that God's grace, unmerited love, just because love, is the most amazing reality in the world! I

believe that there is nothing you can do to make God love you more or less, God loves you infinitely just as you are. I believe I am called to live as a hope dealer, and everyone is dealing something. I believe that you should operate and live **from God's love, not for God's love!** I believe that God is always working for our good and that God who began the good work in you, will not ever give up on you. I believe that the Bible is the Word of God which continues to speak to our lives today with truth. *I believe that God is always present and with us, what's lacking is our awareness.* **I believe that following Jesus means I have been given forgiveness for my past, purpose in my present, and hope for my future.** I believe that Jesus came to give salvation which was twofold: abundant life today as well as eternal life tomorrow. I believe that Jesus' life, death, and resurrection was the once for all event. I believe that Jesus is the way, truth, and the life. I believe that faith is a telescope and allows us to see beyond what the human eye can see. I believe that Jesus' main message was *not about how to get into heaven, but how to get heaven into us.* I believe that our number one goal should be what Jesus taught us, to make up there come down here, God's kingdom to come, God's will being done. I believe that every time you love, forgive, provide food, clean water, hope for the hopeless, freedom for the addicted, love to the loveless, you are making up there come down here, God's will being done. I believe that we are called to love unconditionally and indiscriminately and see everyone we meet as a child of God, as Jesus did. I believe that there are no atheists, and that everyone worships something or someone! Everyone has something that points them north, and says this is the way to live. If you don't know who you are and why you are here, the world will try and tell you, but the world didn't make you, God did. *We should focus on the who before the do, when it comes to what God has called us be about.* *I believe we should talk like where we come from, and we come from God who knit us together in our mother's womb!* We should *never be defined by our adversities or achievements, but only as a child of God,* as that is our only eternal identity! There are no adults of God, only children. The Lord is My Shepherd, *my identity,* and I shall not confuse it with *life's adversities,* though I walk through the valley of the shadow of death. You can either be a victim or a victor not both! Through the power of Christ, we can be victors! I believe that *your joy is your job,* and that *happiness is an inside job.* I believe that we are called, above all else, *to guard our own hearts, and to know that everything in life flows from it.* I believe that a saint is just someone who lives their life in such a way that makes it easier for you to believe in God. I believe that forgiveness is both instant and a process. The Holy Spirit reminds us of all these truths and more. I believe the gates of heaven are never shut for the sun never sets in heaven.

Edmond (Ed) Sackett

God offers us grace, yet we are not able to offer that same grace to others or receive it for ourselves as easily as it is offered to us. God is looking for the created to treat one another with the same grace we receive, but until we are willing to speak with the truth of Christ and offer heavenly justice, we cannot reach a point of reconciliation that allows us to fully share God's grace one to another. We are sinners, and it is God who must forgive. God's forgiveness is a costly forgiveness, forged out of God's grief and pain at our failure to be the loving people God created us to be. Standing at the center of Christianity is a tormented Christ, dying in forsakenness. As houses of worship and individuals, we must break our alliances with the powerful and enter into solidarity with the humiliated. To have authentic justice, people must have authentic fellowship, and for this to happen there must be a common point of reference. For Christians, there is that common point, Jesus Christ, and through him, the Christian community needs to rebuild relationships so we can live into the grace we have been given, into reconciliation with God. Belhar states, "We believe that God has revealed God's self as the one who wishes to bring about justice and true peace among people; that God, in a world full of injustice and enmity, is in a special way the God of the destitute, the poor and the wronged, that God calls the church to follow God in this; for God brings justice to the oppressed and gives bread to the hungry."

I believe in the atonement for my sin, the covenant with God created from the flowing waters of baptism, the Holy Spirit that leads me on a daily basis, and that the Triune God offers us a grace that can never be repaid. I believe in Jesus Christ, the salvation that comes from him, and the truth he has given to us and wishes us to extol and expose. In Christ, the Church participates in God's mission for the transformation of creation and humanity by proclaiming to all people the good news of God's love, offering to all people the grace of God at font and

table, and calling all people to discipleship in Christ. I believe in the Table where we all gather for a meal and in the Communion where there is a healing grace; a healing Table which we need to offer up and allow to become a balm for one another, the other, and the injured. God has called humanity into covenant, a relationship with people in community. The Holy Spirit calls, gathers, orders, and empowers the church community so that each member can receive the gifts to build up the body of Christ by equipping the people for the work of ministry. God calls us to different ministries. Seeking truth and justice was my calling as a journalist and remains my calling to this day. I will stand on the forsakenness because I believe in the truth of Jesus Christ, the justice of the Holy Spirit, the ability of reconciliation in humanity, and the God-given grace for all of God's creations.

Kwangjin Song

I belong, my body and my soul, to God in life and in death. I trust in the one triune God, the Holy One, to whom alone I cleave, whom alone I serve, and whom alone I worship (The Scots Confession, 3.01) through the grace of the Lord Jesus Christ, the love of God, and the fellowship of the Holy Spirit. I trust in Jesus Christ, who saved us by being crucified when we were dead in our transgressions and sins (Ephesians 2:1), who is the way, and the truth, and the life, and no one comes to the Father except through Jesus (John 14:6). I trust in God, "I am the Alpha and the Omega," says the Lord God, "who is, and who was, and who is to come, the Almighty" (Revelation 1:8). God is all sufficient in himself, Creator of all things, the greatest good, living, omnipotent and supremely wise, kind and merciful, just and true (The Second Helvetic Confession Chapter I, 5.015). I trust in God the Holy Spirit, who teaches us all things and remind us of everything Jesus has said to us (John 14:26). who brings spiritual understanding, convicts of sin, reveals the truth of the Word, brings assurance of salvation, empowers for holy living, teaches, and comforts (ESV Bible, Biblical Doctrine, p2608). I trust that the grace of our Lord Jesus Christ, the love of God, and the fellowship of the Holy Spirit be with me (2Corinthians 13:13).

The members of COM include:

Rev. Karen Estes (Houston, Woodhaven), Moderator Rev. Fairfax Fair (Pasadena, First) Vice Moderator

2025: Margaret Desmond, Becky Gaconnet, Jim Gill, Munn Hinds, Kevin Snowden

2026: Fairfax Fair

2027: Helen DeLeon, Bob Patterson, David Sahn

EXAMS: Charley Shurtz, Peggy Hendricks, Paul Kucera, Patti Porter, Jace Frey, Cindy Mood, Lindsay Hatch, Garry Schoonover, Tara Thompson

The Presbytery of New Covenant

Minimum Terms of Compensation 2026

COM recommends the Minimum Terms of Call be increased by 3%, in line with the increased cost of living.

The 2026 Terms of Call Reporting Information Packets will be sent to all pastors, clerks of session, and church treasurers by email by December 1, 2025.

From the action of the General Assembly and approval by the presbyteries, the Book of Order G-3.0804, includes the following pertaining to all installed calls:

The call shall include provision for a minimum of twelve weeks paid family medical leave and participation in the benefits plan of the Presbyterian Church (U.S.A.), including both pension and medical coverage, or any successor plan approved by the General Assembly.

IRS mileage for 2025 is 70 cents per mile (driven for business use)

2026 mileage rates will be released in January, 2026

Commuting mileage IS NOT reimbursable

Compensation minimums are based on years of Experience:

Experience	2024 Minimums	2025 Minimums	2026 3% increase
Newly ordained	49,200	49,200	50,676
1 year experience	50,000	50,000	51,500
2 years experience	50,900	50,900	52,427
3 years experience	51,800	51,800	53,354
4 years experience	52,400	52,400	53,872
5 years experience	53,450	53,450	55,053
6 years experience	54,000	54,000	55,620
7 years experience	55,300	55,300	56,959
8 years experience	56,000	56,000	57,680
9 years experience	56,900	56,900	58,607
10+ years experience	59,200	59,200	60,976

Annual inflation for the 12 months ending September 2024 was 2.44%.

Current Annual inflation for the 12 months ending September 2025 is 2.9%.

Service of Recognition for Church Professionals Upon Retirement

Introduction of the Retiree by the General Presbyter

Scriptural Sentences – I Corinthians 12:4-11

Peterson – “God’s various gifts are handed out everywhere; but they all originate in God’s Spirit. God’s various ministries are carried out everywhere; but they all originate in God’s Spirit. God’s various expressions of power are in action everywhere; but God is behind it all. Each person is given something to do that shows who God is: Everyone get in on it, everyone benefits. All kinds of things are handed out by the Spirit, and to all kinds of people! The variety is wonderful: wise counsel, clear understanding, simple trust, healing the sick, miraculous acts, proclamation, distinguishing between spirits, tongues and interpretation of tongues. All these gifts have a common origin, but are handed out one by one by the Spirit of God. God decides who gets what, and when.”

Recognition of Retiree’s Service to the Church

Presentation of the Official Retirement Certificate

Brief statement by person retiring

Prayer of thanksgiving for the retiree’s ministry (remembering the vows taken upon ordination G-14.0405b) – General Presbyter

O Lord, we thank you for the trust in Jesus Christ _____ has exhibited.

We thank you that throughout *his/her* ministry _____ has accepted the Scriptures of the Old and New Testaments to be, by the Holy Spirit, the unique and authoritative witness to Jesus Christ in the Church universal, and God’s Word.

We are grateful that _____ has sincerely received and adopted the essential tenets of the Reformed faith as expressed in the confessions of our church as authentic and reliable expositions of what Scripture leads us to believe and do, and that *he/she* has been instructed and led by those confessions as he led the people of God.

We lift up our hearts in gratitude for this Minister of the Word and Sacrament who has lived in obedience to Jesus Christ, under the authority of Scripture, and has been continually guided by our confessions.

We thank you for *his/her* willingness to be governed by our church’s polity, and to abide by its discipline. We are grateful that *he/she* has been a friend among *his/her* colleagues in ministry, working with them, subject to the ordering of God’s Word and Spirit.

We thank you that in *his/her* own life *he/she* has sought to follow the Lord Jesus Christ, love neighbors, and work for the reconciliation of the world.

We are grateful that *he/she* has fulfilled *his/her* promise to further the peace, unity, and purity of the church.

We thank you that _____ has served your people with energy, intelligence, imagination, and love.

O God, we are profoundly grateful that _____ has been a faithful minister, proclaiming the good news in Word and Sacrament, teaching faith, and caring for people. Finally, Lord, we are appreciative that _____ has been active in government and discipline, serving in the governing bodies of the church; and in *his/her* ministry has shown the love and justice of Jesus Christ.

Committee On Preparation For Ministry (CPM)

Motion: to elect Rev. John Park as a reader of PCUSA Ordination examinations for 2026.

The Committee on Preparation for Ministry met three times since January 1, 2025: May, June, and October. CPM voted to meet quarterly, in January, April, July and October on the third Saturday at 9:30am via ZOOM.

Beginning in January, efforts were made to contact each Candidate/Inquirer to track their progress

Actions taken on behalf of Presbytery

May: none

June: Kevin McDaniel (Pinecrest) was accepted as an Inquirer, completed coursework at Fuller Theological Seminary; recommended Nancy Diaz be moved from Inquirer to Candidate

October: Gloria Blanco (Clear Lake) was accepted as an Inquirer, enrolled at Austin Theological Seminary

2025 Candidates and Inquirers

Candidates

Nancy Diaz (Houston, San Pablo + Trinity) is in the process of taking ordination exams

Inquirers

Gloria Blanco (Houston, Clear Lake); Sungtaek Kim (Houston, Korean Central); Richard Kang (Houston, Korean Central); Kevin McDaniel (Houston, Pinecrest); Jeusung (Chris) Park (Houston, Korean Central); Ruth Peterson (Sugar Land, First)

Inquirers pursuing CRE

Lam Cao (Houston, Thien-An); Maria Gonzales (Houston, Iglesia Latina); Norma Gonzales (Houston, Iglesia Latina); Isabela Meija (Houston, Iglesia Latina); Italia Rivera Ramos (Houston, Iglesia Latina)

Members of the CPM 2025: Rev. Fred Seay, Chair

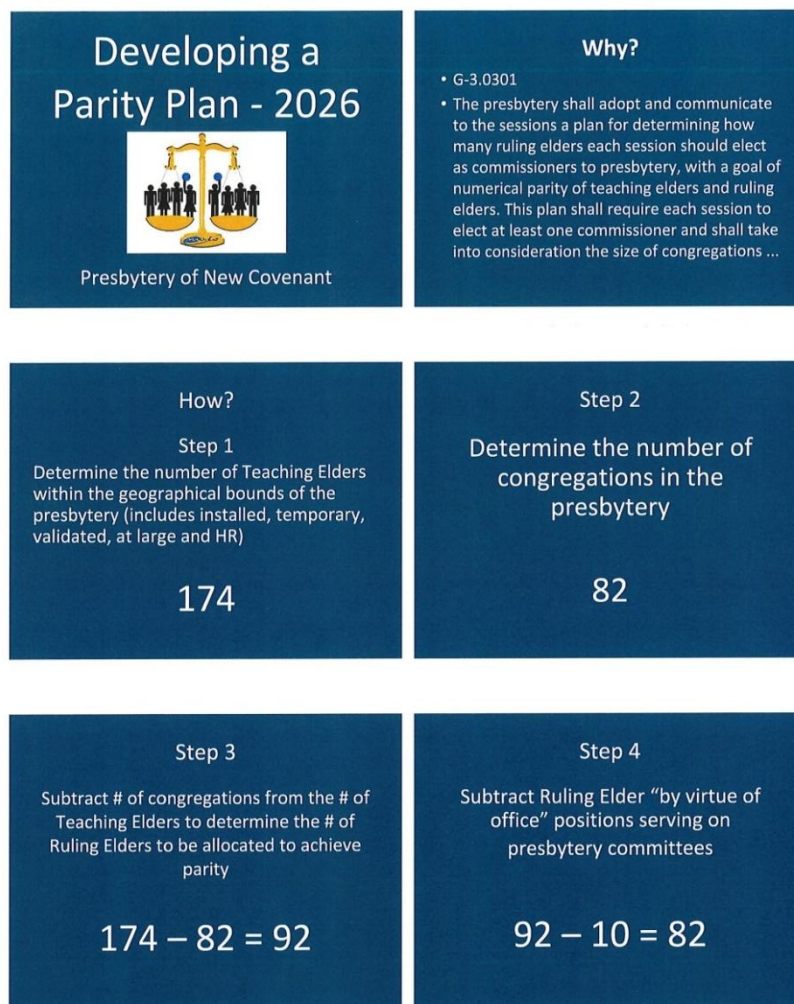
Rev. Thomas (Tom) Coop (HR); CRE Debra Battisse-Kleinman; TE Matthew Beach (resigned in May)

Ecclesiastical Affairs

Motion: To approve the Parity Plan for use in 2026.

G – 3.0301

The presbytery is the council serving as a corporate expression of the church within a certain district and is composed of all the congregations and ministers of the Word and Sacrament within that district. The presbytery shall adopt and communicate to the session a plan for determining how many ruling elders each session should elect as commissioners to presbytery, with a goal of numerical parity of ministers of the Word and Sacrament and ruling elders. This plan shall require each session to elect at least one commissioner and shall take into consideration the size of congregations as well as a method to fulfill the principles of participation and representation found in F-1.0403 and G-3.0103. Ruling elders elected as officers of the presbytery shall be enrolled as members during the period of their service. A presbytery may enroll, or may provide by its own rule for the enrollment of, ruling elders during terms of elected service to the presbytery or its congregations.



Step 5

Subtract RE Former Moderators/Stated Clerks

$$82 - 12 = 70$$

Subtract CRE's Serving in Pastorates

$$70 - 5 = 65$$

Step 6

Distribute 65 Ruling Elder Commissioners

1 Ruling Elder commissioner for each 125 congregational members results in uniform distribution of the 65 Ruling Elders.

2025 Parity Plan Summary

Teaching Elders	174
Congregations in Presbytery	-82
By Virtue of Office, etc.	-27
Additional Ruling Elders Needed	65

Allocate 1 Ruling Elder Commissioner for each 125 members

Teaching Elders 174 = Ruling Elders 174

Additional Elders

Korean Central (capped)	+12
Clear Lake	+8
Northwoods	+7
Woodlands	+5
St. Philip, Houston	+4
St. Andrew's (Houston)	+3
Conroe; Webster, Bryan; Grand Lakes; Pines; St. John's; Atascocita	+2x7=14
EPC Sugar Land; St. Andrew's (Beaumont); EPC Pasadena; Spring Branch; EPC Angleton; St. Paul Houston; Faith (Baytown); Covenant (College Station); ChristChurch (Bellaire); Bethel (W. Columbia); Westminster (Nacogdoches); EPC Orange	+1x12=12
	65

Year	Church Name	Location	Members	One Elder Per	Added for Parity	
2024	Korean Central	Houston	2069	1	12	Capped
2024	Clear Lake	Houston	1069	1	8	
2024	Northwoods	Houston	906	1	7	
2024	Woodlands Community	The Woodlands	610	1	5	
2024	St Philip	Houston	532	1	4	
2024	St Andrew's	Houston	493	1	3	
2024	First	Conroe	397	1	2	
2024	Webster	Webster	349	1	2	
2024	First	Bryan	337	1	2	
2024	Grand Lakes	Katy	331	1	2	
2024	Pines	Houston	304	1	2	
2024	St Johns	Houston	260	1	2	
2024	Atascocita	Humble	258	1	2	
2024	First	Sugar Land	237	1	1	
2024	St Andrews	Beaumont	201	1	1	
2024	First	Pasadena	193	1	1	
2024	Spring Branch	Houston	180	1	1	
2024	First	Angleton	163	1	1	
2024	St Paul	Houston	158	1	1	
2024	Faith	Baytown	150	1	1	
2024	Covenant	College Station	145	1	1	
2024	Christ Church	Bellaire	142	1	1	
2024	Bethel	West Columbia	137	1	1	
2024	Westminster	Nacogdoches	133	1	1	
2024	First	Orange	131	1	1	
2024	Brenham	Brenham	124	1		
2024	St Thomas	Houston	123	1		
2024	Korean Young Nak	Houston	120	1		
2024	St Luke's	Houston	116	1		
2024	First	Galveston	110	1		
2024	First	Lufkin	105	1		
2024	St Pauls	Needville	100	1		
2024	Iglesia Cristiana Latina	Houston	100	1		
2024	Heights	Houston	97	1		
2024	First	Huntsville	96	1		
2024	First	Alvin	91	1		
2024	First	Bay City	88	1		
2024	Indian	Livingston	85	1		
2024	Grace Taiwan	Houston	81	1		
2024	First	Wharton	79	1		
2024	First	Pearland	78	1		
2024	First	Tomball	77	1		

2024	San Pablo Trinity	Houston	73	1
2024	A Comm/Servant-Savior	Houston	71	1
2024	John Knox	Houston	70	1
2024	First	Navasota	68	1
2024	Gulf Prairie	Lake Jackson	67	1
2024	Presbyterian Church of the Redeemer	Houston	65	1
2024	Biyaya Community	Stafford	65	1
2024	Pinecrest	Houston	65	1
2024	Heritage	Cypress	63	1
2024	First	Livingston	62	1
2024	First	Brazoria	57	1
2024	First Of Trawick	Cushing	57	1
2024	New Hope	Katy	53	1
2024	Woodforest	Houston	52	1
2024	Thien-An	Houston	45	1
2024	Formosan	Houston	44	1
2024	Oaks	Houston	40	1
2024	Emmanuel	Galveston	39	1
2024	First	Crockett	36	1
2024	Pioneer	Beaumont	36	1
2024	St Stephen	Houston	36	1
2024	Westminster	Galveston	35	1
2024	Trinity	Nederland	34	1
2024	First Lao	Houston	30	1
2024	First	Texas City	28	1
2024	First	Rosenberg	27	1
2024	First	Silsbee	26	1
2024	First	Dickinson	23	1
2024	Waverly	New Waverly	21	1
2024	Christ	Missouri City	19	1
2024	First	Trinity	19	1
2024	Juan Marcos	Houston	19	1
2024	Faith	Pasadena	16	1
2024	Drake Memorial	Orange	15	1
2024	St James	La Porte	14	1
2024	First	Calvert	12	1
2024	Olive Branch	Conroe	11	1
2024	Shiro	Shiro	9	1
2024	First	Caldwell	8	1
2024	First	Vidor	7	1

The Ecclesiastical Affairs Committee (EAC) of the presbytery is tasked with organizing the meetings of the presbytery, determining the locations of presbytery meetings, bringing General Assembly proposed amendments to the floor of presbytery, developing and bringing to the presbytery the annual Parity Plan, and anything else that involves our meetings. We have worked hard at holding presbytery meetings in a variety of locations across our geographic area to promote unity and diversity of locations. The 2026 presbytery meeting schedule is Woodlands Community Church in March, online via Zoom in July, and St. Philip (Houston) in November. We will soon be working on scheduling 2027 presbytery meetings. If your church would like to host a meeting, please contact Lynn Hargrove or Andy Gans.

With thanks,
Andy Gans
EAC Chair

Members of EAC are Andy Gans (Houston, Pines), Cory Stott (At Large), Diane Kane (Webster, Webster)

General Council

The General Council of the presbytery exists to help congregations and the church to be more faithful participants in the mission of Christ. The General Council has responded to written concerns from individuals or sessions regarding Presbyterian social media sites and the Land and Peoples Acknowledgement at presbytery meetings. A request to examine and update the policies for presbytery staff and volunteers working with youth has expanded to include all the personnel policies for Presbytery of New Covenant. A separate task force continues to try to find affordable options for churches to insure their buildings. Other discussions have included the following questions: what does General Council want to accomplish in 2026; how do we support the mission of individual congregations; how do we help foster understanding of our connectional nature and how can we better connect areas of the presbytery; and how do we address the lack of energy in some congregations and help to create energy.

Respectfully submitted,
Bonnie Keith
Moderator of General Council

Members of General Council include:

2025: Sue Edrozo (Texas City, Mem1), Kallie Pitcock (Nacogdoches, Westminster), Ken Telg (Bryan, First)

2026: David Coles (Houston, Pines), Gary Long (Houston, Northwoods), Michael McCracken (Lufkin, First)

2027: Marla Blanke (Orange, First), Michael Gable (Angleton, First), Tyler Henderson (Katy, Grand Lakes)

By Virtue of Office: Bonnie Keith (Pasadena, First), Hector Rivera-Velez (HR), Chuck Johnson (Houston, St. Philip), Charlie Bradbury (Huntsville, First), Karen Estes (Houston, Woodforest) and Lynne Parsons (Houston, St. John's)

Innovation & Vitality

In this past year, the committee has met consistently each month to continue our work in pursuing ways to enhance the relevance, vision and inspiration of our Presbytery's congregations. To that end, we have planned, organized and offered two gatherings for congregants to come together to share our collective experiences, to pray, to encourage and to learn from one another. We can never underestimate the power of believers joining together in this way. Furthermore, we have promoted and contracted with <https://leadconnects.org/> offering an opportunity for congregations to develop and pursue a vision for relevant ministry.

During our Spring gathering, Rev. Michael Gable and Rev. Steve Hill presented the Two Loops Model of Organizational Life. Disappointment can grow when our former ways of doing things do not produce fruit. An organization can be failing, thriving or holding on. This presentation helped those present to grow an appreciation for our past congregational lives and to learn to be open to our future; to the future that God is calling us into as congregations in this twenty-first century. This presentation was followed by Jessica Noonan from **LeadConnects** with a discussion that inspired many on the value of intentional, thoughtful reflection and prayer as a means to open our hearts to God's desire for our individual church congregations.

This Fall, the gathering focused on Spiritual Formation during Advent. To continue our sharing and growth, our committee offered presentations by Rev. Laura Grise, Dave Coles, Phil Wetz, Anne Guerra, Lissette Fiaas-Burgos and Rev. Lynn Hargrove. We recognized that during this special time of year we have numerous opportunities to share with our congregants and our neighbors the meaning of this season. Each of the presentations was powerful adding many fresh ideas on ways to share His Word with our congregations and with the community of visitors we encounter during one of the most meaningful seasons of our liturgical year. We have found that congregations so often continue to do what is comfortable and aren't willing to risk trying a new idea. This workshop was a good reminder that innovation can lead to new ways of engaging our members and our communities. Simply by trying just **one** new idea can bring hope, excitement, and joy into the hearts of those who are participating.

In addition to the workshops, efforts to encourage congregations to form a **LeadConnects** cohort continued. We partnered with **LeadConnects**, a faith-based organization that assists congregations in thoughtful reflection that leads to action, to act as a facilitator to assist each congregation on the quest to find a pathway to purpose and meaning in their ministries. This effort has been underwritten by the Presbytery and costs nothing but time, energy, and love for those who partake. We organized a meeting with Jessica Noonan before the March Presbytery meeting that was well attended. This effort helped to acquaint members with the **LeadConnects** organization and strategy. Three new congregations will begin this journey before year's end, joining two other congregations who have been faithfully meeting in their cohorts and continue to work on their ministry vision and relevance. We have been disappointed that more congregations have not taken advantage of this remarkable opportunity. However, this opportunity still exists! If your congregation is interested, please contact Lynn Hargrove or myself for more information.

The committee also agreed to maintain the record of baptisms from New Worshipping Communities. During 2025 our new worshipping communities have had eight (8) baptisms, all to the Glory of God. An attachment to this report reflects those who have received baptism.

Finally, a task force composed of members from the General Council was formed to consider the ways in which our Presbytery can assist with congregational needs. A survey was sent out in September to the Pastor and Clerk of each Church. 103 responses were received by the end date in early October. The data was collected by and will be analyzed by a professional. Once that analysis is completed the task force will compile recommendations on how financial help, if needed, or other types of assistance can further the kingdom of God in our Presbytery.

These recommendations will be presented to General Council where final direction will be decided and acted upon. This result will help direct our committee's resources in the best manner to support our efforts to bring vitality and innovation to our Presbytery.

As we continue our work, the committee remains open to ideas and suggestions on how to create greater vitality and innovation in our congregations. Please contact me or any member of our committee to present or suggest an idea. Together we can make a difference and bring hope to this dark world.

Respectfully submitted,

Lynne Parsons

Moderator of Innovation and Vitality Committee

The members of the Innovation and Vitality Committee are:

2025: Laura Grice (Woodlands, Woodlands), Robin Moore (Nacogdoches, Westminster), David Northcutt (HR)

2026: Wayne Eberly (Atascocita, Atascocita), Lynne Parsons (Houston, St. John's), Barbara Yantis (Bellaire, ChristChurch)

2027: Bobby Daniel (Orange, First), Steve Hill (HR), Tracy Williams (Brazoria, First)

Ad Hoc Members: Ego Mba (Houston, St. Paul)

For Record Keeping Purposes

Baptisms: New Worshipping Communities – Mosaic Village Church, Houston

Easter Sunday, April 20, 2025 each baptism officiated by the Rev. Shawn King

1. Noah Parker Koo (born: 11/24/2019); Parents: Susanna Park Koo and Stephen Nahoon Koo
2. Jaxon Owen Koo (born: 09/13/2021); Parents: Susanna Park Koo and Stephen Nahoon Koo
3. Elijah Moon (born: 03/26/2019); Parents: Eric and Janie Moon
4. Emma Moon (born: 09/14/2020); Parents: Eric and Janie Moon
5. Eliza Kim (born: 11/16/17); Parents: Daniel and Esther Kim
6. Lazarus Kim (born: 7/14/20); Parents: Daniel and Esther Kim
7. Hazel Kim (born: 10/22/22); Parents: Daniel and Esther Kim

Sunday, June 8, 2025 baptism officiated by the Rev. Shawn King

1. Caleb Young Shieh (born: 2/23/23); Parents: Julia Cho and Steven Shieh

Nominating Committee

Motion: To elect this slate of nominees to serve on the committees of the presbytery.

2026 Moderator Elect – Rev. Karen Estes (Woodforest, Houston)

Admin/Administration

- 2026 – Rev. Kathy Sebring (Dickinson, First and Webster, Webster)
- 2028 – Charlie Bradbury (Huntsville, First)
- 2028 – Jim Fryfogle (Houston, Northwoods)

2026 Committee on Ministry Leadership

- Moderator – Rev. Fairfax Fair (Pasadena, First)
- Vice Moderator – RE Kevin Snowden (Webster, Webster)

COM/Committee on Ministry

- 2026 – RE John Blanke (Orange, First)

COM/Exams

- 2026 – RE Patti Porter (Navasota, First)
- 2028 – RE Traci Hlavaty (Atascocita, Atascocita)
- 2028 – RE Warren Qualley (Bryan, First)
- 2028 – Rev. Charley Shurtz (Bay City, First)

CPM/Committee on Preparation for Ministry

- 2028 – RE Johnna Cormier (Silsbee, First)
- 2028 – Omi Ford (Houston, St. Philip)
- 2028 – Rev. Katrina Pennington (Houston, Clear Lake)
- 2028 – Rev. Jeannie Cardona (Bryan, First)

COR/Committee on Representation

- 2028 – Kathleen Duncan (LaPorte, St. James)

GC/General Council

- 2028 – Rev. Cory Stott (Member at Large)
- 2028 – Rev. Kathleen Davies (Houston, Community of the Servant Savior)
- 2028 – RE R. Sue Edrozo (Texas City, Mem1)

I&V/Innovation & Vitality

- 2028 – Rev. Laura Grice (Woodlands, Woodlands Community)
- 2028 – Rev. Keatan King (Houston, St. Philip)
- 2028 – Rev. Janell Blair (Brenham, Brenham)

GA/227th General Assembly Commissioners

Female TE – Rev. Karen Estes (Houston, Woodforest)

Male TE – Rev. Michael Gable (Angleton, First)

Female RE – Anne Wilson (Houston, St. Philip)

Male RE – Kevin Snowden (Webster, Webster)

Alternates: RE Johnna Cormier, TE Tim Marquez

GA/227th General Assembly Young Adult Advisory Delegate

Isabella Ford (Houston, St. Philip)

The members of the Nominating Committee are:

2025: Rev. Ted Foote, RE Julie MacLemore Wells

2026: RE George James, RE Jeanette Wennenweser

Committee on Representation

The work of the Committee on Representation is to encourage and broaden participation in the leadership of the presbytery so that voices which have been missing are invited to shape the future of our work together. Part of that work involves compiling basic demographic information from those who are serving on the presbytery's committees. The presbytery database is a helpful tool to help with this information.

Each month, when the Nominating Committee meets, members of COR are present to apprise the Nominating Committee of potential areas for enrichment. We invite consideration of people from various parts of the presbytery, various racial/ethnic backgrounds, age groups, previous service to the presbytery, women and men, church size, and Ruling Elders and Teaching Elders. Of course, these are not the only considerations that the Nominating Committee uses, for it is their task to also discern which candidates have the gifts and skills that each committee needs.

Another task of the COR is to help build the candidate pool for the Nominating Committee. This is an area that truly needs *your* assistance. If you know someone in your congregation who would be an asset in the work of the presbytery or you yourself would like to serve at the presbytery level, please contact someone on either the COR or the Nominating Committee. The presbytery website has a list of committee descriptions, time involvement needed, and meeting times in the Filing Cabinet under Committee Descriptions.

For all who serve the Presbytery of New Covenant, we give thanks. For all who have shared their wisdom in the past, we give thanks. For all whom God calls to serve in the future, we lift our voices in joyous praise, looking forward to the ways Christ is at work through his gifted peoples.

The members of the committee are:

RE Kathleen Duncan (LaPorte, St. James), RE Ron Ledbetter (Houston, Northwoods), and Rev. Carol Tompkins (Member at Large)

Synod of the Sun Commissioners Report

The Synod Assembly was held in El Paso, Texas October 27 - 29, 2025. The Presbytery of New Covenant was represented by commissioners Rev. Ed Wolf and RE Leah McFadden, and corresponding member, Rev. Lynn Hargrove.

There are a lot of wonderful things going on in Synod of the Sun which were presented at the meeting! Treasurer Bill Wiles reported that the Synod remains in strong financial health, with \$13.4 million in assets and a balanced 2026 budget prioritizing mission, youth, and Hispanic ministries. These priorities were set at a Synod Leadership Retreat in January. The Synod has steadfastly supported these priorities throughout this year. Highlights included celebrations of vibrant programs such as the Synod Youth Workshop (SYW) and the Hispanic Mission Ministries Network (HMMN), as well as the adoption of a new HR manual and staff cost-of-living adjustments. The approved 2026 budget includes significant financial support for HMMN and SYW, both of which are networks of Synod of the Sun.

Moderator Sharon Curry reflected on the Synod's shared ministry across 11 presbyteries and 150,000 members, while Synod Leader Mitch Miller highlighted leadership transitions, presbytery collaboration, and emerging partnerships such as NOROC. Thomas Riggs provided an update on the Communication Services Plan, supporting over 30 programs nationwide. Committee reports detailed ongoing work in empowerment, grants, equipping, and covenant partnerships, noting more than \$104,000 distributed in mission grants and scholarships. Covenant partners—including Lyon College, Pan American School, Trinity University, Ferncliff Camp, Presbyterian Historical Society of the Southwest, Tres Rios Border Foundation, and Solar Under the Sun—shared updates on growth and collaborative outreach.

Guest speaker Presidente Pastor Felipe Barandiarán of R. Sinodo Nacional Del Noroestes with the Presbyterian Church in Mexico, shared about his synod's extensive work across Baja California, Durango, Monterrey, and Ciudad Juárez. He described their focus on evangelism, education, and resource-sharing among presbyteries, emphasizing unity and cross-border cooperation rooted in mutual support and gratitude. Steps were taken to restore a working relationship with our Presbyterian brothers and sisters in Mexico.

Libby Janes was introduced as the new Director of the Partnership for Disaster Recovery. Drawing on her social work background, Libby shared her call to ministry and her vision for relationship-building, asset-based collaboration, and new possibilities in disaster response. She is a Licensed Clinical Social Worker with extensive experience in hospital, counseling, and community social work settings. She holds a Master of Divinity from Austin Presbyterian Theological Seminary, a Master of Social Work from Texas Tech University, and a Bachelor of Arts from Austin College, where she majored in Religious Studies and History and minored in Anthropology and Nonprofit Organizations & Public Service. Libby is certified as call-ready for ordination as a Minister of Word and Sacrament and currently serves on the PC(USA) Task Force to Explore the Theology and Practice of Ordination.

Several presentations were made by border ministry organizations in El Paso and Ciudad Juarez. The presentations were very informative and gave attendees realistic insight into the immigration situation on the ground in that area and what Presbyterians are doing to help people in need.

The meeting concluded with worship and the installation of Rev. Ron Fike as Moderator for 2026.

Leah McFadden and Ed Wolf

Libby Janes Appointed New Director of the Synod Partnership for Disaster Recovery

After a thorough search process, the Leadership Team of the Synod Partnership for Disaster Recovery (SPDR) is pleased to announce the appointment of Elizabeth “Libby” Janes as the new Director.



Libby is a Licensed Clinical Social Worker with extensive experience in hospital, counseling, and community social work settings. She holds a Master of Divinity from Austin Presbyterian Theological Seminary, a Master of Social Work from Texas Tech University, and a Bachelor of Arts from Austin College, where she majored in Religious Studies and History and minored in Anthropology and Nonprofit Organizations & Public Service. Libby is certified as call-ready for ordination as a Minister of Word and Sacrament and currently serves on the PC(USA) Task Force to Explore the Theology and Practice of Ordination.

“She brings an excellent background in social work and a wide range of church experience,” said Synod Leader and Stated Clerk Mitch Miller, “but, more importantly, a servant’s heart and a clear demonstration of the love of Christ.”

At the recent Synod Assembly in El Paso, Libby reflected on her lifelong call to ministry and shared formative experiences from her years in social work. Now stepping into her new role as Director of the Synod Partnership for Disaster Recovery (SPDR), she spoke of her hope to strengthen relationships, celebrate shared strengths, and explore new possibilities for ministry together. During the gathering, Libby also led the assembly in prayer for the people of Jamaica, Cuba, Haiti, and other Caribbean islands affected by Hurricane Melissa.

“We are excited for the future of SPDR with Libby at the helm,” said Miller. “She brings all the gifts and skills we are looking for in a director—someone who will lead our partnership into the next era of growth and development. Her experience and knowledge give us the confidence to expect great things in the coming years, and we are sure that the Synod Partnership for Disaster Recovery will thrive under her wisdom, enthusiasm, and deeply spiritual understanding of servant leadership.”

Libby can be reached at her email address (libby.janes@synodsun.org) or by calling the Synod phone at 214-390-1894.

Installation Service for the Moderator

SENTENCES OF SCRIPTURE (The outgoing moderator leads all present)

As many of you as were baptized into Christ have clothed yourselves with Christ.

There is no longer Jew or Greek, there is no longer slave or free,

There is no longer male and female;

for all of you are one in Christ Jesus. --Galatians 3:27–28

Lead a life worthy of the calling to which you have been called, making every effort to maintain the unity of the Spirit in the bond of peace.

There is one body and one Spirit, just as we were called to the one hope of our calling, one Lord, one faith, one baptism, one God and Father of all, who is above all and through all and in all.

--Ephesians 4:1–6

CALL TO DISCIPLESHIP

We are called by God to be the church of Jesus Christ, a sign in the world today of what God intends for all humankind.

The great ends of the church are the proclamation of the gospel for the salvation of humankind; the shelter, nurture, and spiritual fellowship of the children of God; the maintenance of divine worship; the preservation of the truth; the promotion of social righteousness; and the exhibition of the Kingdom of Heaven to the world.

The call of Christ is to willing, dedicated discipleship. Our discipleship is a manifestation of the new life we enter through baptism. Discipleship is both a gift and a commitment, an offering and a responsibility.

Chuck Johnson, the grace bestowed on you in baptism is sufficient for your calling because it is God's grace. By God's grace we are saved, and enabled to grow in the faith and to commit our lives in ways which serve Christ. God has called you to particular service.

Show your purpose by answering these questions.

Who is your Lord and Savior? **Jesus Christ is my Lord and Savior.**

Will you be Christ's faithful disciple, obeying his word and showing his love? **I will, with God's help.**

Will you be the Moderator, in obedience to Jesus Christ, under the authority of Scripture, and continually guided by our Confessions? **I will, with God's help.**

Do you welcome the responsibility of this service because you are determined to follow the Lord Jesus, to love neighbors, and to work for the reconciling of the world? **I do.**

Will you serve the people with energy, intelligence, imagination, and love, relying on God's mercy and rejoicing in the power of the Holy Spirit? **I will, with God's help.**

To the presbytery: Do you, members of the Presbytery of New Covenant, confirm the call of God to our sibling, Chuck Johnson, as Moderator of the Presbytery for the year 2024 in the service of Jesus Christ?
We do.

Will you support and encourage him in this ministry? **We will.**

INSTALLATION PRAYER

Faithful God, in baptism you claimed us; and by your Holy Spirit you are working in our lives, empowering us to live a life worthy of our calling. We thank you for leading Chuck to this time and place. Establish him in your truth, and guide him by your Holy Spirit, that in your service he may grow in faith, hope, and love, and be a faithful disciple of Jesus Christ, to whom, with you and the Holy Spirit, be honor and glory, now and forever.

Almighty God, in Jesus Christ you called disciples and, by the Holy Spirit, made them one church to serve you. Let your Spirit rule your church, so that we may be joined in love and service to Jesus Christ, who, having gone before us, is coming to meet us in the promise of your kingdom. Amen.

CHARGE

Chuck Johnson, you are installed to service as Moderator of the Presbytery of New Covenant for 2025. Whatever you do, in word or deed, do everything in the name of the Lord Jesus, giving thanks to God through him.
-- Colossians 3:17

BLESSING 1 Thess. 5:23

May the God of peace make you holy in every way,
and keep your whole being, spirit, soul, and body,
free from every fault at the coming of our Lord Jesus Christ.
Amen.