

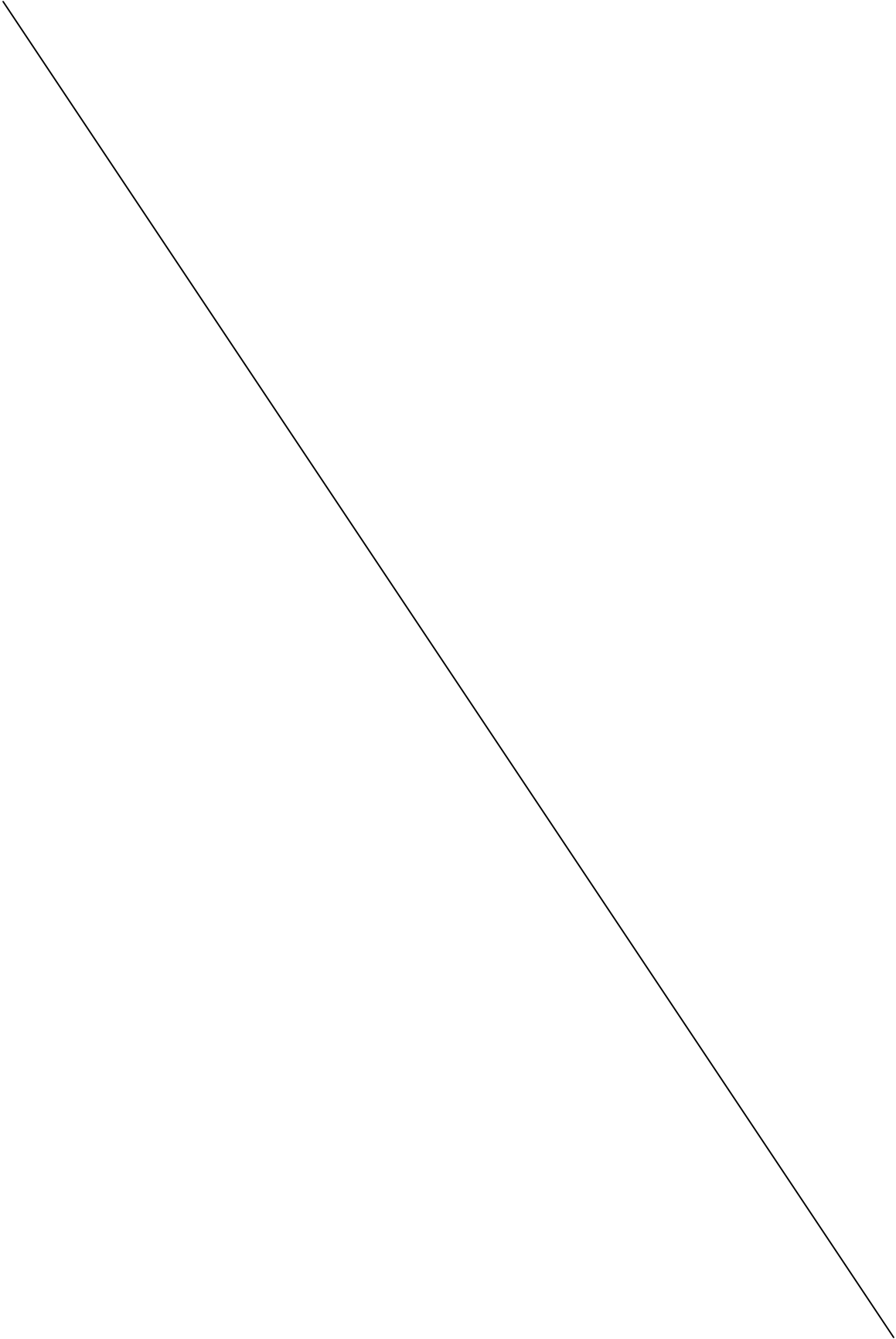
APPROVED: September 25, 2004

MINUTES OF THE
BOARD OF DIRECTORS
PRESBYTERIAN CHURCH (U.S.A.)
A CORPORATION, AND ITS
CONSTITUENT CORPORATIONS

Richmond, Virginia

June 24, 2004

As Recorded by the Staff of the
Office of the General Assembly
100 Witherspoon Street
Louisville, KY 40202



**Minutes of the
Board of Directors
Presbyterian Church (U.S.A.)
A Corporation, and Its Constituent Corporations
Louisville, Kentucky
June 24, 2004**

The regular business meeting of the Board of Directors of the Presbyterian Church (U.S.A.), A Corporation, and Its Constituent Corporations, was convened at 2:20 p.m. on June 24, 2004, with prayer led by Vernon Carroll in Ballroom E10CD of the Greater Richmond Convention Center in Richmond, Virginia.

OPENING

The Following Members of the Board of Directors Present for All or Part of the Time

ROLL CALL

Were: The Reverend Abu-Akel, Elder Frank Adams, Elder Carol J. Adcock, The Reverend Susan R. Andrews (Dr.), Elder John A. Bolt, Elder Frances N. Calderwood, Elder Maximo J. Callao (Dr.), Elder Vernon Carroll, The Reverend George M. Conn, Jr., Elder John E. Davison, Elder Pamela G. Deichmann, The Reverend Karen E. Dimon, Elder Charles F. Easley, Sr., The Reverend B. Gordon Edwards, The Reverend Robert J. Elder, The Reverend Susan J. Ezell, Elder Issac St. Clair Freeman, Elder Kristen York Gerling, The Reverend Lewis Spottswood Graves, Elder Raymond M. Greenhill, Elder Esperanza Guajardo, Elder Dorothy J. Henderson, Elder Bruce C. Hendrickson, Elder Thomas L. Hood, The Reverend Mark E. Hong, Elder Carol G. Hylkema, Elder Frances D. Irwin, Elder Mary Jane Jakobsen, The Reverend Nancy Kahaian, Elder Charles W. Kim, The Reverend Mary Marks King, The Reverend James G. Kirk, The Reverend Linda A. Knieriemen, Elder Reginald S. Kuhn, Elder Yong J. Lee, The Reverend Gerardo Lopez-Vigo, The Reverend Melvin G. Lowry, Elder Lillian Magruder, The Reverend Paul J. Masquelier Jr., Elder Carolyn M. McLarnan, Elder Ann H. Moe, Elder Helen Morrison, The Reverend Dale Lindsay Morgan, Elder Paul Gregory Neel, Elder Kenneth R. Newbold, Elder Manley E. Olson, The Reverend Neal D. Presa, Elder Catherine P. Rasa, Elder E. Dolores Register, The Reverend Joe W. Rigsby, Elder Donald W. Robinson, Elder Conrad M. Rocha, The Reverend Dr. Jack B. Rogers, Elder Bonnie J. Ruggiero, Elder Bill Saul, The Reverend Danny K. Schomer, The Reverend Allison K. Seed, The Reverend Gary F. Skinner, Andrea Catherine Stokes, Elder Ray U. Tanner, The Reverend Linda W. Toth, Elder John E. Tracy, Elder Horacio Valdez II, Elder Mary Lynn Walters, Elder Jane Westfall, Elder Hazel F. Whitney, and Elder Emily S. Wigger.

Ecumenical Advisory: Douglas E. Theuner.

Corresponding: Mary C. (Molly) Baskin, The Reverend Robert W. Bohl, The Reverend Karen Breckenridge, Elder Robert D. Brink, Elder John J. Detterick, The Reverend Jan M. DeVries, The Reverend Clifton Kirkpatrick (Dr.), and Elder Earledean V.S. Robbins.

The Following Members of the General Assembly Council Staff--Office of the Executive Director, Present for All or Part of the Time Were: Elder Beth Basham (Dr.), Nancy Hamilton (Ms.), Sandra F. Hill (Ms.), and Alejandra Sherman (Ms.).

The Following Division Directors, the Executive Director, the Deputy Executive Director, the Deputy for Mission Support Services, Director of the Office of Communication, President of the Presbyterian Investment and Loan Program, Inc., and the President of the Presbyterian Church (U.S.A.) Foundation, Present for All or Part of the Time Were: Elder Joey Bailey, The Reverend Donald G. Campbell, Elder Ann Gillies, The Reverend Jay

MINUTES OF THE BOARD OF DIRECTORS
PRESBYTERIAN CHURCH (U.S.A.), A CORPORATION,
AND ITS CONSTITUENT CORPORATIONS
June 24, 2004

Hudson, The Reverend Curtis A. Kearns, Jr., Elder Robert Leech, Elder Kathy Lueckert, The Reverend Marian McClure, and The Reverend Gary Torrens.

The Following Officers of the Corporation Were Present:

John J. Detterick	President
Vernon Carroll	Chairperson
Neal Presa	Vice Chairperson
Katherine M. Lueckert	Vice President
Joey B. Bailey	Executive Vice President/Chief Financial Officer/Treasurer
Nagy Tawfik	Controller/Vice President for Finance
Eric J. Graninger	Secretary
Kerry Clements	Secretary Pro-Tem

The Following Invited Participants, Guests, Observers, and Staff Present for All of Part of the Time Were: John Adams (Mr.), The Reverend Tony Aja, Kathryn Baker (Ms.), Susan Baker (Ms.), Elder Walter Baker, The Reverend James D. Berkley, The Reverend Edward T. Brogan, The Reverend Will Browne, The Reverend Vernon Broyles, Sylvia Carter (Ms.), Teresa Chrappa (Ms.), The Reverend Kerry Clements, Mary Lou Davison (Ms.), The Reverend Art DeYoung, Susan Jackson-Dowd, Elder Ann Ferguson, Elder Kris Gerling, Elder Ann Gillies, The Reverend Claude Godwin, Elder Patsy Godwin, Eric Graninger (Mr.), Pamela Green (Ms.), The Reverend Pat Hendrix, Reverend Jay Hudson, The Reverend Elenora Giddings Ivory, Evelyn L. Kelly (Ms.), Soo J. Kim, The Reverend Helen Locklear, Charles Motley (Mr.), The Reverend Marcia Myers, Ellen Newbold (Ms.), Lillian Oats (Ms.), K.T. Ockels (Ms.), The Reverend Jan Opdyke, Elder Joan Richardson, Teresa C. Saucedo (Ms.), Alan Shutt (Mr.), Evan Silverstein (Mr.), The Reverend Bill Simmons, The Reverend Joseph Small, Elder Valerie Small, Elder Sandra Moak Sorem, The Reverend Peter Sulyok, Nagy Tawfik (Mr.), James A. Thomas, Sr. (Mr.), The Reverend David L. Van Arsdale, The Reverend Louis Weeks, and Keith Wulff (Mr.).

Upon motion from the floor, the Board of Directors –
VOTED to excuse the following members and officers from this meeting:

Officers:

Martha E. Clark	Assistant Secretary
Jeffrey D. Uhling	Assistant Secretary

**EXCUSED
OFFICERS/
BOARD
MEMBERS**

Board Members: The Reverend Judy A. Angleberger, Elder Edwin A. Gonzalez, Elder Lana M. Potter, and The Reverend John C. Pruitt; and corresponding members: The Reverend Nile Harper, Elder Patricia Hew Lee, and Elder Kathleen Walker.

A quorum was declared present for the transaction of business.

QUORUM

Upon motion from the floor, the Board of Directors --

VOTED to designate Kerry S. Clements as Secretary Pro Tem during this meeting.

– Designated
Clements
Secretary Pro-
Tem

**MINUTES OF THE BOARD OF DIRECTORS
PRESBYTERIAN CHURCH (U.S.A.), A CORPORATION,
AND ITS CONSTITUENT CORPORATIONS
June 24, 2004**

A report of recommended corporate actions taken by Mission Support Services Committee (MSS), acting as the Corporate Property, Legal, and Finance Committee, during its June 23, 2004, meeting, was presented by Vernon Carroll, Chairperson.

**REPORT OF
CORPORATE
PROPERTY,
LEGAL, AND
FINANCE
COMMITTEE**

The Board of Directors **VOTED** to approve the adoption of items 1-9 (listed below) from the report of recommended corporate actions taken by MSS, acting as the Corporate Property, Legal, and Finance Committee, as follows:

- 1. **Approve** the February 14, 2004 Minutes of the Board of Directors of Presbyterian Church (U.S.A.), A Corporation and its Constituent Corporations. - Approve Report
- 2. **Ratify** the attached housing allowance designations; AND further that 40 percent of the salary of every Minister of the Word and Sacrament on the exempt staff, regardless of when hired, is hereby designated for the current year unless otherwise specifically provided (via an express amount listed); AND further that these housing allowance designations are approved for 2004 and all future years unless otherwise provided by the Corporation; AND further that these be attached to the official copy of the minutes (maintained by the corporate secretary) with the designated dollar amounts. (Attachment 1) - Approve 2/14/2004 Minutes
- 3. **Approve** the following resolution related to authorized contract signers: - Approve Housing Allowances

RESOLUTION

RESOLVED, that the following positions be and hereby are granted the authority to bind the Presbyterian Church (U.S.A.), A Corporation in all contracts calling for the payment of ten thousand dollars (\$10,000.00) or less.

GAC Executive Director's Office

Executive Director
Deputy Executive Director
Deputy for Mission Support Services
Associate for the Executive Director
Associate for Administration of the GAC
Associate Director for Communication

Congregational Ministries Division

Director
Coordinator, Program Management and Division Administration
Publisher, Congregational Ministries Division
Associate Director, Theology, Worship and Discipleship
Director, Stony Point Center
Associate Director, Stony Point Center

- Approve Resolution On Authorized Contract Signers

MINUTES OF THE BOARD OF DIRECTORS
PRESBYTERIAN CHURCH (U.S.A.), A CORPORATION,
AND ITS CONSTITUENT CORPORATIONS
June 24, 2004

Executive Director, Ghost Ranch
Director of Operations, Ghost Ranch
Director of Programs, Ghost Ranch

National Ministries Division

Director
Associate to the Director

Worldwide Ministries Division

Director
Executive Assistant to the Director
Coordinator for Administration and Finance
Associate Director for People in Mutual Mission
Associate Director for Ecumenical Partnership
Associate Director for Global Service and Witness

4. **Approve** the following resolution related to property:

- Approve
Resolution on
Property

RESOLUTION

Presbyterian Church (U.S.A.), A Corporation requests the transfer of all Annex A property and other non-investment real and personal property from the Foundation to the Church Corporation

WHEREAS, Presbyterian Church (U.S.A.), A Corporation, also known as the Central Treasury Corporation (the Church Corporation), and Presbyterian Church (U.S.A.) Foundation, also known as the Fiduciary Corporation (the Foundation), entered into a Limited Power of Attorney and Indemnity Agreement dated February 24, 1987 (the 1987 Limited Power of Attorney); and,

WHEREAS, the 1987 Limited Power of Attorney has an attachment known as Annex A and Annex A is a 16-page list of real estate then known to be in the name of the Foundation or one of its ten Constituent Corporations (Annex A); and,

WHEREAS, Paragraph 5 of the 1987 Limited Power of Attorney sets out a process whereby the Church Corporation has the option to request the Foundation and its Constituent Corporations to transfer any and all Annex A real estate to the Church Corporation; and,

WHEREAS, the Deliverance adopted by the 198th General Assembly (1986) of the Presbyterian Church (U.S.A.) and modified by the 199th (1987) and 214th (2002) General Assemblies (the Deliverance) sets out an overall system whereby the Church Corporation would acquire and be responsible for all General Assembly real estate except that acquired by the Foundation and held for investment and that acquired by the Board of Pensions of the Presbyterian Church (U.S.A.); and,

**MINUTES OF THE BOARD OF DIRECTORS
PRESBYTERIAN CHURCH (U.S.A.), A CORPORATION,
AND ITS CONSTITUENT CORPORATIONS
June 24, 2004**

WHEREAS, since the execution of the 1987 Limited Power of Attorney, the Church Corporation has discovered non-investment real properties titled in the name of the Foundation's Constituent Corporations but not listed on Annex A, presumably because they were properties unknown to the Annex A drafters at that time; and,

WHEREAS, since the execution of the 1987 Limited Power of Attorney, the Church Corporation has discovered non-investment personal property (such as copyrights and trademarks) titled in the name of the Foundation's Constituent Corporations but not listed on Annex A because Annex A applies only to real estate.

NOW THEREFORE, BE IT

RESOLVED, under Paragraph 5 of the 1987 Limited Power of Attorney, the Church Corporation hereby exercises its option and requests the Foundation and its Constituent Corporations to convey by quit claim deed all properties listed on Annex A to the Church Corporation or one of the Church Corporation's Constituent Corporations as the Church Corporation may from time-to-time direct; and,

FURTHER RESOLVED, under the overall system adopted by the General Assembly and evidenced by the Deliverance and Paragraph 5 of the 1987 Limited Power of Attorney, the Church Corporation hereby requests the Foundation and its Constituent Corporations to convey by quit claim deed all properties titled in their names (now known or in the future discovered) to the Church Corporation or one of the Church Corporation's Constituent Corporations as the Church Corporation may from time-to-time direct, except for any real properties acquired by the Foundation or its Constituent Corporations for investment or as a fiduciary (including in the exception the headquarters building of the Foundation); and,

FURTHER RESOLVED, under the overall system adopted by the General Assembly and evidenced by the Deliverance and Paragraph 5 of the 1987 Limited Power of Attorney, the Church Corporation hereby requests that the Foundation on behalf of its Constituent Corporations convey non-investment tangible and intangible personal property of the Constituent Corporations (such as copyrights and trademarks) (now known or in the future discovered) to the Church Corporation or one of the Church Corporation's Constituent Corporations as the Church Corporation may direct from time-to-time; and,

FURTHER RESOVLED, the Church Corporation hereby requests the Foundation and its Constituent Corporations to authorize the Foundation President or Executive Vice-President to take any and all further action necessary or desirable to carry into effect the purposes and intent of this resolution and related enactments of the GAC and the General Assembly; and,

FURTHER RESOLVED, the President or the Executive Vice-President of the Church Corporation are authorized to take any and all further action necessary or

**MINUTES OF THE BOARD OF DIRECTORS
PRESBYTERIAN CHURCH (U.S.A.), A CORPORATION,
AND ITS CONSTITUENT CORPORATIONS
June 24, 2004**

desirable to carry into effect the purposes and intent of this resolution and related enactments of the Foundation, the GAC and the General Assembly.

5. **Approve** the following resolution related to the termination of Hubbard Press Pension Plan:

- Approve Resolution on Termination of Hubbard Press Pension Plan

RESOLUTION

WHEREAS, the employee participants in the Hubbard Press Pension Plan (“Plan”) will be added to the pension plan provided by Board of Pensions;

NOW THEREFORE BE IT RESOLVED, that as of December 31, 2004, the Plan is terminated, and that the trustees of the Plan and the officers, staff and agents of The Hubbard Press, a constituent corporation of Presbyterian Church (U.S.A.), A Corporation (“Hubbard Press”) are instructed to take any and all steps necessary to accomplish this Plan termination in accordance with Plan requirements and applicable government regulations.

FURTHER RESOLVED, that the following individuals by virtue of their position with Hubbard Press and/or the General Assembly Council (GAC) staff are appointed trustees of the Plan effective June 24, 2004:

- Dennis Harrold - Operations Manager (Hubbard Press)
- Debbie Sexton – Associate Director, Presbyterian Distribution Service/Hubbard Press (GAC)
- Nagy Tawfik – Vice President of Finance & Property (GAC)
- Joey Bailey – Executive Vice President/Chief Financial Officer & Treasurer (GAC)
- Clifford Kraus – Associate Director, Human Resources (GAC)

FURTHER RESOLVED, that Dennis Harrold, Operations Manager for Hubbard Press, is designated Administrator for the Plan.

FURTHER RESOLVED, that the General Counsel of the Presbyterian Church (U.S.A.), A Corporation is designated to receive legal service for the Plan.

FURTHER RESOLVED, that the Executive Committee of Hubbard Press be and it hereby is authorized to take any and all necessary actions to effect these resolutions.

6. **Approve** the following bank resolution:

- Approve Banking Resolution for Lockbox

RESOLUTION

RESOLVED, that the Corporation be and hereby is authorized to open a lockbox account with PNC Bank, Louisville, Kentucky; and

FURTHER RESOLVED, that the officers and authorized signers, specified in Exhibit A (“designated signers”) be and they hereby are authorized (i) to sign, for

**MINUTES OF THE BOARD OF DIRECTORS
 PRESBYTERIAN CHURCH (U.S.A.), A CORPORATION,
 AND ITS CONSTITUENT CORPORATIONS
 June 24, 2004**

and on behalf of this Corporation, any and all checks, drafts or other orders with respect to any funds to the credit of this Corporation with the institution listed on Exhibit A, (hereinafter "Institution") against the Corporation's listed account at this Institution maintained at any time with this Institution, inclusive of any such checks, drafts, or other orders in favor of any of the designated signers and/or (ii) to make withdrawals of any such funds from this account by any other means authorized by the Institution; that the Institution be and hereby is authorized (a) to pay such checks, drafts or orders, and/or to honor such withdrawals; (b) to receive for deposit to the credit of the Corporation, and/or for collection for this account of this Corporation, any and all checks, drafts, notes or other instruments for the payment of money which may be submitted to it for such deposit and/or collection; to receive, as the act of this Corporation, any and all stop payment instructions with respect to any such checks, drafts or other orders when signed by any one or more of the designated signer(s) as hereinafter designated.

FURTHER RESOLVED THAT the designated signers be and they hereby are authorized, for and on behalf of this Corporation, to transact any and all other business with or through the

Institution which at any time may be deemed by said designated signer(s) transacting the same to be advisable EXCEPT THE BORROWING OF MONEY, OR THE OBTAINING OF ANY FORM OF CREDIT, FROM THE INSTITUTION, EITHER DIRECTLY OR INDIRECTLY, WITH OR WITHOUT SECURITY.

That the Institution is further authorized to pay to the debit of this account any and all checks, drafts and other instruments for the payment of money drawn in the name of the Corporation bearing or purporting to bear the facsimile signature(s) of the President or Executive Vice President/Chief Financial Officer and Treasurer inclusive of and in favor of any person whose facsimile signature appears thereon, if the facsimile signature(s) thereon, resemble(s) the specimen(s) filed with the Institution.

That the Institution is hereby notified that any check in excess of Twenty-five Thousand Dollars (\$25,000.00) requires two signatures, one which may be a facsimile signature.

Exhibit A

PNC Bank
 500 West Jefferson Street
 Louisville, KY 40202

Account #	Account Name	Officers Authorized to Sign
xx-xxxx-xxxx	Presbyterian Church (USA), A Corporation Lockbox Account	President Executive Vice President/CFO/Treasurer Executive Vice President Assistant Secretary

MINUTES OF THE BOARD OF DIRECTORS
PRESBYTERIAN CHURCH (U.S.A.), A CORPORATION,
AND ITS CONSTITUENT CORPORATIONS
June 24, 2004

7. Approve the following bank resolution:

- Approve
Banking
Resolution
for
International
Drafts

RESOLUTION

RESOLVED, that all previous resolutions authorizing signatories to the accounts listed on Exhibit A be and they hereby are revoked and superseded effective the date of this resolution; and

FURTHER RESOLVED, that the officers specified in Exhibit A be and they hereby are authorized (1) to sign, for and on behalf of this Corporation, any and all checks, drafts or other orders with respect to any funds to the credit of this Corporation with the institutions listed on Exhibit A, (hereinafter "Institutions") against the Corporation's listed accounts at those Institutions maintained at any time with these Institutions, inclusive of any such checks, drafts, or other orders in favor of any of the designated officers and/or other person(s), and/or (ii) to make withdrawals of any such funds or from these accounts by any other means authorized by the Institution, that the Institutions be and hereby are authorized (a) to pay such checks, drafts or orders, and/or to honor such withdrawals; (b) to receive for deposit to the credit of the Corporation, and/or for collection for these accounts of this Corporation, any and all checks, drafts, notes or other instruments for the payment of money which may be submitted to it for such deposit and/or collection; to receive, as the act of this Corporation, any and all stop payment instructions with respect to any such checks, drafts or other orders when signed by any one or more of the officers and/or other person(s) as hereinafter designated.

FURTHER RESOLVED THAT the officers specified on Exhibit A be and they hereby are authorized, for and on behalf of this Corporation, to transact any and all other business with or through the Institutions which at any time may be deemed by said officers and/or other person(s) transacting the same to be advisable EXCEPT THE BORROWING OF MONEY, OR THE OBTAINING OF ANY FORM OF CREDIT, FROM THE INSTITUTIONS, EITHER DIRECTLY OR INDIRECTLY, WITH OR WITHOUT SECURITY.

That the Institutions are further authorized to pay to the debit of these accounts any and all checks, drafts and other instruments for the payment of money drawn in the name of the Corporation bearing or purporting to bear the facsimile signature(s) of the President or Executive Vice President/Chief Financial Officer and Treasurer inclusive of and in favor of any person whose facsimile signature appears thereon, if the facsimile signature(s) thereon, resemble(s) the specimen(s) filed with the Institutions.

That the Institutions are hereby notified that any check in excess of Twenty-five Thousand Dollars (\$25,000.00) requires two signatures, one which may be a facsimile signature.

**MINUTES OF THE BOARD OF DIRECTORS
 PRESBYTERIAN CHURCH (U.S.A.), A CORPORATION,
 AND ITS CONSTITUENT CORPORATIONS
 June 24, 2004**

EXHIBIT A

Money Market Accounts	Account Names Presbyterian Church (U.S.A.), A Corporation	Officers Authorized to Sign
xxxxxxxxx x	International Drafts	<ul style="list-style-type: none"> • President • Executive Vice President/CFO/Treasurer • Executive Vice President • Assistant Secretary • Financial Representative-Christian Medical Institute of Kassai, Congo • PCUSA Financial Officer -Kinshasa, Congo • Interboard Treasurer for Overseas Partner Churches in Taiwan • Associate for Communication of the Amity Foundation, Hong Kong • General Secretary, Korean Christian Church of Japan • Field Treasurer Japan-North American Cooperation on Mission (JNAC), Japan • Executive Secretary, National Council of Churches in Japan • Mission Co-worker, Japan • Mission Co-worker, Japan • Field Treasurer, East Africa

8. **Approve** the following action related to property of the Cansuska Presbyterian Church, Frazer, Montana:

- Approve Action on Cansuska Property

Contingent upon the agreement of the presbytery to accept the property, the Presbyterian Church (U.S.A.), A Corporation will transfer title to the Cansuska Presbyterian Church, Frazer, Montana (MTFR001) property to the Dakota Presbytery.

9. **Approve** the following changes to the General Assembly Church Loan Endowment Funds Policies and Guidelines:

- Approve Changes to Loan Policies

DESCRIPTION OF LOANS; Section II. Facility Purchase, Construction, Renovation or Manse; Terms and Maximum Loans Available for Facility Purchase, Construction or Renovation;

**MINUTES OF THE BOARD OF DIRECTORS
PRESBYTERIAN CHURCH (U.S.A.), A CORPORATION,
AND ITS CONSTITUENT CORPORATIONS
June 24, 2004**

A) be amended to read as follows (strike through shows deletions, underline shows additions): “New Church Developments (organized for ten years or less) engaged in first unit construction or purchase may apply for a General Assembly Church Loan Program loan in an amount not to exceed \$450,000 or 75% of the total project cost, whichever amount is less.” [The loan amount is changing from \$400,000 to \$450,000.]

(B) be amended to read as follows: “Congregations that are beyond the first unit or have been organized for ten years or more may apply for a General Assembly Church Loan Program loan for facility purchase, construction or renovation in an amount not to exceed \$450,000 or 75% of the total project cost, whichever amount is less, so long as the total project cost does not exceed \$2,500,000.” [The loan amount is changing from \$350,000 to \$450,000 and the project cost, by practice but not heretofore stated in the policies, was \$1,500,000 and is changing to \$2,500,000.]

Following the above actions, the Board of Directors, then **VOTED** to rise from the Board of Directors of the Presbyterian Church (U.S.A.), A Corporation, and Its Constituent Corporations, and reconvene as the General Assembly Council.

- Approve
Rising from
PC(USA), A
Corporation

There being no further business for consideration, the meeting of the Board of Directors of the Presbyterian Church (U.S.A.), A Corporation and Its Constituent Corporations, was adjourned at 2:35 p.m. with prayer by Vernon Carroll.

ADJOURN

Respectfully Submitted,

Kerry Clements
Secretary Pro Tem

Attachment 1

MANSE ALLOWANCE DESIGNATIONS

<u>NAME</u>	<u>DIV</u>	<u>HOUSING ALLOWANCE AMOUNT 2004</u>
Marian McClure	WMD	\$27,600.00 (revised)

**WORLDWIDE MINISTRIES DIVISION
(PCUSA)
2004 Manse Allowance for Mission Co-Workers**

<u>Name</u>	<u>Amounts</u>
Julie Walkup Bird	\$ 3,700.00

In accordance with federal law, the Vice President for Finance/Controller has reviewed the following housing allowance for an independent contractor and it is submitted for approval by the Corporate Board of Directors for 2004.

Sylvia Casberg	\$ 3,700.00
----------------	-------------