Networking in Relationship
Connecting Our Passions to Build Community
The 169th Stated Meeting of the Presbytery of East Iowa
First Church United, West Liberty, IA
14 November 2015
10:00 a.m.

Presbytery Gathering Vision Statement

The Church is the body of Christ. As members of the body of Christ, each possessing a variety of gifts, we are called to live in right relationship with each other, to the glory of God. That is, we make a reciprocal promise, entering into deep, enduring relationship with every other member—a covenant relationship. And in this same way, God relates to us and we relate to God within covenant relationship. It is through covenant relationships with each other that we learn to respect and serve one another, to listen to and support one another, and to build up the body of Christ so that we may be able to "glorify and enjoy God now and forever" in full participation in God's mission in the world.

At Presbytery Gatherings, we aim to strengthen our covenant relationships by

- Prioritizing excellent worship and prayer together
- Equipping churches and believers with practical tools for ministry
- Providing opportunities for relationship building and fellowship
- Inviting the open sharing of information and ideas
- Using transparent systems to conduct business in an orderly way

9:00-10:00 AM **Registration and Relationship Building**
Refreshments and Resource Tables

169th STATED MEETING DOCKET

10:00 AM	**The Presbytery Convenes** • Lighting of the Christ Candle • Constituting Prayer • Declaration of Quorum • Approval of Docket/Establishing Rolls • Seating of Corresponding Members	Moderator Kyle Otterbein Stated Clerk Rebecca Blair
	Welcome • Introduction of first-time presbyters • Welcome from host pastor	Vice-Moderator Pam Saturnia CRE Marian Hart

	• Purpose of Meeting/Covenant Community	Moderator Otterbein
10:15-10:45 AM	**WORSHIP**	
	Report of the Stated Clerk • Approval of Consent Agenda **[Report #1]** • Action Items from the PCC **[Report #2]** • Information Items for Presbyters **[Report #1]**	Stated Clerk Blair
	Nominating Committee Report Nominees for G.A. Commissioner, Presbytery Committees and Commissions **[Report #3]**	TE Al Polito
	Report of the Trustees and Treasurer [Report #4] 2016 Budget Proposal/Financial Report	TE Pam Saturnia RE Karen Bartel
11:15 AM-NOON	**Funshop #1 (A Workshop Just for Fun)—please make your choice with your meeting reservation**	
12:00-12:45 PM	**Grace and Thanks to our servers** **MEAL AND FELLOWSHIP**	Fellowship Hall
12:45-1:30 PM	**Funshop #2 (A Workshop Just for Fun)—please make your choice with your meeting reservation**	
1:30 PM	**Reconvene with prayer**	
	Report of the Commission on Ministry Action Items Concerning Pastoral Succession **[Report #5]**	RE Ann Luedtka
	Report of the Personnel Committee [Report #6]	TE Richard Miller
	Peacemaking Task Force	TE Lisa Ross Thedens
	Report of the Committee on Preparation for Ministry	TE Melody Oltmann
	Camp Wyoming	Kevin Cullum
	Rocket Docket (Speedy Announcements for	

	the Covenant Community)	
2:50 PM	New Business	
2:55 PM	Sending Song *Bless the Lord* (Taize)	
3:00 PM	Adjournment	

PRE-PRESBYTERY EVENTS

Registration and Relationship Building
Refreshments and Resource Tables
Registration opens at 8:30 a.m. Come and join your neighbors in community fellowship, enjoy refreshments and peruse the resources for mission and ministry.

Workshop for First-Time Presbyters (9:15-9:45 am)
First-time presbyters (commissioners and minister members) are invited to meet together to be welcomed and oriented into this community and to discuss how this presbytery works together as a discerning community in covenant relationship.

REMINDER: Commissioners are so named because they have a commission, a special responsibility to prepare for the meeting by carefully reading and thinking through the meeting materials in advance in order to make educated decisions, and then sharing the information presented at Presbytery meetings with their sessions as a part of the Presbyterian connectional system. Please take this commission seriously and share information so that your session will be "in the know."

- To steward resources wisely, all documents in the meeting packet will be available electronically on the Presbytery website. Copies of the meeting packet will be available in hard copy form only upon request.

- New business must be delivered to the Stated Clerk no later than 11:00 am. New motions and amendments must be pre-filed in writing with the Stated Clerk at this time.

PLEASE COMPLETE THE ONLINE REGISTRATION FORM FOR THIS MEETING.

Your timely registration helps us to get an accurate meal count and registers you for the two Funshops that are a part of this meeting. SPACE IS LIMITED IN EACH FUNSHOP, SO REGISTER EARLY TO GET YOUR FIRST CHOICES. Childcare will be provided. Please indicate the need for childcare on the registration form.

DIRECTIONS TO FIRST CHURCH UNITED IN WEST LIBERTY

First Church United
1100 N. Calhoun St.
West Liberty
319-627-2989

From all directions:

Take Interstate 80 to exit 259
Take X-40/Garfield Ave. 5.9 miles south into West Liberty
Turn right (west) on Hwy 6/Rainbow Dr.
Turn left (south) onto Calhoun St.
First Church United is on the left.

Alternate directions from the west:

Take Highway 6 east into West Liberty.
Turn right (south) on Calhoun St.
First Church United is on your left.

Alternate directions from the south:

Take Highway 70 north into West Liberty.
Pass through downtown West Liberty.
Turn left (west) on Maxson Ave.
Turn right (north) on Calhoun St.
First Church United is on your right.

Overflow parking will be at the
Community Center/Child Care Center
1200/1204 N. Calhoun Street

REPORT OF THE STATED CLERK

ACTION ITEMS

The Stated Clerk advises that the following consent motion would be in order:

- The Stated Clerk advises that a motion would be in order that the Presbytery of East Iowa approve the Minutes of the 168TH Stated Meeting of the Presbytery of East Iowa, convened on 15 September 2015 at the Vinton Presbyterian Church in Vinton, Iowa **[see APPENDIX A]**
- The Stated Clerk reports that the annual session minutes and roll review was completed on two dates, October 3 and October 17, 2015. She advises that a motion would be in order that the Presbytery of East Iowa receive this report:

CHURCH NAME	MINUTES REVIEW
Ainsworth, Bethel	No minutes presented
Ainsworth, Community	No minutes presented
Argyle	No minutes presented
Atkins, Pleasant Hill	No minutes presented
Bettendorf	No minutes presented
Birmingham, First	3 exceptions
Blairstown, First	No minutes presented
Blue Grass	3 exceptions
Bonaparte	No minutes presented
Brighton	No minutes presented
Burlington, First	3 exceptions
Cascade, Community	1 exception
Cedar Rapids, Calvin-Sinclair	No minutes presented
Cedar Rapids, Christ	1 exception
Cedar Rapids, Echo Hill	2 exceptions
Cedar Rapids, First	4 exceptions
Cedar Rapids, Hus	No minutes presented
Cedar Rapids, Olivet	No exceptions
Cedar Rapids, Westminster	No minutes presented
Clinton, First United	No minutes presented
Coggon, Zion	No exceptions
Columbus Jct., Salem Welsh	No minutes presented
Columbus Jct., United	No exceptions
Cotter	No minutes presented
Crawfordsville, United	No minutes presented
Davenport, First	No minutes presented

Davenport, New Hope	2 exceptions
Davenport, Newcomb	No minutes presented
Ely, First	2 exceptions
Fairfield, First	No minutes presented
Farmington, Sharon	No exceptions
Fort Madison	2 exceptions
Hazleton	No minutes presented
Independence	No minutes presented
Iowa City, First	2 exceptions
Iowa City, Saint Andrew	4 exceptions
Keokuk	No minutes presented
Keota	No minutes presented
LeClaire, First	No exceptions
LeClaire, Our Savior	2 exceptions
Lone Tree	No minutes presented
Lost Nation	4 exceptions
Manchester	No minutes presented
Marengo	No minutes presented
Marion, First	No minutes presented
Mechanicsville	3 exceptions
Mediapolis	No minutes presented
Miles	3 exceptions
Monticello	11 exceptions
Montrose	6 exceptions
Morning Sun	No minutes presented
Mount Vernon, First	33 exceptions
Mount Vernon, Linn Grove	3 exceptions
Mount Pleasant	5 exceptions
Muscatine	No exceptions
New London	No minutes presented
Newhall	No minutes presented
Onslow	No minutes presented
Princeton	No minutes presented
Rowley	No exceptions
Scotch Grove	3 exceptions
Shellsburg	No exceptions
Springville	No exceptions
Stanwood	No minutes presented
Vinton	No minutes presented
Wapello, First	No exceptions
Washington	No minutes presented
West Liberty	No minutes presented

West Point	**No minutes presented**
Williamsburg	**No minutes presented**
Wilton, First	**No minutes presented**
Wilton, Sugar Creek	**No minutes presented**

- The Stated Clerk has received notification from the Administrative Commission for the Blue Grass Presbyterian Church, established by vote of the Presbytery at the Special (Called) Meeting on 13 December 2014, that its work is complete and that the Commission is requesting dismissal. The Stated Clerk advises that a motion would be in order to dismiss this commission with the gratitude of the Presbytery for their work.

INFORMATION ITEMS:

1. When the new form of government, known as nFOG, first became effective on July 10, 2011, the Book of Order ceased to be a self-contained book of "rules" and became a purer constitution that referenced policies which it became the responsibility of presbyteries and sessions to construct and include in their manuals of operations. Thus, all of us needed to change the way we used the Book of Order. We could no longer just look up the "rule" that applied to the issues we were considering. Instead, we needed to determine if the relevant passage in the Book of Order referenced a presbytery policy statement, and if so, what the current presbytery policy statement permitted or required.

   In 2010, the Stated Clerk prepared a listing of policies for which each presbytery was responsible according to nFOG. In 2010-2011, constructing such statements was not a priority of our presbytery. Beginning in late 2012 and continuing to the present, our presbytery has been working through a comprehensive transformational process that has included the systematic creation of some of these policy statements. **The listing of policies may be found in APPENDIX B.**

2. The *Book of Order* requires that on or before December 31 of each year, the Presbytery record the report of the type of work in which each minister of the presbytery is engaged. G-2.0503).**This report follows in APPENDIX C**.

3. The Stated Clerk notes that the Evidence of Insurance certificate for 2015 is attached to this report as **APPENDIX D**.

4. The Stated Clerk reports that the financial review for 2014 has been completed and documentation is included as **APPENDIX E**.

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REPORT OF THE PRESBYTERY COORDINATING COMMISSION (PCC)

ACTION ITEMS

The Presbytery Coordinating Commission recommends that the Presbytery of East Iowa approve the Disaffiliation Request Policy (see **APPENDIX F**).

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REPORT OF THE NOMINATING COMMITTEE
The Nominating Committee recommends that the following persons be elected to the positions and terms as listed:

	Term Begins	Term Ends
Presbytery Moderator **Teaching Elder Dr. Pam Saturnia** Muscatine, First	January 1, 2016	December 31, 2016
Presbytery Vice-Moderator **Ruling Elder James Claypool** Iowa City, First	January 1. 2016	December 31, 2016
Commissioners to the 222nd General Assembly (2016) of the PCUSA		
Ruling Elder Ann Luedtka Cedar Rapids, Christ Church	18 June 2016	16 June 2018
Commission on Ministry		
Ruling Elder Judy Terry Iowa City, First	January 1, 2016	December 31, 2016
Ruling Elder Martha Wiley Mt. Pleasant, First	January 1, 2016	December 31, 2018
Ruling Elder Larry Petrick Mt. Vernon, First	January 1, 2016	December 31, 2018
Committee on Preparation for Ministry		
Ruling Elder Male (TBA)	January 1, 2016	December 31, 2016
Teaching Elder Jon Evans Wapello, First and Morning Sun, First United	January 1, 2016	December 31, 2017
Teaching Elder Male (TBA)	January 1, 2016	December 31, 2018
Trustees		
Ruling Elder Male (TBA)	January 1, 2016	December 31, 2016

Committee on Representation		
Teaching Elder Male (TBA)	**January 1, 2016**	**December 31, 2017**
Ruling Elder Female (TBA)	**January 1, 2016**	**December 31, 2018**
Camp Wyoming Board		
Marian Hart (2nd Term) West Liberty, First Church United	**2015**	**2018**
Andy Parker (2nd Term) Non-Presbyterian Member	**2015**	**2018**

REPORT OF THE TRUSTEES

MOTION: The Trustees recommend that the Presbytery of East Iowa adopt the following budget for 2016:

Presbytery of East Iowa
2015 Budget with Proposal for 2016

Income:				
	4000	Missions Pledged	200,000	182,000
	4010	Sinclair Endowment	2,700	2,700
	4035	Synod Comprehensive Presbytery Support	22,500	20,250
	4040	Per Capita/PEIA	236,900	238,483
	4050	Interest/Operating	1,300	2,280
Total Income:			**463,400**	**445,713**
Expense:				
Committee/Task Force/Commissions Expense:				
Committee:				
		Commission on Ministry (COM)		
	6060	Administrative Expense (did include travel)	3,000	350
	6061	Meals	400	400
	6075	CRE Retreats, curriculum and Misc.	4,000	2,000
	6085	New Pastor Development	1,000	1,000
	6086	Pastor assessment and consultation	4,000	2,000
	6140	COM Protect My Ministry (background checks)	200	100
		TOTAL COM Expenses:	12,600	5,850
	6040	Personnel	400	100
	6090	Commission on Preparation for Ministry (CPM)	2,000	2,000
	6125	Nominating	150	150
	6130	Committee on Representation	100	100
	6165	Trustees	1,000	100
	6170	Mileage Comm/Comissn/TaskFrc		6,000
	6400	Vision & Renewal Task Force	300	300
	6402	Presbytery Meeting Task Force	100	100
	6404	Healing & Reconciliation Task Force	100	100

	6410	Administrative Commissions	2,500	500
	6412	Presbytery Coordinating Commission (PCC)	250	100
	6414	Permanent Judicial Commission	1,000	500
Networking Events:	**6570**	Networking Events	5,000	5,000
	6580	Leadership Events	9,000	9,000
Total Committee/Task Force/Commissions Expense:			**34,500**	**29,900**
Missions:	**6205**	Camp Wyoming Mission Support	40,000	45,000
	6220	Coe College	5,000	10,000
	6230	Presbytery Mission Outreach		10,000
	6245	Mission Starfish Haiti		10,000
Total Missions:			**45,000**	**75,000**
Salaries & Benefits:		Stated Clerk:		
	7026	Salary	51,000	53,550
	7080	Benefits	17,850	18,742
	7081	FICA	3,902	5,530
		Continuing Education		1,000
		Stated Clerk Professional Expenses		500
	7220	Travel - Stated Clerk	3,000	3,000
		Total Stated Clerk	**75,752**	**82,322**
		COM Associate		
	7036	Salary	51,000	53,550
	7085	Benefits	17,850	18,742
	7086	FICA	3,902	5,530
		Continuing Education		1,000
	7195	Travel - COM Associate	3,000	4,000
		COM Associate	**75,752**	**82,822**
	7040	Pastor to Pastor Care Associate		
	7041	Salary	10,000	10,000
	7042	FICA	765	700
		Continuing Education		1,000
	7043	Travel - Pastor to Pastor Care Associate	2,500	2,500
		Pastor to Pastor Care Associate	**13,265**	**14,200**
	7050	Networking Associate		
	7051	Salary	43,000	38,000
	7100	Benefits	15,050	13,300
	4101	FICA	3,290	3,925
		Continuing Education		1,000
	7200	Travel - Networking Associate	2,000	2,000
		Networking Associate	**63,340**	**58,225**
	7060	Administrative Asst		

	7061	Admin Asst Wage		28,080
	7062	FICA		2,148
	7063	Continuing Education		500
		Administrative Asst		**30,728**
	7065	Finance/Data Mngmnt		
	7066	Salary	48,000	9,360
	7090	Benefits	16,800	
	7091	FICA	3,672	716
	7091	Continuing Education		500
		Finance/Data Mngmnt	**68,472**	**10,576**
Total Salaries & Benefits:			**296,581**	**276,953**
Operating Expenses:				
Office Operating Expenses				
	7055	Communications Contract		6,000
	7105	New Equipment	1,500	500
	7110	Telephone/Communications	5,000	1,800
	7111	Intermet Access Contract		1,320
	7115	Utilities	3,500	3,500
	7120	Condo Association Dues	13,200	14,100
	7125	Insurance/Building & Contents	5,000	4,300
	7130	Postage	1,400	1,250
	7131	Bank Fees and Charges		100
	7140	IT Services & Software	8,400	8,400
	7141	Custodial	3,200	3,200
	7145	Office Maint.	650	300
	7150	Publications	350	300
	7155	Office Supplies	1,500	1,500
	7160	Copier & Printing	7,200	3,800
	7170	Legal & Professional	3,400	2,000
	7171	Audit & Financial Review	2,500	1,000
	7180	Awards/Recognitions/Remembrances	550	600
	7181	GA Expenses	2,500	3,000
	7182	Overture Advocates	2,500	4,000
	7183	Presbytery Meetings	2,500	250
	7275	Kitchen/Hospitality	503	350
			65,353	**61,570**
	7125	Moderator & Vice Moderator	1,000	500
	7190	Treasurer	1,500	1,500
Total Office Operations:		Total Officer Travel	**2,500**	**2,000**
Total Expenses:			**67,853**	**63,570**

	463,884	**446,273**
Projected Net	**-483.50**	**-7,480**

Per Capita based on 2014 year end membership of 11,560 and $20.63 PEIA Per Capita Apportionment.
Remember that all the Commission, Committee and Task Force Travel Expense is now in Acct 6170
Synod Comprehensive Presbytery Support (CPS) will be reduced by 10% each year.

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REPORT OF THE TREASURER

The following financial report is presented for reception by the Presbytery of East Iowa.

Presbytery of East Iowa
BALANCE SHEET
As of October 31, 2015

ASSETS	
Current Assets	
Checking/Savings	
1000 · Petty Cash	200.00
1005 · Checking - U of I Credit Union	81,135.15
1010 · Savings - U of I Credit Union	598,422.87
Total Checking/Savings	679,758.02
Total Current Assets	679,758.02
Fixed Assets	
1505 · Building/Condo	277,326.12
1510 · Office Equipment	51,278.86
1520 · Office Furnishings	25,745.65
	-
1610 · Accumulated Depreciation	265,794.00
Total Fixed Assets	88,556.63
Other Assets	
1800 · Long Term Investments	
1801 · Grubbs Endowment	1,217.88
1802 · Mt Zion Endowment	6,869.46
1803 · Schermerhorn Bequest	15,143.93
Total 1800 · Long Term Investments	23,231.27
Total Other Assets	23,231.27
TOTAL ASSETS	**791,545.92**
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
2000 · Accounts Payable	0.00
Total Accounts Payable	0.00
Other Current Liabilities	
2100 · Mission Receipts GA	0.00

2110 · Mission Receipts Synod	0.00
2120 · PEIA Designated Missions	125.00
2125 · Per Capita Receipts GA	0.00
2130 · Per Capita Receipts Synod	0.00
Total Other Current Liabilities	125.00
Total Current Liabilities	125.00
Total Liabilities	125.00
Equity	
32000 · Unrestricted Net Assets	849,042.62
3201 · Investments	8,087.34
Net Income	-65,709.04
Total Equity	791,420.92
TOTAL LIABILITIES & EQUITY	**791,545.92**

REPORT OF THE TREASURER

Presbytery of East Iowa
INCOME STATEMENT

Income		
4000 · Mission Receipts		
4005 · East Iowa	87,468.23	
4025 · Previous Year	11,071.57	
Total 4000 · Mission Receipts	98,539.80	
4015 · Synod Allocation - BoP Dues	6,666.66	2015 & 2016 Only
4030 · Previous Year Per Capita PEIA	13,973.14	
4035 · Synod/CPS	21,041.66	
4040 · Per Capita/Presbytery	171,767.31	
4050 · Interest Earned		
4065 · Savings Interest	1,708.86	
Total 4050 · Interest Earned	1,708.86	
4100 · Investment income		
4115 · Appreciation/Depreciation	22,967.24	
Total 4100 · Investment income	22,967.24	
4500 · Grants and Scholarships	3,000.00	
4640 · Miscellaneous Income	1,601.50	
4700 · PEIA Missions Receipts		
4960 · Planning Calendars	1,049.19	
4965 · Mission Yearbooks	483.00	
4970 · Books of Order	208.00	
Total 4700 · PEIA Missions Receipts	1,740.19	
4800 · Restricted Funds		
4010 · Sinclair Endowment	1,227.15	
4805 · Dissolved Churches Income		
2025 · Mt. Moriah/Interest	5,576.13	
2026 · Lucas/Interest	212.97	
5020 · Mt. Moriah/Principal	3,159.75	
5035 · Lucas/Principal	9,988.38	
Total 4805 · Dissolved Churches Income	18,937.23	
4815 · McCann Scholarship	517.46	
4820 · PEIA Disaster Fund		
4835 · Direct Income	0.00	
4820 · PEIA Disaster Fund - Other	4,170.00	
Total 4820 · PEIA Disaster Fund	4,170.00	
4855 · Presbytery Offering	676.00	
4950 · Special Projects	253.74	
4955 · Peacemaking	763.66	

4980 · Grubbs, William	48.90
4985 · Mt. Zion Scholarship	275.98
5005 · Laurence Nelson Scholarship Fun	596.04
5055 · Dorothy Bishop Gift	6,200.00
4800 · Restricted Funds - Other	14,569.80
Total 4800 · Restricted Funds	48,235.96
Total Income	391,242.32
Expense	
6000 · CommissionCommitteeExp	
6005 · Presbytery Coordinating Comm	
6010 · Presbytery Coordinating Comm	22.00
6011 · PEIA Initiative Consulting Exp	801.76
6150 · Commissions	0.00
Total 6005 · Presbytery Coordinating Comm	823.76
6040 · Personnel	75.99
6055 · Commission on Ministry	
6060 · COM/Admin. Costs	197.46
6061 · COM Meals	188.39
6075 · COM Pastor Retreats	138.24
6140 · COM Protect My Ministry	31.50
Total 6055 · Commission on Ministry	555.59
6090 · Committee-Preparation-Ministry	1,582.50
6165 · Trustees	22.20
6170 · Mileage Comm/Comissn/TaskFrc	3,423.30
6500 · Leadership & Networking Exp	
6570 · Networking Events	6,587.93
6580 · Leadership Events	333.69
Total 6500 · Leadership & Networking Exp	6,921.62
Total 6000 · CommissionCommitteeExp	13,404.96
6100 · CLP Expenses	
6105 · Salary	328.18
Total 6100 · CLP Expenses	328.18
6200 · Missions	
6205 · Camp Wyoming Mission Support	40,000.00
6220 · Coe College	3,125.00
6225 · Olivet Neighborhood Mission	500.00
6230 · Grants/Churches Mission Outreac	5,500.00
Total 6200 · Missions	49,125.00
6408 · Commissions	
6410 · Administrative Commisssions	354.12
Total 6408 · Commissions	354.12
7000 · Administrative Expenses	

7010 · Compensations	
7025 · Stated Clerk	
7026 · Stated Clerk Salary	65,817.60
7080 · Benefits-Stated Clerk	0.00
7081 · FICA - Stated Clerk	5,035.06
7220 · Travel-Stated Clerk	2,263.10
7260 · Stated Clerk Prof Expense	1,407.29
7025 · Stated Clerk - Other	0.00
Total 7025 · Stated Clerk	74,523.05
7035 · COM Consultant	
7036 · COM Consultant Salary	64,572.06
7085 · Benefits-COM Associate	0.00
7086 · FICA - COM Consultant	4,939.78
7195 · Travel-COM Consultant	4,267.15
7196 · COM Cons Communications Exp	3,085.29
7035 · COM Consultant - Other	0.00
Total 7035 · COM Consultant	76,864.28
7040 · Pastor to Pastor Associate	
7041 · Pastor to Pastor - Salary	4,166.70
7043 · Pastor to Pastor Assoc - Travel	931.03
Total 7040 · Pastor to Pastor Associate	5,097.73
7050 · Networking Consultant	
7051 · Networking Consultant - Salary	26,388.54
7100 · Benefits-Networking Consultnt	-716.58
7101 · FICA - Networking Consultant	1,763.91
7200 · Travel - Networking Associate	685.88
7050 · Networking Consultant - Other	0.00
Total 7050 · Networking Consultant	28,121.75
7055 · Editor/Newsletter/WebMaster	5,787.48
7060 · Admin. Assist.	
7061 · Admin Asst Wages	2,556.00
7062 · FICA - Admin Asst	195.53
Total 7060 · Admin. Assist.	2,751.53
7065 · Finance/Data Mgmt.	
7066 · Finance/Data Mngmnt - Salary	20,000.00
7090 · Benefits-Finance/Data Mgmt.	6,973.71
7091 · FICA - Finance/Data Mngmnt	1,737.71
7065 · Finance/Data Mgmt. - Other	0.00
Total 7065 · Finance/Data Mgmt.	28,711.42
7095 · Payroll taxes	0.00
Total 7010 · Compensations	221,857.24
7175 · Travel Other	

7190 · Travel-Treasurer	4,240.20
7215 · Travel - Moderator & Vice Mod	66.13
Total 7175 · Travel Other	4,306.33
7250 · Office of the Stated Clerk	0.00
7330 · Staff Training/Meetings	500.00
Total 7000 · Administrative Expenses	226,663.57
7104 · Office Operating Expenses	
7110 · Telephone	1,955.49
7111 · Internet Access Expense	1,664.25
7115 · Utilities	2,033.78
7120 · Association Dues	11,281.30
7125 · Insurance	5,730.00
7130 · Postage	918.43
7131 · Bank Fees& Charges	75.00
7140 · IT Service Contracts	7,017.88
7141 · Custodial Contract	2,893.71
7145 · Office Maintenance & Supplies	76.67
7150 · Publications	220.33
7155 · Office Supplies	1,920.79
7160 · Copier/Printer Contract	3,995.55
7170 · Legal and Professional	102.60
7171 · Auditing & Reviews	4,000.00
7275 · Kitchen/Hospitality	371.75
Total 7104 · Office Operating Expenses	44,257.53
7180 · Gifts/Recognitions/Remembrance	862.39
7183 · Presbytery Meeting Expenses	239.14
8000 · Restricted Expenses	
8105 · Davenport/St. Andrew Closing	5,172.22
8200 · PEIA Disaster Fund	
8235 · Muscatine Flood Damage/2007	5,000.00
Total 8200 · PEIA Disaster Fund	5,000.00
8400 · Brazil Campaign	54,606.00
8425 · Monticello/First Fire	9,350.00
8450 · Special Projects	14,552.21
8470 · Planning Calendars	767.25
8510 · Middletown Church Closing	18,056.21
8515 · CR Knox Church Closing	13,303.00
8520 · Church Closing Expenses	16.95
Total 8000 · Restricted Expenses	120,823.84
Total Expense	456,058.73
Net Income	**-64,816.41**

Presbytery of East Iowa
Actual Vs. Budget by Account
January through October 2015

	Jan - Oct 2015	YTD Budget	% of Budget	Annual Budget
Income				
4000 · Mission Receipts				
4005 · East Iowa	87,468.23	166,667.00	52.48%	200,000.00
4025 · Previous Year	11,071.57			
Total 4000 · Mission Receipts	98,539.80	166,667.00	59.12%	200,000.00
4015 · Synod Allocation - BoP Dues	6,666.66	0.00	100.0%	0.00
4030 · Previous Year Per Capita PEIA	13,973.14			
4035 · Synod/CPS	21,041.66	18,750.00	112.22%	22,500.00
4040 · Per Capita/Presbytery	171,767.31	197,417.00	87.01%	236,900.00
4050 · Interest Earned				
4065 · Savings Interest	1,708.86			
4050 · Interest Earned - Other	0.00	1,083.00	0.0%	1,300.00
Total 4050 · Interest Earned	1,708.86	1,083.00	157.79%	1,300.00
4100 · Investment income				
4115 · Appreciation/Depreciation	22,967.24			
Total 4100 · Investment income	22,967.24			
4500 · Grants and Scholarships	3,000.00			
4640 · Miscellaneous Income	1,601.50			
4700 · PEIA Missions Receipts				
4960 · Planning Calendars	1,049.19			
4965 · Mission Yearbooks	483.00			
4970 · Books of Order	208.00			
Total 4700 · PEIA Missions Receipts	1,740.19			

4800 · Restricted Funds				
4010 · Sinclair Endowment	1,227.15	2,250.00	54.54%	2,700.00
4805 · Dissolved Churches Income				
2025 · Mt. Moriah/Interest	5,576.13			
2026 · Lucas/Interest	212.97			
5020 · Mt. Moriah/Principal	3,159.75			
5035 · Lucas/Principal	9,988.38			
Total 4805 · Dissolved Churches Income	18,937.23			
4815 · McCann Scholarship	517.46			
4820 · PEIA Disaster Fund	4,170.00			
4855 · Presbytery Offering	676.00			
4950 · Special Projects	253.74			
4955 · Peacemaking	763.66			
4980 · Grubbs, William	48.90			
4985 · Mt. Zion Scholarship	275.98			
5005 · Laurence Nelson Scholarship Fun	596.04			
5055 · Dorothy Bishop Gift	6,200.00			
4800 · Restricted Funds - Other	14,569.80			
Total 4800 · Restricted Funds	48,235.96	2,250.00	2,143.82%	2,700.00
Total Income	391,242.32	386,167.00	101.31%	463,400.00
Expense				
6000 · CommissionCommitteeExp				
6005 · Presbytery Coordinating Comm				
6010 · Presbytery Coordinating Comm	22.00	2,083.00	1.06%	2,500.00
6011 · PEIA Initiative Consulting Exp	801.76			
Total 6005 · Presbytery Coordinating Comm	823.76	2,083.00	39.55%	2,500.00
6040 · Personnel	75.99	333.00	22.82%	400.00
6055 · Commission on Ministry				
6060 · COM/Admin. Costs	197.46	2,500.00	7.9%	3,000.00
6061 · COM Meals	188.39	333.00	56.57%	400.00

6075 · COM Pastor Retreats	138.24			
6085 · COM New Pastor Development	0.00	833.00	0.0%	1,000.00
6086 · Pastor Assessment/Consultation	0.00	3,333.00	0.0%	4,000.00
6140 · COM Protect My Ministry	31.50	167.00	18.86%	200.00
Total 6055 · Commission on Ministry	555.59	7,166.00	7.75%	8,600.00
6090 · Committee-Preparation-Ministry				
6076 · CRE Rtreats, Curriculum & Misc	0.00	3,333.00	0.0%	4,000.00
6090 · Committee-Preparation-Ministry - Other	1,582.50	1,667.00	94.93%	2,000.00
Total 6090 · Committee-Preparation-Ministry	1,582.50	5,000.00	31.65%	6,000.00
6125 · Nominating Committee	0.00	125.00	0.0%	150.00
6130 · Committee on Representation	0.00	83.00	0.0%	100.00
6165 · Trustees	22.20	833.00	2.67%	1,000.00
6170 · Mileage Comm/Comissn/TaskFrc	3,423.30			
6500 · Leadership & Networking Exp				
6570 · Networking Events	6,587.93			
6580 · Leadership Events	333.69			
6590 · Networking Leadersip Events	0.00	7,500.00	0.0%	9,000.00
6500 · Leadership & Networking Exp - Other	0.00	4,166.67	0.0%	5,000.00
Total 6500 · Leadership & Networking Exp	6,921.62	11,666.67	59.33%	14,000.00
Total 6000 · CommissionCommitteeExp	13,404.96	27,289.67	49.12%	32,750.00
6100 · CLP Expenses				
6105 · Salary	328.18			
Total 6100 · CLP Expenses	328.18	0.00	100.0%	0.00
6200 · Missions				
6025 · Visioning Task Force	0.00	250.00	0.0%	300.00
6205 · Camp Wyoming Mission Support	40,000.00	40,000.00	100.0%	40,000.00
6220 · Coe College	3,125.00	5,000.00	62.5%	5,000.00
6225 · Olivet Neighborhood Mission	500.00			
6230 · Grants/Churches Mission Outreach	5,500.00	16,667.00	33.0%	20,000.00

6402 · Presbytery Meeting Task Force	0.00	75.00	0.0%	100.00
Total 6200 · Missions	49,125.00	61,992.00	79.24%	65,400.00
6408 · Commissions				
6160 · Presbytery Coordinating Commiss	0.00	208.00	0.0%	250.00
6410 · Administrative Commisssions	354.12			
6414 · Permanent Judicial Commission	0.00	833.00	0.0%	1,000.00
Total 6408 · Commissions	354.12	1,041.00	34.02%	1,250.00
7000 · Administrative Expenses				
7010 · Compensations				
7025 · Stated Clerk				
7026 · Stated Clerk Salary	65,817.60	42,500.00	154.87%	51,000.00
7080 · Benefits-Stated Clerk	0.00	14,875.00	0.0%	17,850.00
7081 · FICA - Stated Clerk	5,035.06	3,252.00	154.83%	3,902.00
7220 · Travel-Stated Clerk	2,263.10	2,500.00	90.52%	3,000.00
7260 · Stated Clerk Prof Expense	1,407.29			
Total 7025 · Stated Clerk	74,523.05	63,127.00	118.05%	75,752.00
7035 · COM Consultant				
7036 · COM Consultant Salary	64,572.06	42,500.00	151.93%	51,000.00
7085 · Benefits-COM Associate	0.00	14,875.00	0.0%	17,850.00
7086 · FICA - COM Consultant	4,939.78	3,252.00	151.9%	3,902.00
7195 · Travel-COM Consultant	4,267.15	2,500.00	170.69%	3,000.00
7196 · COM Cons Communications Exp	3,085.29			
Total 7035 · COM Consultant	76,864.28	63,127.00	121.76%	75,752.00
7040 · Pastor to Pastor Associate				
7041 · Pastor to Pastor - Salary	4,166.70	8,333.00	50.0%	10,000.00
7042 · FICA - Pastor to Pastor Assoc	0.00	637.50	0.0%	765.00
7043 · Pastor to Pastor Assoc - Travel	931.03	2,083.00	44.7%	2,500.00
Total 7040 · Pastor to Pastor Associate	5,097.73	11,053.50	46.12%	13,265.00
7050 · Networking Consultant				
7051 · Networking Consultant - Salary	26,388.54	35,833.00	73.64%	43,000.00

7100 · Benefits-Networking Consultnt	-716.58	12,542.00	-5.71%	15,050.00
7101 · FICA - Networking Consultant	1,763.91	2,741.50	64.34%	3,289.50
7200 · Travel - Networking Associate	685.88	1,667.00	41.15%	2,000.00
Total 7050 · Networking Consultant	28,121.75	52,783.50	53.28%	63,339.50
7055 · Editor/Newsletter/WebMaster	5,787.48			
7060 · Admin. Assist.				
7061 · Admin Asst Wages	2,556.00			
7062 · FICA - Admin Asst	195.53			
Total 7060 · Admin. Assist.	2,751.53			
7065 · Finance/Data Mgmt.				
7066 · Finance/Data Mngmnt - Salary	20,000.00	40,000.00	50.0%	48,000.00
7090 · Benefits-Finance/Data Mgmt.	6,973.71	14,000.00	49.81%	16,800.00
7091 · FICA - Finance/Data Mngmnt	1,737.71	3,060.00	56.79%	3,672.00
Total 7065 · Finance/Data Mgmt.	28,711.42	57,060.00	50.32%	68,472.00
Total 7010 · Compensations	221,857.24	247,151.00	89.77%	296,580.50
7175 · Travel Other				
7190 · Travel-Treasurer	4,240.20	1,250.00	339.22%	1,500.00
7215 · Travel - Moderator & Vice Mod	66.13	833.00	7.94%	1,000.00
Total 7175 · Travel Other	4,306.33	2,083.00	206.74%	2,500.00
7330 · Staff Training/Meetings	500.00			
Total 7000 · Administrative Expenses	226,663.57	249,234.00	90.94%	299,080.50
7104 · Office Operating Expenses				
7105 · New Equipment	0.00	1,250.00	0.0%	1,500.00
7110 · Telephone	1,955.49	4,167.00	46.93%	5,000.00
7111 · Internet Access Expense	1,664.25			
7115 · Utilities	2,033.78	2,917.00	69.72%	3,500.00
7120 · Association Dues	11,281.30	11,000.00	102.56%	13,200.00
7125 · Insurance	5,730.00	5,000.00	114.6%	5,000.00
7130 · Postage	918.43	1,167.00	78.7%	1,400.00

7131 · Bank Fees& Charges	75.00			
7140 · IT Service Contracts	7,017.88	7,000.00	100.26%	8,400.00
7141 · Custodial Contract	2,893.71	2,667.00	108.5%	3,200.00
7145 · Office Maintenance & Supplies	76.67	542.00	14.15%	650.00
7150 · Publications	220.33	292.00	75.46%	350.00
7155 · Office Supplies	1,920.79	1,250.00	153.66%	1,500.00
7160 · Copier/Printer Contract	3,995.55	6,000.00	66.59%	7,200.00
7170 · Legal and Professional	102.60	2,833.00	3.62%	3,400.00
7171 · Auditing & Reviews	4,000.00	2,083.00	192.03%	2,500.00
7275 · Kitchen/Hospitality	371.75	420.00	88.51%	503.00
Total 7104 · Office Operating Expenses	44,257.53	48,588.00	91.09%	57,303.00
7180 · Gifts/Recognitions/Remembrance	862.39	458.00	188.3%	550.00
7183 · Presbytery Meeting Expenses	239.14	2,083.00	11.48%	2,500.00
8000 · Restricted Expenses				
7181 · GA Expense	0.00	0.00	0.0%	2,500.00
7182 · GA Overture Advocate Expense	0.00	0.00	0.0%	2,500.00
8105 · Davenport/St. Andrew Closing	5,172.22			
8200 · PEIA Disaster Fund				
8235 · Muscatine Flood Damage/2007	5,000.00			
Total 8200 · PEIA Disaster Fund	5,000.00			
8400 · Brazil Campaign	54,606.00			
8425 · Monticello/First Fire	9,350.00			
8450 · Special Projects	14,552.21			
8470 · Planning Calendars	767.25			
8510 · Middletown Church Closing	18,056.21			
8515 · CR Knox Church Closing	13,303.00			
8520 · Church Closing Expenses	16.95			
Total 8000 · Restricted Expenses	120,823.84	0.00	100.0%	5,000.00
Total Expense	456,058.73	390,685.67	116.73%	463,833.50
Net Income	-64,816.41	-4,518.67		-433.50

Presbytery of East Iowa
PER CAPITA AND UNIFIED MISSION
BY CHURCH

City	PIN	2015 Per Capita	Paid	Due	Mission Pledge	Paid
Ainsworth	2587	342.70	342.70	0.00		72.00
Ainsworth	10415	3,118.57	1,247.43	1,871.14	550.00	220.00
Argyle	2549	2,638.79	2,638.79	0.00	1,000.00	1,000.00
Atkins	2345	2,535.98	0.00	2,535.98		
Bettendorf	2589	11,309.10	11,309.10	0.00	5,500.00	6,630.00
Birmingham	2550	274.16	274.16	0.00	250.00	
Blairstown	2346	1,713.50	1,610.69	102.81		
Blue Grass	10388	5,140.50		5,140.50		
Bonaparte	2551	891.02		891.02		445.52
Brighton	2591	2,090.47	250.00	1,840.47		
Burlington	11889	6,991.08	2,000.00	4,991.08		250.00
Cascade	2479	925.29	693.96	231.33	600.00	590.00
Cedar Rapids	9582	1,370.80		1,370.80		
Cedar Rapids	2375	4,283.75		4,283.75	600.00	
Cedar Rapids	2347	17,546.24	4,259.00	13,287.24		
Cedar Rapids	2350	3,324.19	1,662.00	1,662.19	450.00	450.00
Cedar Rapids	2352	2,193.28	2,193.28	0.00		1,000.00
Cedar Rapids	2354	16,449.60	13,708.40	2,741.20	5,270.00	4,500.00
Center Junction	2355	753.94	753.94	0.00		100.00
Clinton	12129	5,106.23	2,370.29	2,735.94		
Coggon	2358	2,535.98	2,535.98	0.00	1,000.00	1,000.00
Columbus	2596	925.29		925.29		

City	PIN	2015 Per Capita		Paid	Due	Mission Pledge	Paid
Junctn Columbus Junctn	2593		4,489.37	4,489.37	0.00	3,500.00	3,500.00
Conesville	2594		1,336.53	1,336.53	0.00		100.00
Crawfordsville	10414		2,535.98		2,535.98		1,299.80
Davenport	2598		32,350.88	16,264.00	16,086.88	6,000.00	4,750.00
Davenport	12240		3,358.46	2,800.46	558.00	600.00	500.00
Davenport	2600		7,093.89	7,093.92	-0.03		
Ely	2357		7,539.40	6,282.84	1,256.56	1,000.00	1,000.00
Fairfield	2554		5,928.71	3,701.16	2,227.55	3,000.00	3,000.00
Farmington	2557		4,694.99	4,694.99	0.00		
Ft. Madison	2558		3,324.19	933.21	2,390.98		
Hazleton	2482		925.29	585.49	339.80	250.00	250.00
Independence	2484		8,259.07	8,259.07	0.00		
Iowa City	2605		22,446.95	24,996.85	-2,549.90	7,000.00	7,000.00
Iowa City	2626		28,855.34	21,483.74	7,371.60		45,604.68
Keokuk	10668		3,015.76	2,000.00	1,015.76		
Keota	2607		3,289.92	2,250.00	1,039.92		
LeClaire	2609		3,050.03	2,050.03	1,000.00	100.00	350.00
LeClaire	10135		4,215.21	2,052.34	2,162.87		
Lone Tree	10026		7,882.10	1,928.77	5,953.33	6,600.00	3,982.66
Lost Nation	2360		4,078.13	3,670.32	407.81		
Manchester	2489		4,009.59	3,986.19	23.40		
Marengo	2611		4,489.37	2,882.00	1,607.37		
Marion	12233		12,748.44	9,561.33	3,187.11	8,000.00	5,333.36
Marion	2361		15,250.15	11,472.55	3,777.60	6,000.00	4,791.69
Mechanicsville	2362		3,461.27	3,461.27	0.00	1,000.00	1,000.00

Mediapolis	2562		2,673.06	2,673.06	0.00		
Miles	2363		3,358.46	750.00	2,608.46	1,500.00	1,000.00
Monticello	9641		6,888.27	6,854.00	34.27	4,000.00	4,000.00
Montrose	2565		1,302.26	1,302.26	0.00		
Morning Sun	2566		4,318.02		4,318.02		
Mt. Pleasant	2569		12,405.74	5,625.00	6,780.74	8,900.00	4,450.00
Mt. Vernon	2366		5,071.96		5,071.96		
Mt. Vernon	2367		1,267.99	1,267.99	0.00	1,500.00	1,500.00
Muscatine	2613		7,642.21	7,642.21	0.00	3,300.00	2,475.00
New London	2571		3,803.97	3,170.00	633.97	2,700.00	2,250.00
Newhall	2368		1,439.34		1,439.34		
Onslow	2369		1,473.61	1,473.61	0.00		
Princeton	2616		2,330.36	2,330.36	0.00		
Rowley	2495		1,267.99	1,267.99	0.00		800.00
Sctoch Grove	2371		1,165.18		1,165.18		
Shellsburg	2372		2,947.22	2,947.22	0.00		
Springville	2373		3,838.24	932.59	2,905.65		
Stanwood	10413		2,261.82	2,261.82	0.00	500.00	800.00
Vinton	10227		9,184.36	7,653.64	1,530.72		
Wapello	2579		4,626.45	3,701.17	925.28	2,000.00	400.00
Washington	9756		14,084.97	12,362.44	1,722.53		5,625.00
West Liberty	2622		2,638.79	2,638.79	0.00	1,461.21	361.21
Denmark	2580		959.56	959.56	0.00		500.00
Williamsburg	2623		9,081.55	0.00	9,081.55		2,500.00
Wilton	2624		6,031.52	1,754.23	4,277.29	2,000.00	
Wilton	2625		1,062.37		1,062.37		
Winfield	2581		4,866.34		4,866.34		
			409,081.09	265,654.09	143,427.00	86,131.21	125,380.92

Presbytery of East Iowa
General Missions and Per Capita
2015

as of 10/08/2015

Per Capita	2015%	Billed	Collected YTD	Due
GA	0.206	84,270.70	54,724.74	29,545.96
Syond	0.152	62,180.33	40,379.42	21,800.90
PEIA	0.642	262,630.06	170,549.93	92,080.13
		409,081.09	265,654.09	143,427.00

General Mission	2015%	Pledged	Collected	Over Pledge
GA	0.66	56,846.60	82,751.41	
Syond	0.07	6,029.18	8,776.66	
PEIA	0.27	23,255.43	33,852.85	
		86,131.21	125,380.92	-39,249.71

REPORT OF THE COMMISSION ON MINISTRY
ACTION ITEMS

The Commission on Ministry hereby recommends to the Presbytery that each of the following motions be approved as the policies of the Presbytery of East Iowa effective immediately upon approval by the Presbytery:

Motion: It is the policy of the Presbytery of East Iowa that when a congregation has two pastors serving as co-pastors, and the relationship of one of them is dissolved, the other remains as pastor. If the congregation desires to continue with a co-pastor relationship then, with the approval of COM, it must elect a pastor nominating committee and conduct a full search for the second co-pastor, such co-pastor to be called as provided by G-2.08 of the 2015/2017 Book of Order.

Motion: It is the policy of the Presbytery of East Iowa that if a church with a single pastor wishes to establish a co-pastor relationship then, with the approval of COM, it must elect a pastor nominating committee and conduct a full search for the second co-pastor, or both co-pastors if the current pastor is not to remain as one of the co-pastors, such co-pastor(s) to be called as provided by G-2.08 of the 2015/2017 Book of Order.

Motion: In accordance with G-2.0504b of the 2015/2017 Book of Order, “A Teaching Elder employed in a temporary pastoral relationship is ordinarily not eligible to serve as the next installed pastor, co-pastor or associate pastor.” However, according to G-2.0504c of the 2015/2017 Book of Order, exceptions may be made, in which case the person must be approved by a three-fourths majority vote of the congregation and then by three-fourths majority of the Presbytery. It is the policy of the Presbytery of East Iowa that a pastor in a Temporary Pastoral Relationship (Temporary Pastor) may be considered as a candidate for the called Pastor or Co-Pastor position in the church currently being served on the condition that the church shall conduct a full search to fill the called pastoral position and that the person must be approved by a three-fourths majority vote of the congregation and then by three-fourths majority vote of the Presbytery.

Motion: It is the policy of the Presbytery of East Iowa that if a Session in consultation with the Commission on Ministry determines that an Intentional Interim Pastor is the preferred option for their church that person shall not be a candidate for the called Pastor, Co-Pastor or Associate Pastor position in the church he or she currently serves.
Note: Intentional Interim Pastor defined as per policy – March 2015

Motion: It is the policy of the Presbytery of East Iowa that an Associate Pastor is not eligible to succeed immediately a Co-Pastor to serve as a Co-Pastor of a church in which the Associate Pastor and Co-Pastor have served together, except in churches which currently have a co-pastor model which has been in effect for at least three years and the congregation desires to continue such model. In such churches, an associate pastor may be called to serve as co-pastor of that church with approval by a three-fourths majority vote of the congregation and then by three-fourths majority vote of the Presbytery.

Motion: In accord with G-2.0504a in the 2015-17 *Book of Order*, it is the policy of the Presbytery of East Iowa that an Associate Pastor is ordinarily not eligible to be a candidate to succeed immediately the Pastor in a church which they have served together. In accord with G-2.0504c in the 2015-17 *Book of* Order, exceptions may be made on a case by case basis. When an exception to this policy is made, it functions to make the individual who has served or is serving as Associate Pastor eligible to be a candidate in the search process for the Pastor position (G-2.0504c). If such an Associate Pastor wishes to be considered for the position of Pastor, the PNC and the Associate Pastor must consult with COM requesting that an exception be granted. COM, seeking to faithfully fulfill its responsibility to uphold the peace and unity of the church, will discern on a case by case basis if such an exception would be wise for the congregation and the Associate Pastor.

Any exceptions to this policy require that the following conditions be met:

- COM shall satisfy itself that the overall quality of the congregational and pastoral relationships are such that the individual currently serving as the Associate will function in a healthy way, regardless of the outcome of the search process.

- COM shall satisfy itself that the inclusion of this individual as a candidate for the Pastor position will not interfere with nor shortcut transitional processes associated with a change in pastoral leadership in which the congregation needs to engage.

- The individual in question is exploring this transition from a sense of calling rather than career advancement, and can clearly articulate this sense of calling to COM.

- COM shall satisfy itself that the PNC will be able to conduct a complete and fair search process in accord with Presbyterian polity, making a full and impartial review of all applicants without outside pressure to select or reject any applicant. Any attempt to influence the PNC of the church either in favor of or in opposition to the candidacy of the individual currently serving as Associate may result in the immediate cessation of consideration of the Associate Pastor as a candidate for the Pastor position at the discretion of the PNC and/or COM.

- Before recommending any exception, COM will counsel with the Pastor (if possible) and the Associate Pastor both individually and jointly. COM will also counsel with the PNC regarding the impact of this candidacy on the relationships and expectations of the PNC and congregation during and after the search process.

- At the conclusion of this process, COM may conclude that an exception is warranted and so notifies the PNC and the Associate Pastor. Consideration of the Associate Pastor for the position of Pastor will then be treated the same as any other person who makes application to be considered for the position.

- If the decision is not to grant an exception, the PNC and Associate Pastor will be so notified, including the reasons for the decision. In such case, the PNC and/or the Associate Pastor may appeal the decision to the Presbytery at any of its subsequent meetings.

- If the PNC selects the current Associate Pastor as the choice to take up the call as Pastor, the relationship shall be established by a vote of the congregation indicating strong affirmation of this call and by three-fourths vote of the members of the Presbytery present and voting in accord with G-2.0504c.

Background and Information

This is to provide background and information on the motions comprising the newest recommended policy on temporary, associate, and intentional interim pastors succeeding to the called pastor position in the congregation currently served. To interpret two of the motions briefly:

- Anyone contracted by a session, with COM concurrence, to serve in a Temporary Pastor Relationship remains eligible to be considered for the position as called pastor by a pastor nominating committee and to be affirmed as the choice for the position by a three-fourths vote of the Presbytery.
- Trained and certified intentional interims enter congregational ministry with the specific contractually-stated commitment to engage only in an interim relationship with the congregation and therefore not to become the called pastor. The recommended policy makes this foundational aspect of intentional interim ministry clear to congregations and is not a change to actual practice.

Consideration of the specific conditions under which associate pastors may be permitted to succeed pastors in the church in which they currently serve deserves special attention. We are all encouraged to remember that *generally we share the conviction that associate pastor succession should be allowed only in extraordinary circumstances*. We

grant that all congregations experience their own context as extraordinary. Up to the present, however, persons of good conscience have disagreed on the conditions under which associate pastor succession should be permissible. Although the policy has the potential to impact only a few congregations in our Presbytery that might face extraordinary circumstances, we believe it is in the best interest of the Presbytery for COM to make sure such a succession is a clearly understood and positively experienced event.

Here is an important point of clarification: As of right now, our Form of Government officially discourages the practice of associate pastor succession. Yet it allows for presbyteries to make periodic exceptions under extraordinary circumstances for associate pastors to succeed into called pastor positions in the churches they currently serve. The Form of Government also delegates to presbyteries responsibility to set the boundaries constraining those exceptions. Due to the Presbytery of East Iowa's decision in 2007 to retain the former Form of Government's constraints around succession, and since the governing body has not yet approved a policy to make such succession possible, as matters now stand under no circumstances is an associate pastor allowed to succeed as called pastor in the congregation served. The Commission on Ministry aims to be responsive to the governing body's desire to frame conditions under which such succession may be possible. The question is how to do so in a responsible manner.

We recognize that for some among us, any boundaries around succession risks impeding the free flow of the Holy Spirit. Yet our Reformed tradition and Presbyterian heritage agree with the apostle Paul – writing to a conflicted Corinthian church (1 Corinthians 14:40) - that the Spirit is not one of confusion and disorder. Rather, we affirm that the Spirit's creativity emerges in the midst of decency and good order, and toward this calling we are striving through every policy we propose and adopt.

The policy being advocated by COM for associate pastors to succeed called pastors in the congregations in which they currently serve is impacted by the pastoral concerns arising historically in our presbytery and currently in other presbyteries.

- Associate pastors can undermine called pastors.
- Pastors can dangle the possibility of succession in front of associate pastors in order to discourage them from accepting other calls.
- Pastor nominating committees can be unduly pressured by pastors and interim pastors to call associate pastors to be pastors.
- Associate pastors, accidentally or intentionally, can pressure pastor nominating committees into calling them to be pastors.

The new policy is intended to provide decent and orderly boundaries so as to avoid these same concerns arising in the future within our Presbytery. These new key aspects would apply to make the recommended policy more flexibly applicable to particular cases:

- The 6 month absence requirement is removed.
- COM meets with the pastor, the associate pastor and the pastor nominating committee to be assured of the health of the congregation, the mutually supportive nature of the pastor and associate pastor relationship, and the freedom of the pastor nominating process from illicit pressure.
- Once satisfied that the above criteria have been met and a succession may be warranted, COM grants permission for the associate pastor to enter the pool of candidates for the called pastor position.
- On those occasions when making an exception seems imprudent, COM notifies the pastor nominating committee and associate pastor of its decision, including the reasons for the decision. Either party may appeal the decision to the Presbytery at a stated or called meeting of Presbytery.
- If the current associate pastor is selected as pastor by the pastor nominating committee, the relationship must be established by a numerically strong, affirming vote of the congregation and a three-fourths positive vote by the Presbytery at a stated or called meeting.

The policy being recommended, in both language and content, emerges from comments offered by both ruling and teaching elders in our Presbytery who have held divergent perspectives on the best way forward. We are grateful for their intelligent, faithful input. We believe this policy presented to you deserves your prayerful reflection, and support. Approval of motions comprising the pastoral succession policy is the final step that takes us beyond the 2007 Book of Order policy language and into our new way of being in covenant community. Our desire, as well as yours we are confident, is to put a livable policy in place that permits us to move forward together to focus on our shared mission and ministry.

INFORMATION ITEMS:

The following motions were moved, seconded and approved by the Commission on Ministry in its meeting of September 8, 2015 and are presented here as information:

Motion: That COM approve on behalf of the Presbytery of East Iowa a request from the Reverend Jessica Crane Munoz to labor outside the bounds in Yellowstone Presbytery to co-officiate with the Reverend James E. Cauffman, a minister member of Yellowstone

Presbytery, at the baptism of Sebastian Owen Munoz Crane on 8 September 2015 at First Presbyterian Church in Lewistown, MT.

Note: The Presbytery of Yellowstone has granted permission for the Reverend Crane Munoz to labor within the bounds on this occasion.

Motion: That COM approve on behalf of the Presbytery of East Iowa the terms of call for 2015 of the Reverend Barry Ensign-George, a minister member of the Presbytery who serves in a validated ministry as Associate for Theology in the Office of Theology and Worship within the Presbyterian Mission Agency in Louisville, KY. The terms of call are as follows:

Cash Salary	$43,301.00
Manse Allowance	$26,370.00
Total Compensation	$69,671.00

22 days of vacation
10 days of study leave
Full Board of Pensions benefits

Motion: The Commission on Ministry recommends that the Presbytery approve the following resolution.

Resolution of East Iowa Presbytery Concerning Compensation for 2016: The Presbytery's *Pastor Compensation Policy* and *Compensation and Benefits Policy for Commissioned Ruling Elders and Ruling Elders Serving as Temporary Pastors* motion was acted upon in the 8 September meeting of COM and presented and approved in the 15 September meeting of Presbytery.

Motion: to allow Candidate Grace Hammer to celebrate the Lord's Supper and to perform baptisms and weddings, assured of her understanding of Reformed tradition and the sacraments by the CPM moderator.

The following motions were moved, seconded and approved, unless otherwise noted, by the Committee on Ministry in its meeting of October 6, 2015 and are presented here as information:

Motion: That COM grant permission for the Reverend Teresa Bartlett to lead worship at St. John's Lutheran Church in Preston, IA on October 14, 2015, including officiating at the celebration of the Lord's Supper.

Motion: That the Reverend Randi Henderson be enrolled as an At-Large member of the Presbytery of East Iowa and that she be added to the pulpit supply list, both actions to be effective immediately.

Motion: Retroactive to 26 September 2015, that COM grant the Reverend Pat Halverson permission to labor outside the bounds to officiate at a marriage service on Arsenal Island in Rock Island, IL within the bounds of Great Rivers Presbytery.

Motion: That COM approve adding the Reverend Penny Thomsen, an At-Large minister member, to the pulpit supply list, effective immediately.

Motion: That COM dismiss the Reverend Dr. Scott Nesbitt to the John Knox Presbytery.

Motion: That COM approve the following terms of call in a two-point call at Union Presbyterian Church in Ft. Madison, IA (63.3% of a 66.7% pastoral call) and Montrose Presbyterian Church (36.7% of a 66.7% pastoral call):

Terms for Ft. Madison, Union:

Cash Salary	$18,577.92
SS/Medicare Supplement	$ 1,519.20
Income reportable to IRS	$20,097.12
Deferred compensation	$ 1,139.40
Housing Allowance	$ 1,266.00
4 weeks paid annual vacation	
2 weeks paid annual continuing education	
0 weeks maternity/paternity leave	
Mileage reimbursed for miles driven at IRS allowable rate	
Continuing education	$ 500.00
Professional expenses	$ 250.00

Terms for Montrose PC

Cash Salary	$10,771.08
SS/Medicare Supplement	$ 880.80
Income reportable to IRS	$11,651.88
Deferred compensation	$ 660.60
Housing Allowance	$ 734.00

4 weeks paid annual vacation
2 weeks paid annual continuing education
0 weeks maternity/paternity leave
Mileage reimbursed for miles driven at IRS allowable rate

Continuing education	$ 500.00
Professional expenses	$ 250.00

Motion: To approve the following Pulpit Supply Agreement: The Session of First Presbyterian Church of Manchester, Iowa, has invited the Rev. Dr. Richard J. Shaffer Jr., Associate Dean and Assistant Professor of Ministry at the University of Dubuque Theological Seminary, to provide semi-regular pulpit supply to the church.

This agreement is for a temporary pastoral relationship involving pulpit supply and is not viewed by either the Session or Dr. Shaffer as an official interim pastor position.

This agreement will begin on Sunday, October 4, 2015, and end on Sunday, December 27, 2015. See the section below regarding renewal of the agreement.

This agreement is for a period of three months and will be reviewed in December. At the discretion of both parties the agreement may be extended, renewed, or revised.

This is not a contract between the parties, but an agreement for short term pulpit supply. This agreement can be voided by either the Session or the pastor with a written notice of two weeks.

This agreement will include the regular administration of the sacraments as scheduled or needed. The Lord's Supper will be served the first Sunday of each month. Baptism will be administered as requested and approved by the Session.

The church will pay $150 per service and the Regular IRS mileage rate for each round trip from Dr. Shaffer's office in Dubuque to the Manchester church.

Dr. Shaffer agrees to moderate (if appointed by COM) meetings of the Session or congregation. The church will pay $50 per meeting and the regular IRS mileage rate from Dr. Shaffer's office in Dubuque to the Manchester church.

Dr. Shaffer will only attend Presbytery meetings when it fits his work schedule at the seminary. When he represents the church at such meetings, the church agrees to pay the same rate as for pulpit supply and round trip mileage to the site of the meeting.

The Session and Dr. Shaffer agree to negotiate other pastoral services as the need arises. There is no expectation that Dr. Shaffer will fulfill any other ministerial responsibilities, but the option was left open. Hospital visitation, funeral services, community worship services, holiday services, and other church functions are among the possibilities.

The Session agrees to pay the regular IRS mileage rate from Dr. Shaffer's office in Dubuque to the Manchester church and a minimum of $100 for each ministry related trip he makes to town. Related trips to other destinations (hospitals, nursing homes, etc.) will be negotiated as the need arises and mileage will be paid at the regular IRS rate.

Dr. Shaffer will maintain his membership in the Presbytery of Prospect Hill, where he is an ordained teaching elder in good standing. There is no expectation that he will attend meetings of East Iowa Presbytery, except at his discretion or upon special request by the Committee on Ministry.

The motions in the “Action Items” section at the beginning of this report were approved in the 6 October COM meeting, except that the final motion concerning Associate Pastors which was approved by e-mail as a result of discussion that took place in the meeting.

Motion- To allow Committee on Preparation for Ministry to determine educational requirements for Derick Harmon based upon the affirmation of Derick Harmon by COM.

MOTIONS APPROVED BY E-MAIL and PRESENTED HERE AS INFORMATION

The following motions were approved by e-mail dated 14 August 2015:

Motion: The Commission on Ministry hereby recommends that presbytery approve the following "Commissioned Ruling Elder (CRE) Policies and Procedures", effective upon approval: (The Policy was attached)

The following motions were approved by e-mail dated 17 August 2015:

The CRE Policy Development Task Force has made an addition to the CRE Policy and Procedures since I sent the e-mail motion on this policy. That addition is paragraph 4) under section C of Roman numeral I of the document. For easy reference the revised policy is attached. We will assume that if there are no objections to this addition that our recommendation to the presbytery to approve the Policy and Procedures as revised is approved by consensus.

That paragraph reads as follows:

4) Developing and administering a certification process that will provide participants in the CRE Program with a certificate to acknowledge successful completion of the various steps in the program including, but not limited to, successful completion of each course of study, to mark when a CCRE becomes "eligible to be commissioned to a validated ministry," and for each commissioned position. Copies of these certificates shall be placed in the files of the Stated Clerk.

The following motions were approved by e-mail dated 22 October 2015:

MOTION: To approve the administrative commission for the installation of the Reverend Nancy Oehler Love as Pastor of the Ft. Madison, Union and Montrose Presbyterian Churches. The installation service is scheduled for November 1, 2015 at 4:00 pm at the Union Presbyterian Church in Ft. Madison.

Members of the commission are:

Teaching Elders
Kyle Otterbein, PEIA Moderator
Trey Hegar, Mt. Pleasant, First
Dottie Halverson, Winfield/Cotter/Salem
Deb Kinney, Burlington, First

Ruling Elders
Mark Philp, Montrose PC
Kathleen Pilkington, Ft. Madison, Union

Anita Burnett, Iowa City, First

MOTION: To approve adding Ruling Elder Phil Leipold to the pulpit supply list.

REPORT OF THE PERSONNEL COMMITTEE

ACTION ITEMS

Motion: The Personnel Committee recommends that the Presbytery approve the following changes in compensation each for Rebecca Blair, Stated Clerk and Harry Hoyt, COM Associate as follows:

An increase in annual salary to be effective 1 January 2016 of 1.6% Cost of Living increase plus a merit increase of 3.4% resulting in an annual salary of $53,550 plus benefits payment of $18,742.50. It is further recommended that a one-time bonus of $1,500 be paid to each as soon as practicable plus benefits payment of $525 in recognition of the extra administrative responsibilities they assumed from January through September of 2015.

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REPORT OF THE PEACEMAKING TASK FORCE

October 14-18 East Iowa Presbytery welcomed International Peacemaker Berthe Nzeba. We learned a great deal about conditions for women in the Democratic Republic of the Congo and how our transnational corporations affect their lives through their hiring of militias to support their mining operations, and how minerals are being stolen by some of these companies for lack of international enforcement. The immense wealth of the country is being siphoned away with little benefit to its people and much harm to the women raped by the militias. She urged us to work to change this by contacting our elected officials. She made front page news in Mt. Pleasant and Independence, was interviewed by Peace by Piece (video available) and spoke in Le Claire, Washington, Iowa City, Cedar Rapids, and Rowley, as well as Mt. Pleasant. Peacemaking Task Force thanks Martha Wiley, Paul Heidger, Melody Oltmann, Kitch Shatzer, Pat Halverson, and John Barr for their invaluable help.

Peacemaking will meet on Nov. 18 at 7 p.m. at St. Andrew Presbyterian Church in Iowa City; all are invited, but check with Lisa lrossthedens@gmail.com or 319-938-8807 to confirm the place.

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CAMP WYOMING REPORT

1. At its annual retreat, the Camp Wyoming Board of Trustees developed its goals for the upcoming year. These goals were created with the intent on providing the necessary support and direction to fulfill the mission of the Camp Wyoming ministry for 2016 and beyond. The Board's goals are as follows:
    - Complete a Master Site Plan for the future.
    - Develop a long-term plan for financial solvency.
    - Have positive cash flow by year end.
    - Increase summer camp capacity percentage by 10%.
    - Update bylaws, policies, and manuals.
2. The camp ran its Traveling Day Camp program for First Presbyterian Church in Marion the week of June 15-19, 2015. This program is a camp-led version of Vacation Bible School. The camp is looking to expand its offering to more churches in the summer of 2016. The price is $60 per child for a week-long program. If you are interested, please contact the Executive Director, Kevin Cullum, at the camp office at (563) 488-3893.
3. Our fiscal year ends on September 30th. Attached please find the Balance Sheet as of September 30, 2015. As you will notice, we do not have any debt to carry into the new year. Attached please also find the Camp Wyoming Budget for the coming year.
4. The camp received a gift of $50,127 from the Estate of Lloyd Saunders on October 8th. By the end of 2015, the camp will have $96,000 of unrestricted funds and $25,000 of restricted funds in its savings account. The Camp Board will direct these unrestricted funds towards capital improvements and savings.
5. In 2013, the camp expanded its year-round staff to hire a Program Director and Marketing Director through donations made over a three year pledge period. It was the hope of the organization that the business generated by these two positions at the conclusion of the three years would support their salaries and benefits. As the camp prepared its budget for the coming year, it realized it did not have the necessary resources to fund both positions. The Board decided to keep one position called the Director of Programs and Marketing. Consequently, the camp laid off its Program Director, Cassie Schneider. Fortunately, Cassie was hired shortly thereafter as the Program Director for the Presbyterian Clearwater Forest camp in Minnesota.

2:04 PM
10/14/15
Accrual Basis

Camp Wyoming
Balance Sheet
As of September 30, 2015

	Sep 30, 15
ASSETS	
Current Assets	
Checking/Savings	
1120 · Checking Regular	1.16
1130 · Savings Deer	7,833.83
1135 · Savings Regular	58,630.88
1136 · Savings - Summer Sale	4,363.82
Total Checking/Savings	70,829.69
Accounts Receivable	
1150 · Accounts Receivable	4,110.00
Total Accounts Receivable	4,110.00
Other Current Assets	
1110 · Petty Cash	500.00
1146 · Endowment Fund - Johnston	53,372.87
Total Other Current Assets	53,872.87
Total Current Assets	128,812.56
Fixed Assets	
1210 · Vehicles Fixed Asset	22,000.00
1220 · Furnishings Fixed Asset	3,165.00
1230 · Office Equipment Fixed Asset	5,000.00
1240 · Machinery Fixed Asset	66,075.00
1250 · Buildings & Equip Fixed Asset	621,932.73
1260 · Swimming Pool Fixed Asset	38,365.00
1270 · Land Value Fixed Asset	22,600.00
Total Fixed Assets	779,137.73
TOTAL ASSETS	**907,950.29**
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
2110 · Accounts Payable	53.00
Total Accounts Payable	53.00
Other Current Liabilities	
2100 · Payroll Liabilities	9,851.79
2315 · Camper Deposits - Summer ...	4,356.00
2320 · Rental Deposit	6,675.00
Total Other Current Liabilities	20,882.79
Total Current Liabilities	20,935.79
Total Liabilities	20,935.79
Equity	
3110 · Opening Bal Equity	777,603.52
3510 · Retained Earnings	-150,078.23
Net Income	259,489.21
Total Equity	887,014.50
TOTAL LIABILITIES & EQUITY	**907,950.29**

	Camp Wyoming Budget	
	INCOME	
	Donations	
40110	Individual Donations	28,000
40120	Friends of Camp Wyoming	18,060
40135	Churches-Unrestricted	34,500
40140	Churches-Restricted	3,000
40144	Restricted Program Income	500
40145	Camperships/Scholarships	7,500
40150	Corporate Donations	1,000
40160	Organizations & Clubs	1,000
40180	Other Donations	1,000
	Total-Donations	94,560
	Grants	
40210	Corporate Grants	1,000
40220	Foundation Grants	2,500
40230	East Iowa Presbytery Peacemaking Fund Grant	3,000
40298	State Milk Refund	500
	Total-Grants	7,000
	Revenue	
40410	East Iowa Presbytery Commitment	45,000
40420	Summer Camp Registration Fees	290,055
40425	Retreat Season Registration Fees	13,300
40427	Family Camp Registration Fees	4,800
40429	Traveling Day Camp Registration Fees	6,000
40430	Rental Income	77,000
40445	Endowment Interest	6,500
	Total-Revenue	442,655
	Fundraising Events	12,500
	Miscellaneous	
40610	Miscellaneous Income	2,168
40611	Presbytery Meeting Income	1,750
40615	Memorials	6,500
40625	Trading Post/Camp Store	6,000
	Total-Miscellaneous	16,418
	OPERATING INCOME TOTAL	**573,133**
	EXPENSES	

	Salaries	
70010	Administrative Salaries	131,777
70020	Maintenance Salaries	39,635
70030	Kitchen Salaries	24,200
70035	Housekeeping Salaries	9,200
70040	Program Salaries	57,475
70050	International Counselor Salaries	2,000
	Total-Salaries	264,287
	Social Security & Medicare Taxes	
70110	Social Security & Medicare Taxes	20,065
	Total-Social Security & Medicare Taxes	20,065
	Benefits	
70210	Health/Life/Pension Package	62,196
	Total-Benefits	62,196
	Professional Fees	
70310	Accounting Services	5,000
70340	International Counselor's Administration Fees	4,000
70350	Program Registration Expense	3,000
70355	Website Maintenance & Development	500
	Total-Professional Fees	12,500
	Supplies	
70410	Food & Beverages - Summer Camp	42,000
70411	Food & Beverages - Retreat Season	8,750
70415	Kitchen Supplies	1,000
70420	Office Supplies	2,400
70425	Medical Supplies	1,250
70430	Summer Camp Program Supplies	4,750
70431	Restricted Program Supplies	500
70432	Retreat Program Expenses	500
70433	Family Camp Program Expenses	200
70434	Rental Business Expenses	1,600
70435	Trading Post/Camp Store Supplies	1,433
70436	Free Camp Store items	6,500
70437	Traveling Day Camp Program Expenses	850
70440	Pool Supplies	2,750
70445	Summer Staff Training Supplies	230
70446	Hospitality Supplies	1,200
70450	Janitorial & Housekeeping Supplies	2,250
	Total-Supplies	78,163

	Fundraising Expenses	
70530	Fundraising Expenses	500
	Total-Fundraising Expenses	500
	Telephone	
70610	Telephone & Internet Service	4,500
	Total-Telephone	4,500
	Postage & Shipping	
70710	Postage	4,000
	Total-Postage & Shipping	4,000
	Occupancy	
70810	Utilities	26,500
70820	Maintenance Services	4,500
70830	Maintenance - Site, Buildings, & Furnishings	5,000
70840	Maintenance Supplies	1,000
70850	Licenses & Permits	500
70860	Grounds Maintenance	1,000
	Total-Occupancy	38,500
	Equipment	
70910	Equipment Purchase, Rentals, & Leases	2,000
70920	Equipment Maintenance & Repair	6,000
	Total-Equipment	8,000
	Marketing & Public Relations	
71010	Printing	2,000
71020	Brochures	2,850
71030	Newsletters	3,000
71040	Marketing	9,272
	Total-Marketing & Public Relations	17,122
	Travel	
71115	Fuel	3,750
71120	Vehicle Maintenance	750
71125	Vehicle Licenses and Permits	500
71130	Summer Van Rental Expense	6,000
71135	Hotels, Meals, & Incidental Expenses	800
	Total-Travel	11,800

	Recruitment, Training, & Retention	
71210	Continuing Education Costs	3,000
71220	Seasonal Staff Training Registration Fees	2,000
71230	Staff & Volunteer Recruitment	3,500
71240	Staff & Volunteer Retention	1,000
	Total-Meetings, Training, & Development	9,500
	Membership Dues & Subscriptions	
71310	Membership Dues	1,500
	Total-Membership Dues & Subscriptions	1,500
	Insurance	
71410	Assets Insurance	11,656
71420	Umbrella Insurance	745
71430	Vehicle Insurance	1,200
71440	Accident & Illness Insurance	1,250
71450	Workers Compensation Insurance	10,524
	Total-Insurance	25,375
	Miscellaneous Expenses	
71510	Campership Receipts	7,500
71516	Online Registration Expenses	5,000
71520	Photo Development Expense	250
71536	Interest on Line of Credit	1,875
71540	Late Fees	0
71545	Miscellaneous Expense	500
	Total - Miscellaneous Expenses	15,125
	OPERATING EXPENSES TOTAL	**573,133**

APPENDIX A – 168TH MEETING MINUTES A

MINUTES OF THE 168th STATED MEETING OF THE PRESBYTERY OF EAST IOWA

Vinton Presbyterian Church 4:00 p.m.
Vinton, Iowa Tuesday, 15 September 2015

CALL TO ORDER
The 167th Stated Meeting of the Presbytery of East Iowa was called to order at 4:05 p.m. by the Moderator, Teaching Elder Kyle Otterbein, with the lighting of the Christ Candle, the sharing of joys and concerns in communal prayer, and the Passing of the Peace. Moderator Otterbein welcomed all those present.

QUORUM
The Stated Clerk, Ruling Elder Dr. Rebecca Blair, declared a quorum to be present with the roll to be established from the onsite attendance forms. Moderator Otterbein noted that new business should be submitted to the Stated Clerk no later than 5:00 p.m.

TEACHING ELDER MEMBERS—present at the 15 September 2015 stated meeting:					
Mike Andrew	A	Pamela Hoogheem	A	Kristy Parker	E
Noelle Andrew	A	John Hougen	P	Kurt Pasko	A
Mary Arnold	P	Beverly Hovenkamp	A	Lori Patton	A
Teresa Bartlett	P	Sue Howes, HR	E	Matt Paul	A
Karen D. Beals, HR	E	Kristin Hutson	P	Joseph Phipps	P
Diane Bishop, HR	E	Herb Isenberg, HR	P	Elizabeth Platt, HR	E
Jim Bonewald	A	Will Jackson, HR	E	Al Polito	P
Robert Bouton, HR	E	William Jamison, HR	P	Mary Pugh	A
Gary Burnett, HR	E	Jennifer Jennings	P	Nancy Redman, HR	E
Maurice Campbell, HR	E	R. Dixon Jennings , HR	P	Peter Reynen	E
David Castrodale, HR	P	David Jurgens, HR	E	Gerald Rife, HR	E
Howard Chapman	A	Thomas Kalshoven, HR	E	Carl Riggs, HR	E
Stan Coller	A	Robin Kash, HR	E	Lisa Ross Thedens	P
Jessica Crane Muñoz	P	Lucille King, HR	P	Pam Saturnia	P
Robert David	E	Debra Kinney	A	Julie Schuett	P
Elizabeth Dickey	A	Sonda Kirsteatter	E	Linda Shatzer	P
Tim Dyck	P	Wade Kirsteatter	E	Paul Skelley, HR	E
Robert Dykstra	A	Kerin Lang	A	David Snyder	A
Jack Edmisson	A	James Langley	A	Colette Soults	A
John Elliott, HR	E	Michael Manaugh	A	Emory VanGerpen HR	P
Barry Ensign-George	A	Mark Martin, HR	E	Dick Wallarab, HR	E
Jon Evans	P	Samuel Massey	E	Bill Warhover	A
James Fyfe, HR	E	Charles McCracken, HR	E	Mary Anne Welch	P

Emory Gillespie	A	Richard Miller	P	Nathan Williams	P
Aimee Goldmeyer	P	Ted Miller, HR	E	Bill Willis	A
Mildred Grubbs, HR	E	Charles Mills, HR	E	Troy Winder	A
Dottie Halverson	P	Anni Mingin	A	Jean Wollenberg	A
Pat Halverson	P	Scott Minteer	A	Robert Wollenberg	P
William Harnish, HR	E	Diane Monger	P	Lorene Wunder	P
Heather Hayes	P	Dennis Moray	P		
Sarah Hegar	P	Scott Nesbitt	A		
Trey Hegar	P	Thomas C. Oak	P		
Patricia Henderson	A	Nancy Oehler Love	P		
Randi Henderson	A	Duane Olsen	A		
Beth Hilkerbaumer	P	Melody Oltmann	P		
Robert Hill, HR	E	Kyle Otterbein	P		

RULING ELDER COMMISSIONERS—present at the 15 September 2015 stated meeting:	
Ainsworth, Ainsworth Community	A
Ainsworth, Bethel	A
Argyle, Argyle PC	A
Atkins, Pleasant Hill	A
Bettendorf, Bettendorf PC	A
Birmingham, First	A
Blairstown, First	Coretta Cronbaugh
Blue Grass, Blue Grass PC	A
Bonaparte, Bonaparte United	A
Brighton, Brighton United	A
Burlington, First	A
Cascade, Community	Nancy Macomber
Cedar Rapids, Calvin Sinclair	A
Cedar Rapids, Christ Church	A
Cedar Rapids, Echo Hill	Carol Sindelar
Cedar Rapids, First (two commissioners)	A
	A
Cedar Rapids, Hus Memorial	A
Cedar Rapids, Olivet	Carol Horning
Cedar Rapids, Westminster (two commissioners)	A
	A
Center Jct., First	A
Clinton, First United	A
Coggon, Zion	Judy Isaacson

Columbus Jct., Cotter	A
Columbus Jct., Salem Welsh	A
Columbus Jct., United	Don Clark
Crawfordsville, United	A
Davenport, First (two commissioners)	A
	A
Davenport, Newcomb	A
Davenport, New Hope	Karen Bartel
Ely, First	A
Fairfield, First	A
Farmington, Sharon	Larry Moore
Ft. Madison, Union	A
Hazleton, First	A
Independence, First	A
Iowa City, First (two commissioners)	Judy Whitford
	A
Iowa City, St. Andrew (two commissioners)	A
	A
Keokuk, United	A
Keota, United	A
LeClaire, First	A
LeClaire, Our Savior	Lois Wilson
Lone Tree, United	A
Lost Nation, Union	Karen Bradway
Manchester, First	A
Marengo, First	A
Marion, First	A
Mechanicsville, First	Dorothy Russell
Mediapolis, First United	A
Miles, First	A
Monticello, First	Curt Mayo
Montrose, Montrose PC	A
Morning Sun, First United	Karen Minnis
Mt. Pleasant, First	Mary Beth Young
Mt. Vernon, First	Larry Petrick
Mt. Vernon, Linn Grove	Anne Kuntz
Muscatine, First	Alfred Airola
New London, New London PC	A
Newhall, Central	Judy Irish
Onslow, First	A
Princeton, Princeton PC	A
Rowley, First	Richard Crain
Scotch Grove, Scotch Grove PC	A

Shellsburg, First Presbyterian Church	Kristine Shultis
Springville, Springville PC	Andrew Cahalan
Stanwood, Stanwood Union	A
Vinton, Vinton PC	Jerry Blank
Wapello, First	Jeff Lease
Washington, United Presbyterian	Billie Bruns
West Liberty, First Church United	Wayne Noring
West Point, West Point PC	A
Williamsburg, First	A
Wilton, First	Jim Voss
Wilton, Sugar Creek	A
Winfield, First	A

MODERATOR
Teaching Elder Kyle Otterbein (listed above)

VICE-MODERATOR
Teaching Elder Dr. Pamela Saturnia (listed above)

STATED CLERK
Ruling Elder Dr. Rebecca Blair (eligible to vote)

TREASURER
Ruling Elder Karen Bartel (eligible to vote)

COMMISSIONED RULING ELDERS (eligible to vote)
Marian Hart, Phil Leipold, Gene Spicer

COMMITTEE MODERATOR/PCC RULING ELDERS (eligible to vote)
Ann Luedtka

G.A. COMMISSIONER RULING ELDERS [2014-2016] (eligible to vote)
None

RULING ELDER FORMER PRESBYTERY MODERATORS (eligible to vote)
Harry Hoyt

CORRESPONDING MEMBERS
Teaching Elder Gradye Parsons (Holston Presbytery); Teaching Elder Minner Serovy (Milwaukee Presbytery)

CANDIDATES AND INQUIRERS
None

VISITORS
Mary Atwood (Immediate Past Moderator—Washington, UP), Nancy Baldwin (Vinton PC), Diane Buhr (Blairstown, First), Anita Burnett (Certified Associate Christian Educator—Iowa City, First), Alan Buseman (Tirzah, NC), Karen Buseman (Tirzah, NC), Kevin Cullum (Executive Director, Camp Wyoming), Judy Gard (Coggon, Zion), Sue Hathaway (Blairstown, First), Angie Holmes (Vinton PC), Jeff Holmes (Vinton PC), Sage Holmes (Vinton PC), James Huston, Kerry Jennings (Wilton, First), Phil Leipold (Davenport, Newcomb), Martha Lundberg (Vinton PC), Mika Rangel (Synod YAD—Wilton, First), Mary Streeter (Cedar Rapids, Christ Church)

SEATING OF CORRESPONDING MEMBERS
A motion to seat The Reverend Gradye Parsons, Stated Clerk of the Presbyterian Church (U.S.A.) and minister member of Holston Presbytery, and the Reverend Mary "Minner" Serovy, Presbyterian Foundation and minister member of the Presbytery of Milwaukee as corresponding members was seconded and **APPROVED**.

INTRODUCTION OF FIRST-TIME PRESBYTERS
Vice-Moderator Saturnia invited first-time presbyters to introduce themselves: Judy Irish (Newhall, Central) and Karen Bradway (Lost Nation) introduced themselves as first-time commissioners. Grace Hammer is a Candidate serving in a Temporary Pastoral Relationship with the Lost Nation, Union church. Michael Druhl is the new United Methodist pastor serving the Keota United Church of Faith. Dennis Morey is an Honorably Retired Teaching Elder serving the Cedar Rapids, Calvin-Sinclair church. The body welcomed all of these presbyters with applause.

DOCKET
Moderator Otterbein recognized the Stated Clerk, who advised the body that a motion would be in order to amend the docket by adding the item found on the yellow sheet distributed at the registration table. **A motion was seconded and APPROVED to amend the docket by adding the following action item to the Report of the Commission on Ministry:**

REPORT OF THE COMMISSION ON MINISTRY

MOTION: The Commission on Ministry recommends that the Presbytery approve the following resolution in its meeting on 15 September 2015:

Resolution of East Iowa Presbytery Concerning Compensation for 2016

Whereas, the Presbytery's *Pastor Compensation Policy* and *Compensation and Benefits Policy for Commissioned Ruling Elders and Ruling Elders Serving as Temporary Pastors* provide that:

- The compensation structures for Pastors and CREs be reviewed each year and adjusted to be comparable to the average compensation paid pastors in the North Central Region, now titled the "Midwest Region," and;
- Pastors and CREs be granted a minimum adjustment in compensation based on the estimated change in the Consumer Price Index in the calendar year, and;
- Where appropriate, an additional increase be granted pastors and CREs based on performance, and;

Whereas: Salary survey data indicates that churches in the Midwest Region of the United States and in the Nation have increased compensation during 2015 by approximately 1.5% to 1.8% and plan increases for 2016 estimated to be between 1.5% and 1.7%, and;

Whereas, It is estimated that a 1.6% increase in the structures will keep our ranges approximately at the average of what is paid at comparable churches, and;

Whereas, The Consumer Price Index (CPI) for the Nation and for the Midwest increased by 1.3% from the first half of 2015, and;

Whereas, The CPI is forecasted to increase in 2015 by approximately 1.6%;

Therefore: it is hereby resolved that:

- Each of the eight ranges of the *Pastor Compensation Structure* and the eight ranges of the *Compensation Structure for Commissioned Ruling Elders and Ruling Elders Serving as Temporary Supply* be increased by 1.6% effective January 1, 2016, and;
- Pastors and commissioned ruling elders and ruling elders serving as temporary pastors receive a cost-of-living-adjustment (COLA) increase of no less than 1.6% effective January 1, 2016, and;
- Where applicable, a further increase be given to recognize the performance of the pastors and commission ruling elders and ruling elders serving as temporary supply in accordance with the Presbytery's *Pastor Compensation Policy* and the *Compensation and Benefits Policy for Commissioned Ruling Elders and Ruling Elders Serving as Temporary Pastors* including the following:
  - ⇒ The compensation of every pastor and commissioned ruling elder and ruling elders serving as temporary pastors in the presbytery be at minimum or above it.
  - ⇒ Any pastor or commissioned ruling elder or ruling elder serving as temporary pastor who has served his or her church four to five years and is meeting expectations should be paid compensation equal to the midpoint in the *Pastor*

Compensation Structure and the *Compensation Structures for Commissioned Ruling Elders and Elders Serving as Temporary Pastors*, respectively.

⇒ If a pastor or commissioned ruling elder or ruling elder serving as temporary pastor has served a church for less than four or five years and is meeting expectations that pastor or commissioned ruling elder or ruling elders serving as temporary pastor should be paid compensation that will bring him or her to the midpoint within four to five years from the date he or she began serving the church.

⇒ If the pastor or commissioned ruling elder or ruling elder serving as temporary pastor is exceeding expectations his or her compensation should be above the midpoint within four to five years of the date he or she began serving the church.

Background for the Above Resolution

The "NACBA National Church Staff Compensation Survey" conducted by the *Church NetWork* powered by the *National Association of Church Business Administration (NACBA),* the survey of pastor compensation for 2015 contained in the "2014 -2015 Compensation Handbook for Church Staff" published by *Christianity Today International*, the "2015 Study of Salaries in Parish Ministry" and a study of the average Effective Salary by Presbyteries within each synod for 2015, both conducted and published by the *Board of Pensions* indicate that:

- The increases this presbytery made to its Pastor Compensation Structure from 2002 through 2005 brought our structure to a more favorable position.
- The adjustments this presbytery has made from January 1, 2006 through 2014 have resulted in the structure approximately holding that position.
- The structures were not changed in 2010 from the 2009 levels and were increased by 2.0% effective 1 January 2011, 3% effective 1 January 2012, 2.5% effective 1 January 2014, and 2% effective 1 January 2015.
- The survey data indicates that churches have increased compensation in 2015 over compensation in 2014 by between approximately 1.5 % and 1.8% and plan increases for 2016 over 2015 compensation by approximately the 1.5% to 1.7%. This has resulted in the minimums and midpoints of our compensation structures to be in approximately the same relative position in comparison to figures of comparable churches in the Midwest Region of the United States and the nation as they were last year.
- COM is recommending the 1.6% increase in the compensation structures to recognize the increase that has taken place in comparable churches to date in 2015 and expected increases to be made in early 2016. COM is also recommending an increase in the salaries of pastors and Commissioned Ruling Elder and Commissioned Ruling Elders serving as temporary pastors of 1.6% to recognize the cost of living increase of approximately 1.6% forecast for 2015.

WELCOME FROM THE HOST CHURCH
Teaching Elder Jessica Crane-Muñoz, Pastor of Vinton Presbyterian, welcomed everyone to the meeting. She provided information about the church building and the arrangements for the meal.

PURPOSE OF THE MEETING
Moderator Otterbein noted that we are God's people gathered to follow God's call through discernment, worship, education, and fellowship. He reminded those present that we undertake this call as members of covenant community who must together discern what God would have us be and do by listening to one another and holding one another accountable. He stated that he hoped the body had read the Gathering Vision Statement and would find opportunity to build up one another and listen well.

CENTERING OURSELVES IN SCRIPTURE
Moderator Otterbein invited the body to break into groups of 3-4 to discuss John 1: 43-51 using the Mutual Invitation process.

REPORT OF THE STATED CLERK
Stated Clerk Blair recommended that the following motion would be in order:

MOTION: That the Presbytery approve the minutes of the 167th Stated Meeting of the Presbytery of East Iowa, convened on 9 June 2015 at the First Presbyterian Church in Monticello, Iowa. The motion was seconded and **APPROVED**.

The Stated Clerk reminded those presbyters present to check with leaders in their churches to ensure that the Presbytery Information Form has been completed and sent to the Stated Clerk. She emphasized that the Presbytery Directory will now be found on the website (www.peia.org) and that the Presbytery relies upon churches and minister members to supply current information.

The Stated Clerk also called attention to the following informational reports:

- The **Session Minutes Review Sessions for 2015** will be held in the following locations: North: Monticello, First, Saturday, October 3, 2015 from 10 am to Noon and South: Mt. Pleasant, First, Saturday, October 17 from 10 am to Noon. **All session minutes are required to be reviewed annually.** Further information and assistance is available from Stated Clerk Rebecca Blair.
- The Presbytery policy to redress imbalance in elder parity is as follows: When the number of resident ministers entitled to vote in the Presbytery is greater than the number of ruling elders so entitled, the Presbytery shall redress this imbalance annually by providing for the election, appointment or selection of

additional ruling elders serving as officers or as committee moderators, paying special attention to diversity and representation concerns.

- In accordance with the requirements in D-5.0206b in the *Book of Order*, the following list contains the names of those PJC members whose terms have expired in the last six years:
    - Ruling Elder Deb Minot, Iowa City, First
      2008-2014
    - Ruling Elder Joe McConnell, Washington, United
      2008-2014
    - Ruling Elder Jean Wollenberg, Washington, United
      2008-2014
    - Ruling Elder Nancy Evans, Cedar Rapids, Westminster
      2006-2010

REPORT OF THE PRESBYTERY COORDINATING COMMISSION

The Stated Clerk presented the following action items on behalf of the Presbytery Coordinating Commission.

MOTION: The PCC recommends that the Presbytery of East Iowa authorize the Moderator, Vice-Moderator and Stated Clerk to engage in an exploratory conversation with Richard Blackburn, Executive Director of the Lombard Mennonite Peace Center for the purpose of determining if professional facilitation offered by the Center would be most effective in helping the Presbytery initiate the first stages of long-range strategic planning. **The motion was seconded and APPROVED.**

MOTION: The Presbytery Coordinating Commission, the Commission on Ministry, and the Committee on the Preparation for Ministry hereby recommend that the Presbytery approve the following "Commissioned Ruling Elder (CRE) Policy and Procedures," effective upon approval:

Commissioned Ruling Elder (CRE) Program Policy and Procedures

As Adopted by the Presbytery of East Iowa

Effective 15 September 2015

I. Establishment of the Policy and Delegated Responsibilities

In its meeting on 15 September 2015, as provided in G-3.0307, the Presbytery of East Iowa (PEIA) established the Commissioned Ruling Elder Policy and Procedures (hereinafter known as CRE Policy) and delegated responsibility for the Program to the Committee for Preparation of Ministry (CPM), the Commission on Ministry (COM), and the Commissioned Ruling Elder Coordinating Team as follows:

A. CPM shall be responsible for:

1) Preparation and evaluation of preparedness of Candidates for Commissioned Ruling Elders (CCREs). (Section III, IV, and V).

2) Final assessment and recommendation of CCREs to Presbytery for examination and approval of eligibility to be commissioned to a validated ministry. (Section V E).

B. The COM shall be responsible for:

1) Determining if a particular ministry meets the criteria specified in the PEIA *Validation of Ministry Policy* and may be classified as a validated ministry in

accordance with that policy. (Section VI) (See also Appendix A, *Validation of Ministry Policy*)

2) Oversight, appropriate placement, and commissioning of credentialed EREs. (Section II B, V, and VI)

3) Oversight of CREs during commissioned service. A CRE may serve only in a validated ministry in accordance with G-2.10 and the PEIA CRE Policy. (Section VII – X)

C. The **CRE Coordinating Team** shall consist of four to five members, comprised of Teaching and Ruling Elders, representative of the Presbytery, at least one of whom serves on COM and one of whom serves on CPM. The CRE Coordinating Team shall have a moderator elected by its members. The moderator shall be responsible for communicating with CPM and COM moderators and for ensuring that the CRE Coordinating Team's responsibilities are met.

In coordination with CPM and COM, the CRE Coordinating Team is responsible for:

1) Establishing and maintaining rolls for all in the program, CCREs, EREs, and CREs.

2) Ensuring that opportunities for CRE retreats and other continuing education and fellowship activities are made available for all persons in the program from preparation through being commissioned and post commission. The Team will function in conjunction with CPM and COM.

3) The moderator of the CRE Coordinating Team may participate with CPM in the selection of applicants to enter the CRE program.

4) Developing and administering a certification process that will provide participants in the CRE Program with a certificate to acknowledge successful completion of the various steps in the program including, but not limited to, successful completion of each course of study, to mark when a CCRE becomes "eligible to be commissioned to a validated ministry," and for each commissioned position. Copies of these certificates shall be placed in the files of the Stated Clerk.

5) The CRE Coordinating Team may have other responsibilities as assigned by CPM and/or COM.

II. Definitions

A. Candidate Commissioned Ruling Elder (CCRE)

A **CCRE** must be:

1) An active member in good standing of a PC (USA) church.
2) An ordained Ruling Elder in the PC (USA).
3) Recommended by the Session of the CCRE's member congregation of the PEIA to the CRE Program.
4) Interviewed by the CPM or by a subcommittee designated by CPM.
5) Able to articulate a sense of call to serve in Christian ministry and a willingness to express that call as a CRE, to work within the Presbyterian system, and to accept the proper authority of the Presbytery.
6) Willing to undertake and complete the basic curriculum of the CRE program in a timely manner.
7) Willing to fulfill all other requirements as outlined in this policy.

B. Eligible Ruling Elder (ERE)

An **ERE** is a ruling elder who has been recommended by CPM for examination by the Presbytery and subsequently declared by PEIA as "eligible to be commissioned to a validated ministry," or a ruling elder who has previously been commissioned to a validated ministry but is not presently serving in one.

C. Commissioned Ruling Elder (CRE)

A **CRE** (G-2.10) is a ruling elder of the PC (USA), who has passed the requirements of the presbytery's CRE Policy, has been declared eligible to be commissioned, and who is presently serving a local commission in a validated ministry. Commissions will be assigned by COM. A commission is valid in one or more congregations, new church development, or other validated ministries of the presbytery designated by COM on behalf of the presbytery.

A ruling elder who has been commissioned and later ceases to serve in a particular congregation, or other validated ministry, may continue to be listed as available to serve (ERE), but is not authorized to perform the functions of a commissioned ruling elder until appointed again to a particular validated ministry by COM on behalf of the presbytery.

All CREs are ruling elders in the PC (USA) who have been selected by CPM on behalf of the Presbytery and examined and approved by the Presbytery as detailed in this Policy. They have completed requirements that include: coursework in Bible, Reformed Theology and Sacraments, Presbyterian Polity, preaching, leading worship, pastoral care, and teaching. CREs have been

examined by the CPM and by the Presbytery as to personal faith, motivation for seeking the commission, and competencies in the areas of instruction mentioned previously. In order to be eligible to be commissioned to a validated ministry, the candidate must demonstrate a proficiency in all areas as detailed in this Policy.

III. Process to Enter the CRE Program

The process for a ruling elder to enter the CRE Program is as follows:

A. Consult with your pastor, or if your church is without a pastor, the moderator of session, regarding your interest in the CRE program.

B. Complete a written application, Forms A and B, and submit them to CPM. The application forms are attached to this policy and include the applicant writing a brief statement of faith. (See Forms A and B)

C. A representative of CPM shall meet with the session of the applicant's church to explain the process including the role expected of the session.

D. Have the endorsement of the session of applicant's church. The endorsement Form C is forwarded to the CPM. (See Form C)

E. Session of applicant's church assigns a member of the church to be liaison between the applicant, the session, and CPM.

F. Have three letters of favorable reference and recommendation, one of which is from a pastor of your church. These letters are forwarded to the CPM.

G. Be interviewed by members of CPM to evaluate the applicant and make a recommendation to CPM on whether to accept you into the program.

H. If accepted into the program, successfully pass the course of study and other requirements summarized in this policy.

IV. Participation in the CRE Community

After a ruling elder is accepted into the program the applicant becomes a CCRE and is expected to be a part of the CRE community. The community consists of CCREs, EREs, and CREs. Members of the community will participate with others in the program in retreats, worship, training, and other fellowship opportunities focused on mutual support, professional development, and spiritual growth. Those who have

declared they are retired are encouraged to participate in these activities of the community, but may elect not to do so.

V. Requirements for Preparation

A. Sense of Call and Relationship with Presbytery

After an applicant completes the required documentation and CPM affirms the applicant's faith and sense of call to a validated ministry, the CPM shall vote to approve entrance into the program and give the applicant status as a CCRE. Thereafter, CPM shall appoint a liaison for the applicant from CPM. The CPM moderator shall notify the COM moderator, the Stated Clerk of the PEIA, Moderator of CRE Coordinating Team, and the Session of the applicant's home church of acceptance into the CRE program.

B. Course of Study

To become eligible to be commissioned to a validated ministry the candidate shall successfully complete a course of study provided by the University of Dubuque Theological Seminary (UDTS) or another accredited theological institution approved by CPM. UDTS provides an approved online course of study that meets this requirement. The course of study consists of eight graduate level courses, each taking twelve weeks to complete:

- Introduction to Old Testament
- Introduction to New Testament
- Introduction to Preaching
- Christian Education
- Pastoral Care
- Presbyterian Polity
- Reformed Theology
- Reformed Worship & Sacraments

Candidates are encouraged, but not required, to take a unit in Clinical Pastoral Education (CPE) to further their preparation.

The cost of the courses of study is the responsibility of the candidate.

Prior to taking any of the core courses, UDTS students must complete an Online Learning Course to unfold the nature of distance education. Current information on courses and prices can be found on the UDTS web site (www.UDTS.dbq.EDU. Select "CRE Online Courses" and then "Course Information.").

C. Psychological Assessment

During the first year of coursework, a CCRE shall participate in psychological and career evaluation to assess the CCRE'S suitability for ministry as a CRE. Comprehensive, in-depth evaluation helps a CCRE understand how one's values, interests, and potential and acquired capabilities, as well as personality, fit into the role of a CRE. Midwest Ministry Development Center is recommended to facilitate this consultation. In each case the CCRE, the CCRE's church, and CPM shall share the cost of this consultation. The results of this consultation shall be released to the moderator of CPM and shall be shared with the members of CPM. This material shall be kept confidential. Upon receipt of the evaluation, CPM shall schedule a meeting with the applicant.

D. Ongoing Consultation and Assessment

Subsequent meetings (at least once a year) shall be scheduled as requested by the CPM or the CCRE. Additional requirements may be made of the CCRE in order to enhance the CCRE's education and preparation for ministry. Throughout the course of study, CPM will assess the CCRE's progress and understanding of key subjects and will offer feedback as needed. Additionally, personal growth and overall preparedness for ministry will be assessed regularly.

There is no guarantee that a CCRE will be declared "eligible to be commissioned" or of being commissioned to a validated ministry.

E. Final Assessment and Certification

Upon successful completion of the approved course of study for CRE training by the CCRE, CPM shall satisfy itself concerning the CCRE's personal faith, motives for seeking a commission and the areas of instruction determined by CPM on behalf of the presbytery and in accordance with the *Book of Order* (G-2.1002). Part of this evaluation may be fulfilled by means of a written and/or oral examination and preaching a sermon to CPM. The examination may also include, but may not be limited to, questions from CPM members to determine the CCRE's proficiency in such areas as understanding of, and ability to explain, the Reformed Tradition, the theology of worship and sacrament, as well as the theological significance of scripture, and the ability to relate them to the events of everyday life. In addition, the CCRE shall present a written statement of faith and shall give oral interpretation of that statement of faith and respond to questions from CPM.

Upon satisfactory completion of all requirements of the training process and favorable final assessment and interview, CPM shall recommend to the presbytery that it examine

the CCRE for the purpose of approving the candidate as "eligible to be commissioned to a validated ministry" (ERE). The CPM moderator shall report this recommendation to the session of the church of which the CCRE is a member, the Stated Clerk of PEIA, moderator of CRE Coordinating Team, and the COM moderator.

The CCRE shall then sign the Presbytery of East Iowa's Sexual Misconduct policy, signifying that the CCRE has read, understands and will comply with its contents and submit to a background check.

VI. Examination by the Presbytery

Prior to being commissioned to a validated ministry for the first time and with the recommendation of CPM for preparedness to receive a commission, the CCRE shall be examined by the presbytery on his/her personal faith, motivation for seeking a commission, the required areas of instruction determined by CPM on behalf of the presbytery, and his/her statement of faith in accordance with G-2.1002. The presbytery may then declare the ruling elder as "eligible to be commissioned to a validated ministry" (ERE).

VII. Commissioning to a Validated Ministry

A. If approved by the presbytery as "eligible to be commissioned to a validated ministry" (ERE), COM, after it determines that the presbytery's strategy for mission in a particular validated ministry requires it or would be enhanced by it, may commission an eligible ruling elder (ERE) to a validated ministry and shall authorize the ERE to perform specific functions within that ministry. Commissioning will normally take place at the site of the ministry.

B. Within the validated ministry to which the CRE has been commissioned, the CRE may be authorized by COM to perform one or more of the following services:

-
1) Prepare and lead worship
2) Provide administrative leadership in this ministry
3) Administer the Lord's Supper
4) Administer the Sacrament of Baptism
5) Moderate the session of the congregation
6) Have a voice in meetings of presbytery
7) Have a vote in meetings of the presbytery (such vote to be counted as a ruling elder commissioner for purposes of parity)

8) Perform services of Christian marriage when invited by the session or other responsible committee, and when allowed by the state
9) Officiate funerals
10) Other duties

VIII. Continuing Support and Oversight

The CRE commissioned under the terms of G-2.1001 shall work under the supervision of COM through the CRE Coordinating Team on behalf of the Presbytery. A Teaching Elder shall be assigned as a mentor and supervisor by the CRE Coordinating Team on behalf of COM.

The Teaching Elder/Mentor shall be appointed from the nominees submitted by the CRE and/or the Commission on Ministry and/or CRE Coordinating Team. The assigned Teaching Elder shall not be the CRE's pastor. The mentor should be a good role model for the CRE, approachable and non-judgmental, seeking to listen before giving advice and/or constructive criticism. The CRE and mentor should be in contact at least quarterly. Furthermore, the mentor shall report to the CRE Coordinating Team at least once each year.

A CRE is expected to attend meetings of Presbytery and to engage in regular continuing education.

A CRE shall meet regularly with the CRE Coordinating Team.

A CRE shall be accountable to COM through the CRE Coordinating Team for annual review (G-2.1001).

IX. Pastoral Care

A. In exercise of pastoral care, CREs shall maintain a relationship of trust and confidentiality, and shall hold in confidence all information revealed to them in the course of providing such care and all information relating to the exercise of such care. When the person whose confidences are at issue gives express consent to reveal confidential information, then a CRE may, but cannot be compelled to, reveal confidential information. A CRE shall reveal confidential information when the CRE reasonably believes that there is risk of imminent bodily harm to any person, or when compelled to do so by state law or the Constitution of the PC (USA).

B. CREs shall be guided by their own sense of compassion, their acquired skills through CRE training, and by the Constitution of the PCUSA (W-6.3000). CREs should be prepared to make referrals to mental health professionals in their communities; they should not attempt to offer specialized care, nor should they attempt to offer counseling beyond a term of three meetings with the same person(s) about the same issue, unless they are licensed counselors over and above their CRE training (W-6.3004).

X. Limits of Commission Term

A commission shall be valid for a period up to three years as determined by COM, the CRE, and the validated ministry. It may be renewed at expiration or terminated at any time at the discretion of any one of the parties.

XI. Performance Reviews (G-2.1001)

The CRE Coordinating Team, on behalf of COM, shall provide for the review of the CRE's ministry annually and report the results to COM. COM may revoke the commission of any CRE who does not abide by the provisions of this policy or whose work is evaluated as not adequate to meet the needs of the particular congregation or other validated ministry.

XII. The Commissioning Service (W-4.4003)

A. When a CCRE has progressed to being an ERE and an appropriate placement in a validated ministry has been negotiated, a service of commissioning shall be held. This worship service is a presbytery function usually held at the site of the ERE's validated ministry. During worship, the ERE being commissioned shall be asked the following questions by the Presbytery Moderator or Designee:

•

1) Do you trust in Jesus Christ your Savior, acknowledge him Lord of all and Head of the Church, and through him believe in one God, Father, Son, and Holy Spirit?
2) Do you accept 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 to you?
3) Do you sincerely receive and adopt 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 will you be instructed and led by those confessions as you lead the people of God?
4) Will you fulfill your commission in obedience to Jesus Christ, under the authority of Scripture, and be continually guided by our confessions?
5) Will you be governed by our church's polity, and will you abide by its discipline? Will you be a friend among your colleagues in ministry, working with them, subject to the ordering of God's Word and Spirit?
6) Will you in your own life seek to follow the Lord Jesus Christ, love your neighbors, and work for the reconciliation of the world?

7) Do you promise to further the peace, unity, and purity of the church?
8) Will you pray for and seek to serve the people with energy, intelligence, imagination, and love?
9) Will you be a faithful ruling elder in this commission, serving the people by proclaiming the good news, teaching faith and caring for the people, and in your ministry will you try to show the love and justice of Jesus Christ?

B. Prayer and Statement

The ERE, having answered these questions in the affirmative, the moderator shall pray before saying to the ERE (now CRE):

"(Name), you are now a commissioned ruling elder in the service of

this ministry for the time and in the place set by this presbytery.

The grace of the Lord Jesus Christ be with you. Amen."

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Commissioned Ruling Elder Program Application

Form A

Name: _____

Address: _____

City: _____ State: _____ Zip Code: _____

Work Phone: (___)_____Home Phone: (___)_____

E-mail: _____ Mobile Phone: ( )_____

Date ordained as an elder in the Presbyterian Church (USA) _____

Church/Location where ordained _____

Current Home Congregation/Location _____

Name/Contact Information for Pastor _____

I hereby affirm that all the above information is true, to the best of my ability, and I understand that upon my enrollment as an Applicant to the CRE process in the Presbytery of East Iowa, I shall be subject to the conditions and requirements of such process. I also understand that enrollment as an applicant in no way guarantees completion of the program or obligation on the part of the Presbytery to guarantee me a commission upon completion of the program.

_____ _____

Signature Date

_____ _____

CRE FORM A, p 1/PEIA

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Session Endorsement

Take your completed forms (Form A and Form B) to your pastor, or, if your church is without a pastor, to the moderator of your church's session. This person will talk with you about your interest in the Commissioned Ruling Elder Program. Next, submit Forms A and B to the CPM Moderator.

Once the Moderator or designee has met with your Session to provide orientation to the CRE process, arrange a time (through Session Moderator and/or Clerk of Session) to be interviewed by the Session. Provide the Clerk with Form C (Confidential Session Endorsement Form) which the Clerk will complete after your interview and subsequent Session action on your application. No application will be considered without Form C being submitted to CPM.

References

In addition to the minister and session, please list two other people who know you well in a variety of relationships (e.g., another church member, a colleague at work, a teacher, a friend) who will serve as individual references. Duplicate and pass along an additional individual reference form to each, asking that the form be completed and mailed directly to the Presbytery Office. Please list below the persons who will be your individual references.

Name Address City/State/Zip Code Phone___

Commissioned Ruling Elder Program Application

Form B

Please answer the following questions. Feel free to adjust spacing or use a separate sheet of paper as needed.

Why are you interested in this program? What motivates you to apply?

What aspects of your present church life do you enjoy the most?

What aspects are the most frustrating?

What does it mean for you to be a “Presbyterian?”

What spiritual gifts and skills do you bring to this program?

CRE FORM B, p 1/PEIA

In what areas of your life would you like to grow?

What are your current spiritual practices and disciplines?

What are some of your interests/hobbies?

In what community or volunteer service have you been involved?

Please attach a brief statement of your personal faith. Describe what you believe about God – Father, Son, and Holy Spirit – and your relationship to God. Include a brief summary of your understanding of the role of Scripture, the Church, and the Sacraments in your life – suggested length: one-half to one page single-spaced, typed.

CRE FORM B p 2/PEIA

PRESBYTERY OF EAST IOWA

PRESBYTERIAN CHURCH (U.S.A.)

Commissioned Ruling Elder Program Application

Confidential Session Endorsement

Form C

Primary attention should be given at this time to evaluating the applicant's natural gifts, strength of motivation, and potential for growth. Please note the importance of the Session exercising good judgment in discerning whether this individual seems to be called by God to consider service as a Commissioned Ruling Elder.

Name of Applicant _____

Home Church _____

Please respond candidly to the following questions: (You may adjust the spacing or use additional paper as needed.)

Does the applicant reveal evidence of a vital faith in God through Jesus Christ and the Holy Spirit? If so, how is that faith currently being expressed through the individual's participation in the worship, ministry, and mission of the congregation?

Is the applicant's physical health/stamina, emotional well-being, and maturity suitable for becoming a Commissioned Ruling Elder?

The following qualities are especially important in Commissioned Ruling Elder: (Please check all items that have been demonstrated by this applicant in the life of your church.)

__Ability to speak publicly and communicate clearly

__Well-developed listening skills

__Leadership Ability

__Commitment to the Presbyterian Church (U.S.A.)

__Ability to relate to various age groups

__Reliability

__Basic Knowledge of the Bible

__Compassion

__Skills is personal relationships

__Ability to keep confidentiality

Are there any reservations the session might have in endorsing this applicant? If so, please describe. (Note: A reservation does *not* disqualify an individual or indicate they are unsuitable for service. The Committee on Preparation for Ministry, however, must rely upon honest and candid evaluations.)

CRE FORM C, p 1/PEIA

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Would the Session be willing to provide any financial assistance for this educational process and/or psychological and career evaluation? (A yes answer to this question does not indicate a financial obligation.)

The Session of the _____Church of_____ (city) does / does not (please circle) endorse this application for admission to the Commissioned Ruling Elder Program of the Presbytery of East Iowa.

_____ _____

Signature of Clerk of Session Date

_____

Signature of Moderator of Session Date

We have appointed a liaison to this applicant. The liaison's contact information:

_____

Name E-Mail

Mailing Address

Phone(s) (Home) (Cell) (Work)

CRE FORM C, p 2/PEIA

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Covenant with Commissioned Ruling Elder

In the Presbytery of East Iowa

Form D

NAME OF VALIDATED MINISTRY _____

ADDRESS OF VALIDATED MINISTRY _____

NAME OF CRE _____

SERVICE FROM _____ TO _____

This covenant is considered to be a _____ time position and anticipates _____ hours per week.

Review of this covenant prior to renewal or termination will be made by the Session and the Commission on Ministry.

This relationship may be terminated prior to expiration with _____ days' notice by either party and the concurrence of the Commission on Ministry of PEIA.

RESPONSIBILITIES OF THE CRE (check those that apply to this validated ministry):

_____ Prepare and lead worship
_____ Provide administrative leadership for this congregation
_____ Administer the Sacrament of the Lord's Supper only in this validated ministry
_____ Administer the Sacrament of Baptism only in this validated ministry
_____ Moderate the Session of this congregation
_____ Have a voice in meetings of the presbytery
_____ Have a vote in meetings of the presbytery (such vote to be counted as a ruling elder commissioner for the purposes of parity)
_____ Perform services of Christian marriage when invited by the session or other responsible committee, and when allowed by the State

_____ Officiate funerals
_____ Other duties: _____

_____

CRE FORM D, p 1/PEIA

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SPECIFIC DAYS IN MINISTRY (if applicable)_____

_____

COMPENSATION as applicable:

Cash salary: _____/weekly, monthly, yearly (circle one)

Medical coverage: _____

Social Security withheld: _____

Travel reimbursement at IRS rate, not to exceed: _____

Other ministry cost reimbursement (telephone calls, etc.): _____

Vacation time: _____

Continuing education time: _____

Continuing education or book allowance: _____

Other:
Housing arrangements in the community: _____

_____ _____
Commissioned Ruling Elder Clerk of Session

_____ _____
Presbytery Commission on Ministry Moderator of Session

Date of Session Action: _____

CRE FORM D, p 2/PEIA

The motion was **APPROVED.**

REPORT OF THE NOMINATING COMMITTEE

In the absence of the committee moderator for a pastoral emergency, the Stated Clerk presented the following nominations on behalf of the committee. **The Nominating Committee recommends that the following persons be elected to the positions and terms as listed:**

	Term Begins	Term Ends
Commissioners to the 222nd General Assembly (2016) of the PCUSA		
Teaching Elder Melody Oltmann LeClaire, First Teaching Elder--Female	18 June 2016	16 June 2018
Teaching Elder Dottie Halverson Cotter/Salem/Winfield Teaching Elder—Female (Alternate)	18 June 2016	16 June 2018
Teaching Elder Tom Oak Davenport, Newcomb Teaching Elder--Male	18 June 2016	16 June 2018
Teaching Elder Joe Phipps Fairfield, First Teaching Elder—Male (Alternate)	18 June 2016	16 June 2018
Ruling Elder Perry Ross Iowa City, First Ruling Elder--Male	18 June 2016	16 June 2018
Ruling Elder A.J. Plummer Cedar Rapids, Westminster Ruling Elder—Male (Alternate)	18 June 2016	16 June 2018
Ruling Elder Female (TBA)	18 June 2016	16 June 2018
Ruling Elder Becky Ross Iowa City, First Ruling Elder—Female (Alternate)	18 June 2016	16 June 2018
G.A. YAAD **Mika Rangel** Wilton, First	18 June 2016	16 June 2018
Camp Wyoming Board		
Kristy Gropel Bettendorf Presbyterian Church	2015	2018

Jennifer Stratman Non-Presbyterian Member	2015	2018

Moderator Otterbein asked for nominations from the floor. Hearing none, he asked if the body was ready to vote. The motion was **APPROVED.**

REPORT OF THE COMMISSION ON MINISTRY

Ruling Elder Ann Luedtka requested the moderator to recognize COM Associate Harry Hoyt to present the commission's report. Ruling Elder Hoyt provided some history on the action item contained in the report. On behalf of COM, he presented the following action item:

Resolution concerning the motion referred back to COM in the 7 March 2015 Presbytery meeting on Temporary, Associate and Intentional Interim Pastors succeeding to the called Pastor position in the church currently being served:

Whereas, the motion below was presented to the presbytery in its meeting on 7 March 2015, and;

Whereas, the motion was referred back to COM with the direction that COM gather the opinions of others outside of COM on whether the motion should be approved. The motion was regarding Associate, Interim and Temporary pastors. The concern voiced in the 7 March meeting was mainly, but not exclusively, the question of whether an Associate Pastor may be a candidate for the Pastor's position in the same church being currently served by the Associate Pastor, and:

Whereas, COM sent a letter via e-mail to all pastors and clerks of session in early April 2015 requesting written and/or verbal opinions on the subject and received one letter, two e-mails and two phone calls, and;

Whereas, COM held a meeting prior to the 9 June 2015 presbytery meeting to hear opinions from those who wished to provide them. The meeting was announced in two issues of *OUT and ABOUT*, the presbytery meeting packet and the above e-mail letter to pastors and clerks. Attendance was light (approximately 5 people besides COM representatives) and opinions were express that the motion should be approved by the presbytery and others that it should not, and;

Whereas, COM discussed the issue once again in its meeting on 29 July 2015, considering the opinions expressed pro and con, and unanimously voted to hereby present the motion below to the presbytery without change.

Motion: The Committee on Ministry hereby recommends to the Presbytery that the following be the policy of the Presbytery of East Iowa effective immediately upon approval by the Presbytery: In regard to a pastor in a temporary pastoral relationship, an Intentional Interim Pastor or an Associate Pastor succeeding to the called pastor position in the church currently being served, it is the policy of East Iowa Presbytery as follows:

- When a congregation has two pastors serving as co-pastors, and the relationship of one of them is dissolved, the other remains as pastor. If the congregation desires to continue with a co-pastor relationship then, with the approval of COM, it must elect a pastor nominating committee and conduct a full search for the second co-pastor, such co-pastor to be called as provided by G-2.08 of the 2013/2015 *Book of Order*.

- If a church with a single pastor wishes to establish a co-pastor relationship then, with the approval of COM, it must elect a pastor nominating committee and conduct a full search for the second co-pastor, or both co-pastors if the current pastor is not to remain as one of the co-pastors, such co-pastor(s) to be called as provided by G-2.08 of the 2013/2015 *Book of Order.*

- An Associate Pastor shall not be a candidate for the called Pastor or Co-Pastor position in the church he or she currently serves, except if that person has not served in any fashion, including receiving any remuneration from that church, for at least 6 months immediately prior to becoming a candidate.

- A Intentional Interim Pastor shall not be a candidate for the called Pastor, Co-Pastor or Associate Pastor position in the church he or she currently serves, except if that person has not served that church in any fashion, including receiving any remuneration from that church, for at least 6 months immediately prior to becoming a candidate.

- A pastor in a Temporary Pastoral Relationship (Temporary Pastor) may be considered as a candidate for the called Pastor or Co-Pastor position in the church currently being served on the condition that the church shall conduct a full search to fill the called pastoral position. In accordance with G-2.0504b of the 2013/2015 *Book of Order*, “A Teaching Elder employed in a temporary pastoral relationship is ordinarily not eligible to serve as the next installed pastor, co-pastor or associate pastor.” However, according to G-2.0504c of the 2013/2015 *Book of Order*, exceptions may be made, in which case the person must be approved by a three-

fourths majority vote of the congregation and then by three-fourths majority of the Presbytery.

After extended discussion, Moderator Otterbein asked if the body was ready to vote. Moderator Otterbein ruled that the voice vote on the main motion was **NOT APPROVED.**

Ruling Elder Hoyt than presented the following recommendation on behalf of COM:

MOTION: The Commission on Ministry recommends that the Presbytery approve the following resolution in its meeting on 15 September 2015:

Resolution of East Iowa Presbytery Concerning Compensation for 2016

Whereas, the Presbytery's *Pastor Compensation Policy* and *Compensation and Benefits Policy for Commissioned Ruling Elders and Ruling Elders Serving as Temporary Pastors* provide that:

- The compensation structures for Pastors and CREs be reviewed each year and adjusted to be comparable to the average compensation paid pastors in the North Central Region, now titled the "Midwest Region," and;

- Pastors and CREs be granted a minimum adjustment in compensation based on the estimated change in the Consumer Price Index in the calendar year, and;

- Where appropriate, an additional increase be granted pastors and CREs based on performance, and;

Whereas: Salary survey data indicates that churches in the Midwest Region of the United States and in the Nation have increased compensation during 2015 by approximately 1.5% to 1.8% and plan increases for 2016 estimated to be between 1.5% and 1.7%, and;

Whereas, It is estimated that a 1.6% increase in the structures will keep our ranges approximately at the average of what is paid at comparable churches, and;

Whereas, The Consumer Price Index (CPI) for the Nation and for the Midwest increased by 1.3% from the first half of 2015, and;

Whereas, The CPI is forecasted to increase in 2015 by approximately 1.6%;

Therefore: it is hereby resolved that:

- Each of the eight ranges of the *Pastor Compensation Structure* and the eight ranges of the *Compensation Structure for Commissioned Ruling Elders and Ruling Elders Serving as Temporary Supply* be increased by 1.6% effective January 1, 2016, and;

- Pastors and commissioned ruling elders and ruling elders serving as temporary pastors receive a cost-of-living-adjustment (COLA) increase of no less than 1.6% effective January 1, 2016, and;

- Where applicable, a further increase be given to recognize the performance of the pastors and commission ruling elders and ruling elders serving as temporary supply in accordance with the Presbytery's *Pastor Compensation Policy* and the *Compensation and Benefits Policy for Commissioned Ruling Elders and Ruling Elders Serving as Temporary Pastors* including the following:
  - ⇒ The compensation of every pastor and commissioned ruling elder and ruling elders serving as temporary pastors in the presbytery be at minimum or above it.
  - ⇒ Any pastor or commissioned ruling elder or ruling elder serving as temporary pastor who has served his or her church four to five years and is meeting expectations should be paid compensation equal to the midpoint in the *Pastor Compensation Structure* and the *Compensation Structures for Commissioned Ruling Elders and Elders Serving as Temporary Pastors*, respectively.
  - ⇒ If a pastor or commissioned ruling elder or ruling elder serving as temporary pastor has served a church for less than four or five years and is meeting expectations that pastor or commissioned ruling elder or ruling elders serving as temporary pastor should be paid compensation that will bring him or her to the midpoint within four to five years from the date he or she began serving the church.
  - ⇒ If the pastor or commissioned ruling elder or ruling elder serving as temporary pastor is exceeding expectations his or her compensation should be above the midpoint within four to five years of the date he or she began serving the church.

Background for the Above Resolution

The "NACBA National Church Staff Compensation Survey" conducted by the *Church NetWork* powered by the *National Association of Church Business Administration (NACBA),* the survey of pastor compensation for 2015 contained in the "2014 -2015 Compensation Handbook for Church Staff" published by *Christianity Today International*, the "2015 Study of Salaries in Parish Ministry" and a study of the average Effective Salary by Presbyteries within each synod for 2015, both conducted and published by the *Board of Pensions* indicate that:

- The increases this presbytery made to its Pastor Compensation Structure from 2002 through 2005 brought our structure to a more favorable position.
- The adjustments this presbytery has made from January 1, 2006 through 2014 have resulted in the structure approximately holding that position.
- The structures were not changed in 2010 from the 2009 levels and were increased by 2.0% effective 1 January 2011, 3% effective 1 January 2012, 2.5% effective 1 January 2014, and 2% effective 1 January 2015.
- The survey data indicates that churches have increased compensation in 2015 over compensation in 2014 by between approximately 1.5 % and 1.8% and plan increases for 2016 over 2015 compensation by approximately the 1.5% to 1.7%. This has resulted in the minimums and midpoints of our compensation structures to be in approximately the same relative position in comparison to figures of comparable churches in the Midwest Region of the United States and the nation as they were last year.
- COM is recommending the 1.6% increase in the compensation structures to recognize the increase that has taken place in comparable churches to date in 2015 and expected increases to be made in early 2016. COM is also recommending an increase in the salaries of pastors and Commissioned Ruling Elder and Commissioned Ruling Elders serving as temporary pastors of 1.6% to recognize the cost of living increase of approximately 1.6% forecast for 2015.

Ruling Elder Hoyt spoke to the process by which this recommendation was prepared. The motion was **APPROVED.**

INFORMATION ITEMS

The following motions were moved, seconded and approved by the Committee on Ministry in its meeting of June 2, 2015 and are presented here as information:

Motion That the Presbytery of East Iowa reconstitute the current Subcommittee to Close Churches, a subcommittee of the Commission on Ministry, as an Administrative Commission on Church Dissolution.

Motion: To approve the following administrative commission to install the Rev. Mary Anne Welch as pastor of Sharon Presbyterian Church, Farmington on Sunday, June 14, 2015 at 3:00:

Teaching Elder Kyle Otterbein - Associate Pastor, Iowa City, St. Andrew and Moderator, Presbytery of East Iowa

Teaching Elder Trey Hegar, Pastor, Mount Pleasant, First

Teaching Elder Sarah Hegar– member at large Mount Pleasant, First

Teaching Elder Kitch Shatzer, Chaplain, Presbyterian Home, Washington

Ruling Elder LeAnn Jones, Sharon

Ruling Elder Mark Philp, Montrose

Motion to approve the following persons who have been trained to served communion at Lost Nation Presbyterian Church while they are without a Pastor:

Kimberly Feuss, Callie Feuss, Kay Pratt, Ronald Heilig, Lana Heilig.

Motion: To move Rev. Heather Hayes to an at large status in the Presbytery at her request.

The following motions were approved by e-mail dated 16 June 2015:

Motion: to approve the request of the Session of First Presbyterian Church, Manchester to form a PNC, effective July 1, 2015.

Motion: to appoint John Hougen as temporary Moderator for the session of First Presbyterian Church/Manchester, effective July 1, 2015.

Motion: To approve the request from First Presbyterian Church in Manchester to form a PNC effective July 1, 2015.

The following e-mails were approved by e-mails dated 23 June 2015:

Motion: to approve Derek Harmon to serve communion at Princeton First on July 5, 2015, with the provision that he read the elder communion training tutorial to ensure he understands communion in the Reformed theological tradition.

The following motion was approved by e-mail dated 29 June 2015:

Motion: to approve Mike Andrew as moderator of the congregational meeting at Williamsburg First on 19 July 2015, following their 9 a.m. service.

The following motion was approved by e-mail dated 16 July 2015:

Motion: That we recommend to the Williamsburg Session that they not pursue a contract with Rev. James Koopman to assist them in their search for a new pastor, but instead rely on the guidance of the presbytery's COM.

The following motions were moved, seconded and approved, unless otherwise noted, by the Committee on Ministry in its meeting of July 29, 2015:

Motion: That COM approve on behalf of the Presbytery of East Iowa the terms of contract between the session of Calvin-Sinclair Presbyterian Church in Cedar Rapids, IA and the Reverend Dr. Dennis Morey for a Temporary Pastoral Relationship as follows:

50% of full-time position: 8-8-2015 to 8-9-2016
Termination by any party with 30 days written and dated notice

Cash Salary	$22,000.00
Social Security/Medicare Supplemental Insurance	$ 416.66
Utility Allowance	$ 5,000.00
Continuing Education	$ 1,000.00
Professional Expenses	$ 500.00

Mileage: submitted at current IRS rate
1 week per quarter paid vacation
1 week per 6 months continuing education, cumulative to 4 weeks
6 weeks paid maternity/paternity
Full Board of Pensions Benefits

Motion: That COM approve on behalf of the Presbytery of East Iowa the terms of contract between the session of Union Presbyterian Church in Lost Nation, IA and Ruling Elder Grace Hammer for a Temporary Pastoral Relationship as follows:

50% of full-time position: 8-9-2015 to 8-8-2016
Termination by any party with 30 days written and dated notice

Cash Salary	$12,000.00
Income reportable to IRS	$12,000.00
Self-Employment Tax	$ 1,452.00
Utility Allowance	Full monthly utilities
Continuing Education	$ 1,000.00
Professional Expenses	$ 500.00

Mileage: submitted at current IRS rate
1 week per quarter paid vacation
1 week per 6 months continuing education, cumulative to 4 weeks
6 weeks paid maternity/paternity
Full Board of Pensions Benefits through lay employee plan
Participation in New Pastor Development Program

NOTE: Grace has graduated from the University of Dubuque and is now in the process of taking ordination exams. She would be serving in this position as a Candidate. She is under care of East Tennessee Presbytery. Since she is a Candidate, COM will need to assign a session moderator, and consider giving her permission to celebrate the Lord's Supper and to perform baptisms and

weddings. The usual practice has been to assign a Teaching Elder mentor who moderates the session.

Motion: That, if the way be clear, CPM moderator Melody Oltmann or her designee consult with Candidate Grace Hammer on her understanding of Reformed theology and the sacraments**.**
The Stated Clerk noted that the Pulpit Supply list still contains folks who need to be removed. A motion to remove the names of Pamela Hoogheem, Jason Chen and Beverly Hovenkamp was seconded and **APPROVED.**

Motion: That COM approve on behalf of the Presbytery of East Iowa the terms of contract between the session of Montrose Presbyterian Church in Montrose, IA and Teaching Elder John Abraham for a Temporary Pastoral Relationship as follows:

Part-time position: April 1, 2015 to June 30, 2015 initially	
Termination by any party with 14 days written and dated notice	
Housing Allowance	$7,220.00
Telephone/internet costs paid by church	$ 780.00
Mileage: submitted at current IRS rate	
4 weeks per quarter paid vacation	

Motion: To grant permission to the congregation of Lone Tree, United to elect a PNC and begin the search for a part-time installed pastor**.**

CONNECTIONAL MINUTE: PRESBYTERIAN FOUNDATION
Teaching Elder Minner Serovy, regional representative of the Presbyterian Foundation, lifted up the connectional relationship within the Presbyterian Church (U.S.A.) that marks a special kind of connection between the Presbyterian Foundation, mid-councils and churches. The Foundation works with individuals and churches concerning investments, stewardship, donors who wish to fund their passions in mission and ministry, and campaigns. The online financial health assessment is a useful tool to assess financial health across eight areas. The Foundation can also provide a website presence for online giving processes. As a part of a wide mission and ministry, the Foundation supports transformational giving in the Middle East through positive investments. The Fossil Fuel Free Investment Account provides resources to steward monies responsibly while also stewarding God's creation. The Reverend Ms. Serovy invited those who have need of the Foundation's services to contact her.

REPORT OF THE PERSONNEL COMMITTEE
Teaching Elder Richard Miller, moderator of the Personnel Committee, presented the following action items on behalf of the committee

MOTION: The Personnel Committee recommends that the Presbytery of East Iowa employ Teaching Elder Sarah Feltman Hegar as the Networking Associate with salary

and benefits as contained in the position description below, and that her employment in this position become effective on 16 September 2015.

POSITION DESCRIPTION
NETWORKING ASSOCIATE
PRESBYTERY OF EAST IOWA

The Networking Associate is a staff position of the Presbytery of East Iowa
This is a full-time salaried position.
This position is eligible for medical and pension benefits.
Salary Range: $35,000 - $40,000
Mileage reimbursed at current IRS rate.
Supervisor: The Personnel Committee on behalf of the Presbytery of East Iowa

Job Responsibilities:

Networking

- Encourage and enable congregations to connect, collaborate, and share resources and common missional projects.
- Create online community through the use of a blog or social media to foster communication and relationships.
- Investigate emerging ministry and mission ideas, or opportunities, and share them with congregations.
- Facilitate and guide the application process for new networks and the re-application process for existing networks.
- Make regular reports to the Presbyterian Coordinating Council and to the Presbytery of East Iowa about new network applications and the status/accomplishments of existing networks

Leadership and Education

- Gather information from Presbyterian Coordinating Council regarding topics and leadership needs.
- Organize, staff and publicize 2-3 leadership seminars/retreats per year that focus on equipping spiritual leaders to grow in their own discipleship and to lead others as a result of what they have learned through the seminars.
- Convene a network group for Christian Educators and Youth Workers. Provide content for these meetings and bring Christian Educators and Youth Workers together for an annual summit where they can share their experiences with each other, bounce ideas off each other and support each other.
- Organize a directory of Christian Educators and Youth Workers and an e-mail/social media network for their on-going communication with each other.

Mission and Vision

- Provide support for congregations and other faith communities of the Presbytery in the development of relevant, effective mission and discipleship strategies to strengthen the witness of churches in local and global ministry contexts.
- Research and recommend resources to develop such strategies.

Qualifications/Skills:

- Experience identifying and facilitating potential networks
- Experience working with volunteers in organizations
- Working knowledge of PC(USA) structure; ministry minded
- Excellent written and verbal communication skills
- Commitment to work collaboratively and collegially with individuals, churches, and/or Presbytery
- Strong organizational skills and attention to details
- Ability to multi-task and prioritize work with minimal supervision
- Proficiency with technology necessary for networking

Accountability:

Accountable to the Presbytery of East Iowa through the Personnel Committee

The motion was **APPROVED.**

Teaching Elder Miller then presented a second motion from the committee:

MOTION: The Personnel Committee requests that the Presbytery of East Iowa grant authority to the Personnel Committee and Trustees to seek and contract with a part-time employee at the rate of $15-$20 per hour to fulfill the financial functions of the Presbytery listed below, and that the Trustees and Personnel Committee monitor and evaluate the work of this employee to ensure effective fulfillment of these functions.

Presbytery of East Iowa
Financial Management Functions

- Conduct all financial management processes in accord with the *PEIA Finance, Investment and Funding Policies* and subsequent relevant Presbytery policies
- Maintain accounts receivable and accounts payable
- Prepare financial reports for Trustees and Presbytery meetings
- Prepare the Presbytery budget at the direction of the Trustees and Presbytery Treasurer
- Manage the financial database to maintain currency and accuracy
- Prepare and make weekly deposits into appropriate Presbytery accounts
- Prepare and make all Presbytery disbursements in a timely manner
- Prepare and send disbursements to the Synod of Lakes and Prairies and the Office of the General Assembly within the month received
- Provide financial documentation for audits
- Prepare Per Capita invoices and Unified Mission Pledge Forms, financial statistical reports and appropriate reports to the Synod and General Assembly

- Receive and process Per Capita and Unified Mission payments from churches and maintain accurate, distributed accounting of Per Capita and Unified Mission receipts
- Order and invoice planning calendars, Mission Yearbooks, and Books of Order for churches

REQUIRED QUALIFICATIOBS

- Proficiency with QuickBooks and other financial management software
- Demonstrated expertise in accounting processes and procedures

A motion to amend the main motion by adding the following phrase at the end: "and authority to seek and contract with an Administrative Assistant at the hourly rate of $20-$25" **was seconded and APPROVED.**

After further discussion, the amended main motion was **APPROVED.**

REPORT OF THE PEACEMAKING TASK FORCE

Teaching Elder Lisa Ross Thedens, co-moderator, presented the following information items from the Peacemaking Task Force. The International Peacemaker will be visiting the Presbytery on October 14-19, 2015. More information about her and her schedule of visits within the Presbytery will be available in Out and About. The Peacemaking banner is now at the Iowa City, St. Andrew church Teaching Elder Thedens called special attention to the Peace and Global Witness Offering. She noted that funding is critically needed for mission co-workers abroad; they function as our denominational connection to the world.

WORSHIP

At 5:15 p.m., the body joined in worship led by Teaching Elders Gradye Parsons, Stated Clerk of the Presbyterian Church (U.S.A.). The Reverend Mr. Parsons offered the sermon, "Can Anything Good Come from the Church," informed by the scriptural text found in John 1:43-51. Teaching Elders Dennis Morey, Heather Hayes and John Hougen served as liturgists. Teaching Elder Jessica Crane-Muñoz joined Teaching Elder Parsons to officiate at the celebration of the Lord's Supper. Ruling Elder Bonnie Beyer announced that the offering ($602.65) would be contributed in support of the Vinton Community Christmas Dinner.

MEAL AND FELLOWSHIP

Moderator Otterbein recessed the meeting with prayer. The body enjoyed a delicious meal, provided by the Vinton church, and convivial fellowship.

ROCKET DOCKET

At 6:30 p.m., Moderator Otterbein invited those present to share announcements in the Rocket Docket.

- Teaching Elder Melody Oltmann invited those present to the Nepalese dinner at the LeClaire, First church on Friday, September 18th. Details are available in Out and About. The goal is to raise $5,000 in support of mission initiatives.
- Ruling Elder Karen Bartel announced the Presbyterian Women Annual Gathering on October 3rd from 9:30 am until 2 pm. Please make reservations with the New London church.
- Teaching Elder Teresa Bartlett announced that she has SERVE merchandise for sale, including a handmade stole from Guatemala for the low price of $70.
- Teaching Elder Nathan Williams reminded those present of the Equipping Institute to take place on October 2-3 at Echo Hill Presbyterian Church. Further information is available in Out and About.
- Teaching Elder Sarah Hegar expressed appreciation for the body's affirmation of her in the new Networking position. She noted that she is excited to get started and that Youth Triennium will be one of the first initiatives to get underway.
- Teaching Elder Trey Hegar noted that Syrian refugees are in need of being housed. Please contact him to determine ways to house a family in Mt. Pleasant.

RECONVENE

At 6:53 p.m., the body reconvened with prayer offered by Moderator Otterbein. **A motion to extend the docket by 10 minutes** was seconded and **APPROVED.**

REPORT OF THE TRUSTEES

Vice-Moderator Dr. Pam Saturnia, moderator of the Trustees, presented the following action items on behalf of the Trustees:

MOTION: To affirm the following time-sensitive actions approved by the Trustees:

- Action to provide Presbytery approval of a request from the Coggon, Zion church to undertake an extensive project to remove the kitchen floor drain, and to install new flooring, to replace dining room and kitchen ceiling tiles and lighting. The church estimates cost of this project to be approximately $20,000. The church has cash on hand in the General and Memorial Funds to finance this project.

- Action to provide Presbytery approval of a request from the Clinton, First United church to offer for purchase the property at 402 S. 4th Street in Clinton. At a Special Meeting of the congregation on 16 July 2015, a cash offer for purchase of this property by L'Arche of Clinton was approved with Presbytery concurrence needed prior to 7 August 2015. Closing occurred on 21 August 2015.

The motion was **APPROVED.**

MOTION: That the governing body authorize the Presbytery Trustees to seek bids from and to contract with a vendor to design and host a new website for the Presbytery of East Iowa with the initial set-up costs not to exceed $2,000 and the monthly hosting charges not to exceed $75.

Rationale: The current Presbytery of East Iowa (PEIA) website is not meeting the needs of the members of PEIA. Documents are hard to find, the calendar of events is outdated, job posting functionality isn't used well, directories are cumbersome to update, contact information is incomplete, and general website navigation is confusing. While the website could be re-architected, the platform on which the website is built is difficult to maintain and doesn't provide an intuitive user interface. The current web hosting company is not providing updates, and all website changes have become the responsibility of PEIA staff and contractors. The Presbytery could realize much greater communications speed and flexibility through automatic scaled cloud hosting, a content management system, installed plug-in updates to provide updated functionality, and security plug-ins to provide safety mechanisms to thwart hackers.

The motion was **APPROVED.**

MOTION: The Trustees recommend that the Presbytery of East Iowa allocate $5,500 from Line 6590 Network Leadership Events to be disbursed to Echo Hill Presbyterian Church to fund the cost of the Group Publishing Equipping Institute to take place October 2 and 3, 2015 at Echo Hill, an event open to everyone within the Presbytery.

The motion was **APPROVED.**
MOTION: The Trustees recommend that the Presbytery of East Iowa allocate $5,000 from Line 6230 Grants/Churches Mission Outreach to fund the Lending Tree initiative of First Church United in West Liberty.

Motions Concerning Church Property Improvements

The Trustees requested the Stated Clerk to research and share the policy approved by the Administrative Unit on behalf of the Presbytery of East Iowa concerning church property improvements. The Stated Clerk reported that the original policy, approved by the Administrative Unit in May, 2008 stated that "churches are required to receive presbytery approval for any property update which cost is $10,000 or greater." A subsequent policy was discovered in reviewing Administrative Unit minutes. The new and current policy approved by the Administrative Unit on behalf of the Presbytery of East Iowa on 7 May 2011 states: "Churches are required to receive presbytery approval for any property project that would cause the church to incur indebtedness and/or a lien on the property. Approval is also required for any property project with an expense which would exceed 10% of the church's annual operating budget."

The motion was **APPROVED.**

MOTION: The Trustees recommend that the Presbytery of East Iowa approve the request from the First Presbyterian Church in Mt. Pleasant to undertake the proposed comprehensive building renovation project including ADA building updates.

Rationale: The project includes moving offices to make a larger reception space outside the sanctuary, adding handicapped accessible entries with automatic doors, building a new handicapped accessible bathroom, updating the sanctuary, and adding new heating and cooling systems with new ductwork. Total estimated cost is projected to be $488,000 plus a 10% contingency. The project will be paid for through matching funds from the congregation, endowment funds and a gift of $90,000 from a member's estate which was designated for ADA building updates. Members will contribute work in kind. The church possesses just under $1,000,000 in its endowment fund with another $400,000 to be received shortly from the estate of a long-time member.

The motion was **APPROVED.**

MOTION: The Trustees recommend that, if the way be clear, the Presbytery of East Iowa approve the request from First Presbyterian Church in Wapello to expend $26,376 of its assets to complete repairs on the siding and other areas of the original church building that have sustained hail damage.

Rationale: No loans, liens, or mortgages are necessary for the church to fund this work. According to the church by-laws, a congregational vote is required for all property repairs undertaken. That meeting will occur in the near future.

The motion was **APPROVED.**

MOTION: The Trustees recommend that the Presbytery renew the GuideOne Commercial Package Policy and the Master Umbrella and Work Comp policies for 2016 with the Lee Agency.

The motion was **APPROVED.**

MOTION: The Trustees recommend that the Presbytery of East Iowa establish a mission partnership on behalf of the Presbytery with Mission Starfish Haiti in Gonaives, Haiti, effective immediately, involving the sharing of human and financial resources to support the educational mission of this group. The length of this initial partnership shall be for three years to be evaluated for possible extension at the end of that time if both parties are in agreement. As a part of this partnership, the Presbytery of East Iowa will

- Financially support Mission Starfish Haiti in its annual budget in the amount of $10,000 per year;
- Support Mission Starfish Haiti by sending mission teams to assist it in its life and ministry;
- Support Mission Starfish Haiti by praying for its staff and children;
- Promote and communicate the mission of and ministry of Mission Starfish Haiti through the Presbytery's website, Facebook page, and meetings of the Presbytery; and
- Encourage the congregations of the Presbytery to support Mission Starfish Haiti by hosting Silentor Esthil Henderson when he is in the United States, sponsoring the children of the school, holding fundraisers for Mission Starfish Haiti, and sending mission teams to Mission Starfish Haiti.

Rationale: Mission Starfish Haiti is a school, community center, and church outside of Gonaives, Haiti, founded by Silentor Esthil Henderson, a native Haitian who graduated from Bettendorf High School and Iowa State University. Silentor was a part of St. Andrew Presbyterian Church in Davenport and spent summers at Camp Wyoming. After participating in Teach for America in Miami, he felt a calling to improve the lives of children in his native country, founding Mission Starfish Haiti.

The motion was **APPROVED.**

MOTION: The Trustees recommend that the Presbytery of East Iowa set the Presbytery Per Capita amount for 2016 at $20.63. Total Per Capita for 2016 totals $33.00.

Rationale: The current (2015) Presbytery Per Capita amount is $22.00. The recommended 2016 figure represents a reduction in Per Capita of $1.37. Per Capita amounts for General Assembly and the Synod of Lakes and Prairies in 2016 are $7.12 and $5.25 respectively.

The motion was **APPROVED.**

INFORMATION ITEMS

- The Trustees have taken formal action to direct the Stated Clerk to sign the Affidavit Regarding Permission of the East Iowa Presbytery for Sale of Church Property concerning the sale of the current Iowa City, St. Andrew church property to Jeffrey L. Maxwell. The closing on this sale is scheduled to occur on 1 September 2015.
- The Presbytery is receiving timely payments on the former Davenport, St. Andrew property.
- The former Knox PC property in Cedar Rapids has been listed with Roger Flink, agent for Skogman Realty. The church is experiencing water issues which the Trustees are in the process of addressing.
- The Trustees have communicated with the Personnel Committee concerning the proposed Financial Management Contractor to affirm that the Presbytery has funds available to compensate this function at the rate of $15-$20 per hour.
- The Trustees are currently consulting with Presbytery committees, commissions and task forces as part of the process to generate a proposed budget for 2016 to be presented for vote at the November stated meeting.

REPORT OF THE TREASURER

Ruling Elder Karen Bartel presented the following reports: Actual vs. Budget, Current Balance Sheet, Per Capita and Mission Giving

10/30/15 Presbytery of East Iowa
Cash Basis **Actual Vs Budget by Account**
October 2015

ACTUAL vs BUDGET

	Jan - Oct 2015	YTD Budget	% of Budget	Annual Budget
Income				
4000 · Mission Receipts				
4005 · East Iowa	87,468.23	166,667.00	52.48%	200,000.00
4025 · Previous Year	11,071.57			
Total 4000 · Mission Receipts	98,539.80	166,667.00	59.12%	200,000.00
4015 · Synod Allocation - BoP Dues	6,666.66	0.00	100.0%	0.00
4030 · Previous Year Per Capita PEIA	13,973.14			
4035 · Synod/CPS	21,041.66	18,750.00	112.22%	22,500.00
4040 · Per Capita/Presbytery	171,767.31	197,417.00	87.01%	236,900.00
4050 · Interest Earned				
4065 · Savings Interest	1,708.86			
4050 · Interest Earned - Other	0.00	1,083.00	0.0%	1,300.00
Total 4050 · Interest Earned	1,708.86	1,083.00	157.79%	1,300.00
4100 · Investment income				
4115 · Appreciation/Depreciation	22,967.24			
Total 4100 · Investment income	22,967.24			
4500 · Grants and Scholarships	3,000.00			
4640 · Miscellaneous Income	1,601.50			
4700 · PEIA Missions Receipts				
4960 · Planning Calendars	1,049.19			
4965 · Mission Yearbooks	483.00			
4970 · Books of Order	208.00			
Total 4700 · PEIA Missions Receipts	1,740.19			
4800 · Restricted Funds				
4010 · Sinclair Endowment	1,227.15	2,250.00	54.54%	2,700.00
4805 · Dissolved Churches Income				
2025 · Mt. Moriah/Interest	5,576.13			
2026 · Lucas/Interest	212.97			
5020 · Mt. Moriah/Principal	3,159.75			
5035 · Lucas/Principal	9,988.38			
Total 4805 · Dissolved Churches Income	18,937.23			

4815 · McCann Scholarship	517.46			
4820 · PEIA Disaster Fund	4,170.00			
4855 · Presbytery Offering	676.00			
4950 · Special Projects	253.74			
4955 · Peacemaking	763.66			
4980 · Grubbs, William	48.90			
4985 · Mt. Zion Scholarship	275.98			
5005 · Laurence Nelson Scholarship Fun	596.04			
5055 · Dorothy Bishop Gift	6,200.00			
4800 · Restricted Funds - Other	14,569.80			
Total 4800 · Restricted Funds	48,235.96	2,250.00	2,143.82%	2,700.00
Total Income	391,242.32	386,167.00	101.31%	463,400.00
Expense				
6000 · CommissionCommitteeExp				
6005 · Presbytery Coordinating Comm				
6010 · Presbytery Coordinating Comm	22.00	2,083.00	1.06%	2,500.00
6011 · PEIA Initiative Consulting Exp	801.76			
Total 6005 · Presbytery Coordinating Comm	823.76	2,083.00	39.55%	2,500.00
6040 · Personnel	75.99	333.00	22.82%	400.00
6055 · Commission on Ministry				
6060 · COM/Admin. Costs	197.46	2,500.00	7.9%	3,000.00
6061 · COM Meals	188.39	333.00	56.57%	400.00
6075 · COM Pastor Retreats	138.24			
6085 · COM New Pastor Development	0.00	833.00	0.0%	1,000.00
6086 · Pastor Assessment/Consultation	0.00	3,333.00	0.0%	4,000.00
6140 · COM Protect My Ministry	31.50	167.00	18.86%	200.00
Total 6055 · Commission on Ministry	555.59	7,166.00	7.75%	8,600.00
6090 · Committee-Preparation-Ministry				
6076 · CRE Rtreats, Curriculum & Misc	0.00	3,333.00	0.0%	4,000.00
6090 · Committee-Preparation-Ministry - Other	1,582.50	1,667.00	94.93%	2,000.00
Total 6090 · Committee-Preparation-Ministry	1,582.50	5,000.00	31.65%	6,000.00
6125 · Nominating Committee	0.00	125.00	0.0%	150.00
6130 · Committee on Representation	0.00	83.00	0.0%	100.00
6165 · Trustees	22.20	833.00	2.67%	1,000.00
6170 · Mileage Comm/Comissn/TaskFrc	3,423.30			
6500 · Leadership & Networking Exp				
6570 · Networking Events	6,587.93			
6580 · Leadership Events	333.69			

6590 · Networking Leadersip Events	0.00	7,500.00	0.0%	9,000.00
6500 · Leadership & Networking Exp - Other	0.00	4,166.67	0.0%	5,000.00
Total 6500 · Leadership & Networking Exp	6,921.62	11,666.67	59.33%	14,000.00
Total 6000 · CommissionCommitteeExp	13,404.96	27,289.67	49.12%	32,750.00
6100 · CLP Expenses				
6105 · Salary	328.18			
Total 6100 · CLP Expenses	328.18	0.00	100.0%	0.00
6200 · Missions				
6025 · Visioning Task Force	0.00	250.00	0.0%	300.00
6205 · Camp Wyoming Mission Support	40,000.00	40,000.00	100.0%	40,000.00
6220 · Coe College	3,125.00	5,000.00	62.5%	5,000.00
6225 · Olivet Neighborhood Mission	500.00			
6230 · Grants/Churches Mission Outreac	5,500.00	16,667.00	33.0%	20,000.00
6402 · Presbytery Meeting Task Force	0.00	75.00	0.0%	100.00
Total 6200 · Missions	49,125.00	61,992.00	79.24%	65,400.00
6408 · Commissions				
6160 · Presbytery Coordinating Commiss	0.00	208.00	0.0%	250.00
6410 · Administrative Commisssions	354.12			
6414 · Permanent Judicial Commission	0.00	833.00	0.0%	1,000.00
Total 6408 · Commissions	354.12	1,041.00	34.02%	1,250.00
7000 · Administrative Expenses				
7010 · Compensations				
7025 · Stated Clerk				
7026 · Stated Clerk Salary	65,817.60	42,500.00	154.87%	51,000.00
7080 · Benefits-Stated Clerk	0.00	14,875.00	0.0%	17,850.00
7081 · FICA - Stated Clerk	5,035.06	3,252.00	154.83%	3,902.00
7220 · Travel-Stated Clerk	2,263.10	2,500.00	90.52%	3,000.00
7260 · Stated Clerk Prof Expense	1,407.29			
Total 7025 · Stated Clerk	74,523.05	63,127.00	118.05%	75,752.00
7035 · COM Consultant				
7036 · COM Consultant Salary	64,572.06	42,500.00	151.93%	51,000.00
7085 · Benefits-COM Associate	0.00	14,875.00	0.0%	17,850.00
7086 · FICA - COM Consultant	4,939.78	3,252.00	151.9%	3,902.00
7195 · Travel-COM Consultant	4,267.15	2,500.00	170.69%	3,000.00
7196 · COM Cons Communications Exp	3,085.29			
Total 7035 · COM Consultant	76,864.28	63,127.00	121.76%	75,752.00
7040 · Pastor to Pastor Associate				
7041 · Pastor to Pastor - Salary	4,166.70	8,333.00	50.0%	10,000.00
7042 · FICA - Pastor to Pastor Assoc	0.00	637.50	0.0%	765.00

7043 · Pastor to Pastor Assoc - Travel	931.03	2,083.00	44.7%	2,500.00
Total 7040 · Pastor to Pastor Associate	5,097.73	11,053.50	46.12%	13,265.00
7050 · Networking Consultant				
7051 · Networking Consultant - Salary	26,388.54	35,833.00	73.64%	43,000.00
7100 · Benefits-Networking Consultnt	-716.58	12,542.00	-5.71%	15,050.00
7101 · FICA - Networking Consultant	1,763.91	2,741.50	64.34%	3,289.50
7200 · Travel - Networking Associate	685.88	1,667.00	41.15%	2,000.00
Total 7050 · Networking Consultant	28,121.75	52,783.50	53.28%	63,339.50
7055 · Editor/Newsletter/WebMaster	5,787.48			
7060 · Admin. Assist.				
7061 · Admin Asst Wages	2,556.00			
7062 · FICA - Admin Asst	195.53			
Total 7060 · Admin. Assist.	2,751.53			
7065 · Finance/Data Mgmt.				
7066 · Finance/Data Mngmnt - Salary	20,000.00	40,000.00	50.0%	48,000.00
7090 · Benefits-Finance/Data Mgmt.	6,973.71	14,000.00	49.81%	16,800.00
7091 · FICA - Finance/Data Mngmnt	1,737.71	3,060.00	56.79%	3,672.00
Total 7065 · Finance/Data Mgmt.	28,711.42	57,060.00	50.32%	68,472.00
Total 7010 · Compensations	221,857.24	247,151.00	89.77%	296,580.50
7175 · Travel Other				
7190 · Travel-Treasurer	4,240.20	1,250.00	339.22%	1,500.00
7215 · Travel - Moderator & Vice Mod	66.13	833.00	7.94%	1,000.00
Total 7175 · Travel Other	4,306.33	2,083.00	206.74%	2,500.00
7330 · Staff Training/Meetings	500.00			
Total 7000 · Administrative Expenses	226,663.57	249,234.00	90.94%	299,080.50
7104 · Office Operating Expenses				
7105 · New Equipment	0.00	1,250.00	0.0%	1,500.00
7110 · Telephone	1,955.49	4,167.00	46.93%	5,000.00
7111 · Internet Access Expense	1,664.25			
7115 · Utilities	2,033.78	2,917.00	69.72%	3,500.00
7120 · Association Dues	11,281.30	11,000.00	102.56%	13,200.00
7125 · Insurance	5,730.00	5,000.00	114.6%	5,000.00
7130 · Postage	918.43	1,167.00	78.7%	1,400.00
7131 · Bank Fees& Charges	75.00			
7140 · IT Service Contracts	7,017.88	7,000.00	100.26%	8,400.00
7141 · Custodial Contract	2,893.71	2,667.00	108.5%	3,200.00

7145 · Office Maintenance & Supplies	76.67	542.00	14.15%	650.00
7150 · Publications	220.33	292.00	75.46%	350.00
7155 · Office Supplies	1,920.79	1,250.00	153.66%	1,500.00
7160 · Copier/Printer Contract	3,995.55	6,000.00	66.59%	7,200.00
7170 · Legal and Professional	102.60	2,833.00	3.62%	3,400.00
7171 · Auditing & Reviews	4,000.00	2,083.00	192.03%	2,500.00
7275 · Kitchen/Hospitality	371.75	420.00	88.51%	503.00
Total 7104 · Office Operating Expenses	44,257.53	48,588.00	91.09%	57,303.00
7180 · Gifts/Recognitions/Remembrance	862.39	458.00	188.3%	550.00
7183 · Presbytery Meeting Expenses	239.14	2,083.00	11.48%	2,500.00
8000 · Restricted Expenses				
7181 · GA Expense	0.00	0.00	0.0%	2,500.00
7182 · GA Overture Advocate Expense	0.00	0.00	0.0%	2,500.00
8105 · Davenport/St. Andrew Closing	5,172.22			
8200 · PEIA Disaster Fund				
8235 · Muscatine Flood Damage/2007	5,000.00			
Total 8200 · PEIA Disaster Fund	5,000.00			
8400 · Brazil Campaign	54,606.00			
8425 · Monticello/First Fire	9,350.00			
8450 · Special Projects	14,552.21			
8470 · Planning Calendars	767.25			
8510 · Middletown Church Closing	18,056.21			
8515 · CR Knox Church Closing	13,303.00			
8520 · Church Closing Expenses	16.95			
Total 8000 · Restricted Expenses	120,823.84	0.00	100.0%	5,000.00
Total Expense	456,058.73	390,685.67	116.73%	463,833.50
Net Income	-64,816.41	-4,518.67		-433.50

10/30/15
Cash Basis

Presbytery of East Iowa
Balance Sheet
As of October 31, 2015

BALANCE SHEET:	
ASSETS	
Current Assets	
Checking/Savings	
1000 · Petty Cash	200.00
1005 · Checking - U of I Credit Union	81,135.15
1010 · Savings - U of I Credit Union	598,422.87
Total Checking/Savings	679,758.02
Total Current Assets	679,758.02
Fixed Assets	
1505 · Building/Condo	277,326.12
1510 · Office Equipment	51,278.86
1520 · Office Furnishings	25,745.65
	-
1610 · Accumulated Depreciation	265,794.00
Total Fixed Assets	88,556.63
Other Assets	
1800 · Long Term Investments	
1801 · Grubbs Endowment	1,217.88
1802 · Mt Zion Endowment	6,869.46
1803 · Schermerhorn Bequest	15,143.93
Total 1800 · Long Term Investments	23,231.27
Total Other Assets	23,231.27
TOTAL ASSETS	**791,545.92**
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
2000 · Accounts Payable	0.00
Total Accounts Payable	0.00
Other Current Liabilities	
2100 · Mission Receipts GA	0.00
2110 · Mission Receipts Synod	0.00
2120 · PEIA Designated Missions	125.00

2125 · Per Capita Receipts GA	0.00
2130 · Per Capita Receipts Synod	0.00
Total Other Current Liabilities	125.00
Total Current Liabilities	125.00
Total Liabilities	125.00
Equity	
32000 · Unrestricted Net Assets	849,042.62
3201 · Investments	8,087.34
Net Income	-65,709.04
Total Equity	791,420.92
TOTAL LIABILITIES & EQUITY	**791,545.92**

2015 Per Capita Mission by Church

City	PIN	2015 Per Capita	Paid	Due	Mission Pledge	Paid
Ainsworth	2587	342.70	342.70	0.00		72.00
Ainsworth	10415	3,118.57	1,247.43	1,871.14	550.00	220.00
Argyle	2549	2,638.79	2,638.79	0.00	1,000.00	1,000.00
Atkins	2345	2,535.98	0.00	2,535.98		
Bettendorf	2589	11,309.10	11,309.10	0.00	5,500.00	6,630.00
Birmingham	2550	274.16	274.16	0.00	250.00	
Blairstown	2346	1,713.50	1,610.69	102.81		
Blue Grass	10388	5,140.50		5,140.50		
Bonaparte	2551	891.02		891.02		445.52
Brighton	2591	2,090.47	250.00	1,840.47		
Burlington	11889	6,991.08	2,000.00	4,991.08		250.00
Cascade	2479	925.29	693.96	231.33	600.00	590.00
Cedar Rapids	9582	1,370.80		1,370.80		
Cedar Rapids	2375	4,283.75		4,283.75	600.00	
Cedar Rapids	2347	17,546.24	4,259.00	13,287.24		
Cedar Rapids	2350	3,324.19	1,662.00	1,662.19	450.00	450.00
Cedar Rapids	2352	2,193.28	2,193.28	0.00		1,000.00
Cedar Rapids	2354	16,449.60	13,708.40	2,741.20	5,270.00	4,500.00
Center Junction	2355	753.94	753.94	0.00		100.00
Clinton	12129	5,106.23	2,370.29	2,735.94		
Coggon	2358	2,535.98	2,535.98	0.00	1,000.00	1,000.00
Columbus Junctn	2596	925.29		925.29		
Columbus Junctn	2593	4,489.37	4,489.37	0.00	3,500.00	3,500.00
Conesville	2594	1,336.53	1,336.53	0.00		100.00

Crawfordsville	10414	2,535.98		2,535.98		1,299.80
Davenport	2598	32,350.88	16,264.00	16,086.88	6,000.00	4,750.00
Davenport	12240	3,358.46	2,800.46	558.00	600.00	500.00
Davenport	2600	7,093.89	7,093.92	-0.03		
Ely	2357	7,539.40	6,282.84	1,256.56	1,000.00	1,000.00
Fairfield	2554	5,928.71	3,701.16	2,227.55	3,000.00	3,000.00
Farmington	2557	4,694.99	4,694.99	0.00		
Ft. Madison	2558	3,324.19	933.21	2,390.98		
Hazleton	2482	925.29	585.49	339.80	250.00	250.00
Independence	2484	8,259.07	8,259.07	0.00		
Iowa City	2605	22,446.95	24,996.85	-2,549.90	7,000.00	7,000.00
Iowa City	2626	28,855.34	21,483.74	7,371.60		45,604.68
Keokuk	10668	3,015.76	2,000.00	1,015.76		
Keota	2607	3,289.92	2,250.00	1,039.92		

City	PIN	2015 Per Capita		Paid	Due	Mission Pledge	Paid
LeClaire	2609		3,050.03	2,050.03	1,000.00	100.00	350.00
LeClaire	10135		4,215.21	2,052.34	2,162.87		
Lone Tree	10026		7,882.10	1,928.77	5,953.33	6,600.00	3,982.66
Lost Nation	2360		4,078.13	3,670.32	407.81		
Manchester	2489		4,009.59	3,986.19	23.40		
Marengo	2611		4,489.37	2,882.00	1,607.37		
Marion	12233		12,748.44	9,561.33	3,187.11	8,000.00	5,333.36
Marion	2361		15,250.15	11,472.55	3,777.60	6,000.00	4,791.69
Mechanicsville	2362		3,461.27	3,461.27	0.00	1,000.00	1,000.00
Mediapolis	2562		2,673.06	2,673.06	0.00		
Miles	2363		3,358.46	750.00	2,608.46	1,500.00	1,000.00
Monticello	9641		6,888.27	6,854.00	34.27	4,000.00	4,000.00
Montrose	2565		1,302.26	1,302.26	0.00		
Morning Sun	2566		4,318.02		4,318.02		

Mt. Pleasant	2569		12,405.74	5,625.00	6,780.74	8,900.00	4,450.00
Mt. Vernon	2366		5,071.96		5,071.96		
Mt. Vernon	2367		1,267.99	1,267.99	0.00	1,500.00	1,500.00
Muscatine	2613		7,642.21	7,642.21	0.00	3,300.00	2,475.00
New London	2571		3,803.97	3,170.00	633.97	2,700.00	2,250.00
Newhall	2368		1,439.34		1,439.34		
Onslow	2369		1,473.61	1,473.61	0.00		
Princeton	2616		2,330.36	2,330.36	0.00		
Rowley	2495		1,267.99	1,267.99	0.00		800.00
Sctoch Grove	2371		1,165.18		1,165.18		
Shellsburg	2372		2,947.22	2,947.22	0.00		
Springville	2373		3,838.24	932.59	2,905.65		
Stanwood	10413		2,261.82	2,261.82	0.00	500.00	800.00
Vinton	10227		9,184.36	7,653.64	1,530.72		
Wapello	2579		4,626.45	3,701.17	925.28	2,000.00	400.00
Washington	9756		14,084.97	12,362.44	1,722.53		5,625.00
West Liberty	2622		2,638.79	2,638.79	0.00	1,461.21	361.21
Denmark	2580		959.56	959.56	0.00		500.00
Williamsburg	2623		9,081.55	0.00	9,081.55		2,500.00
Wilton	2624		6,031.52	1,754.23	4,277.29	2,000.00	
Wilton	2625		1,062.37		1,062.37		
Winfield	2581		4,866.34		4,866.34		
			409,081.09	265,654.09	143,427.00	86,131.21	125,380.92

Presbytery of East Iowa
General Missions and Per Capita
2015

as of 10/08/2015

Per Capita	2015%	Billed	Collected YTD	Due

GA	0.206	84,270.70	54,724.74	29,545.96
Syond	0.152	62,180.33	40,379.42	21,800.90
PEIA	0.642	262,630.06	170,549.93	92,080.13
		409,081.09	265,654.09	143,427.00

General Mission	2015%	Pledged	Collected	Over Pledge
GA	0.66	56,846.60	82,751.41	
Syond	0.07	6,029.18	8,776.66	
PEIA	0.27	23,255.43	33,852.85	
		86,131.21	125,380.92	-39,249.71

A motion to receive these documents as the Treasurer's Report was seconded and **APPROVED.**

A motion to receive the printed full versions of reports from Camp Wyoming, the Peacemaking Task Force and the Committee on the Preparation for Ministry was seconded and **APPROVED.**

REPORT OF CAMP WYOMING

FOR INFORMATION

Program

1. We served 656 campers this summer. This is a modest 1% increase from 2014. We identified a 20% increase in our camp programs for 4th and 5th graders. We also realized a 15% increase in our week-long programs for 2nd and 3rd graders. Unfortunately, we saw a 30% decrease in enrollment for our short-term camp programs (2-3 days).
2. We had 17 young people participate in our Leaders-in-Training (L.I.T.) program this summer. This is one of the largest groups in camp's history. It is through this program that we develop future leaders for the camp and for the church.
3. First Presbyterian Church in Monticello sent the most young people to Camp Wyoming this summer with a grand total of 26 kids.
4. We honored one of our summer staff members, Jaccob O'Connor, this summer who has been connected to camp as a camper and staff member for 15 years. Jaccob grew up at Knox Presbyterian Church in Cedar Rapids and currently attends First Presbyterian Church in Marion.
5. This summer, Camp Wyoming committed to taking God's love out into the world. We partnered with Morning Glory, a co-op in Mount Vernon that grows organic fruits and vegetables. Every week, our high school campers traveled to Morning Glory to learn about the farm and get their hands dirty planting, harvesting, washing, and preparing the foods on the farm. Some of this food came back to camp with them. Our cooks used the fresh fruits and vegetables for meals at the Dining Hall and our campers also enjoyed them during their cookouts. However, there was more to this partnership than just getting fresh produce for camp. Our campers also worked to help plant, harvest, and prepare food for a ministry called Table to Table, a food rescue/distribution mission. Campers harvested food that Camp Wyoming donated to the ministry. Table to Table then took the food and delivered it to agencies that serve the hungry, homeless, and at-risk populations right here in Iowa. We are very excited about this opportunity to help young people apply what they learned at camp. It was wonderful for the campers to see and experience what it feels like to take the love of God that they have on the inside and turn it out into the world. This partnership allowed us to reach beyond the church walls, beyond the gates of camp, and into the homes of individuals and families throughout Eastern Iowa.

Updates

1. We received a $100,000 gift from First Presbyterian Church in Monticello earlier this year. We used these funds for the following purposes:

- Purchase a new copier.
- Purchase new mattresses for 4 cabins.
- Make upgrades to our well and water pressure system.
- Replace main water pipe from Welcome Center to Owl's Nest.
- Move above-ground grease traps at Dining Hall to below ground.
- Purchase new phone system.
- Install fiber optics throughout camp and increase internet speed from 4mbps to 12mbps.

(Updates – continued)

2. We received a $25,000 estate gift with the specific purpose to build a basketball court. The Camp Board is in the midst of developing a master site plan. Upon completion of this plan, we will build the basketball court.
3. We have hired a local forester to develop a timber management plan. This plan will help the camp manage its forest with a vision for the long-term.

Camp Wyoming will provide its financials at the September 15th meeting to share an up-to-date picture of the camp's finances.

For the November 14th Presbytery Meeting in West Liberty

Camp Wyoming will provide the following:

1. End of the year Financial Numbers
2. 2016 Budget
3. Goals and plans for 2016
4. Camp will be receiving another estate gift this Fall. We will share our plans for the use of these funds at this Presbytery meeting.

REPORT OF THE PEACEMAKING TASK FORCE

FOR INFORMATION:

Rev. Berthe Kalombo Nzeba, or Maman Nzeba as she is more popularly known among Congolese church women, is the General Secretary of the Women and Families Department of the Protestant umbrella organization, the Church of Christ in Congo (ECC). A Presbyterian minister ordained in 1978, she is believed to be the first female Protestant clergy in the Democratic Republic of Congo.

For the last ten years, Rev. Nzeba has coordinated national and international Church efforts in support of women and children impacted by the protracted conflict in Eastern Congo. It has become widely acknowledged that the two Congo Wars between 1996-2003 have cost the lives of 5.4 million people, mostly from disease and starvation, while millions have been displaced by the violence. In the aftermath, some 30 different militia continue to terrorize the local population with horrendous killings and brutal sexual violence. Several of these armed groups reportedly have been able to sustain

themselves through illegal mining activities.

As the General Secretary of the ECC Dept. of Families, Rev. Nzeba oversees collaborative efforts by women groups from ECC denominations in support of survivors of rape and war orphans. She is an active interlocutor in ecumenical platforms for peace and security in the Great Lakes Region, and outspoken critic of current operations in the mining sector. As a 2015 Peacemaker, Rev. Nzeba will be able to speak to the Church's role in addressing sexual violence, advocating peace in the larger Region, and the need to transform the exploitation and trade of Congo's mineral wealth.

Rev. Nzeba doubles as the Women's President for the West Kinshasa Synod of the Presbyterian Church of Kinshasa (CPK) and pastors the CPK Brikin parish in Kinshasa.

1. Sexual Violence in conflict
   Over the last 15 years, armed groups have been using brutal rape as a tactic of war in East Congo. Victims are particularly women and young girls. Many have seen relatives hacked to death. Survivors struggle with trauma, incontinence due to fistulae, unwanted pregnancies, stigma and rejection. Sexual violence has become endemic.

   I support and can speak to initiatives by ECC women in East Congo, that provide shelter, spiritual support and counseling, medical treatment, prenatal care, surgical repair and socio-economic reintegration through skill training for income generation. Because young boys, particularly those who have been exposed to violence, are vulnerable to recruitment by armed groups and susceptible to taking on their attitudes and behaviors, we plan trainings for trauma healing in children and to sensitize school-aged children against sexual violence.

2. Conflict, poverty and mineral wealth
   The scramble to exploit Congo's vast natural resources has been the principal driver of atrocities and conflict throughout Congo's tortured history. For 30 years dictator Mobutu Sese Seko lined his pockets with revenues of the country's mineral wealth. In the aftermath of the 1994 genocide in neighboring Rwanda, he was overthrown by the new regime there. Rwanda backed two rebellions in Congo to exert its influence in the region, and to pursue the perpetrators of the massacres who had crossed into Congo. In those wars nearly 5 million people, in particular children, are believed to have perished due to conflict-related causes, like starvation and disease. As Congolese, we fear the continued role of our various neighbors in this era of protracted insecurity and illegal mineral exploitation that has financed conflict.

As ECC women leaders we are actively engaged in political advocacy to address the insecurity. We participate in interreligious, ecumenical and civil society platforms at the Provincial and national levels but also in the larger Great lakes Region to uphold Women's Rights, fight Violence Against Women, and promote Peace. As a spokesperson of the Protestant women in Congo, I advocate with member denominations of the All Africa Council of Churches on behalf of East Congo's women, and seek their influence to better the political instability in the Great Lakes Region. To help ECC member communities address Sexual and Gender-Based Violence I work with the Tamar Campaign of the Fellowship of Christian Councils and Churches in the Great Lakes and Horn of Africa (FECCLAHA).

To counter the criminal trade in natural resources that finances armed conflict, and fight the high poverty levels in Congo, I support national and international initiatives that enhance transparency and traceability in the exploitation and trade of Congo's minerals. At the same time I want to see the sector reformed such that the exploitation, trade and processing of mineral wealth directly benefit artisanal miners and their communities. If Congolese were better organized, trained and equipped to process the minerals locally, we could keep more of the profit in-country. And if all businesses invested part of their revenues in schools and medical facilities, the living standard would improve in society as a whole.

3. Peace and Security in daily life
The lack of peace is not only when there is war; it also happens when there is not enough to eat, when children do not get an education, and when women are overburdened with work.

In this regard I can talk about:
- The cultural burdens on women due to prejudices.
- Poor interpretation of certain Biblical passages which cause churches to still stress submission and silence by women, since she is the cause of the Fall (of Eden)
- Problems of poverty and illiteracy, maternal death and infant mortality faced by women.
- Children suffering the consequences of all that is happening in the country (war, unemployment, political manipulation, malnutrition).
- Awareness building literacy to help women lift out of their ignorance.
- Building partnership networks to support children that are particularly vulnerable to accompany them in their studies, and nutrition for those who of war victims.

4. Gender equality in church and society
   Besides working for 30 years with the many Protestant member churches of the ECC, I have collaborated with Catholic, Kimbanguist and Greek Orthodox Churches to make the voice of women heard by political and ecclesiastic authorities
   - Fighting for the appointment of women to leadership positions so they in turn can align themselves to fight on behalf of other women who do not have voice. Such women serve as a role model for a woman's place in society.
   - Strengthening the organizational skills of women's groups, for them to better face injustices in society and even in Church.

REPORT OF THE COMMITTEE ON PREPARATION FOR MINISTRY

FOR INFORMATION:

Persons Currently Under Care
Inquirers

Amanda Edwards	Earlham School of Religion	Iowa City, First

Candidates

Name	Seminary	Church of Care
Andrew Phillips	Dubuque Seminary	Williamsburg, First
Steven Sankey Certified for call	Columbia Seminary	Westminster, Cedar Rapids
Tamara Schmidt	Graduate Louisville Seminary	Echo Hill, Cedar Rapids

AN IMPORTANT REMINDER TO MODERATORS AND SESSIONS

If a member of your congregation is seeking to enter the ordination process, the very first step is to invite a member of the CPM to conduct a session orientation. This will help ensure that the session asks the right questions before it makes a recommendation to the CPM to enroll the person as an inquirer. It will also help the session understand its responsibilities as one of the very important partners in the ordination process.

PRESBYTERY CONVERSATION

Stated Clerk Gradye Parsons offered his reflections on the current state of the Church and of the PCUSA as a denomination. He discussed denominational membership trend lines since the 1960s, drawing upon the most current Pew Center research data to show that the "Nones" category has experienced the most change with this category numbering 35,000. He also explained cultural factors including immigration, fertility rates, demographic diversity, and social expectations that have significantly changed the context in which denominations live and exert their missions. To conclude, he shared four Journey Motifs to explicate where we have been and where we are: Abrahamic, Exodus, Exile, and Antioch. He ended on a hope-filled note, observing that, on average 815 people per congregation (8 million folks across the PCUSA) have given $1.8 million in regular giving in support of mission. "That's you," he noted.

NEW BUSINESS

A motion to express deep thanks to everyone at the Vinton Presbyterian Church for extending warm hospitality was seconded and **APPROVED.**

A motion to purchase a new Presbytery Banner and stand with the task assigned to the Stated Clerk of someone of her choosing was seconded and **APPROVED.**

SENDING SONG

The body joined in singing the Taize song, "Bless the Lord" as the sending song.

ADJOURNMENT

A motion to adjourn was seconded and **APPROVED.** Moderator Otterbein adjourned the meeting with prayer at 8:07 p.m.

Respectfully submitted,

Ruling Elder Rebecca Blair, Ph.D.
Stated Clerk

NEXT STATED MEETING:
Saturday, November 14, 2015
West Liberty, First Church United
10:00 am

PRESBYTERY RESPONSIBILITIES IN NEW FORM OF GOVERNMENT

G-1.02 Devise process by which congregations are organized

G-1.0504 Make provision for moderator in church session when there is no installed pastor – also in G-3.0104 *[COM current commission authority]*

G-2.0501 Devise process by which presbytery authorizes forms of ministry – these forms must be mission-centered [*policy statement on pastoral categories and pastoral relationships approved in March, 2015 and proposed policy statement on pastoral succession in November, 2015*]

G-2.0502 No pastoral relationship may be established, changed or dissolved without the approval of the presbytery – note G-2.0508 (Failure to engage in validated ministry) – [*COM current commission authority and policy statement on validated ministry approved June, 2015*]

G-2.0501 Devise process by which presbytery authorizes forms of ministry – these forms must be mission-centered [*policy statement on pastoral categories and pastoral relationships approved in March, 2015 and proposed policy statement on pastoral succession in November, 2015*]

G-2.0502 No pastoral relationship may be established, changed or dissolved without the approval of the presbytery – note G-2.0508 (Failure to engage in validated ministry) – [*COM current commission authority and policy statement on validated ministry approved June, 2015*]

G-2.05053 Devise comprehensive definition of validated ministry, written criteria, and process for validation – (see also G-3.0306) [*policy statement on validated ministry approved June, 2015*]

G-2.0503b Presbytery must create criteria/process for and conduct annual review of all validated ministry outside the congregation and affirm the status of at-large teaching elders who are minister members – [*policy on validated ministry approved June 2015*]

G-2.0503c Definition of Honorably Retired has been changed significantly – does presbytery need to change process here in any way?

G-2.0504a Installed (i.e., permanent) pastoral relationships for indefinite period or term designated by presbytery in consultation with congregation and specified in call – [*policy statement on pastoral categories and pastoral relationships approved in March, 2015 and policy statement on validated ministry approved June, 2015*

G-2.0504b Presbytery must determine titles and terms for temporary pastoral relationships – [*policy statement on pastoral categories and pastoral relationships approved in March, 2015*]

G-2.0505 Devise process to transfer in "ministers of other Christian churches" – See G-5.0201 and G-5.0202 [*COM current commission authority*]

G-2.0506 Devise requirements concerning preparation for ministers of other Christian churches serving seeking temporary membership in presbytery [*COM current commission authority*]

G-2.0602 Devise process to determine if inquirer has been "active in the work and worship" of sponsoring congregation/devise method for session endorsement

G-2.0605 Old G-14.0410-.0413 deleted – Need to devise oversight process within covenant relationship for inquirers and candidates

G-2.0606 Inquirers and candidates shall engage in some form of supervised service to the church – Need to devise guidelines for what qualifies as supervised service, process of supervision, assessment of the experience

G-2.0607 Devise process for final assessment and release of candidate to enter into negotiation for service as teaching elder

G-2.0608 Devise process involving session and presbytery to transfer inquirer or candidate under care to another presbytery

G-2.0701 Define ordination requirements in role as presbytery of care

G-2.0704 Requirement of "written affirmation to the obligations undertaken in ordination questions" from those to be ordained as teaching elders – what should be the form and expected kinds of content?

G-2.0801 Presbytery must approve effective date of dissolution of all pastoral calls [*COM current commission authority*]

G-2.0803 The pastor nominating committee shall receive and consider presbytery's counsel on the merits, suitability, and availability of those considered for the call – [*COM liaisons through COM current commission authority*] Terms of call requirements: see new G-2.0804

APPENDIX B – PRESBYTERY RESPONSIBILITIES IN NEW FORM OF GOVERNMENT

B

G-2.1001 Define limited pastoral service of CRE (Commissioned Ruling Elder) and relationship of CRE service to validated ministry [*CRE policy approved September, 2015*]

G-2.1002 Define CRE preparation and instruction processes, processes for examination by presbytery, process for supervision and mentoring [*CRE policy approved September, 2015*]

G-2.1103a Devise process for vetting Christian Educator certification

G-2.1103b Define minimum requirements for Christian Educator compensation and benefits (certified and non-certified persons)

G-3.0103 Requirement to develop procedure/mechanism for promoting/ensuring inclusiveness in decision-making and employment

Requirement to create distinct Committee on Representation with functions as specified in G-3.0103

G-3-0104 Moderator and clerk must have terms stated in manual of operation – moderator must be continuing member of presbytery or commissioner to presbytery; clerk must be ruling or teaching elder [*PEIA By-laws and Manual of Operation*]

G-3.0105 Robert's Rules of Order, Newly Revised is governance standard for presbytery – Mission determines forms and structures in presbytery – may develop handbooks of policies and procedures; must develop manual of administrative operations of specific forms of mission and guide work (G-3.0106)

G-3.0106 Presbytery may delegate some aspects of its tasks to other entities as long as means of accountability is stated

G-3.0106 Presbytery shall prepare budget for operating expenses, including administrative personnel costs [*Trustees responsibility per PEIA By-laws and Manual of Operation*]

G-3.0109 Presbytery may designate committees and commissions by rule as necessary for accomplishment of mission – must be guided by unity in diversity principle as stated in F-1.0403 and G-3.0103 [*PEIA By-laws and Manual of Operation*]

G-3.0109 Presbytery may use administrative commissions for the following purposes only:

- To ordain/install teaching elders
- To examine and receive new teaching elders into presbytery
- To approve terms of call
- To receive candidates under care

- To develop new fellowships, congregations or to merge congregations
- To vision sessions, congregations, agencies under its jurisdiction that are affected with disorder – BUT cannot dissolve pastoral relationship
- To make non-judicial pastoral inquiry re sexual abuse when jurisdiction ended

All ACs must keep full record of proceedings to be sent to the Stated Clerk and included in report to presbytery at next stated meeting after their work is finished

G-3.0110 Councils higher than session shall make provision in the manual of operations for the process of hiring of staff, the description of the responsibilities of the positions, the method of performance review, and the manner or termination of employment [*Personnel Committee responsibility per By-laws and Manual of Operation—Personnel Policy Handbook in progress*]

G-3.0111 Presbytery nominating process must broadly represent the constituency of the presbytery

KEY

Items in black have been accomplished

Items in green represent questions to be considered or items in progress

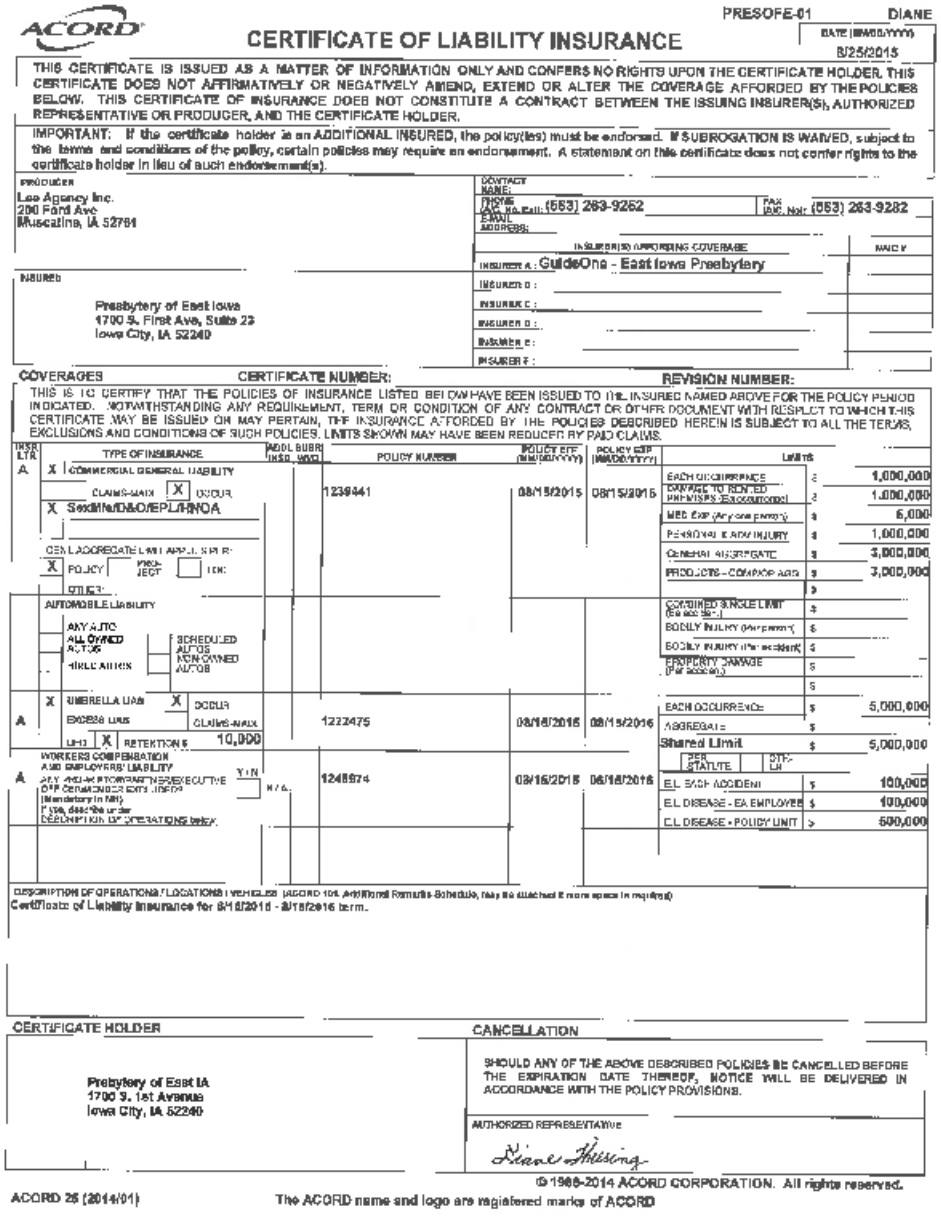
Items in red represent items still to be considered or current processes to be affirmed

MINISTER MEMBER TYPE OF WORK

The Book of Order requires that on or before December 31of each year, the Presbytery record the report of the type of work in which each minister of the presbytery is engaged. (G-2.0503).

Mike Andrew	797	Robert Hill	299	Kyle Otterbein	103
Noelle Andrew	791	Pamela Hoogheem	797	Kristy Parker	797
Mary Arnold	701	John Hougen	101	Kurt Pasko	501
Teresa Bartlett	101	Beverly Hovenkamp	797	Lori Patton	797
Karen D. Beals	299	Sue Howes	299	Matt Paul	101
Diane Bishop	299	Kristin Hutson	641	Joseph Phipps	101
James Bonewald	108	Herb Isenberg	299	Elizabeth Platt	299
Robert Bouton	299	Will Jackson	299	Al Polito	101
Gary Burnett	299	William Jamison	299	Mary Pugh	101
Maurice Campbell	299	Jennifer Jennings	101	Nancy Redman	299
David Castrodale	299	R. Dixon Jennings	299	Peter Reynan	797
Howard Chapman	101	Warren Jensen	305	Gerald Rife	299
Stan Coller	797	David Jurgens	299	Carl Riggs	299
Jessica Crane Munoz	101	Thomas Kalshoven	299	Lisa Ross Thedens	797
Robert David	797	Robin Kash	299	Penny Thomsen	797
Elizabeth Dickey	701	Lucille King	299	Pam Saturnia	101
Tim Dyck	101	Debra Kinney	101	Julie Schuett	101
Robert Dykstra	654	Sonda Kirsteatter	108	Linda Shatzer	701
Jack Edmisson	797	Wade Kirsteatter	108	Paul Skelley	299
John Elliott	299	Jim Langley	797	David Snyder	797
Barry Ensign-George	403	Michael Manaugh	797	Kerin Sorensen	797
Jon Evans	101	Mark Martin	299	Colette Soults	797
James Fyfe	299	Samuel Massey	101	Emory VanGerpen	299
Emory Gillespie	101	Charles McCracken	299	Dick Wallarab	299
Aimee Goldmeyer	101	Richard Miller	101	Bill Warhover	108
Mildred Grubbs	299	Ted Miller	299	Mary Anne Welch	101
Dottie Halverson	101	Charles Mills	299	Nathan Williams	101
Pat Halverson	101	Scott Minteer	797	Bill Willis	158
William Harnish	299	Diane Monger	797	Troy Winder	101
Heather Hayes	797	Dennis Morey	108	Jean Wollenberg	702
Sarah Hegar	305	Scott Nesbitt	797	Robert Wollenberg	101
Trey Hegar	101	Thomas C. Oak	101	Lorene Wunder	101
Patricia Henderson	101	Nancy Oehler Love	797		
Randi Henderson	797	Duane Olsen	105		
Beth Hilkerbaumer	103	Melody Oltmann	101		

EVIDENCE OF INSURANCE – Page 1



PRESOFE-01 DIANE

ACORD

CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY) 8/25/2015

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER
Lee Agency Inc.
200 Ford Ave
Muscatine, IA 52761

CONTACT NAME:
PHONE (A/C, No, Ext): (563) 263-9262 FAX (A/C, No): (563) 263-9282
E-MAIL ADDRESS:

INSURER(S) AFFORDING COVERAGE — NAIC #
INSURER A: GuideOne - East Iowa Presbytery
INSURER B:
INSURER C:
INSURER D:
INSURER E:
INSURER F:

INSURED
Presbytery of East Iowa
1700 S. First Ave, Suite 23
Iowa City, IA 52240

COVERAGES CERTIFICATE NUMBER: REVISION NUMBER:

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS	
A	X COMMERCIAL GENERAL LIABILITY						EACH OCCURRENCE	$ 1,000,000
	CLAIMS-MADE X OCCUR			1239441	08/15/2015	08/15/2016	DAMAGE TO RENTED PREMISES (Ea occurrence)	$ 1,000,000
	X Sexual/D&O/EPL/HNOA						MED EXP (Any one person)	$ 5,000
							PERSONAL & ADV INJURY	$ 1,000,000
	GEN'L AGGREGATE LIMIT APPLIES PER:						GENERAL AGGREGATE	$ 3,000,000
	X POLICY PRO-JECT LOC						PRODUCTS - COMP/OP AGG	$ 3,000,000
	OTHER:							$
	AUTOMOBILE LIABILITY						COMBINED SINGLE LIMIT (Ea accident)	$
	ANY AUTO						BODILY INJURY (Per person)	$
	ALL OWNED AUTOS						BODILY INJURY (Per accident)	$
	SCHEDULED AUTOS						PROPERTY DAMAGE (Per accident)	$
	HIRED AUTOS							$
A	X UMBRELLA LIAB X OCCUR			1222475	08/15/2015	08/15/2016	EACH OCCURRENCE	$ 5,000,000
	EXCESS LIAB CLAIMS-MADE						AGGREGATE	$
	DED X RETENTION $ 10,000						Shared Limit	$ 5,000,000
A	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	Y/N N/A		1248974	08/15/2015	08/15/2016	PER STATUTE OTH-ER	
							E.L. EACH ACCIDENT	$ 100,000
							E.L. DISEASE - EA EMPLOYEE	$ 100,000
							E.L. DISEASE - POLICY LIMIT	$ 500,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)
Certificate of Liability Insurance for 8/15/2015 - 8/15/2016 term.

CERTIFICATE HOLDER

Presbytery of East IA
1700 S. 1st Avenue
Iowa City, IA 52240

CANCELLATION

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE
Diane Hissing

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EVIDENCE OF INSURANCE – Page 2

COMMON POLICY DECLARATIONS

POLICY NO. 1239-441 RENEWAL

NAMED INSURED
PRESBYTERY OF EAST IOWA

ATTN HARRY OLTHOFF EXEC PRES
1700 S 1ST AVE STE 23
IOWA CITY IA 52240

PRODUCER NAME AND ADDRESS
LEE AGENCY INC
200 FORD AVE
MUSCATINE IA 52761
14-LCT (14) (563)263-9252 ADMIN 14-666
WWW.LeeAgency14LCT.GuideOne.com

POLICY PERIOD: FROM 08/15/2015 TO 08/15/2016
AT 12:01 A.M. STANDARD TIME AT YOUR MAILING ADDRESS SHOWN ABOVE.

IN RETURN FOR THE PAYMENT OF THE PREMIUM, AND SUBJECT TO ALL TERMS OF THIS POLICY, WE AGREE WITH YOU TO PROVIDE THE INSURANCE AS STATED IN THIS POLICY.

THIS POLICY CONSISTS OF THE FOLLOWING COVERAGE PARTS FOR WHICH A PREMIUM IS INDICATED. THIS PREMIUM MAY BE SUBJECT TO ADJUSTMENT.

COMMERCIAL PROPERTY COVERAGE PART FORMS APPLICABLE: CP0140/0706 GCP0444/0409 PCP2315/0409 PCP4310/0396 PCP4314/0409 PCP7357/0409	$ 1,127.00
COMMERCIAL GENERAL LIABILITY COVERAGE PART FORMS APPLICABLE: SEE COMMON POLICY DECLARATIONS SUPPLEMENT	$ 1,669.00
COMMERCIAL CRIME COVERAGE PART FORMS APPLICABLE: CR0001/1090 CR0003/0186 CR0004/1090 CR1022/0186 PCR4610/0396	$ 135.00
COMMERCIAL INLAND MARINE COVERAGE PART FORMS APPLICABLE: CL0600/0115 CL190/0787 IN100/0684 PCM4411/0396 PCM7403/0885	$ 22.00
MECHANICAL, ELECTRICAL AND PRESSURE EQUIPMENT COVERAGE PART COVERAGE INCLUDED IN PROPERTY - SEE FORM PCP7357	$ .00

FORMS APPLICABLE TO MORE THAN ONE COVERAGE PART:
SEE COMMON POLICY DECLARATIONS SUPPLEMENT

TOTAL PREMIUM OF $2,953.00.

COUNTERSIGNED 07/18/2015 BY Diane L. Thuering
(DATE) (AUTHORIZED REPRESENTATIVE)

GuideOne Insurance
1111 ASHWORTH ROAD
WEST DES MOINES, IOWA 50265-3538
(515)267-5000

GuideOne Elite
Insurance Company

07/18/2015 FILE COPY PJDL 71 00 07 89

PRESBYTERY FINANCIAL REVIEW

KOPPENHAVER & ASSOCIATES, PC

Certified Public Accountants

INDEPENDENT ACCOUNTANT'S REPORT
ON APPLYING AGREED-UPON PROCEDURES

To the Board of Directors
Presbytery of East Iowa
Iowa City, Iowa

We have performed the procedures enumerated below, which were agreed to by Presbytery of East Iowa (PEI) solely to assist you with respect to the accounting records of PEI as of December 31, 2014 and for the year then ended. PEI's management is responsible for the organization's accounting records. This agreed-upon procedures engagement was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants. The sufficiency of these procedures is solely the responsibility of those parties specified in the report. Consequently, we make no representation regarding the sufficiency of the procedures described below either for the purpose for which this report has been requested or for any other purpose.

Our procedures and findings are as follows:

Checking Account Cash Receipts and Disbursements

- All cash receipts and disbursements for the year were agreed to supporting documentation on a monthly basis noting proper approval for payment, amounts approved for payment and proper recording in the general ledger supporting the financial statements. There was one instance in which a deposit was applied to an incorrect church within the same town. This error was corrected and appears to be inadvertent and isolated in nature.
- Bank reconciliations were obtained and agreed to the general ledger and bank statements. There were no unusual reconciling items or discrepancies noted.

Investment Accounts

- Investment statements for each quarter of 2014 were agreed to proper recording in the general ledger. Investment revenue for 2014 was agreed to proper recording and amount in the general ledger. There was one instance that the adjustment to record investment income was incorrectly posted to the investment appreciation account. This was corrected upon discovery.

General Journal Entries

- General journal entries were scanned and agreed to supporting documentation for propriety. Adjustments affecting cash were agreed to the bank reconciliations for each month. There were no unusual adjustments noted

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DISAFFILIATION REQUEST POLICY
PRESBYTERY OF EAST IOWA

I. Introduction

A. Theological Statement

The Presbytery of East Iowa seeks to serve God by living in covenant community, enacting God's mission in the world. Our journey in faith is lived out in the unity found in the grace of our Lord Jesus Christ, the love of God, and the fellowship of the Holy Spirit (II Corinthians 13:14).

The letter to the Ephesians defines the Church of Jesus Christ this way: "We are members of one another" (Ephesians 4:25). In his correspondence with the Christians in Corinth, Paul describes the Church of Jesus Christ as being like a human body, in which each part is distinct and important. Throughout our history, Presbyterians have honored and struggled with the tension between unity and diversity. We preach and seek to practice the idea of mutual forbearance, which we find in the Book of Order, described in this way:

…we also believe that there are truths and forms with respect to which [people] of good characters and principles may differ. And in all these we think it the duty both of private Christians and societies to exercise mutual forbearance toward each other (F-3.0105).

In the course of our common life together, there are occasions when a congregation or portion of a congregation believes that for its own good and integrity it must sever its relationship with the larger body. Such a decision must be entered into thoughtfully, prayerfully and with a profound trust and openness to the work of the Holy Spirit. Such decisions are wrenching and painful for all concerned. With deep respect for the gravity of these situations, we offer the following guidelines for individual congregations and the Presbytery of East Iowa as both parties discern together whether to separate.

B. Purpose of this Policy

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The General Assembly of the Presbyterian Church (U.S.A.) has asked each Presbytery to provide a guiding policy in the event a pastor, session, and/or congregation question their on-going relationship with the PC(USA).

The history of the church has never been a history without controversy. Men and women of good will and sincere faith sometimes disagree. These differences can divide us. Paul and Barnabas had to separate for a time in order to continue their respective ministries (Acts 15:39). The Church of Jesus Christ is divided into three great traditions: Protestant, Catholic, and Orthodox. The Protestant tradition is divided again in Anglican, Lutheran, Reformed (Presbyterian) and Anabaptist. In recent generations, we have also witnessed the reuniting of churches that were once separated. And, yet, God has permitted the church to grow through and in spite of these divisions.

We pledge even in times of disagreement and conflict we will seek to respect and love one another in the Spirit of Christ. We seek to further the peace and unity of the church as we strive to discern Christ's will for us. Together, we are the body of Christ; we are God's Church; and we are the instruments of the Holy Spirit.

The Presbytery of East Iowa is committed to caring for teaching elders, sessions, and congregations who are considering disaffiliating from the denomination. The Presbytery intends to create a process that will care for the life and ministry of a particular church, those desiring to disaffiliate, and those who do not wish to dissolve the relationship with the PC(USA). In all matters relating to this subject, one question is paramount. How can this process be accomplished in a way that honors Jesus Christ and strengthens both the congregation and the Presbytery?

II. Mutual Process of Discernment

A. Period of Discernment

In gratitude to Jesus Christ we strive to be the people of God in our time. When a church considers disaffiliation from the Presbytery of East Iowa and the PC(USA), a primary task is to develop an action plan that cares for and includes the teaching elders or pastors, members of the session, and all members of the congregation. We are all brothers and sisters in Christ, and it is our intent that God's grace might be manifest throughout the discernment and decision-making process.

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We recognize that this process will be difficult for the local congregation and the Presbytery. The Apostle Paul reminds us that genuine Christian love is truth-telling in nature. We pray that Christ's love will live in us all and enable us to shape and soften our rough edges, as we share our various understandings of God's truth. In the Church, we are bound within covenant community to people who do not always agree, but we are united by the love of God revealed in Christ Jesus. Our job is to live out that love with one another. We seek to have respectful conversations that bear witness to our shared faith in Jesus Christ.

The Presbytery of East Iowa requires that any session considering disaffiliation with the PC(USA) agree to enter a defined process of mutual discernment. We believe that a matter of this magnitude deserves a time of focused attention, energy, and prayer. The process should ordinarily take no less than four months and may require as long as one year. In some situations, the Presbytery Coordinating Commission in consultation with the Commission on Ministry and the Stated Clerk may choose to shorten or lengthen the discernment process to meet the needs of a current set of circumstances.

B. Discernment Team

1. Initiating the process: A session voting to initiate the discernment process shall contact the Presbytery office and inform the Stated Clerk of its intention. At that time, both parties begin the work of recruiting members for a Discernment Team to listen and review the situation.

2. Team Composition: The Discernment Team shall consist of three representatives from the Presbytery selected by the Presbytery Coordinating Commission and three representatives from the congregation selected by the session.

3. Team Leadership: The Presbytery Coordinating Commission shall appoint a moderator not affiliated with the church to facilitate Discernment Team meetings so that each team member has an equal chance to participate. The moderator shall have an equal voice and vote with the other members of the Discernment Team, which shall be composed according to principles of parity between Ruling and Teaching Elders. The Moderator of Presbytery, the Stated Clerk, and the Moderator of the Session shall be ex officio members of the Discernment Team, with voice but without vote, and shall attend meetings as available.

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4. Meetings of the Team: The Discernment Team will meet at least three times over a period of three to six months. Members should plan for a two-hour meeting each time. Members of the congregation are encouraged to attend the meetings to listen to the content of the discussions. Time shall be provided for input from congregational members.

    - First Meeting: Team members shall share extended introductions, faith stories, and spiritual and theological understandings of the issues.
    - Second Meeting: Resume where the first meeting ended and share guided conversations on foundational theological issues.
    - Third Meeting: The members of the Discernment Team will determine the focus of the third meeting, informed by what has been shared at the first two meetings.

5. Team Report: After completing the three sessions, the Discernment Team shall submit a written report to active members of the congregation and the Presbytery regarding their conclusions.

6. Process Outcome: The outcome of the discernment process leads to two possible decisions:
    - The session decides not to disaffiliate from the Presbytery and the PC(USA). The church and the Presbytery agree to stay in relationship.
    - The session decides to continue the process of disaffiliation.

III. Decision of the Church

A. <u>Action of the Session</u>

When the outcome of the mutual discernment process leads a session to pursue disaffiliation, the following actions shall be implemented:

- The session shall notify the Presbytery in writing that, following the discernment process, it voted to pursue the disaffiliation process;
- A congregational meeting shall be called (per G-1.0502) to assess the preference of the congregation for disaffiliation or continuance with the PC(USA);
- The call for such a congregational meeting shall be distributed to active members of the congregation in writing at least two weeks in advance

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as well as through announcements in public worship on two successive Sundays prior to the meeting;

- Representative from the Presbytery, appointed by the Presbytery Moderator, shall be invited to and shall attend the meeting.
- Subsequent to a meeting of the congregation, the session shall make its decision on continuance in its request for disaffiliation.

B. Meeting of the Congregation

- The quorum for this special congregational meeting shall be one-half(1/2) of the active role of the church as indicated on the most current statistical report;
- The session shall provide a written presentation to the congregation stating the rationale of the session in seeking disaffiliation, followed by an opportunity for general discussion;
- All members of the church as well as the representatives of the Presbytery shall have the right to speak;
- A vote shall be taken by written ballot that indicates to the session the preference of the membership on the matter of disaffiliation;
- The vote of the congregation is advisory only and does not constitute an action of the church;
- The clerk of the session shall share the results of this vote in writing with the Presbytery Stated Clerk.

IV. Establishment of an Administrative Commission

If, after receiving the advisory vote of the congregation, a session decides to pursue its request for disaffiliation from the PC(USA) by written notice to the Stated Clerk, the Presbytery shall establish an Administrative Commission with the following tasks:

- Receive the request of the session for disaffiliation and determine its compliance with the discernment process and an advisory vote of the congregation;
- Decide at the outset if the congregation's advisory vote constitutes a sufficient number of active members who consent to the session's request to justify and validate the session's request;
- Develop a process for negotiation with the session concerning the terms and conditions for disaffiliation from the Presbytery and the PC(USA);
- Determine whether dismissal to another Reformed body is valid and feasible;

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- Draft proposals for recommendation to the Presbytery regarding settlement of matters of property, church records, financial obligations, membership transfer, transfer to another Reformed denomination, and any other related matter in disaffiliation;
- File a written report to the Presbytery containing recommendations to be reviewed and acted upon by the Presbytery.

V. Principles Related to Disaffiliation

A. Release to Another Church Body

Consistent with the polity of the PC(USA) and the decisions of the General Assembly Permanent Judicial Commission (*Anderson v. Synod of Florida, PCUS, 1974, I. 119-121; and Strong v. Bagby, PCUS, 1976, I. 92-96),* a congregation can be dismissed, with or without property, only to another Reformed body recognized by the PC(USA) as a member of the World Communion of Reformed Churches. **A church cannot be dismissed to independent status.**

B. The Property Trust Clause

According to the Book of Order of the PC(USA) (G-4.0203): *All property held by or for a particular church, a Presbytery, a synod, the General Assembly, or the PC(USA), whether legal title is lodged in a corporation, a trustee or trustees, or an unincorporated association, and whether the property is used in programs of a particular church or of a more inclusive governing body or retained for the production of income, is held in trust nevertheless for the use and benefit of the PC(USA).*

The Trust Clause is intended to evidence the interconnected relationship existing between the PC(USA) and its churches, as well as our unity in the covenant of the common mission. Presbytery, as a corporate organization of the body, is responsible for ensuring ministry in its geographical area by guiding and coordinating the work of the particular churches within its bounds in order to maximize their strength for effective witness to the broader community. Presbytery, therefore, has an inherent interest in the location and facilities of its member churches to further this mission. Consultation and negotiation with a particular church seeking separation will include a study of the impact of such separation upon the Presbytery's overall ministry and witness.

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Under the Trust Clause, a particular church's property, including land, buildings, and fixtures, is held in trust for the PC(USA). The congregation cannot sell, lease or encumber it without the permission of Presbytery, nor can it take property with it to another denomination unless Presbytery voluntarily releases its claim upon the property.

The Trust Clause also reflects our understanding of the church as a communion of saints across the time, with responsibilities both to those who came before and those who will follow. When a church seeks to leave the Presbytery, it is breaking what is often a significant historic relationship; it is also departing from a fellowship in which its officers have participated, by whose polity they have pledged to be governed, and with which many members may feel bonds of affection. This policy therefore cautions any church seeking to separate from the Presbytery to consider its actions carefully.

The Trust Clause should not be used as a weapon to threaten civil action against a church. In considering enforcement of the provisions of the Trust Clause, it is important that Presbytery and its member churches act graciously to one another. Scripture calls us to seek in all humility to resolve our disagreements and avoid the harm that is done to the Gospel and Christ's body when Christians resort to civil litigation and public disputes over property.

C. Review of Records

A church seeking disaffiliation will provide to the Presbytery copies of session records (e.g., minutes, registers) and all executed documents concerning the congregation's incorporation and by-laws, real property and other assets, including, but not limited to, current deeds of trust, loan agreements, liens, property and casualty insurance, and statements of tangible and intangible assets. Representatives of the church and the Presbytery shall review these documents to determine whether Presbytery, Synod or any PC(USA) entity is named therein and/or is exposed to any liability claims which exist or may arise under these documents.

D. Appraisal of Property

A church seeking disaffiliation will provide Presbytery with two current market appraisals of all of the land, buildings, fixtures, and contents held by the church. The cost of these appraisals, prepared by independent appraisers satisfactory to

both the church and Presbytery, will be borne by the church. Fair market value will ordinarily be obtained by averaging the two appraisal amounts.

E. Financial Terms & Property Disposition in Disaffiliation

The decision whether to release Presbytery's claim to property used by a particular church in trust association with Presbytery and the PC(USA) will be made by Presbytery, bearing in mind its responsibility to deploy assets of people, real estate, and financial resources for the furtherance of the mission of the PC(USA) within its bounds. Therefore, if the church seeking disaffiliation wishes to retain its property, the session and Presbytery shall negotiate the terms whereby Presbytery will release the property to another Reformed denomination or to the church as an entity of another Reformed body in exchange for agreed compensation. These terms should reflect the mission strategy of Presbytery, in an effort to facilitate the mission of Presbytery and an ongoing ministry of the congregation.

Guidelines* in property negotiations:

1. Compensation to Presbytery for the loss of real property will ordinarily be based on the appraised market value of the church's land, buildings, fixtures and contents, with the exact figure negotiated by Presbytery's representatives for approval by Presbytery.

2. Settlement terms will include a due date by which final payment must be made and will specify whether payments are interest-free or include interest calculated at a specific rate.

3. Title to the property will not be released by Presbytery until all compensation for the property has been received.

4. Other types of negotiated compensation may include, but are not limited to, the following:

    - A long-term lease of the property, under which the disaffiliating congregation retains full use of the buildings and contents but the title remains with Presbytery.
    - Continuation of per capita assessment payments for a stimulated period.

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- Sale of the property to a third party and allocation of the proceeds between the disaffiliating church and Presbytery, through a negotiated division.
- Dissolution of the church and retention of the property by Presbytery for new church development or use by Presbytery for other mission purposes.

[**These guidelines are recommendations with the understanding that the Spirit may move the Administrative Commission or the Presbytery toward an alternate resolution or settlement]*

F. Status of Teaching Elder Members of Presbytery

If a church receives permission to disaffiliate form the Presbytery and the PC(USA), a Presbyterian teaching elder serving the church may choose to continue serving the congregation or seek another call within the PC(USA). If a teaching elder requests transfer to the Reformed body to which the church is requesting dismissal, this transfer will normally be approved unless the minister is the subject of a pending judicial or investigative action (D-10.0105).

If the teaching elder chooses to stay within the PC(USA), the call to the church shall be dissolved at the time of the church's dismissal and the teaching elder shall be enrolled as an at-large member of Presbytery, which will allow the teaching elder to continue to seek calls within the PC(USA). The teaching elder must make this choice at the time of disaffiliation.

G. Status of Members of the Congregation

Within thirty (30) days of the Presbytery's vote approving disaffiliation, the Stated Clerk will prepare a letter to members of the congregation informing them of their option to be dismissed or to remain in the PC(USA). The church being dismissed will mail the letter to all active members of the congregation promptly and will bear all costs associated with this mailing. The letter will direct that responses are to be returned to Presbytery. Presbytery will then ensure that contact is made with those members wishing to remain in the PC(USA).

The terms of members being dismissed who serve on Presbytery commissions, committees or task forces end officially upon Presbytery's action to approve disaffiliation. The status of ruling elders within the PC(USA) and the commission

of a ruling elder (CRE) serving a congregation by action of Presbytery ceases upon disaffiliation.

VI. Final Steps

A. In order for the dismissal process to proceed, steps must be taken to repay in full any indebtedness owed to or guaranteed by Presbytery, the Synod, or the PC(USA) and any of its entities or to refinance such indebtedness through an independent creditor without support from Presbytery, Synod, or the PC(USA). Appropriate action must also be taken to amend any organizational documents, as necessary to the above, and to ensure that adequate insurance coverage of all property is maintained until dismissal is completed.

B. Prior to finalization of the dismissal process, legal counsel shall be retained to review the settlement agreement, prepare a quit claim by Presbytery to the congregation for any real property being released, and prepare an indemnification by the church to Presbytery against any and all future claims that may arise related to the property. All legal costs associated with this counsel and preparation as well as any other corrective action noted above shall be borne by the church.

VII. The Action of the Presbytery

When the Administrative Commission has completed its work, it shall report in writing to Presbytery through the Stated Clerk on the negotiated terms of disaffiliation for the review, amendment, and action of the Presbytery. The vote of the Presbytery on the request to disaffiliate shall be by ballot and shall require a simple majority of those present and eligible to vote.

VIII. Completion of Disaffiliation and Dismissal

Recognizing the inevitable disruption and grief related to disaffiliation and departure, it is appropriate that Presbytery offer a time of prayer, giving thanks for prior shared ministry, and for the ongoing witness of the departing church, colleagues, and for all the churches of Presbytery and the PC(USA).

Approved: 15 November 2015

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Attest: _____
Rebecca Blair, Ph.D, Stated Clerk

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