



Be the Church
A Vision of Covenant Community in Mission and Ministry

The 178th Stated Meeting of the Presbytery of East Iowa
First Presbyterian Church, Independence, IA
115 6th Avenue NW/319-334-3523
30 September 2017
10:00 am-3:00 pm

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

Registration will be in the fellowship area through the north or east doors

8:30-9:45 AM **Registration and Relationship Building**
Refreshments and Resource Tables

PRE-PRESBYTERY EVENTS

8:30-9:30 AM Session Records Review

Calling all clerks of session to bring your minutes and roll books to the Session Records Review. Each church is **REQUIRED** to submit its records for review each year. This is a great way to learn more about the role of clerk of session! The review checklist may be found on the Presbytery website by clicking [HERE](#) or by contacting Stated Clerk Dr. Rebecca Blair at 319-930-7470 or rblair@peia.org

9:00-9:45 AM International Peacemaker

Come to meet our International Peacemaker, Mphatso Mary Nguluwe from Malawi. Ms. Nguluwe directs the Livingstonia Synod Aids Programme (LISAP) for the Church of Central Africa, Presbyterian, Synod of Livingstonia (CCAPL). She is working to improve quality of life for children living with HIV, preventing parent to child transmission of HIV, to improve gender equity and equality for boys and girls, to prevent child trafficking, and to change cultural practices that put girls at risk of abuse and HIV infection.

She holds degrees in Midwifery and in Nursing Education, Administration and Community Nursing Science, and is a researcher in community development work.

178th STATED MEETING DOCKET Meeting Items		
10:00 am	WORSHIP (Sanctuary) The Community Gathers for Worship Celebration of the Lord’s Supper	TE Dr. Sam Massey, preaching
10:50 am	The Presbytery Convenes (Sanctuary) Constituting Prayer Declaration of Quorum Approval of Docket/Establishing Rolls Seating of Corresponding Members	Moderator RE Jim Claypool Stated Clerk Dr. Rebecca Blair
	Welcome (Sanctuary) Introduction of first-time presbyters Welcome from host pastor Purpose of Meeting/Covenant Community	Moderator Claypool
11:00 am- 12 Noon	EDUCATIONAL PRESENTATION Our Vision of Mission and Ministry	TE Randi Henderson
Noon	LUNCH (Fellowship Hall) The meeting will continue	

	REPORT OF THE STATED CLERK <ul style="list-style-type: none"> • A User's Guide to the PEIA Website • Approval of 177th Stated Meeting Minutes • Informational Items 	Stated Clerk Blair
	REPORT OF THE PRESBYTERY COORDINATING COMMISSION <ul style="list-style-type: none"> • 2018 Presbytery Meeting Dates • Administrative Commission on Sexual Misconduct and Boundary Policy • Safe Gatherings Boundary Education and Background Checks 	Stated Clerk Blair
	TRUSTEES REPORT <ul style="list-style-type: none"> • Repair Work at Muscatine, First • Sale of Center Junction Manse • Sale of Center Junction Church Building • Demolition of Ainsworth, Bethel Building • Per Capita for 2018 	Vice-Moderator RE Karen Minnis
	REPORT OF TREASURER (Materials found in Appendix A) <ul style="list-style-type: none"> • Actual vs Current Budget Comparison • Current Balance Sheet • Per Capita and Mission by Church 	Treasurer RE Karen Bartel
	REPORT OF CAMP WYOMING <ul style="list-style-type: none"> • Current Camp Report • Financial Statement 	Executive Director Kevin Cullum
	COMMISSION ON MINISTRY REPORT	Committee Moderator RE Larry Petrick
	PEACEMAKING TASK FORCE REPORT	Co-Moderator TE Lisa Ross Thedens

	NETWORKING ANNOUNCEMENTS	Networking Associate Sarah Hegar
	NEW BUSINESS	
3:00 pm	ADJOURNMENT	



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 a.m. 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 AS SOON AS POSSIBLE

- **Your timely registration helps us to get an accurate meal count. Meals cost \$10.00 each.**
- **Childcare will be provided. Please indicate the need for childcare on the registration form.**
- **If you or children have special dietary needs (vegetarian, gluten-free, allergies), please indicate these on the registration form in the space provided.**

DIRECTIONS TO INDEPENDENCE, FIRST

From the East: Follow US-20 West, take exit #254/IA-150 toward Vinton/Independence, turn right on 3rd Ave. SE (IA-150), turn left on 1st street, turn right on 6th Ave. NW, we are on the left.

From the West: Follow US-20 East, take exit #254/IA-150 toward Vinton/Independence, turn left on 3rd Ave. SE (IA-150), turn left on 1st street, turn right on 6th Ave. NW, we are on the left.

From the North: Follow IA-150 South, turn right on 1st Street, turn right on 6th Ave. NW, we are on the left.

From the South: Follow IA-150 North, turn left on 1st Street, turn right on 6th Ave. NW, we are on the left.

ACTION ITEMS

MOTION: The Stated Clerk advises that a motion would be in order **that the Presbytery approve the minutes of the 177th Stated Meeting of the Presbytery of East Iowa, convened on 13 June 2017 at First Presbyterian Church in Mt. Pleasant, Iowa. These minutes may be found on the Presbytery website—www.peia.org—under the "Resources" and then "Presbytery Meetings and Minutes" tabs.**

INFORMATION ITEMS

Our polity requires annual reviews of each church's minutes and roll books as a mark of trust within covenant community. The first review session will take place on 30 September 2017 from 8:30-9:30 am at the stated meeting at Independence, First. The second review session will take place at the Presbytery office in Iowa City on October 21 from 9:30-11 am

This is a great way to learn more about the role of clerk of session! The review checklist may be found on the Presbytery website by clicking [HERE](#) or by contacting Stated Clerk Dr. Rebecca Blair at 319-930-7470 or rblair@peia.org

REPORT OF THE PRESBYTERY COORDINATING COUNCIL (PCC)

ACTION ITEMS

MOTION: The PCC recommends that the 2018 Meeting Dates be as follows:

PROPOSED PRESBYTERY MEETING DATES FOR 2018			
Saturday, January 13	10 am-3 pm (Lunch)	TBA	Overtures to 2018 G.A./New Officers
Tuesday, March 20	1-5 pm (No Meal)	TBA	
Tuesday, May 22	4-8 pm (Dinner)	TBA	
Sunday, August 12	2-6 pm (No Meal)	TBA	
Saturday, September 29	10 am-3 pm (Lunch)	TBA	
Thursday, November 15	1-5 pm (No Meal)	TBA	2019 Budget/Per Capita

MOTION: The PCC recommends that the Presbytery direct Moderator Jim Claypool to appoint an Administrative Commission on Sexual Misconduct and Boundary Policy to draft appropriate policy statements in accord with the direction of the 222nd General Assembly of the PCUSA (2016) for presentation to and approval by the Presbytery. The Stated Clerk shall serve as a resource for this administrative commission.

MOTION: The PCC recommends that the Presbytery adopt the Safe Gatherings program to provide required boundary education for those serving in all ministries within PCUSA churches and to perform background checks on those seeking called and interim pastoral positions with the current policy to be continued that the churches involved assume the cost of these background checks.

ACTION ITEMS

MOTION: The Trustees recommend that the Presbytery approve the following proposal from Muscatine, First for repair work on the church building and grounds as a result of the tornado damage on 6 March 2017.

As you may know the March 6, 2017 tornado that hit Muscatine caused significant damage to the First Presbyterian Church building. At first we thought the damage was nominal, but upon investigation found that our roof was moments away from being torn off completely and as a result was lifted off and set back down. The damage to the building is extensive. We have been working with Guide One Insurance. We have been using the construction company affiliated with Guide One called GC3 as the general contractor.

Because of the damage we have had inspections of the building, including plumbing, electrical, and fire department. Through those inspections we have discovered several violations that had to be dealt with immediately, many of which were not covered by insurance. In addition we thought it would make sense to take care of some building issues that are not covered by insurance that needed our attention. We have the funds on hand to pay for these items.

In April the Session approved expenditures totaling \$30,732

- From the Fire Department Inspection: replace ceiling tiles that are damaged or missing; exit lights throughout the building; install 2 fire rated doors; replace wiring and fixtures. The total cost is \$26,382
- Cost for electrical and plumbing inspections: \$2,600
- Floor covering after asbestos removal: \$2,000

In May the Session approved expenditures totaling \$27,120

- Initial cost to address issues found by electrical inspection: \$5,050
- Replace 5 ton air conditioner and thermostats: \$9,000
- Replace lights (insurance will pay for fixtures but not the bulbs): \$12,645
- Install security fence: \$425

In August the Session approved expenditures totaling: \$32,910

- Repair 20 ton air conditioner: \$5,600
- Replace 4 thermostats: \$1,285
- Additional electrical work for lighting and magnetic door closer: \$1,225
- Cost to address issues from plumbing inspection: \$21,410
- Miscellaneous (organ maintenance, gutter work, concrete work): \$3,390

Below are two documents outlining the cost of the work that has been completed or is scheduled to be done that insurance is covering. These include repairs from the tornado damage and required code upgrades affiliated with the tornado damage. The total cost so far is \$654,000.

Insurance Cost for Repairs

Interior	\$K	% Total
Sanct.	\$ 71	
Attic	\$ 74	
Bell Tower	\$ 19	
Total Interior	\$ 164	31%
Exterior		
Elevations (Scaffold)	\$ 109	
S. Elev. Sanct.	\$ 14	
Bell Tower	\$ 4	
E. Elevation	\$ 18	
Roof	\$ 47	
Bell Tower Roof	\$ 11	
Emerg Serv Roof	\$ 17	
Total Exterior	\$ 220	41%
Proj. OH	\$ 113	21%
Eric Johnson	\$ 40	7%
Grand Total	\$ 537	100%



Ins Costs

Code Upgrades

Code Upgrade List

First Presbyterian, Muscatine

The following list of Code Upgrades will be done as a part of the GuideOne/GC3 Tornado Repair work. Additional items may be necessary and will be added as identified through building permit requests and follow-up inspections.

1. Replace (4) temporary ladders in bell tower with OSHA approved ladders/stairs. Installation also includes all hand rails, mid rails, toe plates and swing gates required to protect floor openings. Ladders to be metal ship or alternating tread type ladders.
2. Rewire bell tower/attic with proper lighting/power and sanctuary lighting code upgrades per Koehler Bid dated 5-31-17 (Scope).
3. Install framing around light fixtures over sanctuary to restrict insulation contact per code.
4. Repair, Modify and/or Replace fire escape stairway at East sanctuary exit with stairs/handralls/landings that meet current code and type that matches the National Historic Registry appearance of the church with approval of Church Session committee.
5. Anchor wood trusses to masonry walls per engineer report.
6. Install attic floor and replace bell tower top floor.

#1 - \$13 K

#2 - \$26K

#3 - \$1K

#4 - \$10K

#5 - \$1K

#6 - \$21K

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Subtotal -
\$72K

OH - \$32K

Eric - \$13K

Total - \$117K

MOTION: The Trustees recommend that the Presbytery approve the sale of the manse of the former Center Junction Presbyterian Church, located at 12451 St. Paul Street in Center Junction, IA to Jason and Jasmine Andrews of Center Junction for the price of \$20,000 with the sale to be directly concluded by Presbytery attorney Jim Claypool.

MOTION: The Trustees recommend that the Presbytery approve listing for sale the church building of the former Center Junction Presbyterian Church with agent Mike McDonough of McDonough Real Estate Agency in Monticello, IA for the price of \$15,000.

Note: The Trustees have investigated comparable property prices and note that this price represents fair value in the current area market.

MOTION: The Trustees recommend that the Presbytery approve the demolition of the building of the former Ainsworth, Bethel church for a bid of \$38,500 by Kelley Demolition in Mt. Vernon. Further, the Trustees are investigating the possible need for asbestos removal prior to demolition and thus request authority to solicit bids and authorize such removal as is necessary in order for the demolition to progress.

MOTION: The Trustees recommend that the per capita for 2018 be set at \$37.00 with the following distribution:

General Assembly	\$7.73
Synod of Lakes and Prairies	\$5.40
PEIA	\$23.87

INFORMATION ITEM

If the way be clear, the Trustees will present the proposed budget for 2018 at the 179th Stated Meeting of the Presbytery.

8:37 AM
08/31/17
Accrual Basis

**Camp Wyoming
Balance Sheet
As of August 31, 2017**

	Aug 31, 17
ASSETS	
Current Assets	
Checking/Savings	
1120 · Checking Regular	9,915.98
1130 · Savings Deer	10,201.87
1135 · Savings Regular	32,245.29
1136 · Savings - Summer Sale	100.43
Total Checking/Savings	52,463.57
Accounts Receivable	
1150 · Accounts Receivable	12,079.50
Total Accounts Receivable	12,079.50
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	118,415.94
Fixed Assets	
1210 · Vehicles Fixed Asset	77,424.46
1220 · Furnishings Fixed Asset	3,165.00
1230 · Office Equipment Fixed Asset	9,005.64
1240 · Machinery & Equipment	90,686.33
1245 · Program Equipment	6,090.42
1250 · Buildings	650,955.60
1260 · Swimming Pool Fixed Asset	38,365.00
1270 · Land Value Fixed Asset	22,600.00
Total Fixed Assets	898,292.45
TOTAL ASSETS	<u>1,016,708.39</u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
2110 · Accounts Payable	12,143.92
Total Accounts Payable	12,143.92
Other Current Liabilities	
2100 · Payroll Liabilities	3,574.22
2102 · Line of Credit	47,220.08
2310 · Camper Deposit	310.00
2320 · Rental Deposit	5,900.00
Total Other Current Liabilities	57,004.30
Total Current Liabilities	69,148.22
Total Liabilities	69,148.22
Equity	
3110 · Opening Bal Equity	777,603.52
3510 · Retained Earnings	206,985.35
Net Income	-37,028.70
Total Equity	947,560.17
TOTAL LIABILITIES & EQUITY	<u>1,016,708.39</u>

Camp Wyoming Report

1. Attached please find the Balance Sheet as of August 31, 2017.
2. Over the past 7 years, Camp Wyoming has made substantial investment in its program, operation, site, facilities, and marketing. We are happy to share that our summer camp enrollment has increased 42% over these 7 years. During this time, we have seen the evolution and development of the smart phone and its impact on children and youth. Parents yearn to get their kids out of the house and off their devices and camp is integral in meeting that need. It is at camp where kids develop their connections with others face to face, enjoy running and exploring in the outdoors, and grow in their faith with the support of a community of their peers. Camp Wyoming has become a vital place for kids of today and tomorrow. We want to express our gratitude to the Presbytery for its participation, investment, and support of our ministry.
3. Camp ran a Traveling Day Camp/Vacation Bible School for Marion First Presbyterian Church and Echo Hill Presbyterian Church this past summer.
4. We built a Human Foosball Court this year to add to the programming for summer camp and retreat groups. We would encourage the churches to use the camp for its retreats this coming year. Human Foosball is a great game no matter your age.
5. We would like to extend our gratitude and appreciation to Rev. Beth Hilkerbaumer and Eric Norton for their six years of service on the Camp Wyoming Board of Trustees.

ACTION ITEM

Compensation Adjustments Effective 1 January 2018

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

Resolution of East Iowa Presbytery Concerning Compensation for 2018

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

- The compensation structure for Pastors and the structure for Commissioned Ruling Elders, herein after also referred to as CREs, and Candidates who serve in a Temporary Pastoral Relationship, herein after also referred to as Temporary Pastors, 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, CREs and Temporary Pastors 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, CREs and Temporary Pastors 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 2017 by approximately 1.2% to 2.0% and plan increases for 2018 estimated to be between 1.5% and 2.1%, and;

Whereas, It is estimated that a 1.5% 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 1.6% during the first half of 2017 and is estimated to increase by 1.3% in the second half of 2017, and;

Whereas, The CPI is forecasted to increase in 2016 by approximately 1.5%;

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 Candidates Serving as Temporary Pastors be increased by 1.5% effective January 1, 2018, and;

· Pastors, commissioned ruling elders and temporary pastors receive a cost-of-living-adjustment (COLA) increase of no less than 1.5% effective January 1, 2018, and;

· Where applicable, a further increase be given to recognize the performance of the pastors, commission ruling elders and temporary pastors in accordance with the Presbytery's Pastor Compensation Policy and the Compensation and Benefits Policy for Commissioned Ruling Elders and Candidates Serving as Temporary Pastors including the following:

The compensation of January 2015, 1.6% effective 1 January 2016, every pastor, commissioned ruling elder and temporary pastor in the presbytery be at minimum or above it.

Any pastor or commissioned ruling elder or 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 Candidates Serving as Temporary Pastors, respectively.

If a pastor or commissioned ruling elder or temporary pastor has served a church for less than four or five years and is meeting expectations that pastor or commissioned ruling elder or 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 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.

· And that changes be made to the Compensation and Benefits Manual to reflect the above changes and to reflect the changes in titles of those in pastoral relationships in churches and other validated ministries previously approved by the presbytery, and that the Manual be restated.

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 2017 contained in the "2016-2017 Compensation Handbook for Church Staff" published by Christianity Today International, the "2017 Study of Salaries in Parish Ministry" and a study of the average Effective Salary by Presbyteries within each synod for 2017, 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 2017 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, 2% effective 1 and 1.8% effective 1 January 2017. 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 the previous year.
- The survey data indicates that churches have increased compensation in 2017 over compensation in 2016 by between approximately 1.5 % and 2.0% and plan increases for 2018 over 2017 compensation by approximately the 1.5% to 2.1%, the average estimate being 1.7% to 1.8%.
- COM is recommending the 1.5% increase in the compensation structures to recognize the increase that has taken place in comparable churches to date in 2017 and expected increases to be made in early 2017. COM is also recommending an increase in the salaries of pastors, commissioned ruling elders and temporary pastors of 1.5% to recognize the cost of living increase of approximately 1.5% forecast for 2017.

INFORMATION ITEMS:

The following motions were moved, seconded and approved by the Commission on Ministry in its meeting of June 27, 2017 and are presented here as information:

Motion: It was moved to communicate to the Session of Shellsburg that they make a formal request to the Stated Clerk and Moderator of COM regarding the relationship of

Mike Ferguson with the Shellsburg congregation i.e.: their desire that he be commissioned to serve the church. It was noted that Mike would be required, at a minimum, to take Reformed Theology and Presbyterian Polity courses.

Motion: It was moved that as COE College has dismissed Kristin Hudson from the office of chaplain, her call to serve in that capacity be dissolved effective 30 June 2017.

Motion: It was moved that Rebecca and Harry meet with COE administration to seek a way forward regarding clear definition of the parameters and responsibilities of the chaplain position.

Motion: It was moved that COM request the PCC appoint an Administrative Commission to address issues related to the recent arrest of Scott Nesbitt.

Motion: That the pastoral relationship of Nathan Williams with Echo Hill Presbyterian Church be dissolved in accordance with the terms, conditions, and dates as specified below:

That:

- Rev. Williams last day worked as pastor be no later than September 30, 2017
- Rev. Williams continue to actively seek a call
- If Rev. Williams accepts a call prior to September 30, 2017 the date of dissolution will be determined by discussion between him and the session and in consultation with the Commission on Ministry. The congregation hereby delegates authority to the session to set the date of dissolution in this case and with the concurrence of Rev. Williams
- If Rev. Williams has not accepted a call by September 30, 2017 is last day worked will be September 30, 2017 and the church shall pay him his regular pay and benefits on the normal date for such payments for a period of four months ending January 31, 2018. If he accepts a call prior to January 31, 2018 the payments of pay and benefits shall cease as of the date he begins such call and his date of dissolution shall be that same date. If he has not accepted a call by January 31, 2018 the date of dissolution shall be January 31, 2018
- The church will pay accrued and unused vacation

Motion: If the way be clear, Rev. Nathan Williams be allowed to conduct two wedding ceremonies at Echo Hill in 2018.

Motion: For Monticello First Presbyterian to amend their interim contract with Rev. Emory Gillespie to a period of six months instead of twelve months as approved at the 18 May 2017 meeting.

The following motions were moved, seconded and approved by the Commission on Ministry in its meeting of July 3, 2017 and are presented here as information:

Motion: It was moved for Harry and John to offer counseling to the Rev. Matt Paul. It was suggested that he might consider leaving sooner than 30 November 2017 since his ministry at St. Andrew would probably be dissolved on 30 July 2017.

Motion: It was moved that Harry address with the personnel committee the scope of future duties of Rev. Matt Paul at St. Andrew after the Congregational Meeting to be held on 30 July 2017.

Motion: It was moved that Harry counsel Rev. Kyle Otterbein regarding Kyle's future role in serving the St. Andrew church.

The following motions were moved, seconded and approved by the Commission on Ministry in its meeting of August 15, 2017 and are presented here as information:

Motion: That Ruling Elders Josh Railsbeck, Deb Harrison, and Allison Hicks be authorized to administer the Lord's Supper and that RE Harrison be further authorized to conduct the service of baptism.

Motion: The Commission on Ministry, acting on behalf of the Presbytery of East Iowa, ratifies the dissolution of the ministerial relationship between the Reverend Dr. Matthew Paul and St. Andrew Presbyterian Church as stated in the "Agreement Between Reverend Dr. Matthew Paul and St. Andrew Presbyterian Church" signed by the session and the Reverend Dr. Paul on 2 July 2017, and further concurs with the motion for dissolution including terms, conditions and dates, as passed by the St. Andrew Presbyterian Church congregation on 30 July 2017, at a duly called congregational meeting, with the additional directive that, as of 31 August 2017, the Reverend Dr. Paul abstain and absent himself from any pastoral, ministerial, administrative, and management duties and any other responsibilities related to the church and the new church building including

congregational and church-sponsored activities from that date until and after 30 November 2017, or the date of dissolution of his pastoral relationship with the church, if earlier, and that the Reverend Dr. Paul maintain accountability to the Commission on Ministry with regard to the progress in a search process toward taking up another call to ministry.

Motion: That the Commission on Ministry, acting on behalf of the Presbytery of East Iowa, appoint TE Kitch Shatzer as moderator of the St. Andrew session, effective August 17.

The following motions were moved, seconded and approved by the Commission on Ministry in its meeting of August 18, 2017 and are presented here as information:

Motion: It was moved to rescind the 8/15/2017 directive that the dissolution agreement between Rev. Dr. Matthew Paul and St. Andrew Presbyterian Church be effective as of 8/31/2017.

Motion: It was moved to designate additional COM members to attend meetings of the St. Andrews Session.

Motion: It was moved that Rev. Paul be encouraged to attend counseling at Midwest Ministry Development to undergo Track 3 Intensive Assessment at the expense of the Presbytery of East Iowa.

The following motions were moved, seconded and approved by the Commission on Ministry in its meeting of August 24, 2017 and are presented here as information:

Motion: It was moved that Jennifer, Larry and Sam be appointed to a task force to work with three St. Andrew session members to facilitate the dissolution of the ministerial relationship between Rev. Matt Paul and St. Andrew Presbyterian Church.

Motion: It was moved to recommend to the Presbytery Coordinating Commission that an Administrative Commission be established to assist First Presbyterian Church in Wapello regarding their relationship with Rev. Jon Evans.

Motion: It was moved to adopt a 1.5% across the board increase in compensation for pastors serving in PEIA for 2018. Documentation and justification will be included in the information presented to the Presbytery Coordinating Commission and then to Presbytery at the next scheduled Presbytery Meeting.

The following motions were moved, seconded and approved by the Commission on Ministry in its meeting of September 12, 2017 and are presented here as information:

Motion: It was moved to approve the proposed COM budget for 2018 with the addition of a line item for pastor development, budgeted for \$2,000.

Motion: To rescind the motion from the August 15 COM meeting to authorize RE Deb Harrison to conduct the sacrament of baptism.

Motion: That the Stated Clerk contact UMC Southeast District Superintendent Rev. Lillian Gallo-Seagren regarding selection of a Methodist pastor for the Marengo congregation.

Motion: That First United Presbyterian Church of Warsaw, Illinois and United Presbyterian Church of Keokuk, Iowa be allowed to enter into a cooperative agreement for the sharing of pastoral services.

Motion: That Robin Kash be appointed to serve as temporary moderator for Echo Hill

Motion: That Mary Anne Welch be appointed to serve as temporary moderator for Argyle.

Motion: To submit a report to Midwest Ministry Development outlining the concerns regarding the behavior of Rev. Dr. Matt Paul.

MOTIONS APPROVED BY E-MAIL and PRESENTED HERE AS INFORMATION

The following motion was approved by email dated May 18, 2017 and is presented here for information

Motion: To approve the Contract for Temporary Pastoral Ministry between Zion Presbyterian Church in Coggon, Iowa and Reverend Darcy Metcalf for 33% of a full-time pastor position from June 1, 2017 through May 31, 2018 with terms and conditions as follows:

Salary \$12,240

Fair Rental Value for free use of the manse \$5,000

Allowance for utilities \$ 3,840

1 week per each quarter paid vacation

1 week per six months paid continuing education

Paid leas may be accumulated up to 2 weeks

2 Sundays per year paid sick leave

Continuing education cumulative up to 12 months \$250

Professional expenses of ministry \$250

Mileage expenses for use of personal car at IRS allowable rate in effect at the time car is used.

The following motion was approved by email dated May 25, 2017 and is presented here for information

Motion: To approve the following Ruling Elders - Mel Ramos, Mike Boman, Mike Teply, Bonnie Tichy, Cheryl Bartunek and Clarence Walton - to administer communion (primarily to shut-ins) at Hus Memorial Presbyterian Church in Cedar Rapids effective immediately.

Rationale : They have been trained by Rev. Gary Burnett. They do not have a TE pastor - have been ministered to by RE Mel Ramos for a long time.

The following motions were approved by email dated May 26, 2017 and are presented here for information

Motion: To allow Rev. Dr. Tim Siemmons to serve as temporary moderator at the Presbyterian Church in Scotch Grove effective immediately.

Rationale is included in the email from their Clerk of Session, Crista Zirkelbach.

Motion: To approve Rev. David Snyder to be temporary moderator at Stanwood Union Church effective immediately.

The following motion was approved by email dated 7 June 2017 and is presented here for information

Motion: COM hereby directs Harry Hoyt, COM Associate and Jennifer Jennings, Vice Moderator of COM, to meet with Reverend Matt Paul, pastor St Andrew Presbyterian Church in Iowa City, for the purpose of reviewing his future prospects at St Andrew in relation to the possibility that the session may move to recommend to the congregation that his relationship with the church be dissolved and that we suggest to him that it would be beneficial him and the church if he took proactive action by requesting the

session to join him in asking the congregation that his relationship be dissolved, and that, if he agrees, that we negotiate terms and conditions of the dissolution to be incorporated into the request to session and any motion for dissolution presented to the congregation. This request would be communicated to the session in its meeting on 27 June 2017.

The following motion was approved by email dated 8 June 2017 and is presented here for information

Motion: To allow Westminster Presbyterian Church in Cedar Rapids to form a Pastor Nominating Committee for the purpose calling a permanent pastor.

The following motion was approved by email dated July 21, 2017 and is presented here for information:

Motion: To approve the request from the United Presbyterian Church in Miles to form a Pastor Nominating Committee to find a new pastor.

The following motion was approved by email dated July 25, 2017 and is presented here for information:

Motion: To approve the Administrative Commission to install Rev. Maxwell Muska at First Presbyterian Church in Manchester, IA on August 20, 2017 at 2:30 PM. Members of the commission are as follows:

Jim Claypool, RE, First Iowa City, Moderator of PEIA

Nathan Williams, TE, Echo Hill

Kitch Shatzer, TE, HR

Wayne Peach, TE, HR

Gail Lindley, RE, First Manchester

The following motion was approved by email dated July 26, 2017 and is presented here for information:

Motion: To approve the Stated Supply Contract between Rev. Mary Arnold and New Hope Presbyterian Church in Davenport. This is a 50% full-time contract and runs from August 1, 2017 to July 31, 2018. The terms of the contract are as follows:

Cash Salary paid in equal monthly installments	\$ 17,000
Fair Market Value of rent-free use of the Manse	\$ 9,000
Utilities paid by the church or an allowance	\$ 2,600
1 week per each quarter of paid vacation	
1 week per six months paid continuing education, may be accumulated up to 4 weeks	
6 weeks maternity/paternity leave per occurrence	
Full Pension benefits	
Mileage expense for use of personal car reimbursed at IRS allowable rate per mile	
Continuing Education Expense	\$ 1,000
Professional Expense	\$ 750
No New Pastor Development Program required	
No Sabbatical Leave Program included	

The following motion was approved by email dated August 17, 2017 and is presented here for information:

Motion: To approve the request from Reverend Kitch Shatzer and the Washington Session for Kitch to serve communion at the UP Home on August 27.

The following motion was approved by email dated August 18, 2017 and is presented here for information:

Motion: To approve the request from the session of United Presbyterian church of Washington that they be allowed to form a PNC.

The following motion was approved by email dated August 19, 2017 and is presented here for information:

Motion: That Mary House, a ruling elder at the First Presbyterian Church in Miles, be allowed to preside at communion at the church.

The following motion was approved by email dated August 22, 2017 and is presented here for information:

Motion: That the membership of the Reverend Nathan Williams be transferred to Des Moines Presbytery, and that he be released to take up the call as Pastor of Covenant Presbyterian Church in West Des Moines, effective immediately.

The following motion was approved by email dated August 24, 2017 and is presented here for information:

Motion: To approve Rev. Matt Paul to labor outside the bounds of presbytery retroactively on Saturday, August 12, 2017 to perform a renewal of vows ceremony for Marshall and Bethany Lagani at Franklin Presbyterian Church in Franklin, Kentucky (Presbytery of Western Kentucky).

The following motion was approved by email dated August 24, 2017 and is presented here for information:

This motion is to send the recommended change in compensation to PCC for its meeting on 8/31/17 with the expectation that it will be sent to the presbytery for its meeting on 30 September 2017.

Compensation Adjustments Effective 1 January 2018

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

Resolution of East Iowa Presbytery Concerning Compensation for 2018

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

- The compensation structure for Pastors and the structure for Commissioned Ruling Elders, herein after also referred to as CREs, and Candidates who serve in a Temporary Pastoral Relationship, herein after also referred to as Temporary Pastors, 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, CREs and Temporary Pastors 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, CREs and Temporary Pastors 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 2017 by approximately 1.2% to 2.0% and plan increases for 2018 estimated to be between 1.5% and 2.1%, and;

Whereas, it is estimated that a 1.5% 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 1.6% during the first half of 2017 and is estimated to increase by 1.3% in the second half of 2017, and;

Whereas, The CPI is forecasted to increase in 2016 by approximately 1.5%;

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 Candidates Serving as Temporary Pastors* be increased by 1.5% effective January 1, 2018, and;

· Pastors, commissioned ruling elders and temporary pastors receive a cost-of-living-adjustment (COLA) increase of no less than 1.5% effective January 1, 2018, and;

· Where applicable, a further increase be given to recognize the performance of the pastors, commission ruling elders and temporary pastors in accordance with the Presbytery's *Pastor Compensation Policy* and the *Compensation and Benefits Policy for Commissioned Ruling Elders and Candidates Serving as Temporary Pastors* including the following:

The compensation of January 2015, 1.6% effective 1 January 2016, every pastor, commissioned ruling elder and temporary pastor in the presbytery be at minimum or above it.

Any pastor or commissioned ruling elder or 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 Candidates Serving as Temporary Pastors*, respectively.

If a pastor or commissioned ruling elder or temporary pastor has served a church for less than four or five years and is meeting expectations that pastor or commissioned ruling elder or 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 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.

· And that changes be made to the *Compensation and Benefits Manual* to reflect the above changes and to reflect the changes in titles of those in pastoral relationships in churches and other validated ministries previously approved by the presbytery, and that the *Manual* be restated.

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 2017 contained in the “2016-2017 Compensation Handbook for Church Staff” published by *Christianity Today International*, the “2017 Study of Salaries in Parish Ministry” and a study of the average Effective Salary by Presbyteries within each synod for 2017, 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 2017 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, 2% effective 1 and 1.8% effective 1 January 2017. 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 the previous year.

· The survey data indicates that churches have increased compensation in 2017 over compensation in 2016 by between approximately 1.5 % and 2.0% and plan increases for 2018 over 2017 compensation by approximately the 1.5% to 2.1%, the average estimate being 1.7% to 1.8%.

· COM is recommending the 1.5% increase in the compensation structures to recognize the increase that has taken place in comparable churches to date in 2017 and expected increases to be made in early 2017. COM is also recommending an increase in the salaries of pastors, commissioned ruling elders and temporary pastors of 1.5% to recognize the cost of living increase of approximately 1.5% forecast for 2017.

The following motion was approved by email dated August 24, 2017 and is presented here for information:

This motion is to recommend the following to the PCC with the expectation that it will be presented to the presbytery in its meeting on 30 September 2017 for action.

**Motion for an Administrative Commission for
First Presbyterian Church, Wapello, IA**

MOTION: In accord with the Presbytery's responsibility "for the government of the church throughout its district" and to "assist and support the witness of congregations to the sovereign activity of God in the world, so that all congregations become communities of faith, hope, love, and witness" (G-3.0301), the Presbytery of East Iowa appoints an Administrative Commission to support the healthy work and witness of St. First Presbyterian Church, Wapello, effective upon the appointment of its members by the Presbytery moderator.

The Commission shall exercise the following authority on behalf of the Presbytery as needed:

· to seek reconciliation among any aggrieved individuals within the church;

- to mediate the relationship between the pastor/moderator and the session, and to restore fully transparent, healthy communications between the pastor and the members of church leadership;
- to providing training in relational dynamics, open communication, conflict resolution, and other essential characteristics of a healthy congregation;
- to ensure cooperation with the interim minister in meeting the five interim tasks (coming to terms with its history, exploring identity and direction, allowing for needed leadership and operational change, renewing missional, relational and denominational linkages, and committing to new leadership and directions in ministry);
- to provide necessary support and resourcing to empower a gracious leave taking of the current pastor and to promote a healthy transition of the congregation into future ministry
- to establish sound financial procedures and guidelines, particularly those concerned with all construction, real estate, and mortgage projects and transactions, and to ensure that the Session and congregation receive full information about these issues;
- to interpret Presbyterian polity and Reformed theological principles to the congregation during this transitional period in the life of this particular church with the aim of ensuring that the congregation gains deeper understanding of the ways in which Presbyterian polity draws upon Reformed theological principles within covenant community and to ensure that such polity and principles primarily inform its governance and relational practices; and
- if warranted, to assume original jurisdiction, to designate a moderator for the session, and to replace the existing session

Further, the Administrative Commission is specifically empowered, if necessary, to negotiate any dissolution package of the pastors, in consultation with the Commission on Ministry, and to seek permission from the Presbytery of East Iowa should it be necessary to dissolve any pastoral relationship(s). The Administrative Commission shall report regularly to the Presbytery Coordinating Commission of the Presbytery of East Iowa, and shall request dissolution upon completion of its work.

The following motions were approved by email dated August 28, 2017 and are presented here for information:

Motion: The last active date of ministry for the Rev. Matt Paul at St. Andrew Presbyterian Church will be October 1, 2017, and that the final date of any service for the church will be no later than October 11, 2017. This is a modification to the dissolution agreement approved by the congregation at their meeting held on July 30, 2017. Since this change is not a material change to the agreement and still falls within the parameters of that agreement, there will not need to be a subsequent Congregational Meeting.

Motion: To approve the formation of an intentional interim search committee at St. Andrew Presbyterian Church. This motion bodes very well for the church and the congregation moving forward.

The following motion was approved by email dated September 4, 2017 and is presented here for information:

Motion: to approve Alice Hawes to serve communion in the absence of a pastor at the Argyle church.

**Presbytery of East Iowa
Balance Sheet
August 31, 2017**

	<u>Aug 31, 17</u>
ASSETS	
Current Assets	
Checking/Savings	
1005 - Checking - U of I Credit Union	102,420.43
1010 - Savings - U of I Credit Union	603,486.35
Total Checking/Savings	<u>705,906.78</u>
Total Current Assets	<u>705,906.78</u>
TOTAL ASSETS	<u>705,906.78</u>
LIABILITIES & EQUITY	
Equity	
30000 - Opening Balance Equity	
30001 - Prior Year Balances	211,930.62
30002 - Church Closing Reserves	179,745.59
30003 - Restricted Balances	224,562.62
Total 30000 - Opening Balance Equity	<u>616,238.83</u>
32000 - Unrestricted Net Assets	94,329.29
Net Income	-4,661.34
Total Equity	<u>705,906.78</u>
TOTAL LIABILITIES & EQUITY	<u>705,906.78</u>

**Presbytery of East Iowa
Budget vs Actual
YTD August 31, 2017**

	Jan - Aug 17	Budget	% of Budget
Income			
4000 - Unified Missions			
		121,333.0	
4001 - East Iowa Missions	54,769.67	0	45.14%
4002 - PEIA Prev Year Missions	4,220.72		
4003 - PEIA Peacemaking Offering	-246.85		
4004 - Prior Year Transfer Funds	37,000.00		
4005 - Pakistan Education Partnership	16,045.75		
	111,789.29	121,333.00	92.13%
Total 4000 - Unified Missions			
4010 - Endowment Incomes			
			103.78
4011 - Grubbs Endowment	37.36	36.00	%
4012 - Laurence Nelson Scholarship Fu	0.00	0.00	0.0%
4013 - Mt Zion Endowment	210.72	207.00	101.8%
			100.11
4014 - Sinclair Endowment	1,850.08	1,848.00	%
4015 - McCann Scholarship	507.00		
			124.59
Total 4010 - Endowment Incomes	2,605.16	2,091.00	%

4040 - Per Capita/PEIA			
	137,113.1	170,534.0	
4041 - East Iowa Per Capita	0	0	80.4%
	<hr/>		
Total 4040 - Per Capita/PEIA	137,113.1	170,534.0	80.4%
	0	0	
4050 - Operating Interest - Savings	1,574.98		
4100 - Synod Support			
			155.75
4101 - CPS Support	12,459.93	8,000.00	%
	<hr/>		
Total 4100 - Synod Support	12,459.93	8,000.00	155.75%
			%
4640 - Other Types of Income			
			100.75
4641 - Mt Moriah Principle	1,789.30	1,776.00	%
4642 - Mt Moriah Interest	5,309.26	5,320.00	99.8%
4643 - Miscellaneous Revenue	1.00		
4645 - Refunds	20.62		
4660 - PEIA Disaster Recovery Fund	250.00		
			103.86
Total 4640 - Other Types of Income	7,370.18	7,096.00	%
Total Income	272,912.6	309,054.0	
	4	0	88.31%
<hr/>			
Expense			
6000 - Commission on Ministry (COM)			
			214.29
6010 - Admin Expense	750.00	350.00	%
6020 - Meals	49.34	400.00	12.34%

6030 - CRE Retreats	1,479.95	2,000.00	74.0%
6040 - New Pastor Development	954.59	1,000.00	95.46%
6050 - Pastor Assessmnt & Consultation	263.97	2,000.00	13.2%
6060 - COM Background Checks	-28.55	100.00	-28.55%
Total 6000 - Commission on Ministry (COM)	<u>3,469.30</u>	<u>5,850.00</u>	<u>59.3%</u>
6100 - Commission/TaskFrc Expenses			
6105 - Comm on Prep for Ministry	47.98	2,000.00	2.4%
6110 - Personnel	68.30	100.00	68.3%
6115 - Nominating	0.00	150.00	0.0%
6120 - Comm on Representation	108.00	100.00	108.0%
6125 - Trustees	0.00	100.00	0.0%
6130 - Mileage for Comm/Task Forces	2,504.35	3,333.00	75.14%
6205 - Vision & Renewal Task Force	0.00	300.00	0.0%
6210 - Presbytery Mtg Task Force	0.00	100.00	0.0%
6215 - Healing & Recon Task Force	0.00	100.00	0.0%
6220 - Administrative Commissions	15.37	500.00	3.07%
6225 - PEIA Coord Commission (PCC)	206.00	100.00	206.0%
6230 - Permanent Judicial Commission	0.00	500.00	0.0%
6305 - Networking Events	2,636.52	2,500.00	105.46%
6310 - Leadership Events	1,662.67	2,500.00	66.51%
6315 - Presbytery Meeting Expenses	2,580.82	1,800.00	143.38%
Total 6100 - Commission/TaskFrc Expenses	<u>9,830.01</u>	<u>14,183.00</u>	<u>69.31%</u>
6500 - Operations			

6501 - New Equipment	0.00	500.00	0.0%
			116.47
6502 - Copier & Printing	3,493.98	3,000.00	%
6503 - Communications Contract	2,270.00	4,000.00	56.75%
			109.58
6504 - Internet Access Contract	964.34	880.00	%
6505 - IT Services & Software	10,141.54	5,600.00	181.1%
6506 - Telephone, Telecommunications	1,158.33	2,477.00	46.76%
6510 - Condo Association Dues	9,626.72	9,720.00	99.04%
6511 - Utilities	1,385.62	1,866.00	74.26%
6512 - Building Insurance	3,082.25	5,500.00	56.04%
			121.63
6513 - Custodial Contract	2,432.52	2,000.00	%
6514 - Office Maintenance Exp	0.00	300.00	0.0%
6520 - Supplies	800.77	1,334.00	60.03%
6521 - Postage, Mailing Service	975.45	1,334.00	73.12%
6522 - Bank Fees & Charges	1.03	100.00	1.03%
6523 - Legal & Professional	208.00	2,000.00	10.4%
6524 - Audits & Financial Reviews	0.00	1,000.00	0.0%
6525 - Kitchen/Hospitality	23.88	600.00	3.98%
6530 - Publications	78.95	200.00	39.48%
6531 - Awards/Recognitions/Remembrance	0.00	600.00	0.0%
Total 6500 - Operations	36,643.38	43,011.00	85.2%
6600 - Officer & Other Travel			
6603 - Moderator & Vice Moderator Exp	40.00	500.00	8.0%

6604 · Treasurer	726.53	600.00	121.09 %
Total 6600 · Officer & Other Travel	<u>766.53</u>	<u>1,100.00</u>	<u>69.69%</u>
6700 · Payroll Expense			
6701 · Stated Clerk Payroll Expenses			
6705 · Salary - Stated Clerk	41,629.66	35,700.00	116.61 %
6710 · Benefits - Stated Clerk	7,346.10	12,494.00	58.8%
6715 · FICA Stated Clerk	3,746.65	3,686.00	101.65 %
6720 · Continuing Education St Clrk	0.00	1,000.00	0.0%
6725 · Travel Exp - Stated Clerk	3,725.50	2,000.00	186.28 %
6730 · Professional Exp - Stated Clerk	375.98	500.00	75.2%
Total 6701 · Stated Clerk Payroll Expenses	<u>56,823.89</u>	<u>55,380.00</u>	<u>102.61 %</u>
6702 · Payroll Expenses COM Associate			
6706 · Salary - COM Associate	41,629.66	35,696.00	116.62 %
6711 · Benefits - COM Associate	7,346.10	12,494.00	58.8%
6716 · FICA - COM Associate	3,746.65	3,686.00	101.65 %
6721 · Continuing Ed - COM Assoc	0.00	1,000.00	0.0%
6726 · Travel - COM Associate	2,224.67	2,666.00	83.45%
6731 · COM Associate - Other Expenses	1,094.42	1,434.00	76.32%
Total 6702 · Payroll Expenses COM Associate	<u>56,041.50</u>	<u>56,976.00</u>	<u>98.36%</u>

6703 - Payroll Exp - Pastor to Pastor			
			106.83
6707 - Salary - Pastor to Pastor Assoc	7,249.12	6,786.00	%
6717 - FICA - Pastor to Pastor	0.00	466.00	0.0%
6723 - Continuing Ed -Pastor to Pastor	1,000.00	1,000.00	100.0%
6727 - Travel Exp - Pastor to Pastor	1,439.56	1,680.00	85.69%
Total 6703 - Payroll Exp - Pastor to Pastor	9,688.68	9,932.00	97.55%
6704 - Payroll Exp - Networking Assoc			
6708 - Salary Exp-Networking Associate	25,614.24	25,790.00	99.32%
			104.93
6713 - Benefits - Networking Assoc	9,741.45	9,284.00	%
6718 - FICA - Networking Associate	1,959.48	2,624.00	74.68%
			113.77
6724 - Cont Ed - Networking Assoc	1,137.65	1,000.00	%
6728 - Travel Expenses - Networking	33.17	2,000.00	1.66%
Total 6704 - Payroll Exp - Networking Assoc	38,485.99	40,698.00	94.57%
6760 - Payroll Exp - Financial Manager			
6765 - Wages - Financial Manager	6,774.72	7,098.00	95.45%
			101.23
6767 - FICA - Financial Manager	518.28	512.00	%
Total 6760 - Payroll Exp - Financial Manager	7,293.00	7,610.00	95.83%
	168,333.0	170,596.0	
Total 6700 - Payroll Expense	6	0	98.67%
6800 - Mission Partnerships			

6801 - Camp Wyoming	35,000.00	35,000.00	100.0%
6802 - Coe College Chaplaincy	5,000.00	7,500.00	66.67%
6803 - Mission Starfish Haiti	5,000.00	5,000.00	100.0%
6804 - Presbytery Mission Outreach	200.00	10,000.00	2.0%
6805 - Prior Year Mission Disbursement	37,000.00		
6806 - Pakistan Educaton Partnership	16,372.64		
			<hr/>
Total 6800 - Mission Partnerships	98,572.64	57,500.00	171.43 %
8000 - Church Closings	-41,338.46		
8003 - Church Closing Expense	1,297.52		
			<hr/>
Total Expense	277,573.98	292,240.00	94.98%
Net Income	-4,661.34	16,814.00	-27.72%

Church Name	City	PIN	2017 Per Capita	Paid	Due	Mission Pledge	Paid
Ainsworth Community Church	Ainsworth	10415	3,456.00	1,728.00	1,728.00	550.00	275.00
Argyle Presbyterian Church	Argyle	2549	2,736.00	2,736.00	0.00		1,000.00
Pleasant Hill Presbyterian Church	Atkins	2345	2,664.00		2,664.00		
Bettendorf Presbyterian Church	Bettendorf	2589	12,024.00	10,725.00	1,299.00	3,000.00	
First Presbyterian Church	Birmingham	2550	288.00	264.00	24.00		250.00
First Presbyterian Church	Blairstown	2346	1,548.00	1,548.00	0.00		
Blue Grass Presbyterian Church	Blue Grass	10388	5,148.00		5,148.00		
Bonaparte United Church	Bonaparte	2551	900.00	449.98	450.02		
Brighton United Church	Brighton	2591	2,196.00		2,196.00		
First Presbyterian Church	Burlington	11889	6,948.00	1,000.00	5,948.00		
Community Presbyterian Church	Cascade	2479	684.00	342.00	342.00	700.00	437.00
Calvin Sinclair Presbyterian Church	Cedar Rapids	9582	1,224.00		1,224.00		
Christ Church Presbyterian	Cedar Rapids	2375	4,212.00	1,667.00	2,545.00	600.00	
Echo Hill Presbyterian Church	Cedar Rapids	12233	9,756.00	6,504.00	3,252.00	8,000.00	5,336.00
First Presbyterian Church	Cedar Rapids	2347	18,144.00		18,144.00		
Hus Memorial Presbyterian Church	Cedar Rapids	2350	3,276.00	1,638.00	1,638.00	450.00	450.00
Olivet Presbyterian Church	Cedar Rapids	2352	2,376.00	2,668.00	-292.00	1,000.00	1,000.00
Westminster Presbyterian Church	Cedar Rapids	2354	14,220.00	9,480.00	4,740.00	5,270.00	3,000.00
First United Presbyterian Church	Clinton	12129	4,716.00		4,716.00		
Zion Presbyterian Church	Coggon	2358	2,736.00	2,736.00	0.00	1,000.00	1,000.00
Cotter Presbyterian Church	Columbus Junctn	2596	864.00	864.00	0.00	750.00	750.00
Salem Welsh Presbyterian Church	Columbus Junctn	2594	1,404.00	1,404.00	0.00		100.00
United Presbyterian Church	Columbus Junctn	2593	3,600.00	3,600.00	0.00		3,000.00
St. Andrew Presbyterian Church	Coralville	2626	30,852.00	17,997.00	12,855.00		15,181.13
United Church of Crawfordsville	Crawfordsville	10414	2,052.00		2,052.00		
First Presbyterian Church	Davenport	2598	33,156.00	13,631.00	19,525.00	6,000.00	1,500.00
New Hope Presbyterian Church	Davenport	12240	2,916.00	2,021.00	895.00	600.00	400.00
Newcomb Presbyterian Church	Davenport	2600	6,876.00	6,876.00	0.00		
First Presbyterian Church	Ely	2357	7,560.00	4,410.00	3,150.00		700.00
First Presbyterian Church	Fairfield	2554	5,724.00		5,724.00	2,000.00	2,000.00
Sharon Presbyterian Church	Farmington	2557	4,932.00		4,932.00	2,500.00	2,500.00
Union Presbyterian Church	Ft. Madison	2558	3,456.00		3,456.00	250.00	500.00
First Presbyterian Church	Hazleton	2482	756.00	324.00	432.00	250.00	250.00
First Presbyterian Church	Independence	2484	8,424.00	6,552.00	1,872.00		
First Presbyterian Church	Iowa City	2605	17,964.00	9,888.00	8,076.00	7,000.00	3,000.00
United Presbyterian Church	Keokuk	10668	2,556.00	1,278.00	1,278.00	0.00	
United Church of Faith	Keota	2607	3,132.00	1,360.00	1,772.00	2,000.00	
First Presbyterian Church	LeClaire	2609	2,232.00	1,502.00	730.00		
Our Savior Presbyterian Church	LeClaire	10135	4,284.00	579.00	3,705.00		
United Presbyterian Church	Lone Tree	10026	7,884.00	630.00	7,254.00	4,150.00	2,420.85
Union Presbyterian Church	Lost Nation	2360	4,104.00	2,872.80	1,231.20	450.00	
First Presbyterian Church	Manchester	2489	3,996.00	2,664.00	1,332.00		
First Presbyterian Church	Marengo	2611	5,256.00	3,387.20	1,868.80		
First Presbyterian Church	Marion	2361	15,948.00	16,761.00	-813.00		5,667.00
First Presbyterian Church	Mechanicsville	2362	3,276.00	3,276.00	0.00	1,000.00	1,000.00
First United Presbyterian Church	Mediapolis	2562	2,736.00	1,476.00	1,260.00	0.00	
First Presbyterian Church	Miles	2363	3,276.00	1,556.00	1,720.00	1,500.00	1,250.00
First Presbyterian Church	Monticello	9641	7,380.00	792.00	6,588.00		4,000.00
Montrose Presbyterian Church	Montrose	2565	1,260.00	1,260.00	0.00		
First United Presbyterian Church	Morning Sun	2566	2,340.00	1,508.00	832.00		
First Presbyterian Church	Mt. Pleasant	2569	10,152.00	3,193.00	6,959.00	10,000.00	5,000.00
First Presbyterian Church	Mt. Vernon	2366	5,364.00	3,129.00	2,235.00		
Linn Grove Presbyterian Church	Mt. Vernon	2367	1,260.00		1,260.00	1,500.00	
First Presbyterian Church	Muscatine	2613	8,172.00	8,172.00	0.00	3,300.00	1,925.00
New London Presbyterian Church	New London	2571	2,952.00	1,722.00	1,230.00		535.00
Central Presbyterian Church	Newhall	2368	1,656.00		1,656.00		
First Presbyterian Church	Onslow	2369	1,404.00	1,404.00	0.00		
Princeton Presbyterian Church	Princeton	2616	2,160.00		2,160.00		
First Presbyterian Church	Rowley	2495	1,260.00	1,260.00	0.00	800.00	800.00

Church Name	City	PIN	2017 Per Cap	Paid	Due	Mission Pled	Paid
Scotch Grove Presbyterian Church	Scotch Grove	2371	864.00	864.00	0.00	125.00	125.00
First Presbyterian Church	Shellsburg	2372	3,024.00	3,024.00	0.00	0.00	
Springville Presbyterian Church	Springville	2373	3,168.00	729.00	2,439.00		
Stanwood Union Church	Stanwood	10413	2,448.00	2,448.00	0.00	0.00	
Vinton Presbyterian Church	Vinton	10227	8,926.00	5,208.00	3,718.00		
First Presbyterian Church	Wapello	2579	4,032.00	4,032.00	0.00	1,000.00	
United Presbyterian Church	Washington	9756	13,932.00	8,127.00	5,805.00	7,500.00	4,375.00
First Church United	West Liberty	2622	2,700.00	2,700.00	0.00	1,400.00	1,000.00
West Point Presbyterian Church	Denmark	2580	900.00		900.00		
First Presbyterian Church	Williamsburg	2623	9,540.00		9,540.00	5,000.00	2,500.00
First Presbyterian Church	Wilton	2624	6,336.00	3,478.00	2,858.00	0.00	
Sugar Creek Presbyterian Church	Wilton	2625	1,116.00		1,116.00		
First Presbyterian Church	Winfield	2581	5,076.00		5,076.00		
			395,890.00	201,444.98	194,445.02	79,645.00	73,226.98
Presbytery of East Iowa							
General Missions and Per Capita							
2017							
Dollars							
Members as of 12/31/2015				11,026	396,936.00		
	Per Capita	2017%	Billed	Collected YTD	Due		
	GA	0.208332	82,694.47	41,967.44	40,727.04		
	Synod	0.147224	58,438.51	29,657.54	28,780.97		
	PEIA	0.644444	255,803.02	129,820.01	125,983.01		
	Due	1.000000	396,936.00	201,444.98	195,491.02		
	2017 Per Capita \$			Unbillable	Billed		
	GA	7.50	82,695.00				
	Synod	5.30	58,437.80				
	PEIA	23.20	255,803.20				
		36.00	396,936.00		395,890.00		
	General Mission	2017%	Pledged	Collected	Over/Under		
	GA	0.66	52,565.70	48,329.81			
	Synod	0.07	5,575.15	5,125.89			
	PEIA	0.27	21,504.15	19,771.28			
			79,645.00	73,226.98	6,418.02		

Seeking to be Faithful Together: Guidelines for Presbyterians During Times of Disagreement

In a spirit of trust and love, we promise we will...

<p>Give them a hearing... listen before we answer</p> <p><i>John 7:51 and Proverbs 18:13</i></p>	<p>1 Treat each other respectfully so as to build trust, believing that we all desire to be faithful to Jesus the Christ;</p> <ul style="list-style-type: none"> – we will keep our conversations and communications open for candid and forthright exchange, – we will not ask questions or make statements in a way which will intimidate or judge others. <p>2 Learn about various positions on the topic of disagreement.</p> <p>3 State what we think we heard and ask for clarification before responding, in an effort to be sure we understand each other.</p>
<p>Speak the truth in love</p> <p><i>Ephesians 4:15</i></p>	<p>4 Share our concerns directly with individuals or groups with whom we have disagreements in a spirit of love and respect in keeping with Jesus' teachings.</p> <p>5 Focus on ideas and suggestions instead of questioning people's motives, intelligence or integrity;</p> <ul style="list-style-type: none"> – we will not engage in name-calling or labelling of others prior to, during, or following the discussion. <p>6 Share our personal experiences about the subject of disagreement so that others may more fully understand our concerns.</p>
<p>Maintain the unity of the spirit in the bond of peace</p> <p><i>Ephesians 4:3</i></p>	<p>7 Indicate where we agree with those of other viewpoints as well as where we disagree.</p> <p>8 Seek to stay in community with each other though the discussion may be vigorous and full of tension;</p> <ul style="list-style-type: none"> – we will be ready to forgive and be forgiven. <p>9 Follow these additional guidelines when we meet in decision-making bodies:</p> <ul style="list-style-type: none"> – urge persons of various points of view to speak and promise to listen to these positions seriously; – seek conclusions informed by our points of agreement; – be sensitive to the feelings and concerns of those who do not agree with the majority and respect their rights of conscience; – abide by the decision of the majority, and if we disagree with it and wish to change it, work for that change in ways which are consistent with these Guidelines. <p>10 Include our disagreement in our prayers, not praying for the triumph of our viewpoints, but seeking God's grace to listen attentively, to speak clearly, and to remain open to the vision God holds for us all.</p>

Adopted by the 204th General Assembly (1992) of the Presbyterian Church (U.S.A.) for use by sessions and congregations

MEETINGS OF THE PRESBYTERY OF EAST IOWA

1. Any main motion introduced on the floor should be legibly written and submitted to the Stated Clerk.
2. Microphones are placed on the floor for the use of the commissioners. Whenever you wish to address the Presbytery **promptly** proceed to the nearest microphone.
3. The proper procedure for gaining recognition is to say, “Mr. Moderator,” or “Madame Moderator,” and **wait** for the Moderator to recognize you before speaking.
4. The person making the motion is entitled to speak first in debate. However, the maker of the motion must be silent until the motion is seconded and has been stated by the Moderator, providing the motion is debatable.
5. The newest edition of *Roberts Rules of Order* is the parliamentary authority.
6. At times the Moderator may rule on a matter without taking a vote. If there is no objection, it will be considered unanimous (or general) consent. If there is an objection, it should be made known immediately. If even one commissioner objects, a vote must be taken.
7. If you want to make or change a motion or policy and do not know the correct procedure:
 - a) be recognized by the Moderator
 - b) say what you want to do
 - c) ask the moderator how to do it

PARLIAMENTARY PROCEDURE

TO DO THIS	SAY THIS . . .	VOTE REQUIRED TO PASS
Make a main motion	“I move that ...” or “I move to...”	Majority
Modify or change a motion	“I move to amend by...”	Majority
Postpone consideration to another time	“I move to postpone until...”	Majority or 2/3 if a special order
End debate and bring to a vote	“I move the previous question” or “I move the previous question on all pending questions.”	Two-thirds
Refer to a committee	“I move that this matter be referred to ...”	Majority
Object to procedures	“Point of order.”	Usually the Moderator decides
Challenge ruling of the moderator	“I appeal the Moderator’s decision.”	Majority or tie vote sustains the Moderator
Retake the vote by rising	“I call for a division” or simply “Division”.	The demand requires a rising vote

The Moderator exists to help Presbytery accomplish what it wishes to accomplish. The Moderator does not have to have the vote counted. If the vote is not counted and you desire that it be counted, you may move the incidental motion: “I move that the vote be counted.” The Moderator may call for objections on a motion and seeing/hearing none may declare that the motion passes.

MOTION FORM

When presenting motions to the Presbytery, please write your motion on this form. If you are not sure of the wording of your motion, state whatever it is that you wish to accomplish so that the Moderator or Stated Clerk can assist you.

YOUR MOTION

**OR
WHAT YOU WISH TO ACCOMPLISH**

Your Name:

Check one:

Teaching Elder Commissioner

Ruling Elder Commissioner