



**The Wider Covenant Community  
Engaging in Relationships Beyond PEIA**

**The 183<sup>rd</sup> Stated Meeting of the Presbytery  
of East Iowa**

Vinton Presbyterian Church, Vinton, IA  
608 1st Avenue, Vinton, IA 52349  
(319) 653-6588  
12 August 2018

***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

2:00-2:45 p.m.

**Registration and Relationship Building  
Refreshments and Resource Tables**

**PRESBYTERY TEAM INTEREST SESSION—Follow Your Passion!**

Sign up for service on one of the new Presbytery teams to contribute your gifts and skills to the covenant community! Handouts detailing the teams with descriptions of the focus for each group and the skills/talents/experience needed for each are available on tables and at registration.



## 183<sup>rd</sup> STATED MEETING DOCKET

3:00 p.m.	<p><b>WORSHIP (Sanctuary)</b></p> <p><b>Taizé Worship</b></p>	
4:00 p.m.	<p><b>The Presbytery Convenes (Fellowship Hall)</b></p> <p>Constituting Prayer</p> <p>Declaration of Quorum</p> <p>Approval of Docket/Establishing Rolls</p> <p>Seating of Corresponding Members</p>	<p>Moderator</p> <p>Elder</p> <p>Karen</p> <p>Minnis</p> <p>Stated Clerk</p> <p>Elder Dr.</p> <p>Rebecca</p> <p>Blair</p>
	<p><b>WELCOME</b></p> <p>Introduction of First-Time Presbyters</p> <p>Welcome from Host Pastor (The Reverend Jessica Crane Muñoz)</p>	<p>Moderator</p> <p>Minnis</p>
	<p><b>REPORT OF THE STATED CLERK</b></p> <ul style="list-style-type: none"> <li>• Consent Agenda</li> <li>• Information Items</li> </ul>	<p>Stated Clerk</p> <p>Blair</p>
	<p><b>REPORT OF G.A. COMMISSIONERS</b></p> <p><b>223<sup>RD</sup> GENERAL ASSEMBLY (2018) – ST. LOUIS</b></p> <p>(Ruling Elder Marta Pumroy, Ruling Elder Kerry Jennings, and Teaching Elder Lisa Ross Thedens)</p>	

	<p><b>REPORT OF THE COMMITTEE ON REPRESENTATION AND NOMINATION</b></p> <ul style="list-style-type: none"> <li>• Nominations for <ul style="list-style-type: none"> <li>○ Church Development and Vitality Team</li> <li>○ Leadership Development Team</li> <li>○ Ministers and Congregations Commission</li> <li>○ Pastoral Care Team</li> </ul> </li> </ul>	<p>Stated Clerk Blair</p>
	<p><b>REPORT OF THE COMMISSION ON MINISTRY</b></p> <ul style="list-style-type: none"> <li>• Motion to Amend Compensation Manual</li> <li>• Motion re CRE Commission -Tiffany Horvath</li> <li>• Information Items</li> </ul>	<p>RE Larry Petrick</p>
	<p><b>REPORT OF THE COMMITTEE ON PREPARATION FOR MINISTRY</b></p> <ul style="list-style-type: none"> <li>• Examination of Art Blegen for Enrollment as Candidate</li> </ul>	<p>TE Kristin Hutson</p>
	<p><b>REPORT OF THE TRUSTEES</b></p> <ul style="list-style-type: none"> <li>• Presbytery Office Sale Update</li> <li>• Presbytery Relocation Update</li> <li>• Website Vendor Review Update</li> <li>• IT/Copier Vendor Review Update</li> </ul>	<p>Vice- Moderator Jessop</p>
	<p><b>REPORT OF TREASURER</b></p> <ul style="list-style-type: none"> <li>• Actual vs Current Budget Comparison</li> <li>• Current Balance Sheet</li> <li>• Per Capita and Mission by Church</li> </ul>	<p>Treasurer RE Karen Bartel</p>
	<p><b>PEACEMAKING TASK FORCE REPORT</b></p>	<p>Co-Moderator TE Lisa Ross Thedens</p>

	<b>COVENANT COMMUNITY HAPPENINGS (Up to 1 minute per person)</b>	
	<b>NEW BUSINESS</b>	
7:00 p.m	<b>ADJOURNMENT</b>	



**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 2:30 p.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 meeting count.**
- **Childcare will be provided. Please indicate the need for childcare on the registration form.**

### **ACTION ITEM**

The Stated Clerk advises that a motion to approve the following consent agenda would be in order:

#### **Minutes of 182<sup>nd</sup> Stated Meeting**

- **That the Presbytery approve the minutes of the 182<sup>nd</sup> Stated Meeting of the Presbytery of East Iowa, convened on 22 May 2018 at United Presbyterian Church, Washington, Iowa.**

These minutes are posted on the Presbytery website—[www.peia.org](http://www.peia.org)

#### **Administrative Commission to Install the Reverend Emory Gillespie**

- **That the Presbytery receive the following report from the Administrative Commission for the Installation of the Reverend Emory Gillespie to the Monticello, First church and dismiss the Commission with deep appreciation.**

Administrative Commission for the Installation of the Reverend  
Emory Gillespie  
Monticello, First  
1 July 2018

The Administrative Commission for the Installation of the Reverend Emory Gillespie as Pastor of First Presbyterian Church in Monticello, Iowa, duly appointed by the Presbytery of East Iowa, convened with prayer on Sunday, 1 July 2018 at 9:35 a.m. in the rear of the sanctuary of First Presbyterian Church, Monticello,, Iowa.

Commission members present were:

RE Karen Minnis, Morning Sun, First, United, Presbytery Moderator  
RE Rebecca Blair, Iowa City, First, Presbytery Stated Clerk  
RE Larry Petrick, Mt. Vernon, First  
RE Larry Lamont, Monticello, First  
TE Bob David, At-Large  
The Reverend Jean Sullivan (UCC-Monticello)  
The Reverend Buck Firth (UCC-Kansas City, MO)

Elder Karen Minnis, Presbytery Moderator, called the commission to order with prayer, appointed Ruling Elder Rebecca Blair as Clerk, and reviewed the order of worship for the installation service. The Clerk moved to dispense with the reading of the minutes and to adjourn the meeting with the benediction at the close of the installation service. The motion was seconded and APPROVED.

Moderator Minnis recessed the commission meeting with prayer in order for the commission to carry out the Service of Installation. The requirements of the Constitution were met, and all questions of the Reverend Emory Gillespie and the congregation were answered in the affirmative. No scruples were expressed. After the Prayer of Installation, Moderator Minnis pronounced that the Reverend Emory Gillespie was install as Pastor of First Presbyterian Church in Monticello, IA. The service and the meeting of the commission adjourned with Benediction at 12:13 p.m.

Respectfully submitted,  
Rebecca Blair, Clerk

### **INFORMATION ITEMS**

- The Stated Clerk reports on behalf of the Presbytery Coordinating Commission that notification has been received of the need for the Presbytery to **elect exam readers for the 2018-2019 ordination exam cycle.** Based upon the allocation formula set by the Presbyteries Cooperative Committee on Examinations for Candidates, PEIA is requested to provide **one Ruling Elder, one Teaching Elder, and one Alternate Reader.** **The Midwest Region exam evaluation periods will run from February 4-8, 2019 and May 6-10, 2019.** If you are interested in serving as a reader, please submit your name to the Stated Clerk. Thanks!
- Applications are available for the Synod of Lakes and Prairies Racial Ethnic Student Preparation for Leadership Scholarship Fund. Deadline for receipt of applications is September 30, 2018. Please contact the Stated Clerk to receive more information.
- The Presbytery has received a letter from the Reverend Dr. Laurie Kraus. Director of Presbyterian Disaster Assistance, thanking us for our gift to address refugee emergencies. This money was collected as the offering from the 182<sup>nd</sup> Stated Meeting in May.

# REPORT OF THE COMMITTEE ON REPRESENTATION AND NOMINATION

The COR-N invites everyone in the Presbytery to FOLLOW YOUR PASSION in service to the Presbytery's mission and ministry.

Sign up yourself and encourage those in your church with particular gifts and talents to sign up for service on one of the new Presbytery teams to contribute covenant community! Handouts are available detailing the teams with descriptions of the focus for each group and the skills/talents/experience needed for each. **Want to know more? Speak with a COR-N member: Mary Atwood, Aimee Goldmeyer, Trey Hegar, Judy Whitford, Larry Lamont, or Gary Burnett.**

## ACTION ITEMS

**MOTION: COR-N recommends that the Presbytery elect the following persons as indicated.**

	Term Begins	Term Ends
<b>CHURCH DEVELOPMENT AND VITALITY TEAM</b>		
<b>Teaching Elder Danie deBeer [First term]</b> Iowa City, St. Andrew	Upon election	31 December 2020
<b>Teaching Elder Katie Styrk [First term]</b> Davenport, First	Upon election	31 December 2021
<b>Ruling Elder Stan Tate [First term]</b> Columbus Junction, United	Upon election	31 December 2019
<b>LEADERSHIP DEVELOPMENT</b>		
<b>Teaching Elder Mary Anne Welch [First term]</b> Farmington, Sharon	Upon election	31 December 2021
<b>Teaching Elder Jim Bonewald [First term]</b> Lone Tree, United	Upon election	31 December 2021
<b>Ruling Elder Bob Youngquist [First term]</b> Iowa City, First	Upon election	31 December 2021
<b>Teaching Elder Jon Evans [First term]</b> Morning Sun, United and Wapello, First	Upon election	31 December 2020
<b>Teaching Elder Sam Massey [First Term]</b> Iowa City, First	Upon election	31 December 2020
<b>Teaching Elder Dottie Halverson [First term]</b> Cotter/Salem/Winfield	Upon election	31 December 2020

<b>MINISTERS AND CONGREGATIONS COMMISSION</b>		
<b>Ruling Elder Ann Luedtka [First Term]</b> Cedar Rapids, Christ Church	Upon election	31 December 2021
<b>Teaching Elder Jennifer Jennings [Second Term]</b> Wilton, First	Upon election	31 December 2021
<b>Teaching Elder Kristin Hutson [First Term]</b> Cedar Rapids, First	Upon election	31 December 2021
<b>Ruling Elder Don Clark [Second Term]</b> Columbus Junction, United	Upon election	31 December 2020
<b>Teaching Elder John Hougen [Second Term]</b> Independence, First	Upon election	31 December 2020
<b>Ruling Elder Martha Wiley [Second Term]</b> Mt. Pleasant, First	Upon election	31 December 2020
<b>PASTORAL CARE TEAMS</b>		
<b>Ruling Elder Phil Leipold</b> Davenport, Newcomb	1 January 2019	



# REPORT OF THE COMMISSION ON MINISTRY

## **ACTION ITEMS:**

### **Motion to Amend the Pastor Benefits Section of the *Compensation and Benefits Manual, Effective 1 January 2018***

This motion concerns the benefits of Called and Temporary Pastors, both full-time and part-time, relating to benefits provided by the Board of Pensions as stated in the Presbytery's *Compensation and Benefits Manual Effective 1 January 2018*. **The Commission on Ministry recommends approval by the Presbytery.**

**MOTION:** To amend the Presbytery's *Compensation and Benefits Manual, Effective 1 January 2018* by replacing the first and second bulleted paragraphs on page 9 of the Manual, with the following paragraphs, and to repaginate and adjust the Table of Contents to conform with the changes, effective immediately with the passage of the motion:

#### **All Called and Installed Teaching Elders**

All Teaching Elders in called and installed positions shall receive benefits as members in "The Benefit Plan of the Presbyterian Church (U.S.A.)" under the Pastor's Participation coverage. Dues are a percentage of effective salary. The church is responsible for the entire payment of the dues. The four core benefit plans in "The Benefit Plan of the Presbyterian Church (U.S.A.)" and dues for each as a percent of effective salary for 2018 are as follows: Pensions 11%; Death and Disability 1%; and Medical 25% for a total of 37% of Effective Salary. The total is subject to a minimum amount. All eligible family members are automatically covered under the Medical Plan.

#### **Teaching Elders Other Than Called and Installed /CREs Contracted 20 hours per Week or More**

Teaching Elders serving as temporary pastors or intentional interim pastors with a contract of 20 hours per week or more are eligible to participate in either "The Benefit Plan of the Presbyterian Church (U.S.A.)" in the same way as Teaching Elders in called and installed positions as stated above, or they may elect coverage in one or more of the individual benefit plans offered in the Menu of Options by the Board of Pensions. These core options include Pension, Death and Disability, and Medical.

CREs commissioned with a contract of 20 hours per week or more are not eligible for the "The Benefit Plan of the Presbyterian Church (U.S.A.)" They are eligible for coverage in one or more of the individual benefit plans offered in the Menu of Options by the Board of Pensions.

The Session and the Teaching Elder/CRE may agree that the Teaching Elder/CRE will not be covered by any benefits through the Board of Pensions.

The decision among the above options is negotiable between the church Session and the Teaching Elder/CRE. These options are detailed below:

- If the decision is to cover the Teaching Elder under the "The Benefit Plan of the Presbyterian Church (U.S.A.);" the administration will be the same as for a called and installed pastor. The dues will be a percent of effective salary paid entirely by the church with no cost-sharing with the Teaching Elder, and all eligible family members will be automatically covered under the Medical Plan.
- Alternatively, the Teaching Elder/CRE and the Session may agree that the Teaching Elder/CRE will be covered under one or more of the core benefits in the Menu of Options without the requirement that they be covered by any of the other options. These options are Pension, Death and Disability and Medical.

If the Death and Disability option is chosen as a standalone product from the Menu of Options without the Pension Benefit, the dues are 2.5% of effective salary; if the Death and Disability option is chosen with the Pension Benefit, dues are 1%. Dues for Pension whether as a standalone or combined with Death and Disability are 11%. Both of these core benefits are payable by the church with no cost-sharing with the pastor.

If the Medical Plan is selected there are four options available for coverage: 1) member only, 2) member plus spouse, 3) member plus children, or 4) member plus family. The church must contribute a minimum of 50% of dues for the coverage options agreed upon, with the cost of dues priced by the Board for the individual church based on its location and the age of the Teaching Elder/CRE. The church may contribute more than this minimum.

In all cases the dues for the benefit Plans from the Menu of Options will be paid to the Board of Pensions by the church and the Teaching Elder/CRE's agreed upon share for Medical dues, if any, will be paid to the church through a pre-tax reduction of the Teaching Elder's/CRE's salary.

- The third option is that the Session and the Teaching Elder/CRE agree that no benefits will be provided.

If it is agreed that the temporary pastor or intentional interim pastor or CRE will not receive health care benefits from the Board of Pensions, the Presbytery strongly encourages the individual to obtain coverage from another source, such as the health care policy of the spouse's employer.

### **Teaching Elders Other Than Called and Installed Contracted Less Than 20 hours/Week**

Teaching Elders serving as temporary pastors or intentional interim pastors with a contract of less than 20 hours per week are not eligible for coverage under the Pension Plan or the Death and Disability Plans, however, they are eligible for Medical coverage under the Menu of Options pricing.

In such cases the pastor and church may negotiate that the pastor will be covered by the Medical Plan, under one of the four options available for coverage: 1) member only, 2) member plus spouse, 3) member plus children, or 4) member plus family. The cost of the dues for the benefits the pastor is to receive may be paid entirely by the church or may be shared between the pastor and the church with the church paying a minimum of 50% of the cost, with the cost of dues priced by the Board for the individual church based on its location and the age of the Teaching Elder. The church may contribute more than this minimum. The Medical dues will be paid to the Board of Pensions by the church and the Teaching Elder's agreed upon share of the Medical dues, if any, will be paid to the church through a pre-tax reduction of the Teaching Elder's salary.

CREs commissioned with a contract of less than 20 hours per week are not eligible for any of the four benefits under the Menu of Options. The Presbytery strongly encourages the CREs to obtain coverage, especially medical, from another source, such as the health care policy of the spouse's employer.

If it is agreed that the temporary pastor or intentional interim pastor will not receive health care benefits from the Board of Pensions, the Presbytery strongly encourages the pastor to obtain coverage from another source, such as the health care policy of the spouse's employer.

### **Other Optional Benefits**

Regardless of the above paragraphs, all Teaching Elders and CREs will be offered other optional benefits provided by the Board of Pensions, including Dental, Group Life Coverage, and the Retirement Savings Plan. These will be offered to Teaching Elders or CREs, with no requirement that the church contribute towards these optional benefits, although a church may choose to do so.

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## **Background Information**

### **Current Situation**

#### **Board of Pensions Requirements**

The Presbyterian Church (USA), through the Book of Order (G-2.0804), mandates that all called and installed pastors be provided with the "The Benefit Plan of the Presbyterian Church (U.S.A.)," through the Board of Pensions, consisting of pension, medical, death and disability benefits and paid for entirely by the calling church as a percentage of the pastor's effective salary subject to a minimum dues amount.

Starting in 2018, the Board of Pensions offers individual benefit options that may be selected individually to cover pastors who work at least 20 hours a week serving congregations, mid councils, agencies, and other affiliated employers in uninstalled (contracted) positions. Persons eligible to choose these new individual benefit options include persons in contracted temporary pastoral relationships and commissioned ruling elders. In these cases, the new Board of Pensions plan allows pastors in contracted service to negotiate with churches to cover them in one or more of these benefit options without a requirement to be covered by other options. The dues are listed

in the above amendment. The church must provide the payment of dues for any benefits provided, but there is limited restriction from the Board of Pensions on sharing the cost of Medical benefits dues between the pastor and the church. Such sharing may be affected through pre-tax reduction from the pastors' salary as agreed between the pastor and the church and is addressed in the amendment.

**Additional Requirements of the Presbytery**

The Presbytery has followed the policies of the Board of Pensions as stated above. In addition, it has required that the traditional benefit package of the Board of Pensions, including pensions, medical, disability and death benefits be provided to temporary pastors with a contract of 20 hours or more by the contracting church at its cost with no ability to opt out of any benefit or for sharing the cost of the dues between the church and the pastor. The amendment changes this requirement.

**Rationale for the Motion**

There are churches wishing to continue their ministry to their congregants and communities that are unable to pay the amount that would be required to meet the Presbytery requirements, and there are pastors who are able to gain benefits elsewhere, most commonly healthcare through their spouses' employers, who do not require Board of Pensions benefits and/or are willing and able to share some of the cost of the benefits with the church.

The above motion amends the provisions of the Presbytery's ***Compensation and Benefits Manual Effective 1 January 2018*** with the intent to give more latitude to temporary pastors, intentional interims, CREs and the involved churches to negotiate a compensation model that will benefit both the pastor and church.

It is further meant to provide churches, especially small churches with very limited finances, an opportunity to reduce the cost of the services of a pastor, especially in cases where the pastor is able to obtain benefits elsewhere at little or no added expense. This flexibility should enable the churches to continue valuable ministries for their members, as well as the local and broader communities, and to allow pastors to negotiate compensation that will allow them to partner with churches that otherwise would be unable to afford their services.

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**MOTION: COM recommends Presbytery approve the following motion at its meeting on 12 August 2018:**

**Recitals and Motion to approve Tiffany Horvath to be commissioned as a Commissioned Ruling Elder to First Presbyterian Church in Davenport to carry out the duties and responsibilities in the job description titled *Director of Christian Education* presented below as a part of this motion**

**Whereas**, the job description below titled, *Director of Christian Education* is a validated ministry,

and;

**Whereas**, Tiffany Horvath successfully completed all the requirements to be eligible to be commissioned to a validated ministry, and;

**Whereas**, Tiffany Horvath was declared by the Presbytery of East Iowa in its meeting on 22 May 2018 to be eligible to be commissioned to a validated ministry as a Commissioned Ruling Elder, and;

**Whereas**, the Session of First Presbyterian Church of Davenport recommends that she be commissioned to the church to carry out the duties and responsibilities of the job description below titled *Director of Christian Education*, and;

**Whereas**, COM recommends that she be so commissioned;

**Therefore**, the Presbytery hereby approves that Tiffany Horvath be commissioned to First Presbyterian Church of Davenport to carry out the duties and responsibilities of the job description below titled *Director of Christian Education* full-time effective upon approval of this motion for a period of three years with the following terms:

Salary: \$21,867

Housing Allowance: \$20,400

Social Security and Medicare: \$3,233

Medical: Board of Pensions Medical Policy to which she contributes 70%

Participation in the Board of Pensions 403 (b) plan with the church matching up to 3% of the amount contributed by Tiffany Horvath

The church contributes an additional 6% of salary to her Board of Pensions 403(b) account

Vacation: 4 weeks

Continuing education: 2 weeks

Continuing education reimbursable expenses: \$1,000

Professional reimbursable expenses: \$500

Mileage driven in a personal vehicle on church business will be reimbursed at the IRS allowable rate.

Maternity paid leave of up to 6 weeks each occurrence

This commission may be renewed with the concurrence of Tiffany Horvath, the recommendation of the Session of First Presbyterian Church of Davenport, COM and approval of the Presbytery.

The above terms are in accordance with the Presbytery's compensation policy for Commissioned Ruling Elders. The salary is equal to the minimum of Level 4 of the CRE Compensation Structure, which is the Level historically used at First Presbyterian Church of Davenport for this job when occupied by an Associate Pastor. The CRE Structure is calculated at 70% of the Pastor Compensation Structure.

## Applicable Job Description

**FIRST PRESBYTERIAN CHURCH**  
**1702 Iowa St.**  
**Davenport, IA 52803**  
**Approved: March 16, 2017**

**Position Title:** Director of Christian Education

**Classification:** Ministerial, Full-time

**Primary Concentration:** Children, Youth, and Young Adult Christian Education, Fellowship and Family Ministries.

**Reports to:** Head of Staff, and Session exercised through the Church Government and Personnel Committee.

**Summary of Position:** The Director of Christian Education has primary responsibility to:

- 1) Direct a broad based Christian education ministry that involves children, youth and their families, and young adults in the study of God's Word and the issues and concerns that Christians face in their daily living.
- 2) Develop, implement and facilitate programs and activities of fellowship for children, youth, their families, and young adults.
- 3) Utilize creativity and innovation in the introduction and execution of programs and events; with the goal in mind that increased participation of children, youth and their families, and young adults gives evidence of a growing ministry in the name of Jesus Christ.
- 4) Bring a high level of energy and innovation to create a sense of purpose, and inspire the staff and volunteers working with this group and the congregation, with infectious enthusiasm and excitement to achieve that purpose: to create a program of education and fellowship grounded in the Christian faith that will initially attract children, youth and their families and young adults and keep them coming back.

### **I. Primary Responsibilities**

#### **A. Children, Youth and Young Adults Christian Education**

- b. Recruit, supervise and support the Nursery Coordinator and the nursery caregivers.
- c. Assist the Children's Christian Education and Fellowship for Youth Committee (CEFY) in review and selection of curriculum and other resources for programs for Pre-K through high school, as well as special occasion multi-generational church fellowship activities and events.
- d. Recruit, train, support and provide resources for volunteer teachers for church school.
- e. Plan and coordinate special church activities for all ages and families throughout the year; including Vacation Bible Camp, Fall Fest, a Thanksgiving Breakfast, an Easter Celebration, children and youth led Christmas worship, and other special events as needed and/or developed, making it a point to encourage community youth (nonchurch members) involvement. S-24
- f. Assist and participate in mission trips.
- g. Administer the confirmation program.
- h. Teach in areas such as: • Bible Study • Confirmation classes/program • Topical discussion

groups appropriate to children, youth, or young adults.

h. Preach on special occasion, such as Confirmation Sunday, Youth Sunday, or other times as requested by the Head of Staff.

i. Serve as a staff resource to other staff members and to the committee(s) for Children's Christian Education.

j. Serve as an educational resource to the congregation.

k. Teach courses of interest to the congregation.

l. Integrate the Christian education program with other programs such as music, mission, adult education, etc.

m. Participate weekly in church staff meetings, helping to plan seasonal and yearly events through the church calendar.

## **B. Children, Youth and Young Adult Fellowship Ministry**

a. Develop, implement, facilitate and administer children (Kirkwood Club – grades 1-5), Middle School (grades 6-8) and High School (grades 9-12) fellowship programs in conjunction with the assigned committee(s) (currently CEFY).

b. Organize and facilitate youth activities (retreats, trips and events), and encourage middle and high school youth to serve as volunteers at such special events.

c. Train and equip lay volunteers involved in youth ministries.

d. Provide vision for future growth of the youth ministries and further development of opportunities for youth in church activities, including through work and support of other committees within the church.

e. Engage the youth relationally, spiritually, and socially such that each young person feels known and is involved to the level that he/she chooses to be.

f. Develop a ministry of presence to children, youth and young adults, by attending activities outside the church; which may include: school plays, music performances, sports activities, etc.

## **II. Administration**

a. Attend Session meetings and report during Session meeting as needed.

b. Attend meetings of Session committees to which this position's work relates.

c. Participate in weekly staff meetings.

d. Annually, develop personal and professional goals in conjunction with the Head of Staff. Also, assist the assigned committee(s) in development of program vision, mission, goals and action steps. Goals need to relate to committee programs and goals of the committee should be mutually supportive and both should support the vision and mission of the congregation.

e. Participate in periodic performance reviews with the Head of Staff and a six month and year end conversation with Church Government and Personnel Committee. Performance reviews will include an appraisal of job performance and a review of results achieved on previously set goals. Annually, it will also include a review of personal and professional goals to be accomplished during the coming year.

f. Assist assigned committee(s) in developing a program budget and submit it to the Joint Budget Committee annually.

### **III. Qualifications**

This ministry requires that the person in this position be a teaching elder or to have successfully passed all requirements for ordination to be eligible to receive a call, or the person must have met the requirements to be eligible to be commissioned to a validated ministry as a commissioned ruling elder. A person actively working toward one of the above states may be seriously considered to fill this position.

Additional required qualifications include: Strong knowledge and use of Microsoft software products Strong organizational and relational skills Skilled in working with a team Self-motivated Creative problem solving skills Communicates clearly in writing, in person, and on the phone Ability to edit for content, form, grammar, spelling Maintains confidentiality of information Has a Bachelor's Degree Education, training, or experience in Christian Education required Certification in Christian Education, or ability to meet certification required.

### **IV. General Terms of Employment and Benefits**

- a. General terms of employment and benefits are set forth in the Personnel Policies and Procedures Manual of the Church Government and Personnel Committee except as specified in any individual contractual agreement or, in the case of an associate pastor, in the terms of call.
- b. Salary is established annually by the Session through the Church Government and Personnel Committee.
- c. Work time: this is a full-time position with the expectation of 40-45 professional hours a week.
- d. It is anticipated that the incumbent will often work in a team environment with others to accomplish his or her mission, to help others accomplish theirs, and together, to achieve the Congregational Vision over time.

### **Background**

The job of *Director of Christian Education* has traditionally been held by an Associate Pastor ordained as a Minister of Word and Sacrament. When Tiffany was hired to fill that position, it was understood that she would work toward being eligible to be commissioned to that job as a Commissioned Ruling Elder (CRE). She has taken the courses and completed all other requirement to be eligible to be commissioned under the guidance of the Presbytery's Committee on Preparation for Ministry. In its last meeting on 22 May 2018 the Presbytery moved to make her an Eligible Ruling Elder (ERE), meaning she is eligible to be commissioned to a validated ministry.

### **INFORMATION ITEMS:**

**The following motions were moved, seconded and approved by the Commission on Ministry in its meeting of June 12, 2018 and are presented here as information:**

**Motion:** To allow elders and deacons from Davenport First be allowed to preside at the Lord's table and share in communion in a joint service to be held on June 24 with Bethlehem-Gemeindekirche in Berlin, Germany.



Elders

Michael Bawden  
Theodore Brown  
Samantha Crow  
Michael Ferris  
Irene Huffman  
Jane Magnusson  
Karen Moore  
Kristine Oswald  
Cheryl Schipull  
Duane Schipull  
Ruth Ann Tobey-Brown  
James Woods

Deacons

Jeffrey Gomez  
Theresa Jacobsmeier  
Jo Johnson  
Catherine Pratscher-Woods  
Linda Ruebling  
Karla Ruitter  
Cynthia Schalk  
Erin Sodawasser  
Donald Wood  
Cassie Woods  
Katherine Yoke

These individuals have received the appropriate training.

**Motion:** That the ministry described in the attached job description and titled *Director of Christian Education* at First Presbyterian Church in Davenport be designated a validated ministry.

**Motion:** That Tiffany Horvath be commissioned as a Commissioned Ruling Elder to First Presbyterian Church in Davenport as *Director of Christian Education*

**The following motions were moved, seconded and approved by the Commission on Ministry in its meeting of July 10, 2018 and are presented here as information:**

**Motion:** To approve a request from TE Beth Hilkerbaumer to apply for seminary debt relief available from Presbytery funds in the amount of \$5000 per annum.

**Motion:** That, if the way be clear, the Reverend Jim Stewart, HR, be authorized to labor outside the bounds to officiate at the wedding of Will Claypool and Katherine Szwec on Sunday, September 2, 2018 at 5:30 pm at Rollins Mansion in Des Moines, IA within the bounds of Des Moines Presbytery and to officiate at the wedding of Kristina Tucker and Kenyon Cook on December 22, 2018 at the First Presbyterian Church in Danville, KY within the bounds of Transylvania Presbytery. Both presbyteries have been contacted concerning labor within their bounds.

**Motion:** To retroactively approve members of the administrative commission to install the Reverend Emory Gillespie as the Pastor of First Presbyterian Church in Monticello, IA at the morning worship service on 1 July 2018 at 10:00 am:

RE Karen Minnis, Morning Sun, First, United Presbytery Moderator  
RE Rebecca Blair, Iowa City, First, Presbytery Stated Clerk  
RE Larry Petrick, Mt. Vernon, First

RE Larry Lamont, Monticello, First  
TE Bob David, At-Large  
The Reverend Jean Sullivan (UCC-Monticello)  
The Reverend Buck Firth (UCC-Kansas City, MO)

**Motion:** To approve the Temporary Supply Contract between First Presbyterian Church in Shellsburg and the Reverend J. R. Henderson (RCA) to be effective from 1 August 2018 through 31 July 2019 to provide temporary pastoral services 50% of full time with the following terms:

Salary: \$1,921.83 per month  
Deferred compensation: \$ 933.33 per month  
Continuing education expenses: \$1,000  
Professional expenses of ministry: \$500  
Vacation: 1 week per quarter  
Continuing Education: 1 week per six months  
Maternity/Paternity Leave: 6 weeks per occurrence  
Benefits: Pension, medical disability and death benefits from the Board of Pensions  
Mileage expense for miles driven on church business using personal car at IRS allowable rates.

The contract may be terminated by either party, with the concurrence of COM, by giving 30 days written and dated notice.

**Motion:** To approve the Temporary Supply Contract between New Hope Presbyterian Church in Davenport and the Reverend Mary Arnold to be effective from 1 August 2018 through 31 July 2019 to provide temporary pastoral services 50% of full time with the following terms:

Salary: \$1,417 per month  
Supplement for Social Security and Medicare: \$1,275  
Fair Rental Value of rent-free use of a Manse: \$9,000  
Utilities paid by the church, or as an allowance, or reimbursed: \$2600  
Continuing education expenses: \$1,000  
Professional expenses of ministry: \$750  
Vacation: 1 week per quarter  
Continuing Education: 1 week per six months  
Maternity/Paternity Leave: 6 weeks per occurrence  
Benefits: Pension, medical disability and death benefits from the Board of Pensions  
Mileage expense for miles driven on church business using personal car at IRS allowable rates.

The contract may be terminated by either party, with the concurrence of COM, by giving 30 days written and dated notice.

**Motion:** For RE Harry Hoyt and TE John Hougen to draft a policy to address benefits and compensation in regard to part-time service.

**MOTIONS APPROVED BY E-MAIL and PRESENTED HERE AS INFORMATION**

**The following motions were approved by email dated 9 May 2018 and are presented here for information:**

**Motion:** The Commission on Ministry, on behalf of the Presbytery, grants permission to the Reverend Connie Peake (John Knox) to labor within the bounds in order to preach and conduct worship at Marion, First on April 15 and 22.

**Motion:** If the way be clear, the Commission on Ministry, on behalf of the Presbytery, admits to membership by way of transfer the Reverend Connie Peake, a current minister member of John Knox Presbytery in good standing, effective May 1, 2018.

**Motion:** To allow the Reverend Nathan Williams to labor inside the bounds of East Iowa Presbytery to officiate at the wedding of Chad Worley and Lindsay Vanderveer on June 29-30, 2018 at Echo Hill Presbyterian Church.

**The following motions were approved by email dated 15 May 2018 and are presented here for information**

**Motion:** To approve the Administrative Commission to install the Reverend Katie Styrts as Associate Pastor at First Presbyterian Church in Davenport, IA at 5 PM on May 27, 2018.

Members of the commission that will participate in the installation service are as follows:

Karen Minnis, RE, Morning Sun, Moderator of East Iowa Presbytery  
Richard Miller, TE, FPC Davenport  
Tiffany Horvath, RE, FPC Davenport  
Susan Presley, TE, member of Blackhawk Presbytery from Mendota, Ill.  
Mary Arnold, TE, New Hope  
Karen Bartel, RE, New Hope  
Barbara Ehrmann, RE, FPC Davenport

Additional members of the commission are:

Kristy Parker, TE, Member at large PEIA  
Troy Winder, TE, FPC Bettendorf  
Larry Barker, RE, FPC Bettendorf

**Motion:** To appoint the Reverend Kristy Parker as temporary moderator at First Presbyterian Church in Princeton, IA, effective 27 May 2018.

**The following motion was approved by email dated 16 May 2018 and is presented here for information:**

**Motion:** To approve the Temporary Supply Contract between the Reverend Sarah Hegar and First

United Presbyterian Church of Mediapolis, IA for the period 3/4/18 to 3/3/19 with the following terms:

Preach one Sunday per month with sacraments, moderate the session and provide minimal pastoral care, as needed - \$ 230 per month.  
No benefits are provided.

This is a renewal of an existing contract.

**The following motion was approved by email dated 31 May 2018 and is presented here for information:**

**Motion:** To approve the Reverend Deb Kinney to be the temporary moderator at the New London Presbyterian Church, effective immediately.

**The following motion was approved by email dated 20 June 2018 and is presented here for information:**

**Motion:** To approve the appointment of the Reverend Michele Scott (UCC) to be the Moderator of Session at Olivet Presbyterian Church effectively immediately.

**The following motion was approved by email dated 28 June 2018 and is presented here for information**

**Motion:** To approve the full-time Temporary Supply Contract for the Reverend Kristin Hutson and Westminster Presbyterian Church in Cedar Rapids, IA for the period 02 July 2018 through 30 June 2019 with the following terms:

Salary	\$ 4,002 monthly	\$ 48,024
SECA	\$ 456 monthly	\$ 5,472
Housing Allowance	\$ 2,000 monthly	\$ 24,000
Deferred Compensation		\$ 0

1 week paid vacation per quarter

1 week paid continuing education per six months, cumulative up to 4 weeks

6 weeks paid maturity/paternity leave per occurrence

Board of Pension Benefits less Medical Coverage. She will receive cash compensation in lieu of the coverage as she has medical coverage from another source.

Mileage expense reimbursement for use of personal car at the IRS allowable rate

Continuing Education expenses \$ 1,500, cumulative up to 12 months

Professional expenses \$ 500

New Pastor Development program will be required (COM will need to provide a mentor for her)

The contract can be terminated by giving 30 days written notice by either party with concurrence of the Commission on Ministry.

**The following motion was approved by email dated 19 July 2018 and is presented here for information**

**Motion:** To approve the application of the Reverend Max Muska for the Minister Educational Debt Assistance.

# REPORT OF THE COMMITTEE ON PREPARATION FOR MINISTRY

**ACTION ITEM:** The Committee on Preparation for Ministry recommends that Inquirer Art Blegen, having fulfilled the requirements in the current Form of Government for candidacy, be examined by the Presbytery for enrollment as a Candidate.

**NOTE:** Appropriate questions concern his Statement of Faith, Christian faith, forms of Christian service undertaken, and motives for pursuit of the calling of Minister of Word and Sacrament in the Reformed tradition.

## **Statement of Faith**

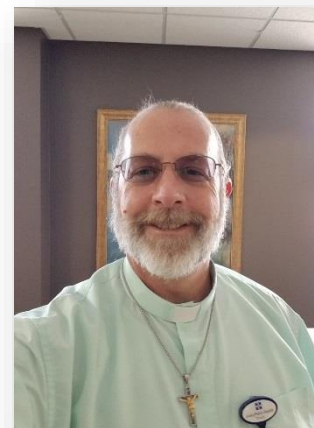
**Art Blegen: June, 2018**

God created me in God's image to enjoy God's company in perfect relationship, but through sin, Adam's and my own, I live outside of this life-giving relationship and suffer the agony of separation from God. On my own, there is nothing that I can do to make up for my failings and be restored to my loving, heavenly father. I cannot even keep myself from sinning further.

Knowing this separation and grieving from it, God sent his son Jesus Christ into this world so that through his suffering, death, and resurrection all of creation can be restored to right relationship to God. By believing and trusting in Jesus Christ, our sins will be forgiven, and we will be given the right to become children of God.

By becoming fully human in Jesus Christ, God, entered fully into the suffering of fallen humanity. God experienced suffering, humiliation, and death. Through his humanity, Jesus took our sins and guilt upon himself and by his death banished their power along with the power of death itself, on the cross of Calvary. Three days later Jesus, was raised from the dead and became the first fruit of the promise of eternal life with God. Through Jesus' resurrection, we are transformed into the new creations and raised to eternal life. This salvation is completely undeserved, there is nothing we could do to earn it we are simply called to accept this wonderful gift in a spirit of humility, love, and service.

These three are gifts of the Holy Spirit, the third person of the trinity who proceeds from the Father and the Son. It is the Holy Spirit that enters into us and makes it possible for us to love and trust in God. The Holy Spirit encourages us and counsels us towards all good. The Holy Spirit has inspired the scriptures and teaches us what the scriptures mean to us. The Holy Spirit takes our



broken lives and binds them up with the love of Jesus Christ so that in the resurrection we can become perfect and complete.

Prayer is the chief exercise of our faith. We offer ourselves to God in prayer. We praise God, Thank God, and ask God for what we want. Even though God knows before we do what our needs and wants are, God desires that make our needs known.

Through the power of the Holy Spirit we are called into Jesus's church. The church that is the body of Christ with Jesus himself as the head. The practices of the church include worship of God, the fellowship of the faithful, and loving service to all. We are called to share the gospel, speak the truth in love, and share with others the forgiveness, peace, reconciliation, liberation, and hope that are the gifts of God. In so doing we can work towards the command of Jesus to make disciples of all nations. This sharing is the responsibility of all followers of Christ regardless of their vocation inside or outside of the church.

The preaching of the Word of God, and the administering of the sacraments are the responsibility of the Ordered Ministry. God's word brings knowledge of God's will for us and teaches us the history of God's work in our world.

Our faith comes as a gift from the Holy Spirit and we respond by participating in the Sacraments that are the signs and seals of God's grace. Through them we are eternally bound to Jesus Christ by the power of the Holy Spirit. In our baptism we are bound to Jesus Christ through participating in Jesus' own baptism in the Jordan River. The Holy Spirit descends upon us and starts to work in our hearts through the remainder of our earthly lives. In the Lords Supper, we remember the gift given through Jesus Christ and receive a foretaste of the heavenly feast that we will enjoy fully once we are welcomed into the loving embrace of God.

The Ordered ministry is called upon to serve in a spirit of humble service, rather than one of power. All authority granted to elders of the church is derived authority. True authority rests in the scriptures alone. Ministers no longer function as mediators between believers and God. Jesus Christ is the only mediator and all Christians may approach Jesus Christ with confidence.

While we affirm that the kingdom of God is here, and our salvation is assured, we recognize that it is not fully consummated in the present world. It will only be seen in its fullness when Jesus returns in final triumph to judge both the saints and the sinners and all creation will be transformed into that perfection that is God's will for us. We have solace in knowing that the same Judge that will judge all of us in the end has already died for our sins so that we may have an eternal place by his side in heaven. Until that day we are to exhibit the future kingdom by seeking justice, caring for our neighbors, and promoting social righteousness.

### ACTION ITEMS

None

### INFORMATION ITEMS

Presbytery Vice-Moderator TE Dan Jessop, moderator of the Trustees will provide the most current information on the following items:

- **Presbytery Office Sale Update**—the sale of the Presbytery’s office condo is progressing. The buyers are working through the financing process. The current contract, which the Trustees accepted on behalf of the Presbyter, includes a sale price of \$230,000 with the closing to take place on or before August 15, 2018.
- **Presbytery Relocation Update**—The Presbytery contracted with Adamantine Spine Moving to move selected items from the Iowa City location to the new space located in Westminster Presbyterian Church in Cedar Rapids. The space has been remodeled with new paint and carpet along with some repairs in one area to address water damage. Churches in the Presbytery were invited over a two-week period from July 23 through August 4 to claim items not making the move to Westminster. The Trustees will provide a complete accounting of relocation expenditures at the September stated meeting. The Trustees and the Presbytery Relocation Task Force express appreciation to Jim Bonewald, Karen Minnis, Kathleen Pilkington, and Judy Terry for their help in packing items for the move.
- **Website Vendor Review Update**—Vice-Moderator Jessop has met with the Presbytery’s website vendor, Lara Marsh, to discuss website updates. The Presbytery will continue to use this vendor.
- **IT/Copier Vendor Review**—the Trustees has approved a vendor review of current IT service provider, Iowa Solutions, and copier vendor, Konica-Minolta, as we make the transition from the current office space to the new space in Westminster PC. The Presbytery has renewed the contract with Iowa Solutions to provide IT service at the Westminster location along with providing a new server, new computers, and upgraded connectivity. The lease with Konica-Minolta expires in 2019, at which point the Trustees and PCC will review lease options for a copier.



Presbytery of East Iowa  
Balance Sheet as of  
Jul 31, 2018

ASSETS

Checking/Savings	
1005 · Checking - U of I Credit U...	44,022.99
1010 · Savings - U of I Credit Union	<u>605,976.04</u>
Total Checking/Savings	<u>649,999.03</u>
TOTAL ASSETS	649,999.03

LIABILITIES & EQUITY

Liabilities	
Current Liabilities	
24000 · Payroll Liabilities	5,289.36
Total Current Liabilities	<u>5,289.36</u>
Total Liabilities	5,289.36
Equity	
30000 · Opening Balance Equity	
30001 · Prior Year Balances	210,384.78
30002 · Church Closing Reserves	179,745.59
30003 · Restricted Balances	<u>224,562.62</u>
Total 30000 · Opening Balance Equity	614,692.99
32000 · Unrestricted Net Assets	37,378.19

Net Income	-37,579.17
Total Equity	644,709.67

TOTAL LIABILITIES & EQUITY	649,999.03
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Presbytery of East Iowa  
Actual vs Budget  
Jan – Jul 2018

	Jan - Jul 18	Budget	% of Budget
<b>Income</b>			
<b>4000 - Unified Missions</b>			
4001 - East Iowa Missions	44,449.61	180,000.00	24.69%
4002 - PEIA Prev Year Missions	9,204.37	0.00	100.0%
4003 - PEIA Peacemaking Offering	-440.93	0.00	100.0%
4004 - Prior Year Transfer Funds	0.00	0.00	0.0%
<b>Total 4000 - Unified Missions</b>	<b>53,213.05</b>	<b>180,000.00</b>	<b>29.56%</b>
<b>4010 - Endowment Incomes</b>			
4011 - Grubbs Endowment	37.31		
4013 - Mt Zion Endowment	210.26		
4014 - Sinclair Endowment	0.00		
4015 - McCann Scholarship	328.00		
4010 - Endowment Incomes - Other	0.00	2,200.00	0.0%
<b>Total 4010 - Endowment Incomes</b>	<b>575.57</b>	<b>2,200.00</b>	<b>26.16%</b>
<b>4040 - Per Capita/PEIA</b>			
4041 - East Iowa Per Capita	141,653.11	256,579.00	55.21%
<b>Total 4040 - Per Capita/PEIA</b>	<b>141,653.11</b>	<b>256,579.00</b>	<b>55.21%</b>
4050 - Operating Interest - Savings	1,804.93	2,500.00	72.2%
<b>4100 - Synod Support</b>			
4101 - CPS Support	12,450.33	16,402.00	75.91%
<b>Total 4100 - Synod Support</b>	<b>12,450.33</b>	<b>16,402.00</b>	<b>75.91%</b>
<b>4640 - Other Types of Income</b>			
4641 - Mt Moriah Principle	1,841.29		
4642 - Mt Moriah Interest	4,569.95		
4644 - Laikos Scholarship Fund	161.00		
4660 - PEIA Disaster Recovery Fund	382.50		
<b>Total 4640 - Other Types of Income</b>	<b>6,954.74</b>		
<b>Total Income</b>	<b>216,651.73</b>	<b>457,681.00</b>	<b>47.34%</b>
<b>Expense</b>			
<b>6000 - Commission on Ministry (COM)</b>			
6010 - Admin Expense	0.00	350.00	0.0%
6020 - Meals	376.07	400.00	94.02%

6030 - CRE Retreats	684.00	2,000.00	34.2%
6040 - New Pastor Development	1,062.50	1,000.00	106.25%
6045 - Pastoral Development	1,085.00	2,000.00	54.25%
6050 - Pastor Assessmnt & Consultation	2,299.74	2,000.00	114.99%
6060 - COM Background Checks	15.90	250.00	6.36%
<b>Total 6000 - Commission on Ministry (COM)</b>	<b>5,523.21</b>	<b>8,000.00</b>	<b>69.04%</b>
<b>6100 - Commission/TaskFrc Expenses</b>			
6105 - Comm on Prep for Ministry	0.00	500.00	0.0%
6110 - Personnel	0.00	100.00	0.0%
6115 - Nominating	0.00	100.00	0.0%
6120 - Comm on Representation	0.00	100.00	0.0%
6125 - Trustees	0.00	100.00	0.0%
6130 - Mileage for Comm/Task Forces	2,466.72	4,000.00	61.67%
6210 - Presbytery Meeting Expense	956.92	3,000.00	31.9%
6220 - Administrative Commissions	660.73	500.00	132.15%
6225 - PEIA Coord Commission (PCC)	0.00	200.00	0.0%
6230 - Permanent Judicial Commission	0.00	500.00	0.0%
6305 - Networking Events	87.68	3,000.00	2.92%
6310 - Leadership Events	0.00	2,000.00	0.0%
<b>Total 6100 - Commission/TaskFrc Expenses</b>	<b>4,172.05</b>	<b>14,100.00</b>	<b>29.59%</b>
<b>6500 - Operations</b>			
6501 - New Equipment	210.94	500.00	42.19%
6502 - Copier & Printing	3,346.21	4,000.00	83.66%
6503 - Communications Contract	1,487.00	5,000.00	29.74%
6504 - Internet Access Contract	909.65	1,500.00	60.64%
6505 - IT Services & Software	8,480.83	10,000.00	84.81%
6506 - Telephone, Telecommunications	917.28	1,700.00	53.96%
6510 - Condo Association Dues	8,423.38	14,720.00	57.22%
6511 - Utilities	1,335.54	2,800.00	47.7%
6512 - Building Insurance	1,592.50	5,500.00	28.96%
6513 - Custodial Contract	1,920.31	3,500.00	54.87%
6514 - Office Maintenance Exp	0.00	300.00	0.0%
6520 - Supplies	714.98	1,500.00	47.67%
6521 - Postage, Mailing Service	768.27	1,500.00	51.22%
6522 - Bank Fees & Charges	0.00	100.00	0.0%
6523 - Legal & Professional	221.00	2,000.00	11.05%
6524 - Audits & Financial Reviews	0.00	1,000.00	0.0%
6525 - Kitchen/Hospitality	0.00	400.00	0.0%
6530 - Publications	103.90	100.00	103.9%
6531 - Awards/Recognitions/Remembrance	561.18	500.00	112.24%
6535 - Payroll Expense	32.00		
6540 - Moving Expense	148.01		
<b>Total 6500 - Operations</b>	<b>31,172.98</b>	<b>56,620.00</b>	<b>55.06%</b>
<b>6600 - Officer &amp; Other Travel</b>			
6601 - GA Expenses	2,310.38	4,000.00	57.76%
6602 - Overture Advocate Expenses	0.00	3,000.00	0.0%

6603 · Moderator & Vice Moderator Exp	245.20	300.00	81.73%
6604 · Treasurer	698.15	1,200.00	58.18%
<b>Total 6600 · Officer &amp; Other Travel</b>	<b>3,253.73</b>	<b>8,500.00</b>	<b>38.28%</b>
<b>6700 · Payroll Expense</b>			
6701 · Stated Clerk Payroll Expenses			
6705 · Salary - Stated Clerk	31,705.92	54,353.00	58.33%
6710 · Benefits - Stated Clerk	11,414.08	19,567.00	58.33%
6715 · FICA Stated Clerk	3,043.57	4,158.00	73.2%
6720 · Continuing Education St Clrk	861.93	1,000.00	86.19%
6725 · Travel Exp - Stated Clerk	1,498.74	3,000.00	49.96%
6730 · Professional Exp - Stated Clerk	259.90	500.00	51.98%
<b>Total 6701 · Stated Clerk Payroll Expenses</b>	<b>48,784.14</b>	<b>82,578.00</b>	<b>59.08%</b>
6702 · Payroll Expenses COM Associate			
6706 · Salary - COM Associate	31,705.92	54,353.00	58.33%
6711 · Benefits - COM Associate	11,414.08	19,567.00	58.33%
6716 · FICA - COM Associate	2,597.57	4,158.00	62.47%
6721 · Continuing Ed - COM Assoc	0.00	1,000.00	0.0%
6726 · Travel - COM Associate	1,566.20	4,000.00	39.16%
6731 · COM Associate - Other Expenses	1,985.85	500.00	397.17%
6702 · Payroll Expenses COM Associate - Other	30,326.16		
<b>Total 6702 · Payroll Expenses COM Associate</b>	<b>79,595.78</b>	<b>83,578.00</b>	<b>95.24%</b>
6703 · Payroll Exp - Pastor to Pastor			
6707 · Salary - Pastor to Pastor Assoc	6,027.58	10,333.00	58.33%
6712 · Benefits - Pastor to Pastor Ass	0.00	0.00	0.0%
6717 · FICA - Pastor to Pastor	172.64	0.00	100.0%
6723 · Continuing Ed -Pastor to Pastor	0.00	1,000.00	0.0%
6727 · Travel Exp - Pastor to Pastor	1,157.89	2,500.00	46.32%
<b>Total 6703 · Payroll Exp - Pastor to Pastor</b>	<b>7,358.11</b>	<b>13,833.00</b>	<b>53.19%</b>
6704 · Payroll Exp - Networking Assoc			
6708 · Salary Exp-Networking Associate	0.00	39,264.00	0.0%
6713 · Benefits - Networking Assoc	0.00	14,135.00	0.0%
6718 · FICA - Networking Associate	0.00	3,004.00	0.0%
6724 · Cont Ed - Networking Assoc	0.00	2,000.00	0.0%
6728 · Travel Expenses - Networking	0.00	2,500.00	0.0%
<b>Total 6704 · Payroll Exp - Networking Assoc</b>	<b>0.00</b>	<b>60,903.00</b>	<b>0.0%</b>
6750 · Payroll Expense -Communications			
6755 · Wages - Comm Proj Manager	2,600.00	31,200.00	8.33%
6756 · Benefits - Comm Proj Manager	0.00	8,736.00	0.0%
6757 · FICA - Comm Proj Manager	214.50	2,387.00	8.99%
6758 · Continuing Ed - Comm Proj Mana	0.00	500.00	0.0%
<b>Total 6750 · Payroll Expense -Communications</b>	<b>2,814.50</b>	<b>42,823.00</b>	<b>6.57%</b>
6760 · Payroll Exp - Financial Manager			
6765 · Wages - Financial Manager	6,418.42	11,003.00	58.33%
6766 · Benefits - Financial Manager	0.00	0.00	0.0%
6767 · FICA - Financial Manager	399.22	842.00	47.41%

6768 - Continuing Ed - Fin Manager	0.00	500.00	0.0%
<b>Total 6760 - Payroll Exp - Financial Manager</b>	<b>6,817.64</b>	<b>12,345.00</b>	<b>55.23%</b>
6700 - Payroll Expense - Other	-28.22		
<b>Total 6700 - Payroll Expense</b>	<b>145,341.95</b>	<b>296,060.00</b>	<b>49.09%</b>
<b>6800 - PEIA Missions</b>			
6801 - Camp Wyoming	35,049.90	45,000.00	77.89%
6802 - Young Adult & College Ministry	0.00	13,000.00	0.0%
6803 - Mission Starfish Haiti	5,000.00	10,000.00	50.0%
6804 - Presbytery Mission Outreach	4,908.42	10,000.00	49.08%
6808 - Social Justice Grants	25,000.00		
<b>Total 6800 - PEIA Missions</b>	<b>69,958.32</b>	<b>78,000.00</b>	<b>89.69%</b>
8000 - Church Closings	-5,191.34		
<b>Total Expense</b>	<b>254,230.90</b>	<b>461,280.00</b>	<b>55.11%</b>
<b>Net Income</b>	<b>-37,579.17</b>	<b>-3,599.00</b>	<b>1,044.16%</b>

Total Amount Collected for the Pasrur Project	\$92,003.43
Total Amount Disbursed to the Friends of PEB	\$92,003.43

Church Name	City	PIN	2018 Per Capita	Paid	Due	Mission Pledge	Paid
Ainsworth Community Church	Ainsworth	10415	3,589.00	1,776.00	1,813.00	550.00	275.00
Argyle Presbyterian Church	Argyle	2549	2,812.00	2,812.00	0.00		500.00
Pleasant Hill Presbyterian Church	Atkins	2345	2,738.00		2,738.00		
Bettendorf Presbyterian Church	Bettendorf	2589	12,025.00	12,025.00	0.00	3,000.00	
First Presbyterian Church	Birmingham	2550	296.00	296.00	0.00	250.00	250.00
First Presbyterian Church	Blairstown	2346	1,591.00	1,517.00	74.00	0.00	
Blue Grass Presbyterian Church	Blue Grass	10388	5,698.00	1,677.74	4,020.26		
Bonaparte United Church	Bonaparte	2551	814.00		814.00	925.00	
First Presbyterian Church	Burlington	11889	5,920.00		5,920.00		
Community Presbyterian Church	Cascade	2479	703.00	703.00	0.00	700.00	455.00
Calvin Sinclair Presbyterian Church	Cedar Rapids	9582	1,258.00	1,294.00	-36.00		
Christ Church Presbyterian	Cedar Rapids	2375	4,440.00	1,131.00	3,309.00	600.00	
Echo Hill Presbyterian Church	Cedar Rapids	12233	10,138.00	3,360.00	6,778.00		
First Presbyterian Church	Cedar Rapids	2347	19,129.00	9,250.00	9,879.00		
Hus Memorial Presbyterian Church	Cedar Rapids	2350	3,293.00	1,647.00	1,646.00	450.00	450.00
Olivet Presbyterian Church	Cedar Rapids	2352	2,442.00	2,442.00	0.00		1,000.00
Westminster Presbyterian Church	Cedar Rapids	2354	11,285.00	6,582.94	4,702.06		3,000.00
First United Presbyterian Church	Clinton	12129	4,144.00	1,918.00	2,226.00		
Zion Presbyterian Church	Coggon	2358	2,590.00	2,590.00	0.00	1,000.00	1,000.00
Cotter Presbyterian Church	Columbus Jnc	2596	888.00	888.00	0.00	750.00	750.00
Salem Welsh Presbyterian Church	Columbus Junc	2594	1,295.00	1,443.00	-148.00		
United Presbyterian Church	Columbus Junc	2593	3,700.00	3,700.00	0.00		3,000.00
United Church of Crawfordsville	Crawfordsville	10414	2,035.00		2,035.00		
First Presbyterian Church	Davenport	2598	33,707.00	11,498.00	22,209.00	6,000.00	3,000.00
New Hope Presbyterian Church	Davenport	12240	2,849.00	1,670.00	1,179.00	600.00	350.00
Newcomb Presbyterian Church	Davenport	2600	6,882.00	6,882.00	0.00		
First Presbyterian Church	Ely	2357	7,955.00	3,761.00	4,194.00	700.00	500.00
First Presbyterian Church	Fairfield	2554	5,624.00	5,624.00	0.00		
Sharon Presbyterian Church	Farmington	2557	5,069.00	5,069.00	0.00		
Union Presbyterian Church	Ft. Madison	2558	3,552.00	3,552.00	0.00	1,000.00	1,000.00
First Presbyterian Church	Hazleton	2482	777.00	259.00	518.00	250.00	250.00
First Presbyterian Church	Independence	2484	6,512.00	4,884.00	1,628.00		
First Presbyterian Church	Iowa City	2605	18,722.00	18,125.00	597.00	7,000.00	7,000.00
St. Andrew Presbyterian Church	Iowa City	2626	31,709.00	18,425.52	13,283.48		16,988.96
United Presbyterian Church	Keokuk	10668	2,627.00		2,627.00		
United Church of Faith	Keota	2607	3,219.00	1,005.00	2,214.00	2,000.00	
First Presbyterian Church	LeClaire	2609	2,220.00	1,110.00	1,110.00		
Our Savior Presbyterian Church	LeClaire	10135	4,588.00	191.16	4,396.84		
United Presbyterian Church	Lone Tree	10026	8,288.00	636.00	7,652.00	4,150.00	2,070.98
Union Presbyterian Church	Lost Nation	2360	3,885.00	1,942.50	1,942.50		
First Presbyterian Church	Manchester	2489	4,144.00	4,144.00	0.00		
First Presbyterian Church	Marengo	2611	5,698.00	3,252.30	2,445.70		
First Presbyterian Church	Marion	2361	16,391.00	7,975.00	8,416.00	5,000.00	2,500.00
First Presbyterian Church	Mechanicsville	2362	3,293.00	3,367.00	-74.00	1,000.00	1,000.00
First United Presbyterian Church	Mediapolis	2562	2,812.00	1,476.00	1,336.00		
First Presbyterian Church	Miles	2363	2,997.00	2,997.00	0.00	1,500.00	1,000.00
First Presbyterian Church	Monticello	9641	7,585.00	4,000.00	3,585.00		4,000.00
Montrose Presbyterian Church	Montrose	2565	1,295.00	1,295.00	0.00	0.00	
First United Presbyterian Church	Morning Sun	2566	2,331.00	1,551.55	779.45		
First Presbyterian Church	Mt. Pleasant	2569	10,730.00	3,881.00	6,849.00	5,000.00	2,500.00
First Presbyterian Church	Mt. Vernon	2366	4,884.00	2,500.00	2,384.00		
Linn Grove Presbyterian Church	Mt. Vernon	2367	1,295.00	1,295.00	0.00	1,500.00	1,500.00
First Presbyterian Church	Muscatine	2613	8,288.00	8,288.00	0.00	3,300.00	1,650.00
New London Presbyterian Church	New London	2571	3,034.00	1,264.15	1,769.85		307.12
Central Presbyterian Church	Newhall	2368	1,369.00	1,369.00	0.00		
First Presbyterian Church	Onslow	2369	1,369.00	1,369.00	0.00		
Princeton Presbyterian Church	Princeton	2616	2,220.00	2,220.00	0.00	1,500.00	1,500.00
First Presbyterian Church	Rowley	2495	1,221.00	1,295.00	-74.00	800.00	800.00
Scotch Grove Presbyterian Church	Scotch Grove	2371	888.00	888.00	0.00	125.00	125.00

Church Name	City	PIN	2018 Per Capita	Paid	Due	Mission Pledge	Paid
First Presbyterian Church	Shellsburg	2372	2,923.00	2,923.00	0.00	0.00	
Springville Presbyterian Church	Springville	2373	3,108.00	814.00	2,294.00	0.00	
Stanwood Union Church	Stanwood	10413	2,405.00	2,405.00	0.00	0.00	
Vinton Presbyterian Church	Vinton	10227	9,176.00	4,588.02	4,587.98	0.00	
First Presbyterian Church	Wapello	2579	4,292.00	2,146.00	2,146.00	1,000.00	
United Presbyterian Church	Washington	9756	14,393.00	8,159.25	6,233.75	7,500.00	4,375.00
First Church United	West Liberty	2622	2,775.00	2,775.00	0.00	1,325.00	600.00
West Point Presbyterian Church	Denmark	2580	925.00		925.00		
First Presbyterian Church	Williamsburg	2623	9,879.00		9,879.00		2,500.00
First Presbyterian Church	Wilton	2624	6,512.00		6,512.00	0.00	
Sugar Creek Presbyterian Church	Wilton	2625	1,147.00		1,147.00		
First Presbyterian Church	Winfield	2581	5,069.00	360.00	4,709.00		
			395,456.00	220,284.13	175,171.87	59,475.00	66,197.06
Brighton United	Brighten	2591	2,257.00	unbillable			
			397,713.00				
Presbytery of East Iowa							
General Missions and Per Capita							
2018							
Members as of 12/31/2016				10,749	397,713.00		
	Per Capita	2018%	Billed	Collected YTD	Due		
	GA	0.208919	83,089.77	46,021.52	37,068.25		
	Synod	0.145946	58,044.60	32,149.58	25,895.02		
	PEIA	0.645135	256,578.63	142,113.03	114,465.60		
	Due	1.000000	397,713.00	220,284.13	177,428.87		
2018 Per Capita \$				Uncollectable	Billed		
	GA	7.73	83,089.77				
	Synod	5.40	58,044.60				
	PEIA	23.87	256,578.63	-2,257.00			
		37.00	397,713.00	-2,257.00	395,456.00		
	General Missions	2018%	Pledged	Collected	Over/Under		
	GA	0.66	39,253.50	43,690.06			
	Synod	0.07	4,163.25	4,633.79			
	PEIA	0.27	16,058.25	17,873.21			
			59,475.00	66,197.06	-6,722.06		

## REPORT OF THE PEACEMAKING TASK FORCE

### Peacemaking Report for August 12, 2018 Meeting of Presbytery

Peacemaking met on July 27, 2018, 5 p.m. at St. Andrew Presbyterian Church. East Iowa Presbytery received our first choice of International Peacemaker: Rev. Jerome Nkumbuyinka-Bizimana of Rwanda, whose program brings together survivors and perpetrators of the genocide. His ministry will be a focus of the upcoming PCUSA travel study seminar to Rwanda, and it was lifted up in the outgoing GA moderator's sermon. He is still available to visit your church during the day Sept. 28 and during the day Saturday the 29th to churches in or near Cedar Rapids (we will coordinate with his appearance at the presbytery meeting).

Please announce to your church and community the events near you. Rev. Bizimana will be at

- Mt. Vernon, First - Thursday evening Sept. 27
- Cedar Rapids, Olivet - Friday Sept. 28 at 7 p.m.
- Presbytery of East Iowa Stated Meeting – Saturday, Sept. 29]
- Davenport, First - Sunday morning Sept. 30
- Muscatine, First - Sunday afternoon/evening Sept. 30
- Brunch in Iowa City - Monday morning Oct. 1.

Details of events will be found in *Out and About* as available or contact Lisa at [lrossthdens@gmail.com](mailto:lrossthdens@gmail.com) and she will send you or your church office updates on the event nearest you.

We voted to give Iowa WINs (Iowa Welcomes Immigrants Network, a ministry started by church members at First Presbyterian in Mt. Pleasant) a chance to speak in our slot at this presbytery meeting if they are able to attend, as they address an issue our GA instructs us to address and as they are in need of immediate assistance. See addendum below for details.

The Peacemaking banner has travelled to Blue Grass and will be with them through the celebration of Peace and Global Witness on World Communion Sunday. Please let Lisa know if you would like the banner to come to your church, especially if your church contributed quilt fabric squares and you haven't hosted it yet.



Lisa and Paul Uzel (John Knox Pres., retired but serving Stanwood Union Church in East Iowa), who were commissioners to General Assembly in June, reported on G.A.

Paul expressed his disappointment in the plenary vote not to divest from fossil fuels as yet - (see our GA commissioner Rev. Trey Hegar's report to this presbytery meeting for more detail). However, the plenary did add to the committee's minority motion a time limit of three years to wait for change. (The majority of the committee that considered the overtures and heard the testimony advised immediate divestment.)

Lisa's committee at G.A. was Peacemaking, Immigration, and International Issues. Her committee received overtures from presbyteries with churches who partner with Salvadoran, Nicaraguan, South Sudanese, and Malagasy Christians and ministries. Through these overtures churches and presbyteries are trying to respond to what their partners on the ground are teaching them is happening.

Regarding South Sudan ([pc-biz.org](http://pc-biz.org) Committee 9, item 02), the action advised by the committee and taken by the plenary directed the Stated Clerk to condemn the actions of those who initiated and perpetuate the conflict in South Sudan and call on the President and Congress

- to freeze assets of armed groups not agreeing to ceasefire,
- to use their influence to end the war and address corruption and misappropriation of state assets,
- to promote an inclusive peace process providing women, youth, civil society organizations, and faith communities equal voice with the armed groups at the table
- to ensure safe passage of relief for internally displaced refugees.

The action also directs our Office of Public Witness and our ministry at the UN to advocate for policy that protects the human rights of the people of South Sudan and promotes transparent, accountable effective democracy.

We voted to create a mission coworker for faith-rooted advocacy witness in Central America, in partnership with the Reformed Evangelical Calvinist Church of El Salvador and other churches in the Northern Triangle (includes Honduras and Guatemala too). This responds to the direct plea of the RECC to the World Council of Reformed Churches. We will help train local leadership in El Salvador, and our offices of Public Witness, Immigration, Peacemaking, Disaster Assistance and UN are to incorporate voices of Meso-American leaders in advocacy efforts regarding immigration and refugees and create mechanisms for the U.S. government to hear voices of these church leaders when deciding policy that affects them. **Please watch the new movie our church has made, "The Genesis of Exodus"**—you can view it online. It explains the spike in immigration that occurred in 2014 that has been causing political repercussions

ever since.

We urged an end to our military support for Saudi Arabia's perpetuation of the Yemen civil war and attacks on civilian life in Yemen and its blockade inducing catastrophic famine, especially combined with the widespread destruction of Yemen's sanitary infrastructure. We instructed our Mission Agency to link with partners in the area, as we are not currently linked to any now and have no way to funnel help. See [pc-biz.org](http://pc-biz.org), Committee 9, item 05 for full text.

We renewed and even strengthened our historic stance on nuclear disarmament, a topic on which we had been silent many years. [I was disturbed to learn in this committee that our country has been testing new nuclear weapons and rebuilding our arsenal.] See [pc-biz.org](http://pc-biz.org), Committee 9, item 08 for full text and the overwhelmingly favorable vote for it, but it begins:

"We call on all members of PCUSA in faithfulness to the God of justice, mercy and compassion, to take actions in defense of God's creation and our own security, which is inextricably bound to the security of the rest of the world, to take all action such as might be effective in requiring full U.S. compliance with the obligation to achieve nuclear disarmament under the Treaty on the Prohibition of Nuclear Weapons"

Regarding Madagascar, the General Assembly directed our Stated Clerk to call on the U.S.

. . . to review and strengthen U.S. law and international covenants designed to promote transparency in extractive industries (mining, etc.) and prevent the payment of bribes and other corrupt transfers to political and business officials and to urge the Malagasy government to take action to end human trafficking . . . (full text at 09-07)

(Hosts of our International Peacemaker Berthe Nzeba of Democratic Republic of the Congo may remember that a lack of transparency was also under-representing to the resources being taken from the Congolese people, to the enrichment of foreign multinational corporations. Hosts of our International Peacemaker Helivao Poget of Madagascar may recall the tragedy of human trafficking she described.)

A commissioners' resolution decrying the inhumanity of the separation of refugee families at the border was also passed overwhelmingly (see [pc-biz.org](http://pc-biz.org) 9-14).

A report on some of the other actions that came through Committee 9 and the actions that came through the Social Justice Committee, and peacemaking activities of our 223rd Assembly will be deferred to a later meeting packet, but you may look at them now at [pc-biz.org](http://pc-biz.org). Many actions were taken of which you will be proud and which will benefit us all through future educational resources. Now I know that when I respond to an appeal from our Office of Public of Witness to make contact with our representatives in Congress, I am actually often responding to an appeal made through our church partners abroad to coworkers and churches here in the states all around us who then appealed to us through the General Assembly to help them respond. We are helping our sister churches here help our sister churches everywhere. When it is an appeal to act on a domestic issue, again, it is policy that originated in churches and members working with those affected.

Respectfully Submitted,  
Lisa Ross Thedens  
Peacemaking Task Force Co-moderator and 223rd GA Commissioner

Addendum: an appeal from Iowa WINs (Iowa Welcomes Immigrant Neighbors)  
A Commission of the First Presbyterian Church of Mt. Pleasant

Thanks so much for your interest in Iowa WINs' work with immigrants affected by the ICE Raid in Mt. Pleasant in May. While we are pleased that 24 men have been released on bond, they do not yet have work permits. The work permit application process is complicated, requires assistance from an attorney, the fee is \$750 and the process to receive is slow.

We have had a wonderful response in Mt. Pleasant, in Iowa and from people across the country with cash and physical donations. We have had enough response to be able to reserve \$2,000 in rent/utilities and another \$2,000 for legal fees for each family affected that has been in touch with us. However, as we are entering the third month since the raid, families are beginning to max out those amounts for rent/utilities and for legal fees.

We want to be able to increase the maximums for each family but need additional donations to make that happen. We are seeking grants from religious organizations but also need to appeal to individuals who are in a place that they could help with a contribution small or large. Donations can be made online at <http://www.firstpresbyonline.org/> or by check to the First Presbyterian Church (see address in my signature block below). In either case, please note that the donation is

for IowaWINS in the memo or comment section. Donations are tax deductible. Martha Wiley and Ed Kropa are providing the financial oversight for the IowaWINS account.

Again, thank you so much for your support whether it is through volunteering your time, bringing items for the food pantry, cash donations or your prayers for these families. All are much needed and appreciated.

Don't hesitate to contact me with any questions.

Best,  
Tammy

Tammy Shull  
Iowa WINS (Iowa Welcomes Immigrant Neighbors)  
A Commission of the First Presbyterian Church of Mt. Pleasant  
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## MEETINGS OF THE PRESBYTERY OF EAST IOWA

Any main motion introduced on the floor should be legibly written and submitted to the Stated Clerk.

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.

The proper procedure for gaining recognition is to say, "Mr. Moderator," or "Madame Moderator," and **wait** for the Moderator to recognize you before speaking.

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.

The newest edition of *Roberts Rules of Order* is the parliamentary authority.

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.

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

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 unsure of the wording, state whatever it is that you wish to accomplish so that the Stated Clerk can assist you. Thanks!**

**YOUR MOTION**

**Your Name**\_\_\_\_\_

**I am a**\_\_\_\_**Teaching Elder**

\_\_\_\_**Ruling Elder Commissioner from**\_\_\_\_\_ **Church**