

***MINUTES OF THE 185th STATED MEETING
OF THE PRESBYTERY OF EAST IOWA***

**St. Andrew Presbyterian Church
Iowa City, Iowa**

**1:00 p.m.
Thursday, 15 November 2018**

WORSHIP

At 1:00 p.m., the PEIA body joined together for a worship service of thanksgiving. Scripture for this service was drawn from Hebrews 9:24-28 and Mark 12: 38-44. The Reverend Kyle Otterbein, Associate Pastor at St. Andrew, and Matthew Penning, Director of Music at St. Andrew, led worship. The body celebrated the Lord's Supper and joined in a Litany of Thanksgiving during worship. The offering of \$400 was dedicated to fund the Crisis Center of Johnson County.

CALL TO ORDER

The 185th Stated Meeting of the Presbytery of East Iowa was called to order with prayer at 2:00 p.m. by Moderator Karen Minnis. The Moderator welcomed all those present and expressed appreciation to St. Andrew Presbyterian Church for hosting the meeting and to the staff and officers of the Presbytery for their work in preparing for the meeting.

QUORUM

The Stated Clerk, Ruling Elder Dr. Rebecca Blair, declared a quorum to be present with the roll to be established from the registration forms. Moderator Minnis noted that new business should have been submitted to the Stated Clerk no later than 2:00 p.m.

The rolls for the meeting are listed below. In keeping with the Presbytery's protocols to ensure parity, those Ruling Elders who are eligible to vote in stated and called meetings are included at the end of the listing below.

TEACHING ELDER MEMBERS—present at the 15 November 2018 stated meeting:

| | | | | | |
|------------------------|---|-----------------------|---|---------------------------|---|
| Cathy Allen | P | Herb Isenberg, HR | E | Julie Schuett | E |
| Steven Allen, HR | E | Will Jackson, HR | E | Linda (Kitch) Shatzer, HR | P |
| Mike Andrew | A | William Jamison, HR | E | Paul Skelley, HR | E |
| Noelle Andrew | A | Jennifer Jennings | P | David Snyder | A |
| Mary Arnold, HR | E | R. Dixon Jennings, HR | E | Colette Soultz | A |
| Karen D. Beals, HR | E | Warren Jensen | P | James Stewart, HR | E |
| Jim Bonewald | P | Bethany Jessop | P | Katie Styr | P |
| Robert Bouton, HR | E | Daniel Jessop | P | Penny Thomsen | A |
| Gary Burnett, HR | P | David Jurgens, HR | E | Anni Thorn | P |
| Maurice Campbell, HR | E | Robin Kash, HR | E | Paul Uzel (dual member) | P |
| David Castrodale, HR | E | Lucille King, HR | E | Emory VanGerpen, HR | E |
| Howard Chapman | A | Debra Kinney | A | Diane Voorhees, HR | E |
| Stan Coller | A | Sonda Kirsteatter | E | Dick Wallarab, HR | E |
| Jessica Crane Muñoz | E | Wade Kirsteatter | E | Bill Warhover | A |
| Robert David | E | Jim Langley | A | Mary Anne Welch | P |
| Daniel deBeer | P | Nancy O. Love | P | Troy Winder | P |
| Elizabeth Dickey | P | Mark Martin, HR | P | Karen Woo (dual member) | P |
| Tim Dyck | P | Samuel R.D. Massey | P | Lori Wunder | P |
| Robert Dykstra | E | Charles McCracken, HR | E | | |
| Jack Edmisson | A | Darcy Metcalfe | A | | |
| John Elliott, HR | E | Richard Miller | P | | |
| Barry Ensign-George | E | Charles Mills, HR | E | | |
| Jon Evans | P | Scott Minter | A | | |
| Emory Gillespie | A | Dennis Morey | A | | |
| Mildred Grubbs, HR | E | Maxwell Muska | P | | |
| Dottie Halverson | P | Duane Olsen | A | | |
| Pat Halverson, HR | P | Melody Oltmann | A | | |
| William Harnish, HR | E | Kyle Otterbein | P | | |
| Robert F. Hart, HR | E | Kristy Parker | E | | |
| Heather Hayes | P | Kurt Pasko | A | | |
| Sarah Hegar | A | Wayne Peach, HR | P | | |
| Trey Hegar | P | Connie Peake | E | | |
| Patricia Henderson | A | Joseph Phipps | E | | |
| Elizabeth Hilkerbaumer | A | Elizabeth Platt, HR | E | | |
| Robert Hill, HR | E | Mary Pugh | P | | |
| John Hougen | A | Nancy Redman, HR | E | | |
| Beverly Hovenkamp | A | Gerald Rife, HR | E | | |
| Sue Howes, HR | E | Lisa Ross Thedens | P | | |
| Kristin Hutson | P | Pam Saturnia | P | | |

| RULING ELDER COMMISSIONERS—present at the 15 November 2018 stated meeting: | |
|---|---------------------|
| Ainsworth, Ainsworth Community | A |
| Argyle, Argyle PC | A |
| Atkins, Pleasant Hill | A |
| Bettendorf, Bettendorf PC | A |
| Birmingham, First | A |
| Blirstown, First | A |
| Blue Grass, Blue Grass PC | A |
| Bonaparte, Bonaparte United | A |
| Burlington, First | A |
| Cascade, Community | Nancy Macomber |
| Cedar Rapids, Calvin Sinclair | A |
| Cedar Rapids, Christ Church | Ann Luedtka |
| Cedar Rapids/Marion, Echo Hill | A |
| Cedar Rapids, First (two commissioners) | A |
| | A |
| Cedar Rapids, Hus Memorial | A |
| Cedar Rapids, Olivet | A |
| Cedar Rapids, Westminster | Val Neubauer |
| Clinton, First United | A |
| Coggon, Zion | Judy Isaacson |
| Columbus Jct., Cotter | A |
| Columbus Jct., Salem Welsh | A |
| Columbus Jct., United | A |
| Crawfordsville, United | A |
| Davenport, First (two commissioners) | Pam Paulsen |
| | Kristine Oswald |
| Davenport, Newcomb | A |
| Davenport, New Hope | Shirley Irion |
| Ely, First | A |
| Fairfield, First | A |
| Farmington, Sharon | Jeff Jones |
| Ft. Madison, Union | A |
| Hazleton, First | A |
| Independence, First | A |
| Iowa City, First (two commissioners) | Tom Martin |
| | A |
| Iowa City, St. Andrew | Ann Ford |
| | Jeff Charis-Carlson |
| Keokuk, United | A |
| Keota, United | A |
| LeClaire, First | A |

| | |
|--|---------------------|
| LeClaire, Our Savior | A |
| Lone Tree, United | A |
| Lost Nation, Union | A |
| Manchester, First | A |
| Marengo, First | A |
| Marion, First | A |
| Mechanicsville, First | Dorothy Russell |
| Mediapolis, First United | A |
| Miles, First | A |
| Monticello, First | Curt Mayo |
| Montrose, Montrose PC | A |
| Morning Sun, First United | Bob Nolan |
| Mt. Pleasant, First | Lynn Ellsworth |
| Mt. Vernon, First | Larry Petrick |
| Mt. Vernon, Linn Grove | A |
| Muscatine, First | A |
| New London, New London PC | A |
| Newhall, Central | Beth Jensen |
| Onslow, First | A |
| Princeton, Princeton PC | A |
| Rowley, First | Richard Crain |
| Scotch Grove, Scotch Grove PC | A |
| Shellsburg, First Presbyterian Church | A |
| Springville, Springville PC | A |
| Stanwood, Stanwood Union | A |
| Vinton, Vinton PC | Marjorie Thirkettle |
| Wapello, First | A |
| Washington, United Presbyterian | A |
| West Liberty, First Church United | A |
| West Point, West Point PC | A |
| Williamsburg, First | A |
| Wilton, First | Kerry Jennings |
| Wilton, Sugar Creek | A |
| Winfield, First | Joan Thompson |

MODERATOR

Ruling Elder Karen Minnis (eligible to vote)

VICE-MODERATOR

Teaching Elder Dan Jessop (listed above-eligible to vote)

STATED CLERK

Ruling Elder Dr. Rebecca Blair (eligible to vote)

COMMISSIONED RULING ELDERS (eligible to vote)

Don Clark (Columbus Jct. United)

Phil Leipold (Miles, First)

Tiffany McClure (Davenport, First)

COMMITTEE MODERATOR/PCC RULING ELDERS (eligible to vote)

Jan Kosowski (Trustees)

G. A. COMMISSIONER RULING ELDERS [2018-2020] (eligible to vote)

Kerry Jennings (listed above)

RULING ELDER FORMER PRESBYTERY MODERATORS

Harry Hoyt

CANDIDATES AND INQUIRERS

None

OTHER PASTORS SERVING CHURCHES

None

CORRESPONDING MEMBERS

None

VISITORS

Julia Andrews (Communications Project Manager)

Karen Bartel (Davenport, New Hope/Financial Manager)

Kevin Cullum (Camp Wyoming)

DOCKET

Moderator Minnis recognized the Stated Clerk, who advised the body that a motion to approve the docket was in order. **A motion to amend the printed docket to include the items on the table docket and in the verbal report of the Trustees was seconded and APPROVED. A motion to approve the docket as amended was seconded and APPROVED.**

INTRODUCTION OF FIRST-TIME PRESBYTERS

TE Katie Styrt introduced Christine Oswald, first-time commissioner from Davenport, First. The body welcomed her with applause.

WELCOME FROM THE HOST PASTOR

Moderator Minnis introduced the Reverend Dr. Danie deBeer, host pastor, who welcomed those present and observed that the church was joyful to host this stated meeting. He provided information about locations in the church building for activities during the meeting, rest room facilities, and the arrangements for the meal. In particular, he welcomed the body into the lovely sanctuary in this new building, dedicated in October 2018, and called attention to the Krapf Organ, which was featured during the worship service.

STATED CLERK'S REPORT

ACTION ITEMS

The Stated Clerk advised the body that a motion would be in order that the Presbytery approve the minutes of the 184th Stated Meeting of the Presbytery of East Iowa, convened on 29 September 2018 at Westminster Presbyterian Church in Cedar Rapids, Iowa.

A motion to approve the minutes of the 184th Stated Meeting was seconded and APPROVED.

INFORMATION ITEMS

The Stated Clerk noted that our polity requires annual reviews of each church's minutes and roll books as a mark of trust within covenant community. The **regional records review sessions** took place as follows:

Saturday, October 13—Monticello, First—10 a.m.-Noon

Saturday, October 27—Burlington, First—10 a.m.-Noon

Saturday, November 1—Iowa City, First—10 a.m.-Noon

At these sessions, the following church records were presented for review. The Stated Clerk requests that the Presbytery receive this report and spread it on the minutes of this meeting. **A motion to spread this report in the meeting minutes was seconded and APPROVED.**

| SESSION RECORDS REVIEW 2018 | |
|---------------------------------------|----------------------|
| Ainsworth, Ainsworth Community | Approved |
| Argyle, Argyle PC | No records presented |
| Atkins, Pleasant Hill | No records presented |
| Bettendorf, Bettendorf PC | No records presented |
| Birmingham, First | Approved |
| Blairstown, First | No records presented |
| Blue Grass, Blue Grass PC | No records presented |
| Bonaparte, Bonaparte United | No records presented |
| Burlington, First | Approved |
| Cascade, Community | Approved |
| Cedar Rapids, Calvin Sinclair | No records presented |
| Cedar Rapids, Christ Church | Approved |
| Cedar Rapids/Marion, Echo Hill | Approved |
| Cedar Rapids, First | Approved |
| Cedar Rapids, Hus Memorial | No records presented |
| Cedar Rapids, Olivet | Approved |
| Cedar Rapids, Westminster | Approved |
| Clinton, First United | No records presented |
| Coggon, Zion | Approved |
| Columbus Jct., Cotter | No records presented |
| Columbus Jct., Salem Welsh | No records presented |
| Columbus Jct., United | Approved |
| Crawfordsville, United | No records presented |
| Davenport, First | Approved |
| Davenport, Newcomb | Approved |
| Davenport, New Hope | Approved |
| Ely, First | No records presented |
| Fairfield, First | No records presented |
| Farmington, Sharon | Approved |
| Ft. Madison, Union | Approved |
| Hazleton, First | Church dissolution |
| Independence, First | No records presented |
| Iowa City, First | Approved |
| Iowa City, St. Andrew | Approved |
| Keokuk, United | No records presented |
| Keota, United | No records presented |

| | |
|--|----------------------|
| LeClaire, First | Approved |
| LeClaire, Our Savior | Approved |
| Lone Tree, United | Approved |
| Lost Nation, Union | Approved |
| Manchester, First | No records presented |
| Marengo, First | Approved |
| Marion, First | No records presented |
| Mechanicsville, First | No records presented |
| Mediapolis, First | Approved |
| Miles, First | No records presented |
| Monticello, First | Approved |
| Montrose, Montrose PC | Approved |
| Morning Sun, First United | No records presented |
| Mount Pleasant, First | Approved |
| Mount Vernon, First | Approved |
| Mount Vernon, Linn Grove | Approved |
| Muscatine, First | Approved |
| New London, New London PC | Approved |
| Newhall, Central | Review in progress |
| Onslow, First | No records presented |
| Princeton, Princeton PC | No records presented |
| Rowley, First | Approved |
| Scotch Grove, Scotch Grove PC | Approved |
| Shellsburg, First | Approved |
| Springville, Springville PC | Approved |
| Stanwood, Stanwood Union | No records presented |
| Vinton, Vinton PC | Approved |
| Wapello, First | Approved |
| Washington, UP | Approved |
| West Liberty, First Church United | No records presented |
| Williamsburg, First | Approved |
| Wilton, First | Approved |
| Wilton, Sugar Creek | No records presented |
| Winfield, First | Review in progress |

- The Stated Clerk notes that the Evidence of Insurance for 2018 has been received and will be included with the minutes of this meeting.
- The Stated Clerk reports that the financial review for 2018 is complete.
- In accord with G-2.1001, the Presbytery, through the Commission on Ministry and its successor, the Ministers and Congregations Commission, have reviewed the commissions of all commissioned

- In accord with G-3.0302e, the required statistics have been transmitted to the Office of the General Assembly.
- In accord with G-3.0303b, the Stated Clerk notes that the dissolution process is underway for the Hazleton, First congregation.
- The Stated Clerk calls the body's attention to new information from the Board of Pensions:
 - Vacancy dues will be eliminated, effective January 1, 2019
 - Expanded eligibility for Sabbath Sabbatical Support Grants, effective January 1, 2019
 - Housing and income supplements for retired Benefits Plan members and surviving spouses also increased to 75% of ministers' median for 2019
- The Stated Clerk has received the minutes of the administrative commission for the commissioning of CRE Tiffany McClure at First Presbyterian Church in Davenport, IA on 30 September 2018:

The administrative commission for the commissioning of CRE Tiffany McClure as Minister for Christian Education for First Presbyterian Church in Davenport, IA, duly appointed by the Presbytery of East Iowa, convened with prayer on 30 September 2018 at 5:45 p.m. in the sanctuary of the church. Commission member present were RE Karen Minnis (Morning Sun, First United), PEIA Moderator; TE Patricia Halverson, HR, Commission Clerk; TE Richard Miller (Davenport, First); RE Sarah Greim (Davenport, First); TE Katie Styr (Davenport, First); TE Troy Winder (Bettendorf, First); and RE Katie Thom (Bettendorf, First).

RE Karen Minnis, Presbytery Moderator, called the commission to order with prayer, appointed TE Patricia Halverson 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 Commissioning. The requirements of the Constitution were met, and all questions of Tiffany McClure and the congregation were answered in the affirmative. No scruples were expressed. After the Prayer of Installation, Moderator Minnis pronounced that Ruling Elder Tiffany McClure was commissioned to serve as Minister of Christian Education at First Presbyterian Church in Davenport, IA. The service and the meeting of the commission adjourned with the Benediction at 7:00 p.m.

Respectfully submitted,
Patricia Halverson, Clerk

PRESBYTERY COORDINATING COMMISSION (PCC) REPORT

Moderator's Report

Moderator Minnis noted that one positive aspect of serving as Presbytery Moderator is found of those occasions when she can participate in ordination, installation, and other celebratory events in the lives of our constituent churches. The day after the 184th Stated Meeting in September, the Moderator had the honor of sharing joy with the Davenport, First congregation as CRE Tiffany McClure was commissioned. The Moderator expressed thanksgiving for the opportunity to serve the Presbytery during 2018 in this role.

Moderator Minnis then presented the following action items from the PCC:

ACTION ITEMS

The following item was referred to the PCC at the 184th Stated Meeting with an action item to be brought to this stated meeting following further deliberation. The PCC deliberated concerning ways to prioritize family activities, community events and the life of the Presbytery. The PCC encourages presbyters, particularly minister members, to prioritize attending at least half of the stated meetings.

MOTION: The PCC recommends that the Presbytery affirm the following dates for the stated meetings in 2019:

| 2019 PROPOSED STATED MEETINGS | | | |
|--------------------------------------|------------------------|------------|-----------------------|
| 186 th Stated Meeting | Saturday, January 19 | 10 am-2 pm | Query sent |
| 187 th Stated Meeting | Saturday, March 16 | 10 am-2 pm | Query sent |
| 188 th Stated Meeting | Saturday, July 13 | 10 am-2 pm | All-Presbytery Picnic |
| 189 th Stated Meeting | Saturday, September 21 | 10 am-2 pm | Query sent |
| 190 st Stated Meeting | Thursday, November 21 | 1 pm-5 pm | Query sent |

The motion was APPROVED.

MOTION: The PCC recommends that the Presbytery renew the status of the AIM Network (an authorized PEIA network) for another 2-year period, effective 1 January 2019 through 31 December 2020.

The motion was APPROVED.

MOTION: The PCC recommends that the Presbytery approve the following exam readers for the 2018-2019 ordination exam cycle in accord with the allocation formula set by the Presbyteries Cooperative Committee on Examinations for Candidates. The

Midwest Region exam evaluation periods will run from February 4-8, 2019 and May 6-10, 2019. The request for exam readers was included in the packet of the 183rd and 184th stated meetings and was also publicized in *Out and About*.

Teaching Elder: The Reverend Katie Styr (Davenport, First) Ruling

Elder: Anita Burnett (Iowa City, First)

Alternate Reader: Dr. Rebecca Blair (Stated Clerk)

The motion was APPROVED.

The following action item is a joint recommendation from the Presbytery Coordinating Commission and the Ministers and Congregations Commission:

**MOTION FOR THE APPOINTMENT OF AN ADMINISTRATIVE COMMISSION IN
SUPPORT OF FIRST PRESBYTERIAN CHURCH, DAVENPORT, IA**

Background

Our relationships as Presbyterians are rooted in covenant community, and our polity affirms this covenantal relationship and the “mutual interconnectedness of the church through its councils as a sign of unity” (G-3.0101) and as the guiding assumption for everything we do as the Presbyterian body of Christ. As this passage from our polity as explained in the *Book of Order* notes, the aim of such mutuality is to “nurture, guide, and govern those who witness as part of the Presbyterian Church (U.S.A.)” to strengthen the witness of the whole church.

In response to a request from the Reverend Dr. Richard Miller, the Reverend Dr. Danie deBeer (designated representative of the Congregational Development and Vitality Team and the Ministers and Congregations Commission) attended an August 2018 and a September 2018 meeting of the Church Government and Personnel Committee of Davenport, First. Elder Jim Claypool (acting in the role of supportive advocate for the Reverend Dr. Richard Miller) attended the September 2018 meeting. They attended these meetings as observers. Both of these meetings occurred without the knowledge or direction of the church session. TE deBeer and RE Claypool reported the proceedings to the Ministers and Congregations Commission, and subsequently to the Presbytery Coordinating Commission. These commissions, with privileged authority to act, provided remedial advice, in keeping with G-3.0108c, to the session of Davenport, First concerning processes employed by the Church Government and Personnel Committee of Davenport, First.

In the course of further conversation, the session requested that the Presbytery provide ongoing support and appropriate resources to inform their governance processes during this period in the church's life.

MOTION: In this context of mutual care and support, the Presbytery Coordinating Commission and the Ministers and Congregations Commission recommend that the Presbytery of East Iowa appoint an administrative commission per G-3.0109b to work with the session of First Presbyterian Church in Davenport, IA, effective immediately. The PCC further recommends that the body authorize Moderator Minnis to appoint members of this commission.

This administrative commission shall be authorized by the Presbytery as follows:

The Commission shall obtain appropriate resources and information concerning PCUSA polity and polity practices, leadership development, legal guidelines, and financial guidelines for continued support and development of the Session in leadership and governance according to the Constitution of the Presbyterian Church (U.S.A.) and in support of the health of this congregation, in consultation with the Presbytery Coordinating Commission, the Ministers and Congregations Commission, the Congregational Development and Vitality Team, and the Presbytery Stated Clerk.

The Presbytery by this action shall delegate to the Commission the following additional authority to take effect immediately:

- **Access to all church records, including but not limited to minutes of the Session and all boards and committees, membership directories, newsletters, and Session and committee communications**
- **Authority to assume original jurisdiction for the sole purpose of carrying out the session responsibility for judicial process**

After extensive discussion, a **motion to postpone indefinitely was seconded and NOT APPROVED**. Following further discussion, a **motion to call the question was seconded and APPROVED**. **The vote on the main motion was APPROVED.**

MOTION: The PCC recommends that the Presbytery dissolve the administrative commission to the Wapello, First church, appointed by Presbytery vote at a special called meeting on 5 September 2017 with membership duly appointed by Moderator Jim Claypool per the body's

instruction on 21 September 2017. Members of the commission include RE Don Clark, TE Dottie Halverson, TE Kristin Hutson, TE Jennifer Jennings, and RE Kerry Jennings. The body dissolves this commission with deep appreciation for its wise and dedicated service.

The motion was APPROVED.

Mission Starfish Haiti

Moderator Minnis then introduced a video from Mission Starfish Haiti.

Silentor Esthil was a very sick little boy. A years-long infection in his leg would not heal. His mother went to great lengths to find someone who would help her 9-year-old son, and she was giving up hope. Her final attempt to save his life was to take him to a medical clinic in their impoverished region of Haiti. Tommy Henderson was a nurse who came to Haiti, working in this medical clinic. It's where he first met that very sick little boy, Silentor.

Their lives would never be the same – and today, countless lives will never be the same – because of that serendipitous meeting so many years ago. Tommy ended up adopting Silentor, who came to the Quad Cities to heal, grow, and flourish. Silentor ended up with a dream to return home to help build up the lives of others – a dream that is now reality in the form of a school, health clinic, church, women's empowerment program, and housing initiative. Silentor's organization began in 2011, when he returned to Haiti after college and one-year teaching in Miami for Teach for America. Through that experience in Miami, he was able to relearn the Creole that he had forgotten during his years in the U.S. Silentor is a graduate of Bettendorf High School and Iowa State University.

The Presbytery of East Iowa has supported Mission Starfish Haiti as an authorized Presbytery mission for the past three years. As this period comes to a close, Silentor has sent this video to communicate his thanks and appreciation for our partnered ministry with him.

PERSONNEL TEAM REPORT

TE Lori Wunder, outgoing Personnel Team moderator, shared the following communication with the body:

Statement on the Commission on Ministry Associate Position

As part of our ongoing restructuring, the Presbytery of East Iowa no longer has the Commission on Ministry Associate Position.

Background

For nearly a year, the Presbytery of East Iowa has been moving toward a new model of mission and ministry, also known as “restructuring.” The document *Discovering and Claiming Our Common Calling* was approved by the body at the 180th Stated Meeting held at Iowa City, First on January 13, 2018 with the understanding that we would work toward implementation of the new structure by July 1, 2018.

One of the fundamental changes in this new structure is the move from a Commission on Ministry (COM) to the Ministerial Relations Teams, which include the Ministers and Congregations Commission (MCC), the Church Development and Vitality Team (CDV), and Leadership Development Team (LDV). Many of the functions remain the same, but the intent in all the teams and committees is to move from being a staff-driven, top-down organization to a more horizontal organization governed by elected groups of presbyters.

To this end, when the Commission on Ministry ended its work and the Ministerial Relations teams began in August 2018, the Commission on Ministry Associate Position also ceased to exist. Harry Hoyt’s tenure as COM Associate ended on September 30, 2018.

Going Forward

Many of you may be wondering, “Now what?” The functions of the COM Associate are being accomplished by multiple people:

- Background checks of candidates– Stated Clerk [Rebecca Blair](#)
- Provide references to other judicatories upon request- Stated Clerk [Rebecca Blair](#)
- Church Leadership Connection liaison for matching pastors and congregations – Teaching Elder [John Hougén](#), member of MCC
- Conflict Resolution – Teaching Elder [Danie deBeer](#), moderator of Congregational Development and Vitality Team
- Questions about Interims, calling a new pastor, etc. – Teaching Elder [Jennifer Jennings](#), moderator of MCC

Giving Thanks

Harry Hoyt served as the Commission on Ministry Associate for the Presbytery of East Iowa beginning in 2003. In that time, he worked with every congregation in both good and difficult times. We are grateful for his leadership and abilities. He was the right person at the right time for this presbytery.

As an expression of our thanks, we invite congregations and individuals to make a financial gift

in honor of Harry's service. The Presbytery is contributing an initial gift of \$1000. Additional gifts may be sent to Presbytery of East Iowa, Attn: Karen Bartel 1285 3rd Avenue SE, Suite 2, Cedar Rapids, IA 52403

Moderator Minnis invited Harry Hoyt forward to express his thanks to the Presbytery. He noted that he will now have more time to spend with his family.

TE Wunder explained that part of the responsibility of the Personnel Team is to function in advocacy for the Presbytery officers and staff members. She expressed thanks to Warren Jensen, Pastor to Pastors, for his concern for all those within the Presbytery and his engagement in convening book discussion communities throughout the Presbytery. In thanking RE Karen Bartel, Finance Manager, for her service, TE Wunder noted that Karen stepped into this role at a transitional moment in the Presbytery's life to partner with the Trustees in working toward financial transparency.

The Presbytery has just welcomed Julia Andrews, Communications Project Manager, as the newest member of our staff. She will be working to provide clear communication tools and pathways, beginning with our website and social media presence. Lastly, TE Wunder explained that our Stated Clerk, Rebecca Blair, has worked over the past 20 years on the national denominational stage as well as within our presbytery, serving as a committee and plenary floor parliamentarian and being selected to co-manage the plenary at this past G.A. in St. Louis, where she was called a "national treasure" of our church. TE Wunder asserted that we our quite blessed with a fine group of staff and officers in East Iowa.

BUDGET AND FINANCE TEAM REPORT

Team moderator RE Tom Martin and Finance Manager RE Karen Bartel began the report by presenting the 2019 proposed budget document for consideration.

ACTION ITEMS

MOTION: The Budget and Finance Team recommends that the Presbytery approve the following proposed budget for 2019, including revised per capita contributions.

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| Presbytery of East Iowa | | | | |
|--|--|----------------|---------------|--|
| 2019 Proposed Budget | | | | |
| | | 2018 | 2019 | |
| Projected Receipts: | | | | |
| 4000 | PEIA Unified Missions | 180,000 | 120000 | |
| 4001 | Unified Missions Passthroughs | | | |
| 40011 | Unified Missions Collections GA | | | |
| 40012 | Unified Missions Collections Synod | | | |
| 4002 | Passthrough Missions Disbursed | | | |
| 4010 | Endowment Income | 2,200 | 2300 | |
| 4035 | Synod Comprehensive Presbytery Support | 16,402 | 12000 | |
| 4040 | Per Capita/PEIA | 256,579 | 230000 | |
| 40411 | Per Capita Received GA | | | |
| 40412 | Per Capita Received Synod | | | |
| 4042 | Per Capita Passthroughs Disbursed | | | |
| 4045 | PC(USA) Special Offerings | | | |
| 40451 | One Great Hour | | | |
| 40452 | Pentecost | | | |
| 40453 | Peace & Global Justice GA | | | |
| 40454 | Peace & Global Justice Synod | | | |
| 40455 | Christmas | | | |
| 4046 | Special Offering Disbursements | | | |
| 4003 | PEIA Peace Making Team (Income) | | | |
| 40031 | Peacmaking Team Events (Expense) | | | |
| 4050 | Interest/Operating | 2,500 | 2500 | |
| Total Projected Receipts: | | 457,681 | 366800 | |
| Expense: | | | | |
| Team/Task Force/Commissions Expense: | | | | |
| 6000 | Ministers & Congregations Commission | | | |
| 6010 | Administrative Expense (doesn't include | 350 | 350 | |
| 6020 | Meals | 400 | 0 | |
| 6021 | Travel | 0 | 400 | |
| 6050 | Pastor assessment and consultation | 2,000 | 2170 | |
| 6060 | MCC Protect My Ministry (background | | | |
| 6061 | Safe Gatherings (one time admin start-up) | 250 | 3250 | |
| Total MCC Expenses | | 3,250 | 6170 | |
| Leadership Development Team | | | | |
| 6030 | CRE Retreats, curriculum and Misc. | 2,000 | 1000 | |
| 6040 | New Pastor Development | 1,000 | 500 | |
| 6045 | Pastoral Development | 2,000 | 1000 | |
| 6105 | Commission on Preparation for Ministry (CPM) | 500 | 500 | |
| 6305 | Networking Events | 3,000 | 1,000 | |
| 6310 | Leadership | | | |
| 6031 | Team Travel | | 400 | |
| Total LDT Team | | 10,500 | 4,400 | |
| Congregation Developemnt & Vitality (CDV) | | | | |

| | | | |
|-----------------------|---|--|--------------|
| 6070 | Administrative Expense (doesn't include | | 350 |
| 6071 | Travel | | 400 |
| 6072 | Events | | 2,000 |
| Total CDV Team | | | 2,750 |
| | | | |
| | | | |

| | | | |
|---|---|---------------|---------------|
| 6110 | Personnel | 100 | 100 |
| 6111 | Travel | | 100 |
| 6115 | Nominating | 100 | |
| 6116 | Travel | | |
| 6120 | Committee on Representation & Nominating | 100 | 100 |
| 6121 | CRN Travel | | 100 |
| 6122 | Budget & Finance Team | | 100 |
| 6123 | B&FT Travel | | 100 |
| 6125 | Trustees | 100 | 100 |
| 6126 | Trustees Travel | 0 | 400 |
| 6130 | Mileage Comm/Comissn/TaskFrc | 4,000 | |
| 6210 | Presbytery Meetings | 3,000 | 2,000 |
| 6220 | Administrative Commissions | 500 | 500 |
| 6221 | Admin Comm Travel | | 100 |
| 6225 | Presbytery Coordinating Commission (PCC) | 200 | 100 |
| 6226 | PCC Travel | | 500 |
| 6230 | Permanent Judicial Commission | 500 | 1,000 |
| 6231 | PJC Travel | | 100 |
| Total Committee/Task Force/Commissions | | 22,350 | 18,720 |
| 6500 | Office Operating Expenses | | |
| 6501 | New Equipment | 500 | 400 |
| 6502 | Copier & Printing | 4,000 | 5000 |
| 6503 | Communications Contract (WebMaster) | 5,000 | 2000 |
| 6504 | Internet Access Contract (Mediacom) | 1,500 | 2500 |
| 6505 | IT Services & Software | 10,000 | 15000 |
| 6506 | Telephone/Communications | 1,700 | 3200 |
| 6507 | Condo Association Dues | 14,720 | 14720 |
| 6508 | Rent | 0 | 8400 |
| 6511 | Utilities | 2,800 | 1400 |
| 6512 | Insurance/Building & Contents | 5,500 | 8000 |
| 6513 | Custodial | 3,500 | 0 |
| 6514 | Office Maint. | 300 | 400 |
| 6520 | Office Supplies | 1,500 | 1000 |
| 6521 | Postage | 1,500 | 1800 |
| 6522 | Bank Fees and Charges | 100 | 50 |
| 6523 | Legal & Professional | 2,000 | 1000 |
| 6524 | Audit & Financial Review | 1,000 | 5000 |
| 6525 | Kitchen/Hospitality | 400 | 100 |

| | | | |
|--|--|-----------------------------|--------------|
| 6530 | Publications | 100 | 200 |
| 6531 | Awards/Recognitions/Remembrances | 500 | 600 |
| 6535 | Moving Expense | 0 | 0 |
| 6540 | Payroll Expense | 0 | 200 |
| Total Office Operations: | | 56,620 | 70970 |
| 6600 | Officer & Other Travel | | |
| 6601 | GA Expenses (next in 2020) | 4,000 | 0 |
| 6602 | Overture Advocates (next in 2020) | 3,000 | 0 |
| 6603 | Moderator & Vice Moderator | 300 | 300 |
| 6604 | Treasurer | 1,200 | 0 |
| | Total Officer & Other Travel | 8,500 | 300 |
| Total Operating Expenses | | 65,120 | 71270 |
| 6700 | Salaries & Benefits: based on 1.5% increase | | |
| 6701 | Stated Clerk: | 2019 Benefits 37% of Salary | |
| 6705 | Salary | 54,353 | 55169 |
| 6710 | Benefits | 19,567 | 20412 |
| 6715 | FICA | 4,158 | 4331 |
| 6720 | Continuing Education | 1,000 | 1000 |
| 6725 | Travel - Stated Clerk | 3,000 | 2500 |
| 6730 | Stated Clerk Professional Expenses | 500 | 500 |
| | Total Stated Clerk | 82,578 | 83912 |
| 6702 - Payroll - Mission & Congregational Support | | | |
| 6706 | Salary - Mission & Congregation Support | 54353 | 55000 |
| 6711 | Benefits -Mission & Congregation Support | 19567 | 20400 |
| 6716 | FICA - Mission & Congregation Support | 4158 | 4300 |
| 6721 | Continuing Ed - Mission & Congregation | 1000 | 1000 |
| 6726 | Travel - Mission & Congregation Support | 4000 | 4000 |
| 6731 | COM Associate - Other Expenses | 500 | |
| Total 6702 - Payroll Expenses COM Associate | | 83,578 | 84700 |
| 6703 Pastor to Pastor Care Associate | | | |
| 6707 | Salary | 10,363 | 10518 |
| 6717 | FICA | 0 | 0 |
| 6723 | Continuing Education | 1,000 | 1000 |
| 6727 | Travel - Pastor to Pastor Care Associate | 2,500 | 2000 |
| | Total Pastor to Pastor Care Associate | 13,863 | 13518 |
| 6750 Communications Project Manager | | | |
| 6755 | Comm Proj Manager Wage | 31,200 | 31668 |
| 6756 | Benefits - HBI | 8,736 | 9120 |
| 6757 | FICA | 2,387 | 2486 |
| 6758 | Continuing Education | 500 | 1000 |
| 6759 | Mileage Comm Proj Manager | 500 | 500 |
| | Total Administrative Asst | 43,323 | 44774 |
| 6760 Finance/Data Mngmnt | | | |
| 6765 | Salary | 11,003 | 11168 |
| 6766 | Benefits | 0 | |
| 6767 | FICA | 842 | 876 |
| 6768 | Continuing Education | 500 | 500 |
| 6769 | Travel | | 1200 |
| | Total Finance/Data Mngmnt | 12,169 | 13744 |

| | | | |
|---------------------------------------|--|----------------|----------------|
| Total Salaries & Benefits: | | 151,933 | 240648 |
| 6800 | Missions & Social Justice Team | | |
| 6801 | Camp Wyoming Mission Support | 45,000 | 45000 |
| | Camp Wyoing Bench Project | | 2500 |
| 6802 | Young Adult & College Ministry | 13,000 | 0 |
| 6803 | Mission Starfish Haiti | 10,000 | 10000 |
| 6804 | Presbytery Mission Outreach (Proj Requests) | 10,000 | 10000 |
| 6805 | Social Justice Grants (Immigrant Assistance) | | |
| Total Missions: | | 78,000 | 67500 |
| Total Expenses: | | 317,403 | 398,138 |
| Projected Net | | 140,278 | -31,338 |
| | 2017 Per Capita PEIA | 23.20 | |
| | 2018 Per Capita PEIA | 23.87 | |
| | 2019 Per Capita PEIA | 23.65 | |
| | 2018 Per | | |
| | GA | 7.73 | |
| | Synod | 5.40 | |
| | PEIA | 23.87 | |
| | | 37.00 | |
| | 2019 Per | | |
| | GA | 8.95 | |
| | Synod | 5.40 | |
| | PEIA | 23.65 | |
| | | 38.00 | |
| | 2017 Members | 10,094 | |
| | Total Due | 383,572 | |
| | 2018 | | |
| | GA | 90,341 | |
| | Synod | 54,508 | |
| | PEIA | 238,723 | |
| | | 383,572 | |
| | If we collect 80% of Per Capita PEIA available for budgeting admin | 190,978 | |
| | PEIA available for budgeting missions | 120,000 | |
| | PEIA projected available for budgeting | 310,978 | |
| | Currently Budgeted Amount for 2019 | 398,138 | |

| | | | Jan - Oct 18 | Budget | Budget |
|--|--|--|-------------------|-------------------|----------------|
| Income | | | | | |
| 4000 · Unified Missions | | | | | |
| | 4001 · East Iowa Missions | | 59,200.06 | 180,000.00 | 32.89% |
| | 4002 · PEIA Prev Year Missions | | 9,204.37 | 0.00 | 100.0% |
| | 4003 · PEIA Peacemaking Offering | | -391.52 | 0.00 | 100.0% |
| | 4004 · Prior Year Transfer Funds | | 0.00 | 0.00 | 0.0% |
| Total 4000 · Unified Missions | | | 68,012.91 | 180,000.00 | 37.79% |
| 4010 · Endowment Incomes | | | | | |
| | 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% |
| Total 4010 · Endowment Incomes | | | 575.57 | 2,200.00 | 26.16% |
| 4040 · Per Capita/PEIA | | | | | |
| | 4041 · East Iowa Per Capita | | 158,957.59 | 256,579.00 | 61.95% |
| Total 4040 · Per Capita/PEIA | | | 158,957.59 | 256,579.00 | 61.95% |
| 4050 · Operating Interest - Savings | | | 2,260.83 | 2,500.00 | 90.43% |
| 4100 · Synod Support | | | | | |
| | 4101 · CPS Support | | 16,550.82 | 16,402.00 | 100.91% |
| Total 4100 · Synod Support | | | 16,550.82 | 16,402.00 | 100.91% |
| 4640 · Other Types of Income | | | | | |
| | 4641 · Mt Moriah Principle | | 3,159.89 | | |
| | 4642 · Mt Moriah Interest | | 6,513.31 | | |
| | 4644 · Laikos Scholarship Fund | | 161.00 | | |
| | 4645 · Refunds | | 2,000.00 | | |
| | 4660 · PEIA Disaster Recovery Fund | | 582.50 | | |
| Total 4640 · Other Types of Income | | | 12,416.70 | | |
| Total Income | | | 258,774.42 | 457,681.00 | 56.54% |
| Expense | | | | | |
| 6000 · Commission on Ministry (COM) | | | | | |
| | 6010 · Admin Expense | | 0.00 | 350.00 | 0.0% |
| | 6020 · Meals | | 624.69 | 400.00 | 156.17% |
| | 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 | | 1,627.50 | 2,000.00 | 81.38% |
| | 6050 · Pastor Assessmnt & Consultation | | 2,299.74 | 2,000.00 | 114.99% |
| | 6060 · COM Background Checks | | 15.90 | 250.00 | 6.36% |
| Total 6000 · Commission on Ministry (COM) | | | 6,314.33 | 8,000.00 | 78.93% |

| | | | | |
|---|--|------------------|------------------|----------------|
| 6100 - Commission/TaskFrc Expenses | | | | |
| | 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 | 2,589.28 | 4,000.00 | 64.73% |
| | 6210 - Presbytery Meeting Expense | 1,176.92 | 3,000.00 | 39.23% |
| | 6220 - Administrative Commissions | 732.03 | 500.00 | 146.41% |
| | 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% |
| Total 6100 - Commission/TaskFrc Expenses | | 4,585.91 | 14,100.00 | 32.52% |
| 6500 - Operations | | | | |
| | 6501 - New Equipment | 210.94 | 500.00 | 42.19% |
| | 6502 - Copier & Printing | 4,835.23 | 4,000.00 | 120.88% |
| | 6503 - Communications Contract | 2,409.98 | 5,000.00 | 48.2% |
| | 6504 - Internet Access Contract | 1,413.95 | 1,500.00 | 94.26% |
| | 6505 - IT Services & Software | 11,628.63 | 10,000.00 | 116.29% |
| | 6506 - Telephone, Telecommunications | 1,773.88 | 1,700.00 | 104.35% |
| | 6510 - Condo Association Dues | 12,033.40 | 14,720.00 | 81.75% |
| | 6511 - Utilities | 1,958.14 | 2,800.00 | 69.93% |
| | 6512 - Building Insurance | 4,576.00 | 5,500.00 | 83.2% |
| | 6513 - Custodial Contract | 1,920.31 | 3,500.00 | 54.87% |
| | 6514 - Office Maintenance Exp | 739.13 | 300.00 | 246.38% |
| | 6520 - Supplies | 1,744.63 | 1,500.00 | 116.31% |
| | 6521 - Postage, Mailing Service | 1,358.06 | 1,500.00 | 90.54% |
| | 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 | 62.00 | | |
| | 6540 - Moving Expense | 28,647.90 | | |
| Total 6500 - Operations | | 76,198.26 | 56,620.00 | 134.58% |
| 6600 - Officer & Other Travel | | | | |
| | 6601 - GA Expenses | 3,401.76 | 4,000.00 | 85.04% |
| | 6602 - Overture Advocate Expenses | 0.00 | 3,000.00 | 0.0% |
| | 6603 - Moderator & Vice Moderator Exp | 305.20 | 300.00 | 101.73% |
| | 6604 - Treasurer Mileage | 1,080.74 | 1,200.00 | 90.06% |
| Total 6600 - Officer & Other Travel | | 4,787.70 | 8,500.00 | 56.33% |

| | | | | |
|---|---|------------------|------------------|----------------|
| 6700 - Payroll Expense | | | | |
| 6701 - Stated Clerk Payroll Expenses | | | | |
| | 6705 - Salary - Stated Clerk | 26,057.83 | 54,353.00 | 47.94% |
| | 6710 - Benefits - Stated Clerk | 7,348.33 | 19,567.00 | 37.56% |
| | 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 | 3,758.48 | 3,000.00 | 125.28% |
| | 6730 - Professional Exp - Stated Clerk | 259.90 | 500.00 | 51.98% |
| | Total 6701 - Stated Clerk Payroll Expenses | 41,330.04 | 82,578.00 | 50.05% |
| 6702 - Payroll Expenses COM Associate | | | | |
| | 6706 - Salary - COM Associate | 26,057.83 | 54,353.00 | 47.94% |
| | 6711 - Benefits - COM Associate | 7,348.33 | 19,567.00 | 37.56% |
| | 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 Exp COM Associate - Other | 48,806.16 | | |
| | Total 6702 - Payroll Expenses COM Associate | 88,361.94 | 83,578.00 | 105.72% |
| 6703 - Payroll Exp - Pastor to Pastor | | | | |
| | 6707 - Salary - Pastor to Pastor Assoc | 4,678.27 | 10,333.00 | 45.28% |
| | 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 | 1,671.49 | 2,500.00 | 66.86% |
| | Total 6703 - Payroll Exp - Pastor to Pastor | 6,522.40 | 13,833.00 | 47.15% |
| 6704 - Payroll Exp - Networking Assoc | | | | |
| | 6708 - Salary Exp-Networking Associate | 0.00 | 0.00 | 0.0% |
| | 6713 - Benefits - Networking Assoc | 0.00 | 0.00 | 0.0% |
| | 6718 - FICA - Networking Associate | 0.00 | 0.00 | 0.0% |
| | 6724 - Cont Ed - Networking Assoc | 0.00 | 0.00 | 0.0% |
| | 6728 - Travel Expenses - Networking | 0.00 | 0.00 | 0.0% |
| | Total 6704 - Payroll Exp - Networking Assoc | 0.00 | 0.00 | 0.0% |
| 6750 - Payroll Expense -Communications | | | | |
| | 6755 - Wages - Comm Proj Manager | 10,400.00 | 31,200.00 | 33.33% |
| | 6756 - Benefits - Comm Proj Manager | 1,252.06 | 8,736.00 | 14.33% |
| | 6757 - FICA - Comm Proj Manager | 0.00 | 2,387.00 | 0.0% |
| | 6758 - Continuing Ed - Comm Proj Mana | 0.00 | 500.00 | 0.0% |
| | 6759 - Travel Expenses Comm Proj Mngr | 156.42 | 500.00 | 31.28% |
| | Total 6750 - Payroll Expense -Communications | 11,808.48 | 43,323.00 | 27.26% |
| 6760 - Payroll Exp - Financial Manager | | | | |
| | 6765 - Wages - Financial Manager | 12,237.34 | 11,003.00 | 111.22% |
| | 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% |
| | | Total 6760 · Payroll Exp - Financial Manager | 12,636.56 | 12,345.00 | 102.36% |
| | | 6700 · Payroll Expense - Other | 12,424.09 | | |
| | | Total 6700 · Payroll Expense | 173,083.51 | 235,657.00 | 73.45% |
| | | 6800 · PEIA Missions | | | |
| | | 6801 · Camp Wyoming | 45,049.90 | 45,000.00 | 100.11% |
| | | 6802 · Young Adult & College Ministry | 0.00 | 13,000.00 | 0.0% |
| | | 6803 · Mission Starfish Haiti | 7,500.00 | 10,000.00 | 75.0% |
| | | 6804 · Presbytery Mission Outreach | 7,108.42 | 10,000.00 | 71.08% |
| | | 6808 · Social Justice Grants | 25,000.00 | | |
| | | Total 6800 · PEIA Missions | 84,658.32 | 78,000.00 | 108.54% |
| | | 8000 · Church Closings | -5,191.34 | | |
| | | 8003 · Church Closing Expense | 4,375.00 | | |
| | | Total Expense | 348,811.69 | 400,877.00 | 87.01% |
| | | Net Income | -90,037.27 | 56,804.00 | -158.51% |
| | | | -90,037.27 | 56,804.00 | -158.51% |

There was discussion concerning the adoption of a deficit budget. **A motion to strike the Mission and Congregational Support item by striking Line 6702, 6706, 6711, 6716, 6721, 6726, and 6731 totaling \$84,700 until such time as the Personnel Committee brings a Mission and Congregational Support position for approval and funding to the Presbytery for approval was seconded and APPROVED.** Further questions concerned the use of Line 6802 for Presbyterian Youth Triennium with the response that the Presbytery has historically covered the cost of transportation. **A motion to amend the proposed budget to designated \$10,000 in Line 6802 for Presbyterian Youth Triennium costs was seconded and APPROVED.** RE Martin noted that the budget is to be understood as a working document that can be adjusted at any time throughout the budget year.

A motion to approve the proposed budget and per capita document as amended was seconded and APPROVED.

RE Bartel addressed the financial statements with further information that many churches send the mission and per capita funds at the end of the year. In addition, some pledge and some don't but do send contributions. Some churches do not pay per capita. Per capita represents the Presbytery's operational funds. Drawing attention to page 15, she noted that income accounts with nothing projected are pass-throughs. The aim is transparency—it is important to take this financial information back to your church session, so that Presbytery finances are clear for everyone.

Presbytery of East Iowa
Balance Sheet

Cash Basis

As of November 30, 2018

| | Nov 30, 18 |
|--|-------------------|
| ASSETS | |
| Current Assets | |
| Checking/Savings | |
| 1005 · Checking - U of I Credit U... | 51,564.73 |
| 1010 · Savings - U of I Credit Union | 506,431.94 |
| Total Checking/Savings | 557,996.67 |
| Total Current Assets | 557,996.67 |
| TOTAL ASSETS | 557,996.67 |
| LIABILITIES & EQUITY | |
| Liabilities | |
| Current Liabilities | |
| Other Current Liabilities | |
| 24000 · Payroll Liabilities | 6,556.98 |
| 4650 · PEIA Designated Missions | 662.00 |
| Total Other Current Liabilities | 7,218.98 |
| Total Current Liabilities | 7,218.98 |
| Total Liabilities | 7,218.98 |
| Equity | |
| 30000 · Opening Balance Equity | |
| 30001 · Prior Year Balances | 210,384.78 |
| 30002 · Church Closing Reserves | 179,745.59 |
| 30003 · Restricted Balances | 224,562.62 |
| Total 30000 · Opening Balance Eq... | 614,692.99 |
| 32000 · Unrestricted Net Assets | 37,378.19 |
| Net Income | -101,293.49 |
| Total Equity | 550,777.69 |
| TOTAL LIABILITIES & EQUITY | 557,996.67 |

| 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 | 12,288.43 | 12,288.43 | 0.00 | 3,000.00 | 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 | 1,152.00 | 106.00 | | |
| Christ Church Presbyterian | Cedar Rapids | 2375 | 4,440.00 | 1,220.00 | 3,220.00 | 600.00 | |
| Echo Hill Presbyterian Church | Cedar Rapids | 12233 | 10,138.00 | 4,200.00 | 5,938.00 | | |
| 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 | 9,404.20 | 1,880.80 | | 4,500.00 |
| 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 Junctn | 2596 | 888.00 | 888.00 | 0.00 | 750.00 | 750.00 |
| Salem Welsh Presbyterian Church | Columbus Junctn | 2594 | 1,295.00 | 1,443.00 | -148.00 | | |
| United Presbyterian Church | Columbus Junctn | 2593 | 3,700.00 | 3,700.00 | 0.00 | | 3,000.00 |
| United Church of Crawfordsville | Crawfordsville | 10414 | 2,035.00 | | 2,035.00 | | 2,109.00 |
| 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 | 2,378.00 | 471.00 | 600.00 | 450.00 |
| Newcomb Presbyterian Church | Davenport | 2600 | 6,882.00 | 6,882.00 | 0.00 | | |
| First Presbyterian Church | Ely | 2357 | 7,955.00 | 6,261.00 | 1,694.00 | 700.00 | 600.00 |
| 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 | 6,512.00 | 0.00 | | |
| 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 | 26,352.78 | 5,356.22 | | 23,635.86 |
| United Presbyterian Church | Keokuk | 10668 | 2,627.00 | 200.00 | 2,427.00 | | |
| United Church of Faith | Keota | 2607 | 3,219.00 | 1,675.00 | 1,544.00 | 2,000.00 | |
| First Presbyterian Church | LeClaire | 2609 | 2,220.00 | 1,480.00 | 740.00 | | |
| Church Name | City | PIN | 2018 Per Capita | Paid | Due | Mission Pledge | Paid |
| Our Savior Presbyterian Church | LeClaire | 10135 | 4,588.00 | 4,588.00 | 0.00 | | |
| United Presbyterian Church | Lone Tree | 10026 | 8,288.00 | 756.83 | 7,531.17 | 4,150.00 | 2,758.64 |
| Union Presbyterian Church | Lost Nation | 2360 | 3,885.00 | 3,108.00 | 777.00 | | |
| 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 | 1,500.00 |
| 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 | 2,750.00 |
| New London Presbyterian Church | New London | 2571 | 3,034.00 | 2,022.64 | 1,011.36 | | 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 | 2,167.18 | 2,167.18 | 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 |
| 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 | 2,492.81 | 2,492.81 | 0.00 | 0.00 | |
| Vinton Presbyterian Church | Vinton | 10227 | 9,176.00 | 7,646.70 | 1,529.30 | 0.00 | |
| First Presbyterian Church | Wapello | 2579 | 4,292.00 | 2,146.00 | 2,146.00 | 1,000.00 | 500.00 |
| United Presbyterian Church | Washington | 9756 | 14,393.00 | 10,481.25 | 3,911.75 | 7,500.00 | 5,625.00 |
| First Church United | West Liberty | 2622 | 2,775.00 | 2,775.00 | 0.00 | 1,325.00 | 1,000.00 |
| 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 | | 5,069.00 | | |
| | | | 395,754.42 | 249,656.41 | 146,098.01 | 59,475.00 | 84,090.62 |
| Brighton United | Brighton | 2591 | 2,257.00 | unbillable | | | |
| | | | 398,011.42 | | | | |

| 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 | 52,157.95 | 30,931.82 |
| Synod | 0.145946 | 58,044.60 | 36,436.34 | 21,608.26 |
| PEIA | 0.645135 | 256,578.63 | 161,062.12 | 95,516.51 |
| Due | 1.000000 | 397,713.00 | 249,656.41 | 148,056.59 |
| 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 Mission | 2018% | Pledged | Collected | Over/Under |
| GA | 0.2 | 11,895.00 | 16,818.12 | |
| Synod | 0.1 | 5,947.50 | 8,409.06 | |
| PEIA | 0.7 | 41,632.50 | 58,863.43 | |
| | | 59,475.00 | 84,090.62 | -24,615.62 |

TRUSTEES REPORT

RE Jan Kosowski, Trustees moderator, presented the following report on behalf of the Trustees:

MOTION: The Trustees recommend that the Presbytery approve the dissolution of the Hazleton, First congregation, giving thanks to God for its faithful ministry and mission over the past 145 years. By this motion, the Presbytery authorizes members of the Trustees and the Church Development and Vitality Team to serve as the administrative commission to complete the dissolution process in consultation with the Moderator and Stated Clerk.

The motion was APPROVED.

RE Kosowski further distributed a summary of the costs for moving the Presbytery office amounting to approximately \$28,000, \$18,000 of which is for IT services and computer upgrades.

MOTION: Having been recommended by the Presbytery Trustees, it is moved to approve the request from Cedar Rapids, Olivet to replace windows and install central air conditioning with costs totaling approximately \$36,000, which they have in designated funds.

The motion was APPROVED.

MOTION: Having been recommended by the Presbytery Trustees, it is moved to approve the request from Columbus Junction, United to modify the church staircase to install a chair lift to accommodate their aging congregants. They have designated funds on hand to pay for this project.

The motion was APPROVED.

MOTION: Having been recommended by the Presbytery Trustees, it is moved to approve the request from New London Presbyterian Church to rent out the manse as they do not plan to call a full-time pastor. This action would provide financial benefit to the church's mission and ministry.

The motion was APPROVED.

CONGREGATIONAL LEADERSHIP AND VITALITY REPORT

TE Danie DeBeer, team moderator, stated that the team is organizing and will put forward its plan for CDV work in the near future.

MINISTERS AND CONGREGATIONS COMMISSION REPORT

MCC moderator TE Jennifer Jennings presented the following report on behalf of the commission:

ACTION ITEMS

MOTION: The MCC recommends that, when the way be clear, the Presbytery transfer the membership of the Reverend Elizabeth Dickey to the Presbytery of Chicago so that she may take up new ministerial service as Chaplain at the Shirley Ryan Ability Lab (formerly the Rehabilitation Institute of Chicago), which focuses on treating patients who need extreme physical and occupational therapy. We give thanks for her ministry in our midst.

The motion was APPROVED. Moderator Minnis invited RE Elizabeth Dickey forward to receive a gift and card with prayers for her new ministry in Chicago and thanks for her wonderful service in our midst.

The following action item concerns Presbytery recommendations for pastor compensation in terms of call, contract and commission for 2019.

Pastor Compensation Recommendations for 2019

Background

The NACBA National Church Staff Compensation Survey conducted by the Church NetWork through the National Association of Church Business Administration (NACBA), the survey of pastor compensation for 2018 contained in the "2017-2018 Compensation Handbook for Church Staff" published by *Christianity Today International*, and the *PCUSA Study of Average Effective Salary by Presbyteries* for 2018, 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 ongoing position.

Further, the adjustments this presbytery has made from January 1, 2006 through 2017 have resulted in the structure approximately holding that position. Since our pastor compensation structures were not changed in 2010 from the 2009 levels, but 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, these actions have resulted in the minimums and midpoints of our compensation structures being placed 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 Consumer Price Index (CPI) for the United States and for the Midwest Region increased by 2.1% from August 2017 through August 2018. The CPI is forecast to increase in 2019 by approximately 1.3%. PCUSA salary survey data indicate that churches in the Midwest Region of the United States and nationally have increased compensation during 2018 by approximately 1.2% to 1.8% and plan increases for 2019 estimated to be between 1.3% and 1.9%. Therefore, MCC estimates that a 1.5% increase in the structures will keep our ranges approximately at the average of what is paid at comparable churches.

MOTION:

Since the Presbytery's *Pastor Compensation Policy Manual* contains the following provisions:

- The compensation structure for Pastors and the accompanying structure for Temporary Pastoral Relationships and Commissioned Ruling Elders shall be reviewed each year and adjusted to be comparable to the average compensation paid those serving in such pastoral roles in the Midwest Region**
- Pastors, CREs and Temporary Pastors be granted a minimum adjustment in compensation based on the estimated change in the Consumer Price Index and economic climate in the calendar year**
- Where appropriate, an additional increase be granted pastors, CREs and Temporary Pastors, based on performance**

Therefore, the Ministers and Congregations Commission recommends the following compensation adjustments for 2019:

Each of the eight ranges of the Pastor Compensation Structure and the eight ranges of the Compensation Structure for Commissioned Ruling be increased by 1.5% effective January 1, 2019, 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, 2019, and

Where applicable, a further increase be given to recognize the performance of the pastors, commissioned ruling elders and temporary pastors in accordance with the Presbytery *Pastor Compensation Policy Manual* to accord with the

following provisions:

- **The compensation of 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 respectively**
- **If a pastor, temporary pastor, or commissioned ruling elder has served a church for less than four or five years and is meeting expectations, that individual 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, temporary pastor, or commissioned ruling elder 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 2019 *Compensation and Benefits Manual* and the 2019 Compensations Structures listed on the PEIA website 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.

The motion was APPROVED.

MOTION: The MCC recommends that the Presbytery approve the following terms of dissolution of the pastoral relationship between the Reverend Jon Evans and First Presbyterian Church in Wapello and dissolve the pastoral relationship in accord with these terms. At a duly called congregational meeting, the congregation recommended these terms to the Presbytery by unanimous vote.

Agreement for Dissolution of Pastoral Relationship By and
Between
First Presbyterian Church, Wapello, Iowa and
Rev. Jon Evans, Pastor

This agreement is entered into by and between First Presbyterian Church, Wapello, Iowa (hereinafter referred to as "the Church") and Rev. Jon Evans, Pastor.

Whereas the Church, through its Session and the Administrative Commission formed by the

East Iowa Presbytery, has asked that the pastoral relationship between the Church and its Pastor, Jon Evans, be dissolved; and,

Whereas it is agreed, subject to the concurrence of the congregation of the Church through a vote at a called congregational meeting and the Presbytery of East Iowa through a vote at its next stated meeting, that the pastoral relationship between the Church and Rev. Jon Evans should be dissolved;

By this document Rev. Jon Evans, the Session, and the Administrative Commission recommend and request that the Presbytery of East Iowa dissolve the pastoral relationship between Rev. Jon Evans and the Church, effective November 5, 2018, subject to the terms and conditions stipulated herein and subject to the recommendation of the congregation of the Church. Terms of the termination shall be as follows:

1. Effective Date of Dissolution. The pastoral relationship shall be considered dissolved on November 5, 2018, if the vote of the congregation of the Church is to concur with the recommendation that the pastoral relationship be dissolved. Rev. Jon Evans agrees that he will vacate the premises of the Church building no later than November 5, 2018.

2. Continued Pay. The Church, in exchange for the release of liability provided for in this Agreement, shall continue to pay Rev. Jon Evans nine (9) months of full compensation under the same terms as currently set forth in his terms of call, starting on the first day of the first month following the effective date of termination as provided in this agreement, and continuing on the first month of each month thereafter until nine regular monthly installments have been paid.

3. Release. For the consideration contained herein in the form of continued pay, the sufficiency of which is hereby acknowledged, the undersigned, Rev. Jon Evans and First Presbyterian Church, Wapello, Iowa, do hereby release, acquit, and forever discharge one another, together with, as appropriate, the past and present officers, directors, employees, related and affiliated entities, successors, agents, heirs, assigns, and insurers, and all other persons, firms and corporations, from any and all liability whatsoever, including all claims, demands, and causes of action of every nature affecting us or either of us, jointly or severally, which we or either of us have, may have, or ever claim to have by reason of discrimination or any other cause of action recognized under federal law or the laws of the State of Iowa, including but not limited to, discrimination based upon disability.

4. Future Communication. It is agreed that the Session will not speak derogatorily about or make accusations against Rev. Jon Evans concerning matters occurring prior to the signing of the agreement. Rev. Jon Evans agrees not to make derogatory statements or make accusations against the current or past Sessions or their members individually, members of the Church staff, members of the congregation of the Church in general in relation to the issues leading to this agreement. The Session and Rev. Jon Evans agree to give each other full cooperation in providing for and promoting the smooth transition in any and all elements of the dissolution process.

As further consideration, we, and each of us, jointly and severally, hereby represent, warrant, and agree:

1. That this Release covers all injuries and damages, whether known or not, and which may hereafter appear or develop arising from or in any way connected with the matter(s) above referred to and the claims, demands, and causes of action hereby released and discharged.
2. That the above consideration is all that we or either of us will receive for our claim(s), and no promise for any other or further consideration has been made by anyone.
3. That this Release is executed as a compromise settlement of a disputed claim, liability for which is expressly denied by the parties released, and the payment of the above sum does not constitute an admission of liability on the part of any person or entity.
4. That we have paid or will pay, or will fully provide for and satisfy, all subrogation interests, liens, and claims of third parties for medical expenses or otherwise arising on account of our injuries, damages, or claims; and that we will defend, indemnify, and hold the released parties, and each of them, fully harmless with respect thereto.
5. That we are executing this Release solely in reliance upon our own knowledge, belief, and judgment and not upon any representations made by any party released or others on their behalf.

The motion was APPROVED.

MOTION: The MCC recommends that the Presbytery commission CRE Don Clerk to serve as moderator of the First Presbyterian Church in Wapello until such time as the MCC brings further recommendation to this body to appoint a moderator.

The motion was APPROVED.

MOTION:

Background

The congregation of Davenport, First met in a congregational meeting at 10 am on Sunday, 11 November 2018. They considered the recommendation stated below. The vote to approve this recommendation was 193-33-13. The recommendation was approved and sent to the Presbytery body for vote at this meeting. G-2.0901 affirms that "an installed pastoral relationship may be dissolved only by the presbytery" and authorizes the motion below for Presbytery action.

The MCC recommends that the Presbytery approve the following terms of dissolution of the pastoral relationship between the Reverend Dr. Richard Miller

and First Presbyterian Church in Davenport and that the Presbytery dissolve the pastoral relationship in accord with these terms:

Agreement between Reverend Dr. Richard Miller and First Presbyterian Church, Davenport, IA

The following is agreed to between the Reverend Dr. Richard Miller and the Session of First Presbyterian Church, (hereinafter called "the Church"):

By this document the Reverend Dr. Miller and the Session request the Presbytery of East Iowa to dissolve the pastoral relationship between the Reverend Dr. Miller and the Church, effective 3 November 2018, subject to the terms and conditions stipulated below and subject to the recommendation of the congregation of the Church in a special meeting called for that purpose on 11 November 2018 and the final action of the Presbytery of East Iowa.

By this agreement the Session will call a special meeting of the congregation for 11 November 2018 for the purpose of making a recommendation to the Presbytery concerning this request for dissolution, including the terms and conditions below, to be sent to the Presbytery of East Iowa for their final action concerning this request for dissolution.

The Church will pay Reverend Dr. Miller a sum equal to 10 months of salary, including Salary, Housing Allowance, Social Security and Deferred Compensation with payments of \$7,931.70 per month covering the period from 3 November 2018 through 31 August 2019. It is agreed that this amount equals a total of \$79,317.00 for the 10-month period. It is further agreed that payments will be made in installments on the payment dates, as is the normal practice of the church. It is further agreed that these payments shall cease as of 31 August 2019 or as of the date that the Reverend Dr. Miller begins full-time gainful employment, whichever comes first.

It is agreed that, effective 3 November 2018, the church will cease paying into the Reverend Dr. Miller's Medical Reimbursement Account and will also cease paying 403(b) retirement contributions as well as withholding federal and state income tax contributions.

The Church further agrees to pay the premiums to the Board of Pensions Benefits Plan of the Presbyterian Church (U.S.A.) to cover benefits consisting of pension, medical, disability, and life, through the date of 31 August 2019. It is further agreed that payments will be made in installments on the payment dates, as is the normal practice of the church. It is further agreed that these premium payments shall cease as of 31 August 2019 or as of the date that the Reverend Dr. Miller begins full-time gainful employment, whichever comes first.

It is further agreed that the Church shall pay Reverend Dr. Miller for all accrued and unused

vacation as of 3 November 2018. Such unused vacation (calculated as of the signing of this Agreement) equals 1 week (6 workdays) for a total single payment of \$0. If Reverend Dr. Miller uses additional vacation time prior to the date of dissolution, this payment will be adjusted accordingly.

It is therefore agreed that the total monthly payment to Reverend Dr. Miller includes Salary (\$4,043.04), Housing Allowance (\$2,200.00), and Social Security (\$563.66), and Deferred Compensation (\$1,125.00) to equal \$7,931.70. In addition, the benefits per month paid directly to the Board of Pensions of the Presbyterian Church (U.S.A.) amount to \$2,726.30. The total monthly cost to the church is thus \$10,658.00

The Reverend Dr. Miller agrees that he will vacate the church office on or before 3 November 2018. The Church agrees that Reverend Dr. Miller may pick up a flash drive containing materials belonging to him that have been downloaded from his office computer and that those individuals sending email to his church email address will receive a message notifying them of his current email address, with these actions to take place before 3 November 2018.

Reverend Dr. Miller agrees to return any keys and all other property belonging to the Church on or before 3 November 2018 and covenants with the Session and the congregation that all parties abide by the ethics as described in the "Standards of Ethical Conduct" approved by the 210th General Assembly of the Presbyterian Church (U.S.A.) in 1997) (See <https://www.pcusa.org/resources/standards-ethical-conduct/>).

In consideration for the value received by Reverend Dr. Miller resulting from this agreement, Reverend Dr. Miller agrees to release and discharge the Church, members of the staff, its Committees and their members, the Session and its members, and any member of the congregation from any claim, known or unknown, that he has or may have had prior to the signing of this agreement, against any of the above parties, and agrees not to file a claim, charge, or lawsuit against any of the above parties. The Church agrees to release and discharge Reverend Dr. Miller from any claim, known or unknown, which it has or may have had prior to the signing of this agreement, and agrees not to file a claim, charge, or lawsuit against Reverend Dr. Miller.

It is agreed that the Presbytery of East Iowa through its Ministers and Congregations Commission, its Congregational Development and Vitality Team, its Leadership Development Team, and its Presbytery Coordinating Commission will monitor compliance with the provisions of this agreement by all parties and take such action as it may deem necessary to correct instances of noncompliance.

The motion was APPROVED.

INFORMATION ITEMS

The following motions were approved by the commission on 6 November 2018 and are presented here for information.

MOTION: That the MCC appoint TE Pam Saturnia to serve as moderator of the session at Davenport, First, effective 8 October 2018.

MOTION: That the MCC appoint TE Charles McCracken, HR, as moderator of the session at Birmingham Presbyterian Church, effective immediately.

The following motion was approved by the commission via email on 28 October 2018 and is presented here for information:

MOTION: That the MCC authorize CRE Don Clark to officiate at a wedding at Columbus Junction, United for Cassandra Kingery and Justin Clark on 25 November 2018. The session has approved the use of the facility.

COMMITTEE ON REPRESENTATION AND NOMINATION REPORT (COR-N)

TE Trey Hegar presented the following report for the COR-N team:

COR-N examined the question of how the Presbytery officers could be authorized to act in clearer, more definite and bounded leadership roles. The moderatorial role is the position authorized by the body and responsible to the body to use "the authority necessary for preserving order and for conducting efficiently the business of the body" (G-3.0104). He or she is understood to be acting *primus inter pares* or "first among equals."

The committee looked at the new co-moderatorial leadership model (two people sharing the moderator role across two years) used across two General Assembly cycles and brought this information to the PCC for further strategic discussion of the role of the moderator to situate it appropriately to the role of the stated clerk, the chief ecclesiastical officer. The moderator and stated clerk are the two constitutionally mandated leadership roles.

After much discussion the PCC decided to conduct an experiment to shift the definition of moderator in this election cycle to a co-moderatorial model, so that all of our officer definitions accord with the General Assembly model. In future moderatorial nominations, the Presbytery will continue to alternate the nomination to service of men and women, ruling and teaching elders as is the case in our current system. The COR-N motion below reflects this new model.

MOTION: That the Presbytery elect the following individuals as co-moderators for a two-year term of service with the understanding that they will determine how the moderatorial duties will be apportioned and met during this time period, and that the Presbytery elect the following individual to a three-year term as stated clerk.

| PRESBYTERY OFFICER NOMINATIONS | |
|--|--|
| CO-MODERATORS | TERM |
| The Reverend Dan Jessop Williamsburg, First | Term begins January 1, 2019 Term ends December 31, 2020 |
| The Reverend Lori Wunder Mt. Vernon, First | Term begins January 1, 2019 Term ends December 31, 2020 |
| STATED CLERK | |
| Elder Dr. Rebecca Blair Iowa City, First | Term begins January 1, 2019 Term ends December 31, 2021 |
| PRESBYTERY TEAM NOMINATIONS | |
| Congregational Development and Vitality | Term |
| The Reverend Cathy Allen CR, Echo Hill | Term begins upon election Term ends December 31, 2019 |
| The Reverend Anni Thorn Mt. Vernon, First | Term begins upon election Term ends December 31, 2020 |
| Personnel Team | |
| Elder Kris Ward Davenport, Newcomb | Term begins January 1, 2019 Term ends December 31, 2019 |

Hearing no nominations from the floor, the Moderator called for the vote. **The motion was APPROVED.**

COMMUNICATIONS PROJECT MANAGER

Communications Project Manager Julia Andrews announced that she has updated the Instagram video for the Presbytery. She invited congregations to go to the website and to share any necessary updates or announcements with her as a means of furthering cross-Presbytery communication. She noted that it is our intention to share educational communication through the website in addition to the face-to-face communication function fulfilled by commissioner with those in each constituent church.

COVENANT COMMUNITY HAPPENINGS

- Lynn Ellsworth announced that the IOWA WINs initiative has raised over \$230,000 towards support for immigrants in the Mt. Pleasant area. She also noted that Mt. Pleasant, First has approved a new welcoming statement borrowed from the ELCA.
- Kitch Shatzer noted that the Pakistan mission group has returned safely. There was some concern from the U.S. State Department about travel to Pakistan at the outset of this trip.

ADJOURN

A motion to adjourn was seconded and APPROVED. The closing prayer was offered by the Reverend Lori Wunder.

Respectfully submitted,

Rebecca Blair, Ph.D.
Stated Clerk

NEXT STATED MEETING:

186TH Stated Meeting
19 January 2019 – 10 am-3 pm
Williamsburg, First

APPENDIX

PEIA AIM NETWORK REAPPLICATION

The PEIA AIM Network [Access and Inclusive Mission] has had a fruitful two years. I will now reapply for continued support from the Presbytery leadership, a requirement of the PEIA every two years. For those who are not familiar with AIM, this is its mission: To provide not only ways to overcome physical obstacles to attending church activities for the disabled, but to encourage congregational social support for those with physical, emotional, mental, and spiritual challenges which is the bedrock in a warm and welcoming congregation.

We currently have members from several Presbyterian churches throughout the Presbytery. Though many are hindered by illness, travel plans, or family obligations and are unable to attend many AIM meetings, as moderator, I have stayed in contact with all of them by phone, email, postal mail, and personal one-on-one meetings as well as group meetings. I have enjoyed hearing their perspectives of how they view disability inclusion and their thoughts on how to improve particular situations within their own religious communities.

Here is an example of what we do: As an AIM initiative, in April 2016 I asked St. Andrew members (where I attend) Ken and Ginni Gibson if they could provide transportation to Clinton, Iowa, to visit the L 'Arche home. They graciously agreed and we left after the first worship service at St. Andrew on Palm Sunday. The first L 'Arche Clinton house was donated back in the 1970s for a period of 40 years by a local Presbyterian church. We had a very enjoyable visit, first, with a tour of the L 'Arche house which included seeing a small black dog quietly lying in its bed on the floor of the living room. We had a delicious lunch of soup, sandwiches, and fruit, seated around a dining table. Before eating we held hands in prayer, Leonardo da Vinci's The Last Supper classic painting on the wall. Lively conversation during the meal involved everyone. The L 'Arche Clinton community provides homes where people with [core members] and without intellectual disabilities [assistants] live and work together as peers, create inclusive communities of faith and friendship, and transform society through relationships that cross social boundaries. For more about this visit see the story I wrote at <https://www.hopeforrecovery.com/a-visit-to-larche-clinton-an-aim-initiative/>

The following grant was awarded for an AIM event: Synod of Lakes & Prairies Emerging Mission Grant \$2,650, a Leadership Development Initiative for a Disability Inclusion Workshop held on November 11, 2017.

As the Presbytery of East Iowa AIM Network, our intention in hosting this event was an assertion of the human dignity of those with disability challenges. Churches, as potentially healing bodies, have their own social conscience, that when enriched can promote wholeness and acceptance of others, including those who seem different. The point is to actually go a step beyond "inclusion"

of others to creating places of belonging. Inclusion can be done rationally, intellectually, structurally, and behaviorally; however, for a person to ‘belong,’ there is love, kindness, and acceptance coming from the hearts of others indicative by emotional warmth through a change in attitudes.

This dynamic morning of free training was led by Church Services Director and School Consultant for CLC Network, Author, Speaker and Inclusive Education Teacher, Barbara J. Newman. For over 30 years, Barbara Newman has endeavored to create communities of inclusion through CLC Network (Christian Learning Center Network). Administrating her own Special Education classroom at Zeeland Christian School allows her to stay on top of best practices, which she shares at churches and schools nationwide and in her books and practical resources, including *Autism and Your Church*, *Helping Kids Include Kids with Disabilities*, the Inclusion Awareness Kit, *Nuts & Bolts of Inclusive Education*, and her latest title, *Accessible Gospel, Inclusive Worship*. For more information about these resources, see clcnetwork.org. The keynote topic for our event was: “Helping People Include People with Disabilities” which included a slideshow and Q & A discussion. Here is a snapshot of our event written by the attending teaching elder, the Rev. Kyle Otterbein, St. Andrew Associate Pastor:

Extending hospitality to all, encouraging belonging, providing access—all these and more were covered during Barbara Newman's visit to Coralville, Iowa, and the Presbytery of East Iowa. Hosted by the AIM (Access and Inclusive Ministry) team of St. Andrew Presbyterian Church, the Disability and Inclusion Awareness Workshop was a great opportunity for church leaders to learn how we can welcome persons of all abilities into the worship, fellowship, and service of our congregations. Nearly 20 church leaders from Presbyterian, Methodist, and Unitarian Universalist congregations gathered on November 11, 2017, a Saturday morning. Barbara Newman, an educator and consultant for the Christian Learning Center Network, led the group in re-visioning how we see people of all abilities, introduced models for Universal Design promoting access for people along a spectrum of disabilities, and gave practical insight on how we can develop our ministries with Responsive Design in order to meet the needs of specific families and individuals. Barbara also led a youth and adult Christian Education class on Sunday morning at Saint Andrew Presbyterian Church where youth and adults engaged together on ways we can look at people around us with new eyes, recognizing the ways our lives are shaped and formed by our shared life with people of all abilities. These opportunities have had the direct result of leading St. Andrew and other churches to schedule new gatherings to begin implementing changes and developing ministries in our congregations.

Every year since its inception, the AIM ministry has held a special Disability Awareness and Inclusion Celebration Sunday worship service at St. Andrew Presbyterian Church. Other churches have also done similar things. We’ve had special speakers fill the pulpit, as well as, our regular pastors. This has been a method to educate congregations about the inclusion of disabled members at Christ’s table and has also given a voice for those previously ignored.

On behalf of the PEIA AIM Network's participating individuals and organizations, I want to thank the Rev. Deb DeMeester and the Program Coordinating Committee of the Synod for the generous financial support for this AIM initiative of cultivating communities of inclusion and belonging for those of allabilities.

In addition, the Omaha Presbyterian Seminary Foundation—awarded fall 2017—a Lifelong Learning Program Grant of \$525. In addition: PEIA contributed: \$225, and MOS of St. Andrew Presbyterian Church \$300. Total: \$1,050. This is to support a 2018 Disabilities & Faith Workshop hosted by St. Andrew at the Coralville Public library and we have extended invitations to all our area's religious communities, as well as to the general public.

Where do disabilities fit into the framework of our faith? What does the Bible say about disabilities/special needs? How do disabilities affect faith development? These questions and more will be discussed by our speaker, Jolene Philo, at the October 6, 2018 workshop. Ms. Philo specializes in Health, Spirituality, and Ministry. She addresses disability from several perspectives having grown up with a disabled father and having parented a son with medical special needs. She taught public school for 25 years and is the author of 5 books dealing with special needs/disabilities.

For several years, AIM has participated in the St. Andrew Alternative Christmas Markets and extends a special thanks to all congregants who supported this effort. The PEIA AIM Network, currently representing several churches, welcomes new members. I also continue to meet with other individuals who parent children or who have relatives with disability challenges to hear their stories and to offer support. Anyone interested in talking may freely contact me.

The AIM Network membership has included: Paul Heidger, Margaret Heidger, Karla Schmidt, Mary Schmidt, Maeleen Thorius (First, Iowa City), Jan Wicks (First, Iowa City), Mary Hubbard, Ex Officio (Specialist Librarian, Center for Disabilities and Development (CDD), University of Iowa Hospitals and Clinics), the Rev. Sarah Hegar, (First, Mt. Pleasant), and Marcia A. Murphy, PEIA AIM Network Moderator.

On behalf of the AIM Network membership, I want to thank you for past support and am requesting an extension of another two years with the hope that this good work can continue, and potentially enrich many more lives.

Respectfully submitted,

Marcia A. Murphy, Moderator, PEIA AIM Network



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DATE (MM/DD/YYYY)
09/25/18

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| A | UMBRELLA LIA \$ <input checked="" type="checkbox"/> OCCUR EXCESS LIA \$ <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> DEDUCTIBLE \$ 10,000 | 1222475 | 09/15/18 | 09/15/17 | EACH OCCURRENCE \$ 5,000,000 AGGREGATE \$ 5,000,000 \$ |
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