

God's Gifts Overflowing
Giving Thanks and Praise in Covenant Community

The 185th Stated Meeting of the Presbytery of East Iowa
St. Andrew Presbyterian Church
140 Gathering Place Lane, Iowa City, IA 52246/ (319) 338-7523
15 November 2018
1:00 pm-5:00 pm

Presbytery Gathering Vision Statement

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

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

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

11:00-11:30 a.m.

WORKSHOP! Come to learn about the amendments sent to Presbyteries from the 223rd General Assembly. We will be voting on these amendments at the January 2019 stated meeting.



185th STATED MEETING DOCKET

Meeting Items

1:00 p.m.	<p>WORSHIP (Sanctuary) Service of Thanksgiving for those who have served, are serving, or will serve on Presbytery teams, committees, commissions, and task forces</p> <p><u>Offering: The Crisis Center</u> The Crisis Center of Johnson County is a volunteer-driven organization that provides immediate and non-judgmental support for individuals facing emotional, food, or financial crisis.</p>	
2:00 p.m.	<p>The Presbytery Convenes (Sanctuary) Constituting Prayer Declaration of Quorum Approval of Docket/Establishing Rolls Seating of Corresponding Members</p>	Moderator Elder Karen Minnis Stated Clerk Elder Dr. Rebecca Blair
	<p>Welcome Introduction of First-Time Presbyters Welcome from Host Pastor (The Reverend Dr. Danie deBeer)</p>	Moderator Minnis
	<p>STATED CLERK REPORT</p> <ul style="list-style-type: none"> • Consent Agenda • Information Items 	Stated Clerk Blair
	<p>PRESBYTERY COORDINATING COMMISSION (PCC)</p> <ul style="list-style-type: none"> • Moderator’s Report • Referral Recommendation—Dates of 2019 Stated Meetings 	

	<ul style="list-style-type: none"> • Recommendation—Renewal of AIM Network • Recommendation—2019 Polity Exam Readers • Administrative Commission in support of Davenport, First (joint recommendation—PCC, MCC, CDV) • Dissolution of Administrative Commission—Wapello, First with deep gratitude for their service • Mission Starfish Haiti Thank You 	
	<p>PERSONNEL TEAM</p> <ul style="list-style-type: none"> • Statement on the COM Associate Position • Information Items 	TE Lori Wunder
	<p>BUDGET AND FINANCE TEAM REPORT</p> <ul style="list-style-type: none"> • 2019 Budget /Per Capita • Actual vs Current Budget Comparison • Current Balance Sheet • 2018 Per Capita and Mission by Church 	RE Tom Martin and Finance Manager Karen Bartel
	<p>TRUSTEES REPORT</p> <ul style="list-style-type: none"> • Recommendation—Hazleton, First Dissolution 	RE Jan Kosowski
	<p>CONGREGATIONAL LEADERSHIP AND VITALITY TEAM REPORT</p> <ul style="list-style-type: none"> • Information Items 	TE Danie deBeer
	<p>MINISTERS AND CONGREGATIONS COMMISSION</p> <ul style="list-style-type: none"> • Celebration of Ministry—the Reverend Elizabeth Dickey • Recommendation—dissolution of call and transfer of the Reverend Elizabeth Dickey • Recommendation—Compensation Change Recommendation for 2019 • Dissolution Agreement—Jon Evans (Wapello) • Dissolution Agreement—Dr. Richard Miller (Davenport, First) • Commission of CRE Don Clark as Wapello moderator 	TE Jennifer Jennings

	LEADERSHIP DEVELOPMENT TEAM REPORT • Information Items	TE Mary Anne Welch
	COR-N REPORT • Nominations: Presbytery Officers and Teams	TE Gary Burnett
	COMMUNICATION PROJECT MANAGER • Website Update	Julia Andrews
	COVENANT COMMUNITY HAPPENINGS (Up to 1 minute per person)	
	NEW BUSINESS	Stated Clerk Blair
5:00 pm	ADJOURNMENT	



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

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

New business must be delivered to the Stated Clerk no later than 2:00 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.**

STATED CLERK'S REPORT

ACTION ITEMS

MOTION: The Stated Clerk advises 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. These minutes may be found on the Presbytery website—www.peia.org—under the "Meetings and Minutes" tab.

INFORMATION ITEMS

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, and a motion to do so would be in order**

SESSION RECORDS REVIEW 2018	
Ainsworth, Ainsworth Community	Review in progress
Argyle, Argyle PC	No records presented
Atkins, Pleasant Hill	No records presented
Bettendorf, Bettendorf PC	No records presented
Birmingham, First	Approved
Blainstown, 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	Review in progress
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

INFORMATION ITEMS

- 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 ruling elders at the end of each term of commissioned service.
- 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

PCC REPORT

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

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. See the attached application in the Appendix.

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 following action item is a joint recommendation from the Presbytery Coordinating Commission, the Ministers and Congregations Commission, and the Congregational Development and Vitality Team.

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, the Ministers and Congregations Commission, and the Congregational Development and Vitality Team 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 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**

MOTION: The PCC recommends that the Presbytery dissolve the administrative commission 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.

PERSONNEL TEAM REPORT

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**

BUDGET AND FINANCE TEAM REPORT

ACTION ITEMS

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

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 travel)	350	350	
6020	Meals	400	0	
6021	Travel	0	400	
6050	Pastor assessment and consultation	2,000	2170	
6060	MCC Protect My Ministry (background checks)	250	0	
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 Events	2,000	0	
6031	Team Travel		400	
Total LDT Team		10,500	4,400	
Congregation Developemnt & Vitality (CDV)				
6070	Administrative Expense (doesn't include travel)		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	0
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 Expense		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 Supp	1000	1000
6726	Travel - Mission & Congregation Support	4000	4000
6731	COM Associate - Other Expenses	500	0
	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 Capita			
	GA	7.73		
	Synod	5.40		
	PEIA	23.87		
		<u>37.00</u>		
	2019 Per Capita			
	GA	8.95		
	Synod	5.40		
	PEIA	23.65		
		<u>38.00</u>		
	2017 Members	10,094		
	Total Due	383,572		
	2018			
	GA	90,341		
	Synod	54,508		
	PEIA	238,723		
		<u>383,572</u>		
	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	<u>310,978</u>		
	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%

**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

MOTION: The Trustees recommend that the Presbytery approve the dissolution of the Hazleton, First congregation, giving thanks to God for its 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.

MINISTERS AND CONGREGATIONS COMMISSION REPORT

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 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.

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 on disability.

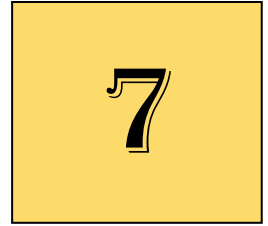
4. Future Communication. It is agreed that the Session will not speak derogatorily about or make accusations against Rev. Jon Evans concerning matters occurring prior to the signing of the agreement. Rev. Jon Evans agrees not to make derogatory statements or make accusations against the current or past 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.

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.

***Further items pertinent to the MCC report shall be presented on the Table Docket.**



COMMITTEE ON REPRESENTATION AND NOMINATION REPORT

***Action items pertinent to the COR-N report shall be presented on the Table Docket.**

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). Adminstrating 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 all abilities.

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

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."	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

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**

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

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

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

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