

P R E S B Y T E R Y
OF EAST IOWA



PRESBYTERIAN CHURCH (U.S.A.)

“Visioning within Covenant Community”

**A Guide for Transitioning from the Current Presbytery Structure to the
New Structure Approved by Presbytery 13 January 2018**

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Introduction

This is meant to be a guide for transitioning duties and responsibilities from our current Presbytery structure of committees and commissions to the one that was proposed by ACOG and approved by the Presbytery for implementation by 30 June 2018. However, the movement of duties from one entity in the current structure to another entity in the new structure is not nearly sufficient to change the culture of the Presbytery to achieve the purposes envisioned.

Plan Aims

This plan was envisioned and published by ACOG approximately five years ago with the stated aims to:

- Help us to live out God’s mission more vitally, intentionally and effectively in the context where God has called us.
- Enable our Presbytery to grow in trust and love... To open up Presbytery processes and invite all of us to participate together with transparency and accountability.
- Invite each of us to contribute our gifts and skills to further the presbyteries mission, ministry, and administration... To focus upon engaging our diverse callings and areas of expertise to address unmet needs.
- Provide for effective, accountability handling of ordinary business items while allowing us to prioritize those issues of greatest import as we meet together.

- Ensure the Presbytery meets its responsibilities as outlined in the revised form of government to the broader covenant community of Presbyterians.

Vision and Identity

The vision and identity of the Presbytery under the new structure is that, “The Presbytery of East Iowa seeks to be a community in which God in Christ is present in our relationship, and the spirit is apparent in our actions of welcome, hospitality, witness, leadership and service.”

Mission

The new structure is to facilitate and fully support the mission of the Presbytery of East Iowa: To further the realm of God by living and acting in covenant relationship with one another and with the whole of God’s creation to embody the great ends of the church through:

- Challenging presbyters and churches to continual missional learning, growth, experimentation, and engagement,
- Faithfully stewarding our shared theological tradition, essential values, and resources,
- Cultivating internal and external missional relationships and partnerships,
- Calling and nurturing effective missional leaders,
- Fostering creativity and excellence in all of our endeavors.

Format of the Report

Each committee, commission, and task force has a unique and vital part to play individually and corporately with all other entities in the new structure to achieve the purpose.

Each entity in the new structure listed below has functions that are also present in the current structure. For these entities there is a table illustrating where the function is currently being accomplished. Duties that are not currently being done but are to be in the new structure are also shown in the tables. The tables show which decisions may be made by the committee or commission and which decisions are forwarded to the Presbytery with recommendation for final approval. For each committee and commission to accomplish the various functions assigned to it, it will need to communicate and/or coordinate with other entities. Each table has a column showing where is communication/coordination takes place by function.

Church Development and Vitality Team
Leadership Development Team

Ministers and Congregations Commission
Board of Trustees
Budget and Finance Team

In each case where the Presbytery is listed in a table as the recipient of a recommendation for final approval, assume the recommendation will be referred to the PCC before going to Presbytery. Entities in the new structure where it seemed tables of this nature would be helpful are:

There is a second set of three table showing where responsibilities of COM, CPM and Trustees in the current structure are lodged in the new structure. These tables also show what responsibilities are apparently not transferred to the new structure from the current one and proposes how those elements might be handled.

The remaining committees and commissions in the new structure don't require a chart to demonstrate movement of responsibilities and are handled in narratives.

This report deals mainly with responsibilities and duties and not with other elements such as membership of the entities. It also gives a brief description of the broader purpose of each committee, commission and task force.

Transition of Responsibilities of Commissions and Committees

The Presbytery Coordinating Commission (PCC)

The Presbytery Coordinating Commission (PCC) has the same name in the new structure as in the current one, but it will have a more decisive role in the future. This commission will be responsible for coordinating the transition from the current structure to the new one. PCC will be coordinating more directly with current and future committees and commissions to guide the transfer of responsibilities from the current to the proposed entities and in doing so will focus on the overarching purpose of moving to the new structure as summarized above. PCC will be working directly with the Leadership Development Team to train and develop leaders for service in the Presbytery. PCC will also provide closer coordination of committees to promote a working relationship for effectively meeting the goals and mission of the presbytery. PCC is not charged with developing the strategic plan, including its Vision, for the presbytery but will work toward achieving it by providing coordination and guidance.

Currently the PCC is made up of teaching elders and ruling elders, one of which is the moderator, from each one of the committees and commissions in the Presbytery. The makeup will be the same under the new structure. It would be helpful to have these members from each team in the new structure identified and sitting on the PCC to facilitate the communication and coordination necessary for the movement from the current to the new structure.

The PCC functions as approved by Presbytery:

The PCC functions as the strategic leadership team that coordinates the ministry and mission for the Presbytery. This team is comprised of a teaching and ruling elder (one of which is the moderator) from each standing team and the Presbytery officers.

The PCC is commissioned to carry out aspects of the Presbytery's work in the following ways:

- Coordinate initiatives and activities among committees according to Presbytery strategic plan
- Work with the Committee on Leadership Development to develop and implement regular plans for growth in leadership skills for those serving in various capacities within the Presbytery, including an annual retreat to train Presbytery leaders
- Work with all committees to develop opportunities to work cooperatively with other presbyteries and ecumenical entities to fulfill their particular responsibilities
- In partnership with Stated Clerk:
 - coordinate agenda for business meetings of the Presbytery
 - facilitate planning for education and spiritual growth meetings of the Presbytery
 - propose a schedule (dates, times, & locations) for meetings of the Presbytery
 - call special meetings of the Presbytery when appropriate
 - communicate regularly with all committees to assure that work is done in a timely manner

Personnel Team

The Personnel Team responsibilities remain the same.

The Personnel functions as approved by Presbytery:

The Personnel Team provides counsel, guidance, care, and advocacy support for the continuing officers and staff of the Presbytery as defined in the Presbytery Employee Handbook. The Team conducts an annual review of the Stated Clerk and continuing professional and support staff of the Presbytery. The Team shall also make recommendations to the Presbytery, through the Presbytery Coordinating Commission, concerning changes in the position descriptions and the compensation of officers, professional staff, and support staff.

Permanent Judicial Commission

The Permanent Judicial Commission duties and functions remain the same. They are mandated by the Form of Government:

The Presbytery shall elect a Permanent Judicial Commission and the Permanent Judicial Commission shall function in accordance with the Book of Order (D-5.0100 and following D- 5.0000). The Permanent Judicial Commission shall be composed of seven (7) members: three teaching elders, three ruling elders, and a seventh member who is either a teaching or ruling elder. The members of the

Permanent Judicial Commission shall each come from different constituent churches, and the Presbytery Moderator shall designate a member to serve as convener. The members shall be elected by the Presbytery and shall serve a six-year term, subject to the provision of D-5.0100. The Stated Clerk shall advise this commission.

Committee on Representation and Nomination

The new Committee on Representation and Nomination basically combines the current Nominating Committee and Committee on Representation. Its duties and functions are specified in the Form of Government.

The Committee on Representation & Nominations carries out aspects constitutional functions on behalf of the Presbytery as follows: ▪ Advises the Presbytery regarding the implementation of principles of unity and diversity ▪ Advocates for diversity in Presbytery leadership ▪ Consults with the Presbytery on the employment of personnel, in accordance with the principles of unity and diversity in F-1.0403 ▪ Nominates persons to serve in positions requiring election by the Presbytery, ensuring that nominations are broadly representative of the Presbytery and in conformity with the church's commitment to unity in diversity (F-1.0403)

Mission and Witness Group

The Mission and Witness Group is new. It focuses on mission and social justice outside of our individual churches and the bounds of our Presbytery.

The functions as approved by Presbytery:

Mission and Social Justice Team

The Mission and Social Justice Team carries out aspects of the Presbytery's mission and social justice in the following ways: ▪ Encourages and supports ministry partnerships among congregations and ecumenical and interfaith organizations which fulfill the mission of church ▪ Promotes and supports ministries of social racial and environmental justice, peacemaking, and self-empowerment throughout the congregations and through other groups in the Presbytery ▪ Promotes and supports ministries of proclamation, evangelism, and discipleship throughout the congregations and through other groups in the Presbytery ▪ Proposes and administers the Presbytery's financial support for church mission Members: 12 members in three classes

This Team will work in coordination with:

- **Peacemaking Task Force** (current structure retained)
- **Social Justice Catalyst/Self-Development of People Task Force** (8-12 members) The Self-Development of People (SOOP) ministry affirms God's concern for humankind. We are Presbyterians and ecumenical partners dissatisfied with poverty and oppression, united in faith and

action through sharing, confronting, and enabling by participating in the empowerment of economically poor, oppressed, and disadvantaged people, seeking to change the structures that perpetuate poverty, oppression and injustice.

Pastoral Care Team

This is a new committee with a broader mission than the current Pastor to Pastor program. Its mission is the care and nurture of the minister members of the Presbytery and CREs. It will be done in regions by volunteers.

The Pastoral Care functions as approved by Presbytery:

The Pastoral Care Team is organized by regions in the Presbytery so that pastors in need of care will be visited by neighboring colleagues. This ministry is a vital one in which at-large and honorably retired minister members may serve. The team is distributed by region as follows:

- North Region: 4 care team members (16 churches)
 - South Region: 5 care team members (22 churches)
 - West Region: 4 care team members (16 churches)
 - East Region: 4 care team members (17 churches)
- Communication function will probably be in the form of a staff Communications Associate and later the Presbytery may add a support team of experts in the business of communications. Work will be required to complete the details of this function in the new structure.
 - The Sexual Misconduct Response Committee was eliminated in the current structure and is not represented as a committee in the new one. We will have to rework and update the entirety of the Misconduct policy to conform with legal requirements. Some of this will be online.
 - Vision and Renewal, Communications, and Brazil committees were eliminated from the Operations Manual and are not in the new structure in the same form.

Leadership Development Team

This Team has many of its duties from the current Committee on Preparation for Ministry (CPM) but its charge goes well beyond those duties. This team brings a new focus to the Presbytery; that of growth and development and its collaboration with PCC in the development of leadership skills in all areas of the Presbytery.

Transfer Authority from Current Structure to Leadership Development Team

Duties of Leadership Development Team	Transferred Authority to Recommend From	Recommend to	Transferred Authority for Final Decision From	Communicate / Coordinate With
Works with the PCC to develop and implement regular plans for growth in pastoral leadership			New, This is not done in the current structure	PCC, Those who would be involved in the plans
Develop skills for those serving in various capacities within the Presbytery, including an annual retreat to train Presbytery leaders			PCC, COM, and CPM	Those involved in developing and doing the training, Those being trained, Organizers, Venues
Proposes and administers the presbyteries financial support for preparation for ministry			CPM	Treasurer, Board of Trustees, Budget and Finance, Funding sources
Cares for and supervises candidates and inquirers for ordination as teaching elders and supervises the preparation of commission ruling elders.			CPM	Sessions, Candidates, Inquirers, CCREs
Performs annual and other consultations with inquirers, candidates, and CCRE'S.			CPM	Sessions, Candidates, Inquirers, CCREs
Enroll inquirers and CCRE's in covenant relationship with the Presbytery	CPM	Presbytery		Sessions, Inquirers, CCREs, Presbytery
Transfer inquirers and candidates to other presbyteries	CPM	Presbytery		Stated Clerk, Inquirers and candidates, Presbytery
Receive inquirers and candidates by transfer from other presbyteries	CPM	Presbytery		Stated Clerk, Inquirers and candidates, Presbytery

Certify inquirers ready to become candidates---certify candidates ready to receive a call and have permission to circulate a PIF (personal information form). Certify CCRE ready to become ERE.	CPM	Presbytery		Sessions, Inquirers, Candidates, CCREs, Presbytery
Remove an individual from inquirers or candidate status, or CCRE status	CPM	Presbytery		Sessions, Inquirers, Candidates, CCREs
Shall provide resources and training for sessions in their recruitment endorsement of, and care of inquirers, candidates, and CCRE			Added from CPM responsibilities	Sessions
Shall suggest to the nominating committee person to be elected as readers of examinations for candidates for ordination (G-11.0103m).	CPM	Committee on Representation and Nomination, Presbytery		Potential Readers, Committee on Representation and Nomination
Shall aid in the recruitment of quality persons for the ministry of the Word and Sacrament and as a CRE			Added from CPM functions	Information and recommendations from session, pastors and others in the Presbytery

Legend

CRE: Commissioned Ruling Elder

ERE: Eligible Ruling Elder

CCRE: Certified Candidate Ready to become ERE

CPM: Committee on Preparation for Ministry

COM: Commission on Ministry

Ministers and Congregations Commission

The focus of this commissions, unlike some of the others, is more on the management and administration of calls, contracts and review of those involved with validated ministries. However, previous authority to approve calls and contracts and new minister members of the Presbytery formerly done by COM will, under the new structure, be in the form of

recommendations from the Ministers and Congregations Commission to the Presbytery for final action. This is to give the Presbytery more ownership, accountability and understanding of the process and decisions involved with such approvals. The table below, showing the duties of the future Ministers and Congregations Commission along with the table in the next section showing the duties of the current COM, will show the difference in the treatment of these duties.

Transfer Authority from Current Structure to Ministers and Congregations Commission

Duties of Ministers and Congregations Commission	Transferred Authority to Recommend From	Recommend To	Transferred Authority for Final Decision From	Communicate / Coordinate With
Appoint administrative commissions of Presbytery for the purpose of ordaining and installing Ministers and Commission Ruling Elders to particular pastoral service with the responsibility to report all such appointments at the next meeting of Presbytery			COM	All those affected by ordaining, installing and commissioning, including churches involved
Approve renewals of terms of call and contracts for Ministers and Commission Ruling Elders with the responsibility to report all such appointments at the next meeting of Presbytery			COM	All those affected by ordaining, installing and commissioning, including churches involved
Facilitate change in pastorates including, but not limited to, recognizing and acknowledging the service of the pastor that is leaving, approving the formation of pastor nominating committees, assisting and supporting the pastor search process.			Added to this commission's description	Sessions, Search committees, incoming and outgoing pastors
Make recommendations to the Presbytery regarding new terms of call and contracts	COM	Presbytery		Sessions, Incoming pastors, Search committees, Presbytery
Recommend Presbytery examination of and reception of Ministers of Word and Sacrament	COM (COM currently has authority to	Presbytery		Sessions, Congregations, Search

by transfer from other presbyteries for the purpose of accepting valid calls to ministry and membership in the Presbytery, and for membership in the Presbytery as at-large and honorably retired minister members	make the final decision)			committees, Pastors involved
Approve and review annually the work of all teaching elders and CRE's engaged in validated ministries			Not done in current committees except COM reviews TE'S and CRE'S in validated ministry other than pastors and chaplains.	Teaching elders and CRE's engaged in validated ministries
Counsel with sessions concerning reported difficulties within a congregation, including: (1) advising the session as to appropriate actions to be taken to resolve the reported difficulties, (2) offering to help as a mediator, and (3) acting to correct the difficulties if requested to do so by the session or if the session is unable or unwilling to do so, following the procedural safeguards of the rules of discipline			COM	Sessions, Personnel Committees, Pastors, Church Staff, Others who are involved or who have knowledge in the course of doing due diligence
Recommend to the Presbytery the appointment of administrative commissions with authority to assume original jurisdiction in any situation in which it determines that the session cannot exercise its authority	COM	Presbytery		Session, Pastor, Church committees and congregants where advisable
Propose annually the minimum compensation standards for pastoral calls and Certified Christian Educators and Certified Associate Christian Educators for approval by the Presbytery	COM	Presbytery		Compensation surveys, Board of Pensions compensation statistics, Those knowledgeable about compensation, Presbytery

Dissolve pastoral relationships where the congregation and pastor concur.	Added from COM Duties	Presbytery		Sessions, Personnel Committees, Pastor
Appoint a minister of this Presbytery as moderator of session(s) of constituent churches			Added from COM Duties	Session, Potential moderator
Dismiss ministers to other presbyteries	Added from COM Duties	Presbytery		Stated Clerk, Pastor involved
Grant ministers permission to labor outside or within the bounds of this Presbytery			Added from COM Duties	Pastor involved
Shall be the liaison between the Presbytery and the Board of Pensions			Added from COM Duties	Board of Pensions
Sessions seeking student pastors to fill vacant pulpits must secure the approval of the Leadership Development Team in the presbytery in which they are under care and of the Ministers and Congregations Commission before negotiating an agreement with a student or a theological seminary he/she may be attending.			Added from COM Duties	Session and Leadership Development Team
Engage in communication with ecumenical partners for the purposes of facilitating the ministry within constituent churches.			Added from COM Duties	Actual and potential ecumenical partners
Approving or recommending a Ministry as being Validated	Added from COM Duties	PCC, Presbytery		Those who are or would be involved in the ministry

Church Development & Vitality Team

This Team has responsibilities that are not in the current structure. It, along with Leadership Development Team, is focused on Growth and Development through nurture of congregations rather than management of processes. To quote “Discovering and Claiming Our Common Calling: Our Guiding Vision Within Covenant Community,” this Team is to, “Equip congregations with resources and strategies that will enable them to effectively share God’s love in the world and joyfully live out the gospel of Jesus Christ as communities of faith, hope, love and witness.”

The **Church Development & Vitality Team** carries out aspects of the Presbytery's mission and ministry in the following ways:

Duties of Church Development & Vitality Team	Transferred Authority to Recommend From	Recommend to	Transferred Authority for Final Decision From	Communicate / Coordinate With
Develops and supports ways in which the Presbytery, its congregations and pastors, its members engaged in validated ministries, and its new congregations, new worshiping communities, fellowship groups, and other non-congregational entities can fulfill the mission of God in Christ, guided particularly by the Great Ends of the Church (F-1.0304)			Has not been done in current structure	All entities of Presbytery
Promotes, supports, and coordinates the establishment of new congregations, new worshiping communities, fellowship groups, non-congregational entities, and other forms of corporate witness			Has not been done in current structure	Presbytery, Supported groups
Supports congregations in the work of transformation, revitalization, and transition.			Has not been done in current structure	Presbytery, Congregation
Proposes and administers Presbytery financial support for church development	Has not been done in current structure	Presbytery and Churches		Treasurer, Attorneys, Presbytery, Congregations
Meet with congregations, sessions and pastors to show them that they have the recognition, interest and support of the Presbytery with at least a biannual visit.			This is an addition to this committee description as originally proposed	Sessions and Pastors

The word “transition” is used in the third row from the bottom in the above table to describe a responsibility of the team. “Transition” is associated with the work COM has done with sessions and PNCs from the time a pastor leaves until a new pastor is found and contracted or called. The use here could be confused with that process, so it has been lined out. The terms “transformation” and “revitalization” may suffice to convey the responsibility.

Board of Trustees

This description of the Board of Trustees makes it much clearer than the description of the current Trustees that it has corporate responsibility for maintaining fiduciary trust, the legal duty to act solely in another party’s interest. In this case the Board of Trustees acts as a body to look after the financial and legal affairs of the Presbytery and its Corporation with an obligation to act in a way that responsibly stewards the long-term interest of the larger church. These responsibilities may have been assumed in the previous duties of the trustees but not clearly articulated.

Transfer Authority from Current Structure to Board of Trustees

Duties of Board of Trustees	Transfer Authority to Recommend From	Recommend To	Transfer Authority for Final Decision From	Communicate / Coordinate With
The Presbytery Trustees are a Presbytery commission incorporated under the laws of the State of Iowa through the incorporation articles of the Presbytery.			Trustees	Presbytery, Iowa Secretary of State, Attorneys
The Stated Clerk as Corporate Secretary, the Presbytery Treasurer as Corporate Treasurer, and the Presbytery Vice-Moderator, who shall serve as moderator of the Trustees			Trustees	All members of the Board of Trustees, All those listed below in this column
Maintaining fiduciary trust, the legal duty to act solely in another party's interests			Trustees	Treasurer, Attorneys, All entities with financial dealings with the Presbytery

The Presbytery Trustees shall have the responsibility to receive, hold, encumber, manage, transfer, dispose of, or convey property, real or personal, subject to the review and at the direction and approval of the Presbytery (G-4.0101).	Trustees This was not listed under the new structure for the Board of Trustees	Presbytery		Treasurer, Investment entities, Attorneys, Those granting and receiving property and funds
Act as a body to look after the financial and legal affairs of the Presbytery and its corporation with an obligation to act in a way that responsibly stewards the long-term interest of the larger church.			Trustees	Treasurer, Investment entities, Attorneys
Attending to the affairs of the Presbytery corporation, oversight of special donations, financial accounts and restricted funds in accord with the Presbytery Financial Policy			Trustees	Treasurers, makers of special donations and restricted funds
Managing the real property of the Presbytery and its constituent churches as necessary.	Trustees	Presbytery	Trustees	Treasurer, Congregations, Attorneys
The Presbytery Trustees shall provide oversight to all legacies and bequests of all monies and property, real and personal, that may be given, granted, devised, or bequeathed to Presbytery and shall use, manage, and convey the same under the direction and instructions of the Presbytery.				Investment advisors and vehicles. Treasurer, Grantors of money and property

The description of the responsibilities of the trustees in the current structure is much more specific than that description of the Board of Trustees in the new structure. It may be construed that some of the items listed in the table above are included in the more general language describing the Board of Trustees but it is not as prescriptive.

Budget and Finance Team

This team is primarily focused on monitoring and managing the finances of the Presbytery including preparing and recommending the budget to the Presbytery, monitoring actual results against the budget and arranging for an annual audit. This team assumes some of the duties of the current Trustees, but several the functions have not been present in the current structure.

Transfer Authority from Current Trustee to Budget and Finance Plus the Addition of New Functions

Duties of Budget and Finance	Transfer Authority to Recommend From	Recommend To	Transfer Authority for Final Decision From	Communicate / Coordinate With
Prepares and proposes a budget for annual operating expenses to support the Presbytery's mission, ministry, and administrative operations	Trustees	Presbytery		Presbytery committee, commissions and task forces
Proposes to the Presbytery the means to fund the operating budget	New, Not listed in current structure	Presbytery		Presbytery committee, commissions and task forces
Conducts a full financial review of all financial books and records every year, with professional external review at east every three years			Trustees	Presbytery committee, commissions and task forces, Treasurer, Auditors
Presents a financial report at each business meeting of the Presbytery	Trustees	Presbytery		Treasurer
Consults and coordinates with the Board of Trustees concerning financial issues impacting the Presbytery budget			New, Not listed in current structure	Board of Trustee
Consults and coordinates with the Personnel Committee concerning salary issues impacting the Presbytery budget			New, Not listed in current structure	Personnel Team

The following three charts show where responsibilities in the current COM, CPM and Trustees can be found in the new structure.

Commission on Ministry (COM)

Transfer of Authority from Current Commission on Ministry to Newly Formed Teams

Current Authority of Commission on Ministry	Transfer Authority to Recommend From COM To	Recommend to	Transfer Authority for Final Decision From COM to	Coordinate / Communicate with
Approve and present calls to ministers (Currently approval is by COM)	Ministers and Congregations Commission	Presbytery		Ministers, PNCs, Stated Clerk
Approve and examine ministers transferring from other Presbyteries (G-11.0402, 2009-2011 Book of Order) (Currently COM approves but does not examine)	Ministers and Congregations Commission	Presbytery		Presbytery, Minister, Stated Clerk
Dissolve pastoral relationships where the congregation and pastor concur (Currently approval is by COM)	Ministers and Congregations Commission	Presbytery		Session, Congregation, Pastor, Stated Clerk
Dismiss ministers to other presbyteries (Currently done by COM)	Ministers and Congregations Commission	Presbytery		Minister, Stated Clerk
Appoint a ministers of this Presbytery as moderator of session(s) of constituent churches			Ministers and Congregations Commission	Ministers, Sessions
Approve calls and temporary relationships (G-14.0513, 2005-2007 Book of Order) (Currently approved by COM)	Ministers and Congregations Commission	Presbytery		Minister, Sessions, Stated Clerk
Approve renewals of contracts and calls			Ministers and Congregations Commission	Session, Stated Clerk
Approve, commission and supervise commissioned ruling elders (G-14-0801, 2005-2007 Book of Order) and other certified persons (G-14,0802, 2005-2007 Book of Order), their placement and responsibilities (G-14.0800)	Ministers and Congregations Commission	Presbytery to approve and commission	Ministers and Congregations Commission to supervise	Elder involved, Organization to which Commissioned

Grant ministers permission to labor outside or within the bounds of this Presbytery			Ministers and Congregations Commission	Ministers
Transfer ministers into or out of the Presbytery	Ministers and Congregations Commission	Presbytery		Stated Clerk
Approve administrative commissions for the purpose of installing ordained ministers and for the purpose of ordaining candidates following examination			Ministers and Congregations Commission	Ministers, Candidates, Sessions
Approve requests to set dates for retirement, and make recommendations to the governing body concerning the designation of honorably retired status with the provision that all such actions be reported to the next stated meeting of the Presbytery or as soon thereafter as practicable, (G-11.0412, 2009-2011 Book of Order)	Ministers and Congregations Commission	Presbytery		Presbytery, Ministers
Engage in communication with ecumenical partners for the purposes of facilitating the ministry within constituent churches			Ministers and Congregations Commission	The partners
Sessions seeking student pastors to fill vacant pulpits must secure the approval of the Committee on Preparation for Ministry in the presbytery in which they are under care and of the Committee on Preparation for Ministry in the presbytery in which they are under care and of the Committee on Ministry before negotiating an agreement with a student or a theological seminary he/she may be attending.			Ministers and Congregations Commission	Sessions
Shall be the liaison between the Presbytery and the Board of Pensions			Ministers and Congregations Commission	Board of Pensions

Approving or recommending a Ministry as being Validated	Ministers and Congregations Commission	Presbytery		The person d function being validated
Appoint Administrative Commissions to Commission Ruling Elders as CRE's. Report same to Presbytery at next meeting			Ministers and Congregations Commission	EREs,
Develop and conduct development sessions for new pastors coming into our presbytery			Leadership Development	New pastors, Trainers, Sessions
Recommend Compensation Policies and Minimum	Ministers and Congregations Commission	Presbytery		Organizations doing comp Surveys
Review and approve the work done by teaching elders engaged in validated ministry			Ministers and Congregations Commission	TEs, Stated Clerk
Recommend to presbytery appointment of an administrative commission with authority to take original jurisdiction.	Ministers and Congregations Commission	Presbytery		Presbytery
Counsel with pastors and session in cases of conflict within a church			Ministers and Congregations Commission	Pastors, Session, Others involved
Approval of renewal of terms of call and contracts and report same to Presbytery at next meeting			Ministers and Congregations Commission	Sessions, Pastors
Conduct triennial visits or the equivalent to keep in contact with churches on a regular basis.			Congregational Development and Vitality	Triennial visits have not been done by COM

All action taken by COM is reported to Presbytery at its next meeting.

LEDGEN

CRE: Commissioned Ruling Elder

COM: Commission on Ministry

Duties in COM added to Ministers and Congregations Commission. These duties were not assigned to any team in the new structure.

Dissolve pastoral relationships where the congregation and pastor concur
Appoint a minister of this Presbytery as moderator of session(s) of constituent churches

Dismiss ministers to other presbyteries
Grant ministers permission to labor outside or within the bounds of this Presbytery
Engage in communication with ecumenical partners for the purposes of facilitating the ministry within constituent churches
Shall be the liaison between the Presbytery and the Board of Pensions
Approving or recommending a Ministry as being Validated
Sessions seeking student pastors to fill vacant pulpits must secure the approval of the Committee on Preparation for Ministry in the presbytery in which they are under care and of the Committee on Preparation for Ministry in the presbytery in which they are under care and of the Committee on Ministry before negotiating an agreement with a student or a theological seminary he/she may be attending.

Committee on Preparation for Ministry (CPM)

Transfer of Authority from Current Committee on Preparation for Ministry to Newly Formed Teams

Current Duties of Committee on Preparation for Ministry	Transfer Authority to Recommend From CPM TO	Recommend To	Transfer Authority for Final Decision From CPM To	Communicate / Coordinate With
Shall implement the Book of Order (G-2.06).			Leadership Development	
Shall implement policies of the Presbytery			Leadership Development	
Shall aid in the recruitment of quality persons for the ministry of the Word and Sacrament and as a CRE			Leadership Development	Pastors, Sessions, All who might help
Shall provide resources for persons considering ministry of the Word and Sacrament as a career			Leadership Development	Treasurer, Sessions, Inquirers, Candates
Shall provide resources and training for sessions in their recruitment, endorsement of, and care of inquirers and candidates			Leadership Development	Sessions
Shall supervise the preparation for ministry of each person under the care of Presbytery and for each person preparing for commissioning as a CRE			Leadership Development	Sessions, Inquirers, Candiates, CCRES
Shall examine candidates for ordination and recommend appropriate action to the Presbytery,			Leadership Development	Candidates, CCRES,

and for persons to become eligible for commissioning as a CRE				Presbytery, EREs
Shall suggest to the Nominating Committee persons to be elected as readers of examinations for candidates for ordination. (G-11.0103m).	Added to Leadership Development	Representation and Nominations		Nominating Committee, Potential Readers
Shall certify candidates under the Presbytery's care as ready to receive a call, or to become eligible for commissioning as a CRE, pending examination, with all such action to be reported to the next stated meeting of the Presbytery.			Leadership Development	Presbytery, CCREs, Sessions
Enroll inquirers and those seeking to be commissioned as a CRE in covenant relationship with the Presbytery	Leadership Development	Presbytery		Sessions, Inquirers, CCREs
Transfer inquirers and candidates to other presbyteries	Leadership Development	Presbytery		Inquirers, Candidates, Other CPMs
Receive inquirers and candidates by transfer from other presbyteries	Leadership Development	Presbytery		Inquirers, Candidates, Other CPMs
Remove an individual from Inquirer or candidate or person studying to be commissioned as a CRE status			Leadership Development	Sessions, Person to be removed, Presbytery
Perform annual consultations with Inquirers, Candidates and those studying to become eligible to be commissioned s CRE.			Leadership Development	Inquirers, Candidates, CCREs, Sessions

The process for becoming eligible to be commissioned as a CRE is included in the above chart

The duties entailed in the process of training to be declared by the presbytery as being eligible to be commissioned as a Commissioning Ruling Elders (CRE) are not listed in any of the new teams . These duties are not listed in the Manual of Operations either. They were added later to the Committee on Preparation for Ministry. They have been added to the above chart and to the Leadership Development chart.

Additional Duties of Leadership Development Team not in current Committee on Preparation for Ministry Committee

Works with the PCC to develop and implement regular plans for growth in pastoral leadership

Develop skills for those serving in various capacities within the Presbytery, including an annual retreat to train Presbytery leaders

Duties in Committee on Preparation for Ministry added to Leadership Development Team. These duties were not assigned to any team in the new structure.

Shall aid in the recruitment of quality persons for the ministry of the Word and Sacrament and as a CRE
Shall provide resources and training for sessions in their recruitment endorsement of, and care of inquirers and candidates
Shall suggest to the nominating committee persons to be elected as readers of examinations for candidates for ordination (G – 11.0103m)

Legend

CPM: Committee on Preparation for Ministry

CRE: Commissioned Ruling Elder

PCC: Presbytery Coordinating Commission

ERE: Eligible to be commissioned as an CRE

CCRE: Candidate to become eligible to be commissioned as a CRE

Trustees

Transfer of Authority from Current Trustees to Board of Trustees and Budget and Finance

Current Duties of Trustees	Transfer Authority to Recommend From Trustees to	Recommend To	Transfer Authority for Final Decision From Trustees to	Communicate / Coordinate With
The Presbytery Trustees shall consist of the members of a Presbytery commission as designated in the Manual of Operations, all of whom shall be members of the Presbytery or of a constituent church of the Presbytery. The Presbytery Trustees are a Presbytery commission incorporated under the laws of the State of Iowa			Board of Trustees	Iowa Secretary of State, All entities with which it deals

through the incorporation articles of the Presbytery.				
<p>The Presbytery Trustees shall be composed of (7) members: two teaching elders and two ruling elders, to be nominated by the Nominating Committee and elected by the Presbytery, the Stated Clerk as Corporate Secretary, the Presbytery Treasurer as Corporate Treasurer, and the Presbytery Vice-Moderator, who shall serve as moderator of the Trustees. The members of the Presbytery Trustees shall each come from different constituent churches and the Presbytery Vice-Moderator shall serve as their moderator. The Stated Clerk as Corporate Secretary and the Presbytery Treasurer as Corporate Treasurer shall be members of the Presbytery Trustees by virtue of office. Membership shall be elected for a term of no more than three years, nor shall a member serve for consecutive terms, either full or partial, aggregating more than six years. A member having served a total of six years shall be ineligible for re-election for at least one year.</p>			Board of Trustees	
<p>The Presbytery Trustees shall meet at least annually, as part of a regular meeting of the Presbytery, or in a special meeting when called by its moderator, or at the request of two (2) members of the commission, or when ordered by the Presbytery.</p>			Board of Trustees	
<p>The Presbytery Trustees shall provide oversight to all legacies</p>			Board of Trustees	Those donating

and bequests of all monies and property, real and personal, that may be given, granted, devised, or bequeathed to Presbytery and shall use, manage, and convey the same under the direction and instructions of the Presbytery.				funds, Attorneys, Investment Managers
The Presbytery Trustees shall have the responsibility to receive, hold, encumber, manage, transfer, dispose of, or convey property, real or personal, subject to the review and at the direction and approval of the Presbytery (G-4.0101).			Board of Trustees	Presbytery, Attorneys, Donors, Investment Managers, Purchasers
The Presbytery Trustees shall act and serve in accordance with these Bylaws, the Constitution of the Presbyterian Church (U.S.A.), and the laws of the State of Iowa.			Board of Trustees	
The Presbytery Trustees shall provide for the financial oversight, management, accounting, and annual audit for all Presbytery funds, shall prepare an annual budget for adoption by the Presbytery at the first stated meeting of each calendar year, and shall submit to the Presbytery for its review a full financial statement, including the all assets held by the corporation and all the liabilities incurred by the corporation on behalf of the Presbytery, a report of all matters committed to it and its proceedings, at least annually and at other times upon request of the Presbytery.	Budget and Finance	Presbytery		Board of Trustees Personnel
The Presbytery Trustees shall be responsible for stewardship, special offerings, funds development, and regular receipt of funds and gifts to the Presbytery and shall encourage congregations to promote and receive Special			Board of Trustees	Presbytery, Attorneys, Congregations, Donors, Sessions, Stewardship Committees

Offerings approved by the General Assembly and guide congregations in their interpretation of these offerings.				
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Items not clearly in the current structure

In addition, the Board of Trustees has corporate responsibility for maintaining fiduciary trust, the legal duty to act solely in another party’s interest. In this case the trustees act as a body to look after the financial and legal affairs of the Presbytery and its Corporation with an obligation to act in a way that responsibly stewards the long-term interest of the larger church. These responsibilities may have been assumed in the previous duties of the trustees but not clearly articulated.

Concluding Comments

The above segments of the report show the mechanical movement from the current structure to the new structure. Leaving each committee without further explanation would completely miss the purpose of moving to the new structure. To summarize that purpose in just a few words, the new structure is to facilitate moving from what has been primarily the management of processes to a culture that is far more steeped in promoting and facilitating covenant relationships among congregants, congregations, pastors and other leaders across the Presbytery and in similar relationship with other entities within the Presbyterian Church (USA). Of course, there will still be a requirement to manage processes, but the emphasis substantially shifts in the new structure. There is a brief explanation accompanying each one of the charts to this end. It will take the concerted commitment of will, effort resources of all in our presbytery to bring this into reality.

The book of order expresses it this way in G – 1.0102, “The polity of the Presbyterian Church (USA) presupposes the fellowship of women, men and children united in covenant relationship with one another and with God through Jesus Christ. The organization rests on the fellowship and is not designed to work without trust and love.”

It is clear that it will take substantially more leaders to step forward to populate each one of the committees envisioned in the new structure. It is incumbent on each of us to identify our own gifts and to utilize those gifts to achieve the purpose we wish to achieve as a Presbytery. First Corinthians doesn’t use these words but expresses substantially the same concept.