

**MINUTES OF THE 165th STATED MEETING
OF THE PRESBYTERY OF EAST IOWA**

United Presbyterian Church
Washington, Iowa

4:00 p.m.
Tuesday, 10 October 2014

CALL TO ORDER

The 165th Stated Meeting of the Presbytery of East Iowa was called to order at 4:05 p.m. by the Moderator, Ruling Elder Mary Atwood, with the lighting of the Christ Candle, the sharing of joys and concerns in communal prayer, and the Passing of the Peace. Moderator Atwood welcomed all those present and expressed thanks to her home church for hosting this stated meeting, her final meeting as Presbytery moderator.

QUORUM

The Stated Clerk, Ruling Elder Dr. Rebecca Blair, declared a quorum to be present with the roll to be established from the onsite attendance forms. Moderator Atwood noted that new business should be submitted to the Stated Clerk no later than 5:00 p.m.

TEACHING ELDER MEMBERS—present at the 7 October 2014 stated meeting:					
Mike Andrew	A	Pamela Hoogheem	A	Kristy Parker	E
Noelle Andrew	A	John Hougen	A	Kurt Pasko	A
Mary Arnold	P	Beverly Hovenkamp	A	Lori Patton	A
Teresa Bartlett	P	Sue Howes, HR	P	Matt Paul	P
Karen Downey Beals	A	Kristin Hutson	P	Joseph Phipps	P
Diane Bishop, HR	E	Herb Isenberg, HR	E	Elizabeth Platt, HR	E
George Bishop, HR	E	Will Jackson, HR	P	Al Polito	P
Jim Bonewald	E	William Jamison, HR	E	Mary Pugh	P
Robert Bouton, HR	P	Jennifer Jennings	P	Nancy Redman, HR	E
Gary Burnett, HR	P	R. Dixon Jennings, HR	P	Peter Reynen	A
Maurice Campbell, HR	P	David Jurgens, HR	E	Gerald Rife, HR	E
David Castrodale, HR	P	Thomas Kalshoven, HR	E	Carl Riggs, HR	E
Howard Chapman	P	Robin Kash, HR	E	Lori Robinson	A
Stan Coller	A	Lucille King, HR	P	Lisa Ross Thedens	P
Jessica Crane Muñoz	P	Debra Kinney	P	Pam Saturnia	P
Robert David	E	Sonda Kirsteatter	P	George Saunders, HR	E
Elizabeth Dickey	P	Wade Kirsteatter	A	Julie Schuett	P
Tim Dyck	P	Kerin Lang	A	Linda Shatzer	P
Robert Dykstra	A	James Langley	A	Paul Skelley, HR	E
Jack Edmisson	A	Willis Longer, HR	E	David Snyder	A
John Elliott, HR	E	Michael Manaugh	A	Colette Souls	A
Barry Ensign-George	A	Mark Martin, HR	E	Emory VanGerpen HR	P
Jon Evans	P	Samuel Massey	P	Dick Wallarab, HR	E

Matthew Froeschle	P	Charles McCracken, HR	P	Bill Warhover	E
James Fyfe, HR	E	Richard Miller	P	Nathan Williams	P
Emory Gillespie	P	Ted Miller	P	Bill Willis	A
Aimee Goldmeyer	P	Charles Mills, HR	E	Troy Winder	P
Mildred Grubbs, HR	E	Anni Mingin	A	Jean Wollenberg	P
Dottie Halverson	P	Scott Minter	A	Robert Wollenberg	P
Pat Halverson	P	Diane Monger	P	Lorene Wunder	E
Ken Harden, HR	E	Kenneth (Kip) Murphy	P		
William Harnish, HR	E	Scott Nesbitt	P		
Heather Hayes	P	Thomas C. Oak	E		
Patricia Henderson	P	Nancy Oehler Love	P		
Randi Henderson	P	Duane Olsen	A		
Beth Hilkerbaumer	P	Melody Oltmann	P		
Robert Hill, HR	E	Kyle Otterbein	P		

RULING ELDER COMMISSIONERS—present at the 7 October 2014 stated meeting:	
Ainsworth, Ainsworth Community	Jan Temple
Ainsworth, Bethel	A
Argyle, Argyle PC	A
Atkins, Pleasant Hill	A
Bettendorf, Bettendorf PC	Larry Barker
Birmingham, First	A
Blairstown, First	A
Blue Grass, Blue Grass PC	A
Bonaparte, Bonaparte United	A
Brighton, Brighton United	A
Burlington, First	Ed Whitmore
Cascade, Community	Robert Ganfield
Cedar Rapids, Calvin Sinclair	Susan Norman
Cedar Rapids, Christ Church	A
Cedar Rapids, Echo Hill	Paul Switalski
Cedar Rapids, First <u>(two commissioners)</u>	A
	A
Cedar Rapids, Hus Memorial	A
Cedar Rapids, Knox	Carol Horning
Cedar Rapids, Olivet	Chris Swalley
Cedar Rapids, Westminster (two commissioners)	Karen Carver

	Jan Kosowski
Center Jct., First	A
Clinton, First United	A
Coggon, Zion	A
Columbus Jct., Cotter	A
Columbus Jct., Salem Welsh	A
Columbus Jct., United	T. Jill Cecil
Crawfordsville, United	A
Davenport, First (two commissioners)	Louise Hales
	Harry Hoyt
Davenport, Newcomb	A
Davenport, New Hope	Gloria Fryer
Ely, First	A
Fairfield, First	A
Farmington, Sharon	A
Ft. Madison, Union	A
Hazleton, First	A
Independence, First	A
Iowa City, First (two commissioners)	Judy Whitford
	Lara Marsh
Iowa City, St. Andrew(two commissioners)	Lora Morgan Dunham
	Claibourne Dungy
Keokuk, United	A
Keota, United	Sharon Lyle
LeClaire, First	A
LeClaire, Our Savior	Joanne Oberbreckling
Lone Tree, United	Paul F. Hain, Jr.
Lost Nation, Union	A
Manchester, First	A
Marengo, First	A
Marion, First	A
Mechanicsville, First	Dorothy Russell
Mediapolis, First United	A
Middletown, First	Vera Anderson
Miles, First	A
Monticello, First	Pat Bonjour
Montrose, Montrose PC	A
Morning Sun, First United	A
Mt. Pleasant, First	A
Mt. Vernon, First	Larry Petrick
Mt. Vernon, Linn Grove	Anne Kuntz
Muscatine, First	Micki Tripp
New London, New London PC	A
Newhall, Central	A

Onslow, First	Daryl Hanna
Princeton, Princeton PC	A
Rowley, First	Donna J. Harms
Scotch Grove, Scotch Grove PC	A
Shellsburg, First Presbyterian Church	A
Springville, Springville PC	A
Stanwood, Stanwood Union	A
Vinton, Vinton PC	Jerry Blank
Wapello, First	Jeff Lease
Washington, United Presbyterian	Richard Colby
West Liberty, First Church United	Wayne Noring
West Point, West Point PC	A
Williamsburg, First	Barb Perry
Wilton, First	Kerry Jennings
Wilton, Sugar Creek	A
Winfield, First	A

MODERATOR

Ruling Elder Mary Atwood (eligible to vote)

VICE-MODERATOR

Teaching Elder Kyle Otterbein (listed above)

STATED CLERK

Ruling Elder Dr. Rebecca Blair (eligible to vote)

TREASURER

Vacant

COMMISSIONED RULING ELDERS (eligible to vote)

Marian Hart, Phil Leipold

COMMITTEE MODERATOR/PCC RULING ELDERS (eligible to vote)

Ann Luedtka

G.A. COMMISSIONER RULING ELDERS [221st G.A. (2014)] (eligible to vote)

Scott Nesbitt (listed above)

Jennifer Jennings (listed above)

Lara Marsh (listed above)

RULING ELDER FORMER PRESBYTERY MODERATORS (eligible to vote)

Betty Colby

Marie Dare

CORRESPONDING MEMBERS

Margy Trimble, George Abu-Eid

CANDIDATES AND INQUIRERS

None

VISITORS

Orrin Asmus (Middletown) Patricia Castrodale LeAnne Clausen de Montes (Clinton, First Cong. UCC) Kevin Cullum (Camp Wyoming) Alice Edgin (Washington UPC) Vivian Griffith (Washington UPC) Stacy Hoppman (Camp Wyoming) Noma Horn (Middletown) Kathy Hunt (Washington UPC) Sandy Kratz (Washington UPC) Mary Liris (Washington UPC) Nancy Macomber (Cascade) Karen Minnis (Morning Sun) Karen Murphy (Washington UPC) Stephanie Nesbitt Ron Peterson (Middletown) Shelly Peterson (Middletown) Susan Presley (Muscatine) Elyce Riney (Middletown) Paul Scott (Camp Wyoming) Angie Smith (Middletown) Ruth Ann Stacy (Brighton) Ginger Thomas (Camp Wyoming) Phyllis VanGerpen (Washington UPC) Jamie Westendorf (Keota) Donna Williams (ACOG, Wapello)

SEATING OF CORRESPONDING MEMBERS

A motion to seat Ruling Elder Margy Trimble (Friends of Pasrur/Presbyterian Education Board—Pakistan) and Ruling Elder George Abu-Eid, International Peacemaker was seconded and APPROVED. Moderator Atwood welcomed these individuals to the Presbytery.

INTRODUCTION OF FIRST-TIME PRESBYTERS

Vice-Moderator Kyle Otterbein introduced Ruling Elder Susan Norman, first-time commissioner from Calvin-Sinclair Presbyterian Church in Cedar Rapids. The body welcomed her with applause.

DOCKET

Moderator Atwood recognized the Stated Clerk, who advised the body that a motion to approve the docket as printed was in order. **A motion to approve the docket as printed was seconded and APPROVED.**

WELCOME FROM THE HOST CHURCH

Teaching Elder Bob Wollenberg, Pastor of United Presbyterian, welcomed everyone to the meeting. He provided information about the church building and the arrangements for the meal.

PURPOSE OF THE MEETING

Moderator Atwood noted that we are God's people gathered to follow God's call through discernment, worship, education, and fellowship. She asked Christ to lead us as we listen and speak in this meeting.

OPENING DEVOTION

George Abu-Eid, international peacemaker, offered an opening devotion centered around the situation of Palestinian Christians suffering under occupation. He shared stories of what has been a 20-year history of injustice toward Palestinian Christians, detailing the multiple facets of Israel occupation processes. His hope is that, through peacemaking activities, the Palestinian and Israeli states can learn to live side by side in peace. Peacemaking Task Force co-moderator Lisa Ross Thedens offered a prayer to conclude the devotion.

REPORT OF THE STATED CLERK

Stated Clerk Blair noted that the minutes of the 164th Stated Meeting of the Presbytery of East Iowa, held at Camp Wyoming, Wyoming, Iowa on Tuesday, 10 May 2014 at 10:00 am, have been published and members of the Presbytery have had opportunity to view their contents. **She recommended that a motion to approve these minutes would be in order. A motion to approve the minutes of the 164th Stated Meeting as published was seconded and APPROVED.**

MINUTES Commission to Install the Reverend Mr. Nathan Williams 18 May 2014

The Commission for the Installation of the Reverend Mr. Nathan Williams as Pastor at Echo Hill Presbyterian Church in Cedar Rapids, Iowa met on Sunday, 18 May 2014 at Echo Hill Presbyterian Church and opened its meeting with prayer at 1:37 p.m.

Members of the commission present were:

Ruling Elder Mary Atwood
PEIA Moderator and Elder at Washington, United
Ruling Elder Charlie Knudsen
Marion, First
Ruling Elder Shirley Miller
Cedar Rapids, Echo Hill

Teaching Elder Lori Wunder
Pastor, Mt. Vernon, First
Teaching Elder Dr. Howard Chapman
Pastor, Marion, First
Teaching Elder John Hougen
Pastor, Independence, First

Ruling Elder Mary Atwood, Presbytery Moderator, called the commission to order with

prayer, appointed Teaching Elder Lori Wunder as Clerk, and reviewed the order of worship for the service. The Clerk moved to dispense with the reading of the minutes and to adjourn the meeting with the benediction at the close of the service. The motion was seconded and approved.

Moderator Atwood recessed the commission with prayer in order for the commission to carry out the service of installation. The requirements of the Constitution were met, and all questions of Nathan Williams and the congregation were answered in the affirmative. No scruples were expressed. After the Prayer of Installation, Moderator Atwood pronounced that Nathan Williams was installed as a Minister of Word and Sacrament. The service and the meeting of the commission adjourned at 3:17 p.m.

Respectfully submitted,
Teaching Elder Lori Wunder, Commission Clerk

A motion to receive the report of the Administrative Commission to Install Teaching Elder Nathan Williams as Pastor of Echo Hill Presbyterian Church on 18 May 2014 and dismiss this Commission with deep appreciation from the Presbytery was seconded and APPROVED.

**MINUTES
Commission to Ordain Candidate
Andrew Dean Smothers
29 June 2014**

The Commission for the Ordination of Candidate Andrew Dean Smothers as a Teaching Elder serving as Global Ministry Fellow of the Theological Education by Extension in Zambia Ministry and Parish Associate at Madison Avenue Presbyterian Church in New York City met on Sunday, 29 June 2014 at St. Andrew Presbyterian Church, Iowa City, Iowa, and opened its meeting with prayer at 4:00 p.m.

Members of the commission present were:

Teaching Elder Kyle Otterbein
PEIA Vice-Moderator and Associate Pastor, Iowa City, St. Andrew
Teaching Elder Dr. Howard Chapman
Pastor, Marion, First
Teaching Elder Tim Dyck
Pastor, Cedar Rapids, Christ Church
Teaching Elder Melody Oltmann
Pastor, LeClaire, First
Ruling Elder Barb Bjork
Mt. Vernon, First
Ruling Elder Lora Morgan Dunham

Iowa City, St. Andrew
Ruling Elder Curt Mayo
Monticello, First

Teaching Elder Kyle Otterbein, Presbytery Vice-Moderator, called the commission to order with prayer, appointed Ruling Elder Lora Morgan Dunham as Clerk and reviewed the order of worship for the ordination service. The Clerk moved to dispense with the reading of the minutes and to adjourn the meeting with the benediction at the close of the service. The motion was seconded and approved.

Vice-Moderator Otterbein recessed the commission with prayer in order for the commission to carry out the service of ordination. The requirements of the Constitution were met, and all questions of Andrew Dean Smothers and the congregation were answered in the affirmative. No scruples were expressed. After the Prayer of Ordination, Vice-Moderator Otterbein pronounced that Andrew Dean Smothers was ordained as a Minister of Word and Sacrament. The service and the meeting of the commission adjourned at 5:07 p.m.

Respectfully submitted,

Ruling Elder Lora Morgan Dunham, Commission Clerk

A motion to receive the report of the Administrative Commission to ordain Candidate Andrew Smothers as a Teaching Elder serving in the validated ministry of Global Ministry Fellow of Theological Education at Madison Avenue Presbyterian Church in New York City and to dismiss this Commission with deep appreciation from the Presbytery was seconded and APPROVED.

Stated Clerk Blair explained to the body that an Administrative Commission to First Presbyterian Church in Middletown was formed and charged by the Presbytery at the 162nd Stated Meeting at Blue Grass Presbyterian Church on 8 October 2013. Moderator Atwood recognized Teaching Elder Scott Nesbitt, AC moderator, to present the report. Teaching Elder Nesbitt reviewed the report, observing that the commission had reviewed the preliminary budget for the church and encountered questions concerning the church's ability to meet expenses. He reported that the session is still mired in conflict that appears cyclic in nature. He further affirmed that that Commission members have come to love the people of this church in many ways, but these folks simply could not surmount the obstacles to healthy relationships within the church.

**Report of the Administrative Commission
for First Presbyterian Church in Middletown**

Preliminary Information:

The Presbytery of East Iowa voted at the 162nd Stated Meeting (on 8 October 2013 at Blue Grass Presbyterian Church) to form an Administrative Commission and charged it to “address irreconcilable differences within the Session of the First Presbyterian Church in Middletown, and be given the authority to dissolve the Session and take original jurisdiction.” TE Randi Henderson, RE Jeff Lease, RE Karen Minnis, and TE Scott Nesbitt (convener) were subsequently appointed by Moderator Mary Pugh to serve on the Administrative Commission.

In its report to the Presbytery on 10 May 2014, the Administrative Commission indicated that it had met repeatedly with the session beginning in November 2013, including a day-long retreat to teach, to assess, and to find common ground on which to rebuild trust. During that time, members of the Administrative Commission “witnessed outbursts of anger and disgust, accusations of mismanagement and physical intimidation, and a unanimous admission that [Session members] can barely tolerate being in the same room together.”

Furthermore, the Administrative Commission assessed that the people of First Presbyterian Church in Middletown “have been without consistent, Reformed teaching and preaching for approximately 15 years. They have no viable mission activity outside their congregation, nor are they providing pastoral care for one

another. They have not had sufficient income to cover expenses for some time and are depleting their savings. While there might be ways to work through those difficulties if there was some measure of love and respect within the congregation, we have only witnessed an anger and lack of forgiveness that does not abate. The situation is exhausting and spiritually damaging to everyone involved.”

After taking original jurisdiction and dissolving the Session in March 2014, the Administrative Commission held a meeting with the congregation to explain what had happened and to assess their readiness to close the church. The congregational vote was opposed to closure. In an effort to interrupt the on-going spiritual damage that was occurring, the Administrative Commission moved worship to Sunday afternoons, with commission members personally assuming the duties of preaching and teaching. The move in time was so that TE members could maintain their prior church commitments.

On 10 May 2014, at the 164th stated meeting of the Presbytery of East Iowa, the Administrative Commission reported that its members were of the unanimous opinion “that the differences at Middletown are indeed, irreconcilable, not only within the session but throughout the congregation.” The motion was then made to “dissolve the congregation at Middletown Presbyterian Church and direct the Committee on Ministry, through the appropriate subcommittee, to engage them in a process of closure and a final celebration of ministry completed there.” Upon transfer of responsibility to COM,

the Administrative Commission's charge was to have been fulfilled, and the members respectfully requested dismissal of the Administrative Commission.

At this same Presbytery meeting, there was a substitute motion presented by members of the First Presbyterian Church in Middletown. This motion was to give the congregation one year and one month to address the issues raised by the Administrative Commission, and to reassess thereafter its progress toward revitalization and healing.

The Presbytery of East Iowa failed to pass either the motion from the Administrative Commission or the motion from First Presbyterian Church of Middletown.

Follow-Up Actions and Evaluations:

In the wake of the 164th stated meeting of the Presbytery of East Iowa, the Administrative Commission decided to reconsider its previous conclusions and recommendations. As a way of listening and observing further, preaching and worship leadership would continue to be handled by the Administrative Commission members.

Additionally, four potluck training events were scheduled for the congregation in July. The potluck dinners were intended to help promote fellowship among congregation members, and the training topics were to address some of the major

issues raised by the Administrative Commission in its May report:

- Conflict Resolution
- Pastoral Care
- Financial Stewardship
- Visioning for the Future

A handful of individuals regularly attended the potluck dinners. Others skipped the dinners, but came to the training that followed. All in all, a total of 8 to 14 church members joined in these sessions.

Administrative Commission members identified several, consistent comments from attendees. These remarks centered on a dislike for the time of worship, a perception that attendance and giving have been down due to the worship time, a desire to "go back to the way things were," and a belief that things have improved now that the "troublemakers" are gone.

In general, the Administrative Commission was not convinced that the time of worship had a significant impact on the attendance and giving of the congregation. According to records available to the Administrative Commission, numbers prior to the time change were not significantly higher.

As for the assertion that life in the church has improved since certain individuals—regarded as troublemakers—left the congregation, the Administrative Commission must admit that a certain measure of animosity has dissipated. However, during frank conversations with the people of First Presbyterian Church, a systemic pattern of conflict became apparent. In essence, there has been a decades-long routine of building tension that leads to explosive anger, culminating in the permanent departure of one or more persons. The latest member withdrawal is merely a continuation of their conflict pattern. Moreover, the habit of launching public barbs at one another has remained a common practice.

Polarizing personalities also cripple the congregation. One in particular has consistently refused to honor the Administrative Commission's requests for information, particularly withholding financial details and citing the advice of a lawyer not to cooperate with the Administrative Commission.

During the final training event in July, participants were asked to think about their future. Aside from wishing to go back to the way things were, and being allowed to exist until they die, attendees were not able to identify anything the church could offer to visitors, potential members, or the community. A telling comment from one participant was, "Maybe we died a long time ago."

More recently, a preliminary budget was developed by the Administrative Commission that contained a line item for mission spending. Some members suggested the removal of mission spending since it was not an item that they had

included before. Regardless of the fact that the comment confirms the Administrative Commission's perspective on the congregation's commitment to its own survival rather than any sense of ministry, it would remain dubitable that the congregation could meet the most basic expenses even if such a cut were made.

Given its continued experience and observations involving even more than the aforementioned exemplary material, the Administrative Commission is of the unanimous opinion that there are daunting issues still facing First Presbyterian Church of Middletown. This congregation:

- Remains entrenched in ongoing conflict
- Has no vision for its mission and ministry
- Faces significant financial obstacles

- Is committed to a culture of “secret keeping”
- Continues to suffer from decades without leadership
- Holds little-to-no connection with the Reformed tradition
- Refuses to extend Christ’s love to one another

If there were a way to secure consistent, strong, and nurturing leadership for the church, it might be possible to help them become a healthier congregation. But at the very least this leadership would need to include the devotion of a dedicated TE or CRE and the formation of another--and long-term--Administrative Commission. Even if such resources were available, there has been no clear indication that the commitment of time and energy would, in fact, make a significant difference.

Ultimately, the Administrative Commission believes that these people deserve a community of faith where love is the rule, hope is the vision, and Christ is the foundation. However, it might only be possible for them to find such a community after First United Presbyterian Church has closed.

Rationale and Recommended Actions:

-The differences at First United Presbyterian Church (Middletown) are irreconcilable, not only within the session but throughout the congregation;

-The congregation of First United Presbyterian Church (Middletown) possesses no significant mission outside of its own survival;

-Patterns of unhealthy behavior are deeply entrenched at First United Presbyterian Church (Middletown);

-The financial picture of First United Presbyterian Church (Middletown) shows that there is unwillingness or an inability to cover even basic expenses;

-The chance of overcoming various obstacles for First United Presbyterian Church (Middletown) would require significant investment of resources, and there is no sign that such an investment would succeed;

Therefore, the Middletown Administrative Commission makes the following three motions: 1] To dissolve the congregation of First Presbyterian Church in Middletown and refer them to the appropriate committee that will engage them in a process of closure and a final celebration of ministry completed there. 2] To charge the committee handling closures, the Committee on Ministry, or another Administrative Commission—whichever the presbytery deems is appropriate—with overseeing the worship and leadership functions of First United Presbyterian Church in Middletown (as such things have been the responsibility of the Administrative Commission currently in place). 3] To declare the Administrative Commission’s charge as being fulfilled, and to dissolve the Administrative Commission.

Respectfully Submitted,

Randi Henderson, TE
Jeff Lease, RE
Karen Minnis, RE
Scott Alan Nesbitt, TE

A motion that, upon the recommendation of the Administrative Commission, the Presbytery of East Iowa dissolve the First Presbyterian Church in Middletown, Iowa and refer the remainder of the dissolution process to the Commission on Ministry through the Subcommittee to Close Churches was seconded and APPROVED.

A motion that the Administrative Commission remain constituted until such time as the dissolution process is complete was seconded and APPROVED.

Stated Clerk Blair reported that the annual session minutes and roll review was completed, and the updated report, dated 15 September 2014, was distributed at the registration table. **A motion that the Presbytery receive this report was seconded and APPROVED.** This report is found in Appendix I.

Lastly, the Stated Clerk presented the following items for information:

- Two copies of the Proposed Amendments to the Constitution and explanatory materials from the Association of Stated Clerks have been distributed to each church in the Presbytery. The Presbytery will vote on these amendments at the 7 March stated meeting, so churches should engage in study of these proposed amendments to be prepared to discuss and vote on them in March.
- The Monday after the September called meeting, the Stated Clerk contacted Iowa Solution to begin the process of this company assuming responsibility for the Presbytery domain and IT operations. Iowa Solutions will begin design of a new Presbytery website that will be user-friendly. It is important to fill out the online or hard copy of the PEIA Information Form to ensure that the most current information from your church is included in the new online directory.
- The *Book of Order* requires that on or before December 31 of each year, the Presbytery record the report of the type of work in which each minister member of the Presbytery is engaged (G-2.0503). This report is contained in Appendix II.
- The Stated Clerk notes that the Evidence of Insurance certificate for 2013 is contained in Appendix III.
- The Stated Clerk reports that the financial review for 2014 has been completed and documentation is included in Appendix IV.

- In accordance with the requirements of D-5.0206b in the *Book of Order*, the following list contains the names of those PJC members whose terms have expired in the last six years:
 - Ruling Elder Michael Williams, Newhall, Central
2000-2008 (re-eligible in 2010)
 - Ruling Elder Paul Orcutt, Marion, First
2006-2008 (re-eligible in 2012)
 - Ruling Elder Nancy Evans, Cedar Rapids, Westminster
2006-2010 (re-eligible in 2014)
 - Teaching Elder John Hougen, Independence, First
2006-2010 (no longer eligible per D-5.0105)

PRESBYTERY COORDINATING COMMISSION REPORT

Stated Clerk Blair observed that in an effort to engage in transparent practice, the PCC has voted to include the minutes of the August 2014 meeting in the packet. **A motion that the Presbytery receive this information and spread it on the minutes of this meeting was seconded and APPROVED.** This information is contained in Appendix V.

The PCC moved that all bodies requesting authorization to undertake real estate and construction loans and agreements be required to provide the name of the lending institution and full terms (including percentage rates and length of loan) as a basic mark of fiduciary trust in order for these requests to be acted upon by the governing body of the Presbytery of East Iowa. The motion was seconded and APPROVED.

SPECIAL TASK FORCE ON PRESBYTERY MEETINGS REPORT

Teaching Elder Diane Monger, a member of the Special Task Force, presented the following report on behalf of the Task Force:

The Task Force approved the following Proposed Vision Statement:

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 promise and enter into a 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 our covenant relationships with each other that we aim to respect and serve one another, listen to and support one another, 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.

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 Christian fellowship.
- Open sharing of information.
- Having systems in place for conducting business in an orderly manner.

The Task Force identified two areas of focus:

1. Trust within the Presbytery – How can changes in the conduct or content of the PEI meetings improve trust within the Presbytery?
2. In addition to our business meetings, what could PEI gathering be like that would allow us better to live out the call to a covenant community?

The Task Force discussed the following in relationship to its 2 areas of focus:

Trust within the Presbytery:

- The Presbytery should work to insure that all information needed for discussion and decision making is shared ahead of meetings:
 - The lack of timely information or information handed out AT the meeting can be a source of trust issues and also can lead to a perception of secrecy.
 - Presbytery needs to change IT vendor so that materials can be efficiently prepared and delivered. Improvements to website needed as well.
 - Presbytery needs to establish a process for creating meeting agendas and establish timelines for submission of documents from committees and task forces.
 - Presbytery could make some changes to how it conducts its gatherings:
 - Consent agendas might be helpful to expedite motions. However consent agendas require a certain level of trust. So Presbytery might not be ready.
 - Presbytery could approve an agenda at the beginning of meeting.
 - Changes to the agenda announced prior to the meeting would need approval, so there would be no “surprises.”
 - Would allow the body to decide if they would be willing to address a new topic or deny it if they had inadequate information to discuss it.
- Presbytery could do a better job of helping commissioners and churches understand what it means to be Presbyterian, how the Presbytery can help congregations, and the work that is required if we are to be a truly connectional church.
- Presbytery could provide better instruction to Ruling Elder commissioners such as how meetings are run, how to prepare for meetings, and permission to ask questions during the meeting.

- Presbytery could do a better job of sharing information with and between churches. Need to provide space for churches to share their needs and Presbytery needs to better inform churches about what it is doing.

Helping Presbytery live into its covenant relationship through its Gatherings.

- Establish ways to connect elders and churches such as using the “un-conference model” where people can express their passions and gather with others around them. These can be presented spontaneously or scheduled ahead of time.
- Re-purpose the Rocket Docket so it might be used for more than announcements; commissioners could share ministry best practices or issues and concerns for which people can connect around.
- Invite nationally known speakers to teach and inform.
- Create a theme for the day to drive the non-business activity and worship portion of the gathering.
- Acknowledge the different needs or wants of ruling and teaching elders.
 - Pastors need time to connect to colleagues – are PEI meetings the time and place?
 - Teaching elders might be more motivated than ruling elders to learn something at PEI gatherings to take home to their church. How to organize PEI so that ruling elders feel the same way?
- Consider regional meetings for certain functions to minimize travel
- How often should PEI gatherings meet - Quarterly was suggested as a starting place for 2015

Other thoughts/Items for consideration

- Another PEI task force on Healing and Reconciliation is meeting – When/how might our two task forces connect? This seems especially important in terms of building trust across Presbytery.
- *Theocademy* lessons for ruling elders and deacons now available. How might these be used?
- How are worship services to be planned? Task Force, Committee, Let host church plan, etc.? What guidelines do we need to have around worship planning?

Establishing a yearly calendar – planning two years ahead – so that we know what standard items need to be normally handled during which presbytery.

A motion to receive the task force report and adopt the Presbytery Gathering Vision Statement was seconded and APPROVED.

A motion to approve the following proposed dates and locations for stated meetings of the Presbytery of East Iowa in 2015 and 2016 was second and APPROVED.

2015 DATES	TIME	PLACE	BUSINESS
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Saturday, March 7, 2015	10am - 3pm	Newcomb Presbyterian, Davenport	Overtures from 2014 General Assembly
Tuesday, June 9, 2015	4pm – 7pm	TBD	
Tuesday, September 15, 2015	4pm – 7pm	Vinton Presbyterian Church, Vinton	
Saturday, November 14, 2015	10am – 3pm	TBD	Budget/Per Capita Terms of Call

2016 DATES	TIME	PLACE	BUSINESS
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Possible Called Meeting Saturday, February 6, 2016	10am - 12pm	First Presbyterian, Iowa City	Proposed Overtures to 2016 General Assembly
Saturday, April 2, 2016	10am – 3pm	TBD	
Tuesday, June 7, 2016	4pm – 7pm	TBD	
Tuesday, September 13, 2016	4pm – 7pm	Bettendorf Presbyterian Bettendorf	
Saturday, November 12, 2016	10am – 3pm	TBD	Budget/Per Capita Terms of Call

Ruling Elder Donna Williams and Teaching Elder Sam Massey presented the following report on behalf of the Special Task Force on Healing and Reconciliation:

REPORT OF THE SPECIAL TASK FORCE ON HEALING AND RECONCILIATION

Rev. Sam Massey, First Iowa City, co-moderator
 Rev. Lori Wunder, First Mount Vernon, co-moderator
 Ruling Elder Roger Flink, First Marion

Rev. Emory Gillespie, Westminster Cedar Rapids
Rev. Kristin Hutson, Coe College Chaplain
Ruling Elder Donna Williams, First Wapello

Throughout the summer, Sam and Lori met three times, to determine if we could work together and if others would even be willing to join us, and then to think about process and who could help lead us. Since most clergy have had experience with Congregational Consulting (formerly Alban) and sometimes that experience is negative, we determined they would not be neutral. Lombard Mennonite Peace Center's process required two workshops before conversation even begins, which we deemed too cumbersome.

Sam suggested we talk with Shann Ferch, Professor of Leadership Studies at Gonzaga, with whom Sam did his Ph.D. work. After a skype conversation between Sam, Lori and Shann, we felt Shann's leadership with his colleague, Paul Nakai of Leadership Spirit International, would be well-worth exploring further.

On Friday, August 22, the full task force met together for over three hours. We began by listening to each other's experiences of our presbytery, both positive and painful, and all agreed that hearing the wider experience was truly important and necessary to move forward together as a unified body. Those who have been hurt deserve to be heard and validated, even as we affirm the positive things accomplished and experienced. There is an inherent tension in this range of experience, and we all recognize the difficulty of not having this seem like a character assassination of Harry Olthoff. However, it is critical that the whole truth be spoken and heard.

At the end, we skyped with Shann and Paul for an hour. They asked really good questions of us as they sought to understand the situation. Several things became clear:

- 1) All need to have the opportunity to be part of this process (including staff), but to the extent possible, none should have "privileged status" happened for so long in our presbytery.
- 2) We may, however, want to focus on clergy because this is primarily the group that has strong feelings one way or another. Many Ruling Elders are unaware of the issues and may be turned off as they discover what they are!
- 3) All conversation must take place in an atmosphere of safety and respect.
- 4) We need to figure out a way to both acknowledge the painful stories and bracket them so that we can move on together.

The task force has asked Shann and Paul to put together a proposal for a process for our presbytery, based on what they heard from us and their own experiences in organizational leadership consulting.

REPORT OF THE TRUSTEES

Teaching Elder Kyle Otterbein, moderator of the Trustees, presented the following report on behalf of the Trustees:

Trustees have continued to meet on the second Thursday of each month at 10:15 am at the Presbytery Office. Since last Presbytery meeting we have met in June, August, and September (there was no meeting in July).

ACTION ITEMS:

The Trustees move that the Presbytery of East Iowa concur with the decision of the First Church, Muscatine taken at a special called meeting of the congregation on September 7, 2014 to contract with Triple B Construction of Muscatine for the demolition of the rental property owned by the church.

The motion was APPROVED.

The Trustees move that the Presbytery of East Iowa approve contracting with a local accounting firm for consultation and training with Administrative Assistant Pam Prather and the Trustees on the consolidated accounting and reporting of all Presbytery accounts and funds using our current financial software. The total cost of this contract shall not exceed \$5,000 and this expense will be taken from Expense Line 6165, Trustees.

The motion was APPROVED.

The Trustees move that the PEIA Per Capita rate for 2015 remain at \$22.00. Total per capita breakdown is as follows: General Assembly--\$7.07 (an increase of 5 cents), Synod of Lakes and Prairies--\$5.20 (an increase of 20 cents) and Presbytery of East Iowa--\$22.00 (no increase for 2015). Total per capita is \$34.27.

The motion was APPROVED.

The report continues with the historical report on budgets and expenses. The proposed 2015 budget line is the least accurate on the year to date report sheet since the 2015 budget has not yet been approved. In current accounts the

Presbytery has \$1,031,529 cash on hand, including UICCU checking of \$444,677 and savings of \$187,353, FCT fund of \$383,962 and FCT Donnellson fund of \$15,497. These funds do not include monies in restricted funds.

The Trustees move that the Presbytery receive the current financial report. The motion was APPROVED. This report may be found as Appendix VI.

Report on Continuing Projects of the Trustees

Trustees met with representatives of the Camp Wyoming Board of Trustees and Camp Wyoming Director, Kevin Cullum at our September 11 meeting to discuss Camp Wyoming's seeking funding assistance from the Presbytery at its October Meeting.

Trustees have continued to consult with the P.C.C., Personnel Committee, and ACOG regarding the proposed staffing structure of the Presbytery and its financial implications for the budget of the Presbytery.

Trustees continue to work on identifying a secure way of transferring funds designated for the Presbytery of Ceara, Brazil.

We are continuing to research a full draft of financial policies and procedures for the Presbytery using policies and procedures adopted by other presbyteries. We anticipate proposing a financial policies and procedures for the next stated meeting of the Presbytery.

We are continuing the process of identifying and reviewing all designated funds of the Presbytery for clearer accounting and reporting to the Presbytery.

ACOG/PERSONNEL COMMITTEE/ TRUSTEES REPORT

Teaching Elders Bob Wollenberg (co-moderator of ACOG), Richard Miller (Personnel Committee moderator) and Kyle Otterbein (Trustees moderator) presented the proposed Presbytery structure and staffing model on SECOND READING as follows:

The Administrative Commission on Governance (ACOG), the Trustees and Personnel Committee have presented a staffing plan to be considered by the Presbytery at its stated meeting on October 7 2014. In order to put this plan in context it might be helpful to briefly review how it came to be.

In November of 2012 the Presbytery formed a commission (ACOG) in order to lead the Presbytery in a discussion about its governance and to bring specific suggestions for the Presbytery to consider. Since that time, ACOG has met frequently and has engaged in discussions with the Presbytery on a regular basis. In May of 2013, the Presbytery adopted a series of guiding principles which ACOG brought for consideration. In September of 2013, the Presbytery approved changes to the bylaws and Manual of Operations which were suggested by ACOG. In October of 2013, ACOG used the stated meeting of the Presbytery in order to facilitate an extended discussion among commissioners about the “identity and mission” of the Presbytery. In order to further this discussion, ACOG facilitated a “world café” style activity at the February 2014 stated meeting of the Presbytery. The conversations at that event centered on the themes of leadership, education, networks and resources as they relate to the mission of the Presbytery. The results of this activity were posted on the Presbytery website, Facebook page and *Out and About*.

At this point, ACOG invited the Personnel Committee and Trustees to begin meeting jointly with them in order to address the need for a comprehensive staffing plan. The Personnel Committee held lengthy conversations with all the current employees and officers of the Presbytery. They examined existing personnel policies and researched the staffing plans of other Presbyteries. At the same time, the Trustees began examining the budget and resources of the Presbytery in order to make them more understandable to the Presbytery and so that they could assess available funding for staff positions. At the May stated meeting of the Presbytery, a first reading of a staffing plan was presented by these three groups. After listening to the questions and responses, a revision of the plan was mailed out to the Presbytery and there was an open invitation to an informal conversation about the plan on September 2, 2014. Again, after listening to feedback, ACOG, Personnel and Trustees have brought the plan to the October 7 stated meeting of the Presbytery.

Perhaps the most obvious change in the proposed staffing plan is the absence of a general presbyter. We would not be the first Presbytery to adopt this sort of leadership model. In order to compensate for this change, many of the functions of a general presbyter have been distributed among several positions within the proposed structure. Some of those functions that relate to Committee on Ministry work are covered in the job descriptions for the Committee on Ministry Associate. The vision and coordination of the work of the Presbytery is covered by the newly formed Presbytery Coordinating Commission. Functions that relate to resourcing the needs of local churches go to the Networking Associate. Caring for the pastoral needs of pastors is under the work of the Pastor to Pastor Care Associate. The shared-leadership model of this staffing structure

is an outgrowth of the Guiding Principles which were adopted last year that call for a, "...paradigm of participatory governance."

It may be that the Presbytery will need to enter into a more extended time of reconciliation and discernment in order to live into our covenantal relationships and to gain a better understanding of the identity and mission of the Presbytery. The proposed staffing plan represents the end of the process for ACOG, but not, perhaps, for the Presbytery, as we now use this structure in order to discern what God might have in mind for us in the future. This staffing plan is the result of an extended conversation within the Presbytery that is not at an end. Hopefully it will provide a gracious enough space for the conversation to continue.

Teaching Elder Wollenberg noted that the Presbytery is not at the end of the discussion about these matters, but it is important to have a stable staff structure in place while the discussion continues. Teaching Elder Miller continued, noting that the salary range review will be in place for the January 1 start date. The goal is to integrate revisions into the Bylaws and Manual of Operations by the June stated meeting.

In consultation with the Trustees and the Administrative Commission on Governance, the Personnel Committee of the Presbytery of East Iowa moves that the Presbytery approve and institute the staffing plan, including the position descriptions, as set forth in the packet for the October 7, 2014 stated meeting. If approved, the staffing plan will go into effect immediately.

A motion to amend the Stated Clerk and COM Associate positions from 30 hours per week to full-time (40 hours) and to alter the salary ranges associated with these two positions to \$48,000 to \$52,000 was seconded and APPROVED.

A motion to amend the Pastor to Pastor Care Associate position description in line 10 to read "Provide pastoral care directly to Teaching Elders, *CREs and their families*, and in line 20 to read "Provide confidential pastoral care to Teaching Elders, *CREs and their families in crisis*" was seconded and APPROVED.

A motion that the Presbytery entrust the Personnel Committee in consultation with the Trustees to set specific salaries for these positions within the approved salary ranges was seconded and APPROVED.

After extensive discussion, **the main motion as amended was APPROVED by a vote of 84-9.**

Process: Each of these positions requires a set of particular gifts and skills. To affirm the excellent, dedicated work of current staff members and to mark their gifts and skills, the Personnel Committee will meet in the next two weeks with each current staff member and offer him or her one of the approved positions that meets the gift set of that employee. The Personnel Committee will proceed with an open hiring process in keeping with EEOC guidelines for all unfilled staff positions. These position descriptions may be found in Appendix VII.

WORSHIP

Moderator Atwood received a call to proceed to the worship as the Order of the Day. No challenge to this call was put forward, and the body moved to the sanctuary for worship. The theme for worship was “Goosed by the Spirit.” Teaching Elder Bob Wollenberg preached and music was supplied by the United Presbyterian Church Praise Band. The Presbytery celebrated the Lord’s Supper.

The Presbytery reconvened at 8:24 p.m.

CAMP WYOMING REPORT

Teaching Elder Troy Winder, outgoing President of the Camp Wyoming Board, exclaimed that the activities at Camp Wyoming are the most exciting things happening in the life of the Presbytery because of the profound impact they exert, especially on the younger folks in our midst. He reminded those gathered that the Camp started when folks stepped out in faith, and he introduced a brief video showing the impact of Camp Wyoming.

The mission of the Camp is to offer a transformative experience and equipping to all persons through a deep, spiritual faith experience. Teaching Elder Winder noted that faith travels across relational bridges, and so Camp Wyoming is integral in building relational communities of faith.

Executive Director Kevin Cullum continued, explaining that the Camp started out behind the proverbial Eight Ball as they founders sold shares to develop the Camp. The Camp has always been in debt from its founding, and now is an especially critical time since the Camp can no longer rob Peter to pay Paul as it seeks to develop its programming further. The Board has considered the possibility of shutting down the Camp, but the financial situation has begun to turn around in the last 5-10 years. Mr. Cullum reviewed the list of improvements to facilities and programming, noting statistics to demonstrate the durability of these achievements.

Teaching Elder Beth Hilkerbaumer, incoming CW Board President, observed that the goals for the future include increasing enrollments of those who do not have a church

home, elevating camp-run retreats to make connections throughout the year, engaging in more intentional stewardship of natural resources, and strengthening the relationship of the camp to the churches within the Presbytery. A revised business plan focused upon running the Camp as a business will help to achieve these goals.

Executive Director Cullum then presented the following proposal from the Camp Wyoming Board:

Rationale:

Camp Wyoming has operated in debt since its inception in 1960 when it sold bonds to churches to obtain upfront financial support for the development of its site and facilities. Over its history, Camp Wyoming continued to operate using today's funds to pay for yesterday's bills.

The camp has spent a great amount of time, energy, and resources the past 10 years to update its facilities which were in serious disrepair at the turn of the 21st century. However, in doing so, the operating budget was not able to handle large, unforeseeable expenses (i.e. replacement of a well pump) or unfulfilled pledges towards capital improvements. The camp transferred debt from one year to the next continuing the strategy of using today's funds to pay for yesterday's bills.

The Camp Board went through a visioning process in 2011. The Board and staff focused their energy on creating an environment of intentional hospitality, developing cutting edge marketing, equipping its leaders, and solving facility issues with long-term solutions. As the camp updated its site and facilities, it created an environment which was more conducive to market the camp's programs and rental offerings to today's families and groups. Over the past few years, the camp has increased its retreats from 2 to 7, doubled its rental income, developed a website for today's culture, built a new office, made major renovations to the Dining Hall/Deer Center, and increased its donor base. Camp Wyoming is seeking support from the Presbytery to start its fiscal year with no debt. Camp Wyoming is positioned for a strong future and this support will ensure it has the opportunity to succeed.

A motion that the Presbytery of East Iowa pay the total debt of Camp Wyoming as of 9/30/2014 in the amount of \$133,080, the amount currently owed on the line of credit in the amount of \$55,000, and the loan balance on the six-year loan in the amount of \$67, 550 for a total of \$255,630 with funding to be disbursed from the FCT fund account was seconded and APPROVED.

REPORT OF THE NOMINATING COMMITTEE

Teaching Elder Al Polito, moderator of the Nominating Committee moved that

the following persons be elected to the positions as listed:

	Term Begins	Term Ends
PRESBYTERY MODERATOR		
Teaching Elder Kyle Otterbein Iowa City, St. Andrew	January 2015	December 2015
PRESBYTERY VICE-MODERATOR		
Teaching Elder Dr. Pam Saturnia Muscatine, First	January 2015	December 2015
PRESBYTERY STATED CLERK		
Ruling Elder Dr. Rebecca Blair Iowa City, First	January 2015	December 2018
PRESBYTERY TREASURER		
Ruling Elder Karen Bartel Davenport, New Hope	January 2015	December 2018
SYNOD YAAD		
Mika Rangel Wilton, First	January 2015	December 2015
COMMITTEE ON MINISTRY		
Ruling Elder Bill Cummings Onslow, First	January 2015	December 2017
Teaching Elder Mary Pugh Blue Grass	January 2015	December 2017
COMMITTEE ON PREPARATION FOR MINISTRY		
Ruling Elder Robert Youngquist Iowa City, First	January 2015	December 2017
Teaching Elder Dottie Halverson Columbus Junction/Winfield	January 2015	December 2017
Teaching Elder Kenneth (Kip) Murphy Williamsburg, First	January 2015	December 2017
TRUSTEES		
Ruling Elder Larry Lamont Monticello, First	January 2015	December 2017
VISION AND RENEWAL TASK FORCE		
Teaching Elder Jessica Crane-Muñoz Vinton	January 2015	December 2017
PERMANENT JUDICIAL COMMISSION		
Ruling Elder Richard Van Rheeden Iowa City, First	January 2015	December 2021
Ruling Elder Louise Hales	January 2015	December 2021

Moderator Atwood asked if there were nominations from the floor. Hearing none, she declared this slate of candidates to be elected.

Teaching Elder Polito also announced that self-nomination and recommendation forms for service on Presbytery committees and commissions are available now on the new Presbytery website.

REPORT OF THE COMMISSION ON MINISTRY

Ruling Elder Ann Luedtka, COM moderator, presented the following motions on behalf of the commission:

The Commission on Ministry moves that the Reverend Karen Downey Beals be honorably retired effective 31 December 2014 and that on that date her status become Honorably Retired, and that the Stated Clerk be directed to transfer her membership to the presbytery of her choice when the way be clear.

The motion was APPROVED.

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

Resolution of East Iowa Presbytery Concerning Compensation for 2015

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

- The compensation structures for Pastors and CREs be reviewed each year and adjusted to be comparable to the average compensation paid pastors in the North Central Region, now titled the "Midwest Region," and;
- Pastors and CREs be granted a minimum adjustment in compensation based on the estimated change in the Consumer Price Index in the calendar year, and;
- Where appropriate, an additional increase be granted pastors and CREs based on performance, and;

Whereas: Salary survey data indicates that churches in the Midwest Region of the United States and in the Nation have increased compensation during 2014 by approximately 1.5% to 2.5% and plan increases for 2015 estimated to be between 1.5% and 3.0%, and;

Whereas, It is estimated that a 2.0% increase in the structures will keep our ranges approximately at the average of what is paid at comparable churches, and;

Whereas, The Consumer Price Index (CPI) for the Nation and for the Midwest increased by 2.08% from midyear 2013 to midyear 2014, and;

Whereas, The CPI is forecasted to increase in 2014 by a little more than 2.0%;

Therefore: it is hereby resolved that:

- Each of the eight ranges of the *Pastor Compensation Structure* and the eight ranges of the *Compensation Structure for Commissioned Ruling Elders and Ruling Elders Serving as Temporary Supply* be increased by 2.0% effective January 1, 2015, and;
- Pastors and commissioned ruling elders and ruling elders serving as temporary supply receive a cost-of-living-adjustment (COLA) increase of no less than 2.0% effective January 1, 2015, and;
- Where applicable, a further increase be given to recognize the performance of the pastors and commission ruling elders and ruling elders serving as temporary supply in accordance with the Presbytery's *Pastor Compensation Policy* and the *Compensation and Benefits Policy for Commissioned Ruling Elders and Ruling Elders Serving as Temporary Supply* including the following:
 - ⇒ The compensation of every pastor and commissioned ruling elder and ruling elders serving as temporary supply in the presbytery be at minimum or above it.
 - ⇒ Any pastor or commissioned ruling elder or ruling elder serving as temporary supply who has served his or her church four to five years and is meeting expectations should be paid compensation equal to the midpoint in the *Pastor Compensation Structure* and the *Compensation Structures for Commissioned Ruling Elders and Elders Serving as Temporary Supply*, respectively.
 - ⇒ If a pastor or commissioned ruling elder or ruling elder serving as temporary supply has served a church for less than four or five years and is meeting expectations that pastor or commissioned ruling elder or ruling elders serving as temporary supply should be paid compensation that will bring him or her to the midpoint within four to five years from the date he or she began serving the church.
 - ⇒ If the pastor or commissioned ruling elder or ruling elder serving as temporary supply 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.

Background for the Above Resolution

The "NACBA National Church Staff Compensation Survey" conducted by the *National Association of Church Business Administration*, the survey of pastor compensation for 2014 contained in the "2014 -2015 Compensation Handbook for Church Staff" published by *Christianity Today International*, the "2014 Study of Salaries in Parish Ministry" and a

study of the average Effective Salary by Presbyteries within each synod for 2014, both conducted and published by the *Board of Pensions* indicate that:

- The increases this presbytery made to its Pastor Compensation Structure from 2002 through 2005 brought our structure to a more favorable position.
- The adjustments this presbytery has made from January 1, 2006 through 2013 have resulted in the structure approximately holding that position.
- The structures were not changed in 2010 from the 2009 levels and were increased by 2.0% effective 1 January 2011 and 3% effective 1 January 2012 and 2.5% Effective 1 January 2014.
- The survey data indicates that churches have increased compensation in 2014 over compensation in 2013 by between approximately 1.5 % and 2.5% and plan increases for 2015 over 2014 compensation by approximately the 1.5% to 3.0%. This has resulted in the minimums and midpoints of our compensation structures to be in approximately the same relative position in comparison to figures of comparable churches in the Midwest Region of the United States and the nation as they were last year.
- COM is recommending the 2.0% increase in the compensation structures to recognize the increase that has taken place in comparable churches to date in 2014 and expected increases to be made in early 2015. COM is also recommending an increase in the salaries of pastors and commissioned Ruling Elder and commissioned ruling elders serving as temporary supply of 2.0% to recognize the cost of living increase of approximately 2.0% forecast for 2014.

The resolution was APPROVED.

Ruling Elder Luedtka also called the following information items concerning COM actions to the attention of the body:

INFORMATION ITEMS:

The following motions were moved, seconded and approved by the Committee on Ministry in its meeting of May 29, 2014 meeting and are presented here as information:

MOTION: To appoint the Reverend Randi Henderson as moderator at Ft. Madison, effective June 1, 2014
Approved – Omnibus Motion

MOTION: To appoint the Reverend Beth Hilkerbaumer as temporary moderator at the Atkins Pleasant Hill Church. Approved – Omnibus Motion

MOTION: To approve Ruling Elders Brian Humke and Cindy Beatty as communion servers at the Atkins Pleasant Hill Church beginning immediately for a year in the absence of an ordained pastor. Approved – Omnibus motion

MOTION: That COM concur with the following motion approved by the congregation of Atkins Pleasant Hill Presbyterian Church at a duly call special meeting of the congregation on May 11, 2014: That the pastoral relationship between Atkins Pleasant Hill Presbyterian Church (the church) and Reverend Lori Robertson (the pastor) be dissolved effective retroactive to the end of the day of May 11, 2014 subject to the following terms and conditions. Approved

3. The church shall pay severance to the pastor of 1.5 months' salary, including social security, of \$3,728.79 to cover the period from May 12, 2014 through June 30, 2014 in installments on the church's normal payment dates.
4. The church shall provide the pastor with the Board of Pensions medical, pension, life and disability benefits under the traditional benefits of plan from May 12, 2014 through September 11, 2014. these payments for benefits will cease if the pastor obtains gainful employment where health care benefits are available if such should occur prior to September 11, 2014
5. The church shall pay the pastor \$1,242.93 for 2 weeks of unused vacation or before May 11, 2014
6. The pastor shall have free use of the manse, including utilities to be provided by the church, up through June 8, 2014.
7. The church shall pay the pastor the difference between the actual salary and social security paid by the church to the pastor between February 18, 2013 and April 30, 2013, and the amount stipulated in the Call in effect during this period. The amount actually paid was \$1500 per month. The amount called for in the Call was \$2,485.86 per month. The difference equals \$985.86 per month. The total covering the difference for this period is \$2,330.20 and will be paid as a lump sum to the pastor on or before May 12, 2014.

Note concerning the last item in above motion: The Call is a three party contract including the church, pastor and Committee on Ministry on behalf of the presbytery. The Call is not effective until all three approve it. The church issued the Call to the pastor on October 7, 2012. It was accepted by the pastor on October 14, 2012. COM approved it on February 18, 2013. That is the date the salary and social security stipulated in the Call should have been paid to the pastor. The last paragraph above is meant to pay the pastor the difference between what was actually paid \$1,500 per month, and what should have been paid, \$2,485.86. That difference is \$2,330.20 for the 2.36 months between February 18, 2013 and May 30, 2013, the date of ordination when Rev. Robinson did start receiving the pay stipulated by the Call.

MOTION: After the fulfillment of all responsibilities and duties of the Presbytery and after the appropriate congregational vote the COM approved the dissolution of the Knox Presbyterian Church of Cedar Rapids. Larry discussed the process used by Knox Presbyterian Church and the closing of their church. He said they executed the closing of their church in the best and most appropriate way. The full motion as presented in the agenda was approved.

MOTION: To approve Neal Dodd and Kathleen Pilkington, ruling elders at Ft. Madison to serve communion. They have been trained to serve communion in the absence of a pastor. Approved – Omnibus motion

MOTION: To approve the request from Reverend Lori Robinson that her status be changed to Member-at-Large of East Iowa Presbytery effective May 29, 2014. Approved

MOTION: To approve the request of Reverend Lori Robinson that she be allowed to labor outside the bounds of East Iowa Presbytery in order to do ministry, such as pulpit supply, in the presbytery to which she and her husband intend to move and reside, in Homestead Presbytery. Not Approved

The following motions were moved, seconded and approved by the Committee on Ministry in its meeting of June 24, 2014 and are presented here as information:

MOTION: To amend the reference letter to include a request for a written response from Reverend Robinson to the letter. The reference letter will be sent to Rev. Robinson. Robinson's response, if any, should travel with any reference given by the Presbytery.

MOTION: To advise Morning Sun to disband its PNC.

MOTION: Subject to approval of terms of call that the Reverend Jon Evans be called as Temporary Supply Pastor to Morning Sun and Wapello as 50% time in each congregation.

MOTION: To approve the Contract for Temporary Supply Ministry between the session of First Presbyterian Church in Cedar Rapids and the Reverend Herb Isenberg for full time from July 1, 2014 through 30 June 2015 or until a Pastor is called whichever comes first with the following terms of call:

Salary \$60,000

Housing Allowance \$30,000

Continuing Education expense: \$1,000, cumulative up to 12 months

Professional Expenses \$2,500

Paid vacation of one week per quarter

Continuing Education of one week per six months

Benefits under the Board of Pensions

MOTION: To place the Reverend Maurie Campbell on the Pulpit Supply List effective immediately. The Reverend Mr. Campbell is the former pastor of New London.

MOTION: To approve Ruling Elder Cathy Merck to serve communion at Atkins/Pleasant Hill Presbyterian Church in Atkins, she has been trained.

The following motions were moved, seconded and approved by the Committee on Ministry in its meeting of August 5, 2014 and are presented here as information:

MOTION: That the COM accept Deb Hansen’s resignation with regret. Ruling Elder Deb Hansen, for personal reasons, tendered her resignation as a member of COM.

MOTION: That the Committee on Ministry recommend to the Presbytery of East Iowa that Teaching Elder Emory Gillespie be installed as Pastor of Cedar Rapids, Westminster, effective on the date of the Presbytery's action, with the following terms of call:

Salary	\$63,000
Housing	\$15,000
Five Weeks paid annual vacation	
Two Weeks annual continuing education, cumulative to four weeks	
Six weeks paid maternity/paternity leave per occurrence	
Full BOP pension, medical, disability and death benefit coverage	
Mileage expense reimbursed per voucher for miles driven	
Continuing education expenses	\$2,000 cumulative to 2 yrs.
Professional ministry expenses	\$2,000
Church agrees to PEIA Sabbatical Leave Policy	
No Participation in New Pastor Development Program	

MOTION: That the Committed on Ministry approve the Terms of Contract for Temporary Supply Ministry between Teaching Elder Jon Evans and First United Presbyterian Church of Morning Sun, retroactively effective on 1 July 2014 through 30 June 2015 for a 50% of full-time position with the following terms of call:

Salary	\$15,938
Income Reportable to IRS	\$21,538
Housing	\$5,600
One week of paid vacation per quarter	
One week of Paid continuing education per six months	
Six weeks of paid maternity/paternity leave per occurrence	
Full BOP pension, medical, disability and death benefit coverage	
Mileage expense reimbursed per voucher for miles driven	
Continuing education expenses	\$500 cumulative to 12 months
Professional ministry expenses	\$250
No Participation in PEIA Sabbatical Leave Polity	
No Participation in New Pastor Development Program	

MOTIONS APPROVED BY E-MAIL and PRESENTED HERE AS INFORMATION

The Following Motion was approved by email dated May 8, 2014:

MOTION: To approve the administrative commission for the installation of the Reverend

Nathan Williams as Pastor of Echo Hill Presbyterian Church, Cedar Rapids, IA. The installation service will take place on Sunday, May 18, at 2pm at the church.

Commission Members are:

Teaching Elders

John Hougen, Pastor, Independence, First
Howard Chapman, Pastor, Marion First
Lori Wunder, Pastor, Mount Vernon First

Ruling Elders

Mary Atwood, Moderator, Washington United
Shirley Miller, Cedar Rapids, Echo Hill
Charlie Knudsen, Marion First

The following motions were approved by email dated May 15, 2014:

MOTION: To approve the request from the session of First United Presbyterian Church in Clinton, IA that they be allowed to pursue discussions with area churches within the PCUSA and with other denominations to explore shared ministry options including but not limited to sharing a pastor, merging, yoking, and forming a parish and that the session will report results of such discussion to COM before making any commitments.

MOTION: To direct the Stated Clerk to draft and send a letter to James Huston reminding him that, effective February 24, 2009, he was moved to inactive status and is no longer a member in good standing of our presbytery. He is effectively barred from conducting pastoral services for any church with our presbytery and COM has not approved him to be on the Pulpit Supply List.

The following motion was approved by email dated May 21, 2014:

MOTION: To approve the request of the session of First United Presbyterian Church in Mediapolis for Jeanne Carter to served communion June 1, 2014.

The following motion was approved by e-mail dated June 3, 2014:

MOTION: To approve Ruling Elders LaVern Jaster and Renee Lyons from Atkins Pleasant Hill Presbyterian Church to serve communion at this church for one year in the absence of a pastor. Both have received training.

The following motion was approved by e-mail dated June 12, 2014:

MOTION: To approve the administrative commission for the ordination and installation of Candidate Andrew Smothers to validated ministry as a Global Fellow, Theological Education by Extension in Zambia (TEEZ) with the service to take place at Saint Andrew Presbyterian Church in Iowa City on Sunday, June 29, 2014 at 4:00 p.m., and, immediately after his ordination and installation, to transfer his membership to the Presbytery of New York City. Membership of the administrative commission includes:

Teaching Elders:

Kyle Otterbein, Associate Pastor, Iowa City, Saint Andrew Presbyterian Church and Vice-Moderator of the Presbytery of East Iowa
Tim Dyck, Pastor, Cedar Rapids, Christ Church Presbyterian
Melody Oltmann, LeClaire, First Presbyterian Church
Howard Chapman, Senior Pastor, Marion, First Presbyterian Church (and preaching at the service)

Ruling Elders:

Lora Morgan Dunham, Iowa City, Saint Andrew Presbyterian Church
Curt Mayo, Monticello, First Presbyterian Church
Barb Bjork, Mount Vernon, First Presbyterian Church

The following motion was approved by e-mail dated July 2, 2014:

MOTION: To sponsor Reverend Lori Robinson to attend the Intensive Assessment program at Midwest Minister Development Center in either Chicago or Kansas City and to share one third of the cost of the price of the program at the Center, including travel, room and board for Lori estimated to be approximately \$400 to \$600.

The following motion was approved by e-mail dated July 13, 2014:

MOTION: To approve the election of a PNC by Davenport New Hope Church.

The following motion was approved by e-mail dated July 18, 2014:

MOTION: To approve the request of Teaching Elder Mike Andrews, a former pastor at Atkins, for permission to officiate at a funeral at Atkins Pleasant Hill Church, a church currently without a pastor.

The following motions were approved by e-mail dated August 11, 2014:

MOTION: To approve the appointment of Teaching Elder Bill Jamison, HR as moderator of the Blairstown session, effective immediately.

MOTION: To permit Teaching Elder Peter Reynen to labor outside the bounds to perform a wedding in South Dakota next weekend.

MOTION: To approve the renewal of CRE Jean Bruinsma' s commission to the Scotch Grove and Center Junction churches, effective dates 1 September 2014 through 31 August 2016, with the following details:

Cash: \$9,925

Housing Allowance: \$7,800

Expenses:

All miles reimbursed at current IRS rate

Continuing Education (2 weeks) - \$500

Professional Allowance - \$250

4 weeks of vacation

6 weeks maternity leave

There is a 30 day out by either party. It is for 50% time.

The following motions were approved by e-mail dated August 20, 2014:

Motion: To permit the Reverend Kenneth "Kip" Murphy to labor outside the bounds to officiate at his nephew's wedding, first at a family wedding in Florida (Presbytery of Central Florida) in Sept., then the wedding in Nov.(Presbytery of New Covenant) in Houston.

Motion: To approve the Reverend Lori Robinson's request to provide pulpit supply to the Presbyterian Church in Beatrice, Nebraska, on Dec. 28, 2014.

Motion: To approve the Reverend Lori Robinson's request to provide a worship service on a 1x per month basis to the Kensington (a retirement/assisted living/nursing home type place), also located in Beatrice, in accordance with their scheduling.

The following motions were approved by e-mail dated September 8, 2014:

Motion: To appoint Teaching Elder Tim Dyck as temporary moderator for the Mechanicsville Session, effective immediately.

REPORT OF THE COMMITTEE ON PREPARATION FOR MINISTRY

Teaching Elder Deb Kinney, committee moderator, presented the following items on behalf of the committee:

A motion to approve CPM sending a survey to all minister members of the Presbytery concerning pastoral care needs was seconded and APPROVED.

A motion that the following persons be approved as ordination examinations readers for 2015—Ruling Elder Curt Mayo and Teaching Elder Elizabeth Dickey for the February 2-6 reading and Ruling Elder Rebecca Blair and Teaching Elder Tim Dyck for the May 4-8 reading, was seconded and APPROVED.

REPORT OF THE COMMISSIONERS TO THE 221ST GENERAL ASSEMBLY

Teaching Elder Scott Nesbitt stated that the General Assembly in Detroit was a remarkable experience, particularly as we speak about the future of the Church. In particular, he was wowed by the 1001 New Worshipping Communities presentation. He concluded by noting that everyone across the country should support the grass roots efforts in play within the PC (USA) since we have weighty issues to address, issues that become distorted in media coverage. He cited one example of this phenomenon—the divestment discussion and vote. He affirmed that our denomination is not anti-Israel nor was the divestment vote neither an anti-Israeli action nor the taking of a pro-Palestinian stance. The vote represented the Assembly’s embracing of a justice initiative.

Teaching Elders Kristin Hutson and Diane Monger served as Overture Advocates for the overture and authoritative interpretation (AI) from the Presbytery of East Iowa. Kristin worked with an overture advocate team from 25 other presbyteries on behalf of PEIA while Diane worked with advocates from 20 other presbyteries. Both noted that their experiences as overture advocates prompted them to feel happy to be Presbyterian.

Ruling Elder Lara Marsh noted that this was her third General Assembly in a row as she had attended the two previous Assemblies as an overture advocate. Her experience as a commissioner was exhausting, yet fulfilling. She could palpably feel the Holy Spirit at work during the whole Assembly. She also averred that East Iowa has the best Stated Clerk in the whole country as Rebecca supplied treats, daily announcement and devotional cards and a mini-celebration for Lara’s birthday.

Teaching Elder Jennifer Jennings expressed thanks to the Presbytery for sending her on this commission. She served on the Immigration Committee and found this Assembly to be distinct from past ones in that folks were more respectful towards each other, there was a palpable presence of God in the room, and folks were carefully listening to each other and to God.

Teaching Elder Lisa Ross Thedens spoke on behalf of her husband, John, who served as the male ruling elder commissioner. She noted that John complemented Moderator Heath Rada on his exemplary leadership. He served on the Theological Issues Committee that considered the Belhar Confession, a confession that speaks to all forms of racism and one that is needed in current culture to address a social issue that lurks under the surface and erupts in settings like Ferguson. John also noted great signs of hope as he visited Detroit’s churches and learned about their missions in the community.

REPORT OF THE PEACEMAKING TASK FORCE

Task force moderator, Teaching Elder Lisa Ross Thedens, encouraged the Presbytery to pray for those in unjust situations around the world. She also noted that Ecumenical Advocacy Days will address gun violence and that racism persists as a central peacemaking and justice issue.

ADJOURNMENT

A motion to adjourn was seconded and APPROVED.

Moderator Mary Atwood closed the meeting with prayer at 9:25 p.m.

Respectfully submitted,
Ruling Elder Rebecca Blair, Ph.D.
Stated Clerk

**NEXT STATED MEETING:
Saturday, March 7, 2015
Davenport, Newcomb
10:00 AM**