

Stated Meeting  
October 25, 2018

Faithful Shepherd Presbyterian Church  
Omaha, Nebraska

## PRESBYTERY OF MISSOURI RIVER VALLEY

The Presbytery of Missouri River Valley held a Stated Presbytery meeting at Faithful Shepherd Presbyterian Church, Omaha, Nebraska on October 25, 2018. The meeting was convened with prayer at 5:50 PM by the Moderator, Elder Pat Tooles.

Patricia Shipley, stated clerk, assured the moderator of the presence of a quorum. The roll is attached to these minutes [Attachment 1].

The Stated Clerk introduced new teaching elder members Rev. Matthew Johnstone, Member-at Large. Ruling elder commissioners serving for the first time were introduced. Audrey Richert, Director of Nebraska Presbyterian Foundation was seated as a corresponding member with privilege of voice.

A time of learning entitled "An Overview of Proposed Amendments to the Constitution" was presented by Stated Clerk, Pat Shipley; Vice Moderator, Rev. Gary Eller; and GA Commissioners, Rev. Paul Masters and Elder Pat Tooles. Final discussion and voting on the ten proposed amendments will be on the docket for the February 16, 2019 Stated Meeting.

During worship, the Presbytery heard a sermon from Rev. Nick Dougherty, received an offering of \$237.50 for Project Harmony, and celebrated the Lord's Supper.

### **FOR THE RECORD**

The Commission on Ministry reported that it had taken the following actions on behalf of Presbytery:

- A-1. Approved the dismissal of Rev. William Alan Jones to another denomination.
- A-2. Approved West Hills Church request to elect a Pastor Nominating Committee and begin work on the Ministry Information Form.
- A-3. Approved policy addition for Boundaries and Child protection: Any pastor in active ministry, including contract ministry after retirement, needs to have both a boundaries workshop and child protection training every two years.
- A-4. Approved the 2018 Pastor Compensation Report. [Attachment 2]
- A-5. Approved Carson/Oakland Sharon (Riverside Parish) Ministry Information Form.
- A-6. Approved Interim Pastoral Relationship terms of United Faith, Sidney, IA and James Goodenberger: Cash Salary \$30,000; Housing \$24,000; Pension 11% of Effective Salary; \$860/month for insurance; travel reimbursement of \$.54.5/mile (IRS rate).
- A-7. Appointed Sally Carlson, Moderator for Westminster, Omaha Session beginning October 1, 2018 through December 31, 2018.
- A-8. Approved dismissal of Rev. Sara Dingman to Whitewater Valley Presbytery when requested.
- A-9. Approved Minimum Presbytery Compensation for 2019.
- A-10. Approved retirement of Rev. James Goodenburger effective November 1, 2018.
- A-11. Approved Rev. Matthew Johnstone transfer from Boston Presbytery to PMRV as a Member-at-Large.

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A-12. Approved Installation Commission and date of Installation of Rev. Sunjin Park at Korean Presbyterian Church Omaha: Elder Pat Tooles, PMRV Moderator; Rev. Becky Balestri, Underwood Hills; Elder Georgia Bulger, Hope Presbyterian; Elder Bonnie Brown, First Presbyterian-Omaha; Elder Mike O'Bradovich, PCOM; Rev. David Matsumura, Hope; Rev. Richard Sleyster, First Presbyterian-Shenandoah; Elder Rudy Wang, Korean Presbyterian Church Omaha; Rev Chang Whan Park, Retired Professor of Korean Theological Seminary; Rev. Paul William. Installation is scheduled for October 28, 2018 at 4 p.m.

**The Stated Clerk reported:**

- A. The Commission on Preparation for Ministry approved Carolyn Grice to take Ordination Examinations.
- B. The Leadership Team nominates the following individuals to the Nominating Committee, 2021: Rev. Sally Carlson, Elder Alan Reinartz and Elder Vonice Darling.
- C. The Leadership Team Approved the following dates and locations for Presbytery: Feb. 16—Peace Presbyterian, Elkhorn; May 7—Underwood Hills; August 16-17—Calvin Crest; October 24—Carson/Oakland Sharon.
- D. Correspondence and Clerk activity
  1. All correspondence has been answered or forwarded, as needed.
  2. Consulted with Committees, Commissions, Sessions, and Presbytery members as requested or as contacted.
  3. Summary of actions of the 223<sup>rd</sup> General Assembly of PC(USA) relevant to Mid-Councils provided to Presbytery for August Stated Meeting.
  4. Contacts and/or visits were made to Presbytery churches with an active PNC in place or in the discernment process.
  5. Updated Stated Clerk data requirements of OGA as per requests and authorization.
  6. Reported the September 12, 2018 death of Rev. Gale Gilbert Prentice.
  7. Requested transfer of Rev. Matthew Johnstone to PMRV from Boston Presbytery.
  8. Attended October 5-9, 2018 Mid-Council Gathering, Chicago, IL.

**Announcements:**

- Thriving Church Workshop-January 12, 2019 from 9:00 a.m. to 3:00 p.m. at New Horizon Presbyterian Church, Council Bluffs, IA. This event will be sponsored by Missouri River Valley, Prospect Hills, Central Nebraska, and Homestead Presbytery.
- Youth Triennium is scheduled for July 16-20, 2019. Organizers are in need of help recruiting participants and financial support.
- Rev. Gary Eller announced that the Omaha Presbyterian Seminary Foundation is in receipt of a Lilly Endowment \$1,000,000 grant given to help establish Pastoral Leadership Revitalization program. Specific programs will be implemented in PMRV, Central Nebraska Presbytery and the Kansas City area.

**Reports**

- A. Audrey Richert, Director of Nebraska Presbyterian Foundation gave a report regarding available grants through the Foundation. Carolyn Grice and Rev. Kirk Ryckman will be joining the Nebraska Presbyterian Foundation.
- B. Rev. Mary Newbern-Williams, Executive Presbyter, provided a written report with upcoming events for the Presbytery:
  - a. October 30—Project Regeneration forum, New Horizon Presbyterian, Council Bluffs;
  - b. November 2—Peter Steinke will lead a plenary forum at Gethsemane Presbyterian;
  - c. November 16—Clergywomen's Retreat at Peace Presbyterian Church;
  - d. January 7, 2019—Project Regeneration forum meets at Bethany Presbyterian Church.
  - e. January 12, 2019—Thriving Church Workshop, New Horizon Presbyterian 9 a.m.-3 p.m. sponsored by PMRV, Prospect Hills and Homestead Presbyteries.

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- f. Rev. Newbern-Williams gave an overview of upcoming events in the in 2019. “Holy Cow” will be available through PMRV. February 15-16, Rev. Jimmie Hawkins, Director for the Office of Public Witness of the PCUSA will be the preacher for the February 16, 2019 Presbytery meeting and lead a seminar on social justice on February 15, 2019.
- g. Rev. Lori Robinson attended an Addition and Faith Conference, September 28-30, 2018.
- C. Elder Pat Shipley, Stated Clerk, reported the following dates and locations for 2019 Stated Meetings: Saturday, February 16, Peace Presbyterian Church, Elkhorn, NE beginning at 10 a.m.; Tuesday, May 7, Underwood Hills Presbyterian Church beginning at 5 p.m.; Friday and Saturday, August 16-17, Joint Presbytery meeting with Homestead Presbytery at Calvin Crest Retreat Center, Fremont, NE beginning Friday evening at 6 p.m.; Thursday, October 24 hosted by Carson/Sharon/Riverside Parish at Oakland beginning at 5 p.m. Commissioners were reminded that the Clerk of Session portal will open for recording 2018 statistics on December 7, 2018 and must be completed by February 14, 2019.

### Decisions

The Presbytery took the following actions:

1. Approved minutes of August 17-18, 2018 Stated Meeting.
2. The following were elected upon nomination by the Presbytery’s Nominating Committee:

**Moderator of the Presbytery 2019** - Rev. Gary Eller

**Vice Moderator of the Presbytery 2019**—vacant

#### **Specialized Nominations:**

#### **2020 General Assembly Commissioners:**

Clergy: Rev. Jenny Blake, First Omaha; Alternate Clergy, Rev. Richard Meyer

Lay Commissioner: Patrick Ackerman, Faithful Shepherd, Omaha

#### **2024 Synod Permanent Judicial Commission (6-year, non-renewable position)**

Rev. Caryn Pedersen, Red Oak Presbyterian

#### **2021 Synod Delegate**—Rev. Greg Carlson, HR

#### **Commission on Ministry (COM)**

2019 Rev. Jon Sloan- Clergy, First, Omaha

2021 Carol Warnes - Elder, 1st, Bellevue

Rev. Paul Masters - Clergy, New Horizon

Rev. Marshall Zieman - Clergy, Church of the Cross

Marcia Cline - CLP, Trinity, Clarinda

Bonnie Brown - Elder First, Omaha

Pam Otto - Elder, Church of the Cross

#### **Commission on Preparation for Ministry (CPM)**

2021 Al Zimmerman - CLP Florence

Norm Roberts - Elder, Westminster, Clarinda

#### **Permanent Judicial Commission (this is a 6-year, non-renewable position)**

2024 Ruth Cook - Elder, Church of the Master

Bob Sieck - CLP Avoca

#### **Committee on Mission and Evangelism**

2021 Rev. Nick Dougherty - Clergy, Faithful Shepherd

Mary Thompson - Elder, New Horizon

Josh Widman - Elder, Hope

#### **Committee on Faith, Education and Leadership Development (FELD)**

2021 Rev. Bill McConnell - Clergy, Murray

Linda Reffert - Elder, Hope

Sandi Stuckey - Elder, Church of the Cross

#### **Youth Ministry Working Group (FELD Subcommittee)**

2021 Rev. Sara Tonje - Clergy, Church of the Master

#### **Worship and Spirituality Working Group (FELD Subcommittee)**

2021 Rev. Jody Filipi - Clergy, HR

Ardys Hansum - Elder, Church of the Cross

**Personnel Committee**

2021 Kathy Moore - Elder, Church of the Cross

**Committee on Social Justice and Peace-Making**

2019 Rev. Greg Carlson - Clergy, HR

2021 Katie Roberts - Elder, Westminster Clarinda

**Committee on Stewardship of Resources (SOR)**

2020 Debbie Hart - Elder, Faithful Shepherd

2021 Rev. Mike Elliott - Clergy, First, Bellevue

Rev. J.D. Georlett - Clergy, Dundee

**Treasurer**

2021 David Emry – Elder, Church of the Master

**Investment Working Group (SOR subcommittee)**

2021 Mike Wendel - Elder, Church of the Master

**Calvin Crest Board of Directors**

2021 Haley Allen - Elder, Church of the Cross

John Harbeck - Elder, Discovery

**Nominating Committee** (Nominated by the Leadership Team:

2021 Rev. Sally Carlson,

Elder Alan Reinarz

Elder Vonice Darling

3. Approved the proposed PMRV budget for 2019. [Attachment 3]
4. Approved the sale and terms of sale for Shenandoah Presbyterian Church manse;  
*Lot Number 291 (excepting the Northwest 21 feet thereof), and all of Lots Numbered 292 and 293 in Crippen's Addition to the City of Shenandoah, Page County, Iowa; to Hackett-Livingston Funeral Home for \$30,000 paid over a 3-year period with no interest. The manse will be demolished at the expense of the funeral home.*
5. Heard the first reading of the amendment of Manual of Administrative Operations to include PMRV Disaster Assistance Committee by addition to Article VIII. Committees:

**H. The Presbytery's Disaster Assistance Committee**

**1. Mission**

*The mission of the Presbytery's Disaster Assistance Committee is:*

*a. To assist congregations within the presbytery in becoming more prepared for natural or man-made disasters.*

*b. To have equipment and personnel who will provide first response to a disaster within the presbytery.*

*c. To maintain information about each church facility to aid PDA and other disaster responders in setting up centers critical to disaster relief.*

*d. To facilitate the presbytery and congregations in their participation in Presbyterian Disaster Assistance mission opportunities.*

**2. Membership**

*The committee is comprised of those individuals who are called to work in disaster relief in any capacity.*

6. Approved minimum compensation standards for 2019 with one abstention. [Attachment 4]
7. In accordance with G-3.0301(c), Presbytery approved transfer of Ken, Lynne, Connor, and Nathan Eckley, members of the dissolved Glendale congregation, to Bethany Presbyterian Church.

The meeting was adjourned with prayer by Vice Moderator, Rev. Gary Eller, at 8:00 p.m.

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The next stated meeting of the Presbytery is Saturday, February 16, 2019 9 a.m.-3 p.m. at Peace Presbyterian Church, Elkhorn, Nebraska.

Patricia Shipley, Stated Clerk

Marilyn Puett, Recording Clerk

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<u>The Roll</u>	<u>Present</u>	<u>Absent</u>
Tom Albaum, HR		X
Becky Balestri	X	
William Beatty (HR)		X
John Besançon (HR)		X
Jennifer Blake		X
William Bowers (HR)		X
Charles Bulger (HR)		X
Kenneth Bunnell (HR)		X
MaryAnn Calta		X
Deena Candler	X	
Greg Carlson (HR)	X	
Sally Carlson (HR)	X	
Jay Cline		X
J. Keith Cook (HR)		X
Matt Coplen		X
*James Crapson		X
William Denny (HR)		X
Sarah Dickinson	X	
Nickolas Dougherty	X	
Neal Earley (HR)	X	
Gary Eller	X	
Mike Elliott	X	
Vicki Evans	X	
Jody Filipi (HR)	X	
Roy Fox (HR)		X
Lyle Franzen (HR)		X
J.D. Georlett		X
James Goodenberg		X
Suzanne Gorhau		X
Dan Graham	X	
Ernest Gutha (HR)	X	
Mary Hansen (HR)		X
Cindy Harvey		X
Mike Harvey (HR)	X	
Jim Hendrickson		X
Brad Hertzler		X
Rob Hubler (HR)		X
Portia Iverson (HR)		X
Robert Keefer	X	
Ronald Kinsey (HR)		X
Lowell Knauss		X
Rudolph Kosits	X	
Chet Mason		X
Paul Masters	X	
David Matsumura		X
McConnell, Bill	X	
Lyle Meester (HR)		X
Richard Meyer (HR)		X
Gregg Miller		X
Mary Newbern-Williams	X	
Jon Noble		X
William Osick (HR)		X
Russell Palmer (HR)		X

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Sunjin Park		X
David Paul	X	
Caryn Pedersen		X
Stephen Pike		X
Lori Robinson	X	
Nancy Ross-Hullinger	X	
Kirk Ryckman (HR)		X
Marvyn Schultz (HR)		X
Rick Sleyster	X	
Jon Sloan	X	
Dean Sparr (HR)		X
Ed Steinmetz (HR)		X
*Bill Switzer		X
Emad Tawadrous	X	
Sara Tonje	X	
Sandra Wainwright	X	
Bonnie Wilkins		X
Dwight Williams	X	X
Mark Witmer (HR)		X
Jay Won Yu		X
Marshall Zieman	X	

\* Temporary Member

HR – Honorably Retired [Excused if Absent]

**Ruling Elder Commissioners**

Anderson Grove		X
Avoca		X
Bethany	X	
Carson	X	
Carter Lake		X
Center Ridge		X
Church of the Cross (2)	XX	
Church of the Master (2)	XX	
College Springs		X
Discovery	X	
Dundee (2)		XX
Essex		X
Faith	X	
Faithful Shepherd	X	
First, Bellevue		X
First, Omaha (2)		XX
Florence		X
Fort Calhoun		X
Gethsemane		X
Hope (2)	X	X
Korean		X
Missouri Valley		X
Mount View	X	
Murray	X	
Neola		X
New Horizon		X
New Life	X	
Oakland-Sharon	X	

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Peace	X	
Plattsmouth		X
Red Oak		X
Shelby		X
Shenandoah		X
Sidney		X
Sudanese Fellowship		X
Trinity, Clarinda		X
Underwood Hills		X
United Trinity, Hamburg		X
Villisca	X	
Walnut		X
West Hills (2)		XX
Westminster, Clarinda		X
Westminster, C.B.	X	
Westminster, Omaha		X

**Ruling Elder Members of Leadership Team:**

Dick Corwine		X
Jeff Dickinson	X	
Sandie Hanna	X	
Deborah Kippley		X
Pat Shipley	X	
Pat Tooles	X	

**Commissioned Ruling Elders:**

Marcia Cline		X
Michael Kuach		X
Robert Sieck	X	
Al Zimmerman	X	

**Corresponding Members:**

Audrey Richert, Director of Nebraska Presbyterian Foundation

**Visitors:**

David Emry (Church of the Master), Kathleen Keefer (Church of the Master), Pam Otto (Church of the Cross), Kip Kippley (Faith), Kris Goodman (Church of the Cross), Gwen Mason (Faithful Shepherd), Marion Lord (Faithful Shepherd), Kathleen Cherny (Faithful Shepherd), Debbie Hart (Faithful Shepherd), Patty Green (Faithful Shepherd), Shireen Tawadrous (Faithful Shepherd), Cindy Perkins (Faithful Shepherd)

Number of ministers present: 29

Number of elder commissioners present: 23

Total number of persons eligible to vote: 52



2018 Compensation Report

Name	Church	Pos	Cash Salary	Housing Allow.	Defer. Comp.	Unvch. Ex.	Other Allow	Manse Utilities	Effective Salary	Pension	Bop Addtnl	Vouch. Travel	Cont. Ed	Other	Vac & Cont. Ed	Review
Balestri, Becky	Underwood Hills	P	\$21,523.00	\$22,700.00	\$2,400.00				\$46,623.00	\$17,250.00		\$1,200.00	\$1,000.00		5 and 2	N
Blake, Jennifer	First, Omaha	AP	\$97,758.32	\$21,500.00	\$8,010.00	\$1,000.00	\$1,500.00		\$69,758.23	\$25,604.60	\$443.00	\$1,500.00	\$2,000.00	\$1,577.00	4 and 2	Y
Clire, Jay	Westminister, Clarinda	P	\$30,600.00	\$22,440.00					\$53,040.00	\$19,624.80		\$2,000.00	\$1,000.00	\$3,000.00	4 and 2	Y
Coplen, Matt	First, Plattsburgh	P	\$35,020.00	\$19,000.00					\$54,020.00	\$19,717.00			\$1,500.00		4 and 2	Y
Dickinson, Sarah	Discovery	P	\$28,909.27	\$25,697.13	\$9,636.42				\$64,242.82	\$23,769.85		\$1,000.00	\$1,606.07	\$550.00	4 and 2	Y
Dougherty, Nicholas	Faithful Shepherd	P	\$23,985.00	\$24,000.00	\$2,572.50				\$50,557.50	\$18,706.28		\$240.00	\$1,220.00	\$480.00	4 and 2	Y
Elliott, Michael	First Bellevue	P	\$46,350.00	\$20,600.00					\$66,950.00	\$24,825.00		\$1,500.00	\$1,625.00	\$1,720.00	4 and 2	Y
Evans, Vicki	Mount View	P	\$15,750.00					\$7,743.00	\$23,493.00	\$8,692.41		\$300.00	\$300.00	\$100.00	4 and 2	N
Evans, Vicki	Westminister, Co. Blfs	P	\$15,750.00					7,743	\$23,493.00	\$8,691.60		\$300.00	\$300.00	\$100.00	4 and 2	N
Geortlet, J.D.	Durdee	P	\$66,000.00	\$24,000.00	\$7,412.00				\$97,412.00	\$35,758.00	\$1,100.00	\$2,000.00	\$2,000.00	\$5,000.00	4 and 2	N
Keeler, Robert	Church of the Master	P	\$26,787.86	\$31,800.00	\$6,000.00				\$64,587.86	\$23,897.51	\$905.28	\$2,000.00	\$2,500.00	\$1,500.00	4 wk 3 days & 2	Y
Kostis, Rus	Hope	AP	\$23,825.25	\$23,400.00					\$47,225.00	\$16,806.00		\$2,600.00	\$1,000.00		4 and 2	Y
Masters, Paul	New Horizon	P	\$33,094.94	\$37,080.00					\$70,174.00	\$25,964.38		\$2,600.00	\$1,754.00	\$100.00	4 and 2	Y
Matsumura, Dave	Hope	P	\$38,939.00	\$29,770.00					\$68,709.00	\$25,077.00		\$2,600.00	\$1,500.00	\$500.00	4 and 2	Y
McConnell, Bill	Murray	P	\$34,850.00	\$11,655.00				\$4,000.00	\$50,505.00	\$18,686.00		\$1,500.00	\$1,500.00	\$1,000.00	4 and 2	N
Miller, Gregg	Fort Calhoun	P	\$42,000.00	\$13,500.00	\$3,000.00			\$4,100.00	\$58,500.00	\$21,645.00		\$2,725.00	\$1,200.00		4 and 2	Y
Pedersen, Caryn	Red Oak	P	\$43,776.00	\$15,000.00					\$58,776.00	\$20,000.00		\$500.00	\$1,500.00		4 and 2	Y
Robinson, Lori	Faith, Lavista	P	\$27,500.00	\$25,000.00			\$3,710.00		\$56,210.00	\$19,687.00		\$2,000.00	\$1,313.00	\$2,500.00	4 and 2	N
Sleyster, Richard	First-Shenandoah	P	29,260	3000				3,000.00	36,260	\$4,051.00					4 and 2	Y
Sleyster, Richard	Essex	P	\$1,000.00	\$10,950.00					\$11,950.00	\$4,051.00					4 and 2	Y
Stoan, Jonathan	First- Omaha	P	\$40,210.80	\$45,747.00	\$10,717.00	\$1,000.00	\$4,300.00		\$102,005	\$37,371.00	\$1,246.00	\$3,000.00	\$1,160.00	\$3,077.00	4 and 2	Y
Tonje, Sara	Church of the Master	AP	\$15,691.79	\$33,280.00					\$48,971.79	\$18,119.56		\$200.00	\$1,500.00	\$3,603.50	4 and 2	Y
Wainwright, Sandy	Villica	P	\$22,484.00	\$4,720.00	\$7,373.00			\$10,373.00	\$44,950.00	\$16,315.00	\$360.00	\$1,200.00	\$1,124.00		4 and 2	Y
Williams, Bonnie	Peace	P	\$42,500.00	\$16,500.00	\$1,000.00				\$60,000.00	\$21,830.00		????	????		4 and 2	N
Ziemann, Marshall	Church of the Cross	P	\$53,827.96	\$35,000.00	\$6,058.94				\$94,886.90	\$35,108.16		\$1,000.00	\$5,200.00		4 and 2	Y

\* - Use other than Presbyterian Board of Pensions

\*\* - Includes utilities for Manse as part of Presbyterian minimum requirement

**Missouri River Valley**  
**Some Background on the Proposed 2019 Budget**  
**October 25, 2018**

The Presbytery budget has two main portions: per capita expenditures and ministries expenditures. The per capita portion of the budget is the administrative portion of Presbytery expenses; the ministries portion is, you guessed it, the ministry side of what Presbytery does. The administrative portion of the budget is funded by per capita receipts. The ministries portion of the budget is funded by the pledged mission giving of our congregations.

The Presbytery is in good financial health, with a reserve fund (account 2095.03) in excess of what our policy requires. This fund is the accumulation of the net income of previous years. As of August 31, 2018, the reserve fund was \$590,152.

The Presbytery established a policy of having the equivalent of at least six months operating costs in the reserve fund. As our budgeted operating expenses for 2018 are \$504,834, the reserve fund needs a balance of at least \$252,417.

The deficit spending can be funded by using our reserve fund as follows:

Reserve fund balance, 8/31/18	\$590,152
Less: six - month reserve	<u>252,417</u>
Excess reserve	<u>\$337,735</u>
Proposed deficit for 2019	\$85,537
Proposed deficit for 2020	<u>85,000</u>
Total proposed deficit for next two years	<u>\$170537</u>
Remaining projected <i>excess</i> reserve fund after 2020	\$167,198

The proposed 2019 budget increases per capita for PMRV by \$1.22, which is the increase from GA for 2019 being passed on to our member churches. If there is a deficit between the revenues received and the expenses, reserve funds will be used.

This budget includes spending proposals to be presented at this meeting for your approval from the Mission Committee. There will be changes necessary that will affect this budget should that proposal fail to pass.

The Presbytery has not received general mission pledges from congregations yet (they are not due until January 2019) and so the budgeted amount for Presbytery Mission/Ministries Receipts (account 4011) is our hope. The Committee had input from most all the Committees and has decided to recommend that, based on prior year pledges from our member churches, no increase in spending has been budgeted for needed ministry and programs to assist our congregations. We need our churches to respond generously to allow for programs conducted by PMRV to continue to support or combined efforts. We are a connectional Church and can do more together that separate.

Dave Emry  
Stewardship of Resources Moderator



**The Presbytery of Missouri River Valley**  
**Proposed 2019 Budget**

		Actual			
		Year to date			
		<u>2017</u>	<u>2018</u>	<u>8/31/2018</u>	<u>2019</u>
<b>Personnel</b>					
6601	Salary - EP	84,058	86,594	57,729	89,636
6602	Salary - Stated Clerk	15,500	23,292	15,196	24,840
6603	Salary - Administrative Secretary	27,000	28,080	21,420	29,343
6608	Wages - Custodian	4,271	4,272	2,847	4,271
6609	Wages - Part Time Assistant	2,500	2,730	1,368	2,835
6610	Advocate for Ministry Vitality	9,000	0		0
6611	AMV - BOP dues	3,150	0		0
6812	AMV - Reimbursable expenses	500	0		0
6813	Communications Coordinator	6,000	3,000		0
6815	Wages - Accounting assistant				3,640
6620	EP - Pension & Annuity	38,796	30,210	23,084	31,252
6621	Adm Assistant - Pension & annuity		10,390	6,927	10,857
6622	FICA	2,065	4,040	3,003	4,640
6624	EP Mileage & Expenses	10,000	11,000	6,790	11,500
6623	EP Continuing Education	2,500	3,000	979	3,000
6625	Stated Clerk Expenses	2,000	2,800	4,248	6,800
6626	Administrative Assistant Expenses	300	300	110	300
	Total	<u>207,640</u>	<u>209,708</u>	<u>143,701</u>	<u>222,913</u>
<b>Communication</b>					
5310	Communication With Congregations	\$1,400	1,400	0	1,400
5330	Presbytery Web Site	\$2,160	2,160	1,260	2,160
	Total	<u>\$3,560</u>	<u>3,560</u>	<u>1,260</u>	<u>3,560</u>
<b>Total Per Capita Expenditures</b>		354,432	351,943	259,884	358,986

<b>MINISTRIES EXPENDITURES</b>
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**Social Justice and Peacemaking**

5410	Education, Interpretation & Programs	1,300	1,300	550	1,300
	Total	<u>\$1,300</u>	<u>1,300</u>	<u>550</u>	<u>1,300</u>

**Faith Education and Leadership Development**

5520	Camp / Synod School Scholarships	2,220	2,220	1,765	2,220
5530	Education & Educators' Support	1,440	1,440	140	1,440
5550	Curriculum Advocate	120	120		120
5560	Resource Center Materials	720	720		720
5570	Educational Ministry Events	1,800	1,800	411	1,800
5573	Pastor's Winter School	1,200	1,200		1,200
5575	Leadership Development (APCE)	2,280	2,280		2,280
5790	Calvin Crest Camp & Conference	10,000	20,000	10,000	20,000
6110	Presbyterian Older Adult Ministry	1,000	1,000		1,000
6140	Disciple Making Conference		0		
5576	Congregational Vitality Sessions (net of Syd Grant )	5,000	6,000	4,143	6,000
	Total	<u>\$25,780</u>	<u>36,780</u>	<u>16,460</u>	<u>36,780</u>

**The Presbytery of Missouri River Valley**  
**Proposed 2019 Budget**

		Actual			
		Year to date			
		<u>2017</u>	<u>2018</u>	<u>8/31/2018</u>	<u>2019</u>
<b><u>Youth Ministry</u></b>					
5540	Youth & Young Adult Work	200	200		200
5580	Youth National Events	5,000	5,000		5,000
5585	Presbyterian Youth Workers	200	200		200
	Total	5,400	5,400	0	5,400
<b><u>Presbyterian Mission Ministries</u></b>					
5440	Central American Inter-Presbytery Relations	1,000	1,000		1,000
5750	Mini-Grants	8,000	8,000		8,000
5772	Help Adult Services	5,000	5,000	2,500	5,000
5776	Crossroad Connection	2,500	2,500	1,250	2,500
5778	World Mission	1,500	1,500		1,500
5791	Hispanic-Latino Ministry	0	0		0
6130	Sudanese and Arabic Fellowship	17,667			
	Salary & Benefits - Michael Kuach		18,000	11,603	25,836
	Salary & Benefits - Rev. Emad Tawadrous		62,571	45,337	64,775
6150	Malawi Mission Network Conference	2,500	0		0
6160	Diacnia Connection	500	500		0
6180	Castelar Building net of income (21100-8000)	13,100	0		0
	Total	51,767	99,071	60,690	108,611
<b><u>Committee on Ministry</u></b>					
6010	Education/Vocation Assitance/Background checks	800	800	230	800
6050	COM Event	340	340		340
5420	Emergency Fund	340	340		340
	Total	1,480	1,480	230	1,480
<b><u>Evangelism &amp; Discipleship</u></b>					
6105	New Ventures/Dream Grant	1,500	2,500	0	0
6115	Evangelism & Media	3,000	3,000	396	0
	Total	4,500	5,500	396	0

**The Presbytery of Missouri River Valley  
Proposed 2019 Budget**

		Actual			
		Year to date			
		<u>2017</u>	<u>2018</u>	<u>8/31/2018</u>	<u>2109</u>
<b><u>Committee on Preparation for Ministry</u></b>					
	6210 Candidates	2,100	1,500	1199	3,000
	6230 Lay Pastors				1,500
	6240 CPM Training				500
	Total	2,100	1,500	1,199	5,000
<b><u>Spirituality, Theology and Worship</u></b>					
	6310 Program Resources	170	170		150
	6340 Spirituality, Theology and Worship events	1,680	1,680		1,500
	Total	1,850	1,850	0	1,650
	<b>Total Ministries Expenditures</b>	94,177	152,881	79,524	160,221
<b><u>TOTAL EXPENDITURES</u></b>					
	Total Per Capita Expenditures	\$354,432	\$351,943	\$259,884	\$358,986
	Total Ministries Expenditures	\$94,177	\$152,881	\$79,524	\$160,221
	Total	\$448,609	\$504,824	\$339,409	\$519,207

## Minimum Compensation for 2019

Presbytery's policy requires COM to recommend minimum compensation at 80% of the Median Effective Salary established by the Board of Pensions for the previous year. In 2019, the MES is \$59,100. The following recommended figures are based on that figure.

### For ministers in pastoral positions:

Minimum Effective Salary (includes the items below) \$ 47,280

Cash Salary

Manse Value (if provided, which must be at least 30% of cash salary), and/or

Housing and/or utility allowance

(NOTE: If Social Security offset – SECA allowance – is more than an employee's share, or other benefits such as a 403b or a section 125 plan are provided, those are included in the Effective Salary. Social Security [Self-employment tax] offset that is not more than an employee's share is not included in the effective salary.)

Also required: Medical, pension, disability, and death benefit coverage through the Board of Pensions or similar plan if the minister is a member of another denomination. Dues for those working full-time are 37% of effective compensation (pension 11%, death & disability 1%, medical 25%). For those working at least 20 hours a week but less than full-time, the Board calculates medical dues based on the churchwide median. This Presbytery requires that employing congregations pay total dues equal to at least 37% of the minister's effective compensation. This requirement does not apply to those ministers who are honorably retired.

### Professional reimbursable expenses:

Note: Presbytery policy sets these figures at an established percentage of Minimum Effective Salary. Those percentages are given in parentheses.

Travel expense at IRS rate

Professional Development allowance (2.5%) \$1,182

*Note that these are reimbursable expenses. Vouchers and/or receipts should be presented to the church for reimbursement.*

Paid vacation of four weeks annually (which includes four Sundays)

Paid Professional Development leave of two weeks annually (which includes two Sundays) (cumulative up to six weeks)

In addition, for any professional development event through the Omaha Presbyterian Seminary Foundation, the minister is to receive the time and registration cost of one event above and beyond the minimum terms for Professional Development.

Moving expenses (one-time cost for new pastor)

### Minimum full-time salary for Commissioned Pastors (Ruling Elders) \$37,824

Presbytery policy sets this at 80% of the minimum effective salary of pastors.

Minimum professional development allowance (2.5%) \$966

### Recommended honoraria for specific pastoral services by someone other than the church's own Pastor (percentages are of minimum effective salary) plus mileage at IRS rate:

Supply preaching (.362%) \$171 (plus mileage at IRS rate)

Additional for multiple services \$50.00 per service (plus mileage at IRS rate)

Wedding (.435%) \$206 (plus mileage at IRS rate)

Wedding rehearsal (.22%) \$104 (plus mileage at IRS rate)

Funeral (.435%) \$206 (plus mileage at IRS rate)

Home or hospital visit (.073%) \$35 (plus mileage at IRS rate)

Moderate meetings: Each meeting of Session or congregation (.22%) \$104 (plus mileage at IRS rate)

<sup>+</sup>The church's obligation is reduced by any amount paid by the family.