

Stated Meeting
October 24, 2019

Oakland-Sharon Presbyterian Church, Riverside Parish
Oakland, Iowa

PRESBYTERY OF MISSOURI RIVER VALLEY

The Presbytery of Missouri River Valley Stated Meeting was held at the Oakland-Sharon Presbyterian Church-Riverside Parish, Oakland, Iowa on October 24, 2019. The meeting was convened with prayer at 7:00 PM by Moderator, Rev. Dr. Gary Eller.

Patricia Shipley, PMRV Stated Clerk, affirmed a quorum. The roll is attached to these minutes [Attachment 1].

New Ministers of the Word and Sacrament members were introduced: Rev. Andy Hamer-West Hills; Rev. Martha Slocombe-First Presbyterian, Neola; and Christine Dempsey, Presbyterian Church of the Cross. New Ruling Elder Commissioners members were introduced. Rev. Tom Willadsen-Interim at Faith/LaVista was introduced. Rev. Dr. James Kirk and Rev. Dr. Laurie Kraus, Presbyterian Disaster Assistance and Audrey Reichert, Nebraska Presbyterian Foundation were seated as corresponding members and given voice.

A brief time of learning was presented by Rev. Dr. Laurie Kraus and Rev. Dr. James Kirk, Presbyterian Disaster Assistance.

Rev. Laurie Kraus and Rev. Dr. James Kirk were the featured speakers for the joint Presbytery meeting with Homestead Presbytery.

During worship, the Presbytery heard a sermon from Rev. Laurie Kraus, received an offering of \$1202 for the PMRV Presbyterian Disaster Assistance Fund and celebrated the Lord's Supper.

FOR THE RECORD

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

1. Approved terms of call and August 12, 2019 as installation/ordination date retroactively and dismissal of the commission with gratitude for Christine Dempsey, Presbyterian Church of the Cross.
2. Approved installation/ordination Martha Slocombe-Neola for September 15, 2019.
3. Approved the following Ordination/Installation Commission for Martha Slocombe: Rev. Gary Eller, Rev. Paul Masters, Rev. Bonnie Wilkins, Elder Carol Jensen, and Elder Mary Jo Bradley. Rev. Nancy Ross Nancy Ross-Hollinger and Dr. Scott Seay, seminary professor will also participate in the service.
4. Approved Rev. Tom Willadsen for membership in PMRV if the way be clear to serve in an interim position.
5. Approved Rev. Leah Elrod for membership in PMRV if the way be clear and she is issued a call.
6. Approved Rev. Douglas Darnold, HR, for membership in PMRV and as an addition to the Pulpit Supply List.
7. Approved PMRV Minimum Compensation for 2020 and transmittal to Presbytery.
8. Approved request from Rev. Sara Tonje to attend Level 2 Interim Training, October 7-11 at Princeton at her own expense.
9. Approved revision related to church financial status prior to authorization to elect a PNC. Requirement will now state: *Churches will be required to conduct a "financial review" prior to COM authorizing the election of a PNC.* PNC guidance flowchart will be adjusted to reflect the change.
10. Approved membership status change for Rev. Deena Candler to Honorably Retired effective October 1, 2019.
11. Approved Rev. Rick Sleyster to serve as Moderator of United Faith/Sidney as needed.
12. Approved the call issued to Rev. Leah Elrod by United Faith Church, Sidney at a congregational meeting September 15, 2019. The call will begin November 1, 2019. Terms: Cash salary: \$44,200; Housing Allowance \$9,000; Utilities Allowance \$3,800; Effective Salary \$57,000. Full participation in Board of Pension Medical/Pension plan. Reimbursable expenses by voucher: Mileage \$500, Professional Expenses \$500, SECA Supplement \$4,275. Continuing Education \$1,182. Moving Costs up to \$2000. 4 weeks paid vacation including 4 Sundays. Paid Continuing Education including 2 Sundays. Congregational meeting was moderated by Rev. Rick Sleyster.
13. The PMRV Child Protection Policy was reviewed. COM will work on formatting and updating it.
14. Approved Rev. Deena Candler for inclusion on the Pulpit Supply List.
15. Approved the Temporary Pastoral Relationship between Rev. Tom Willadsen and Faith Presbyterian Church beginning October 15, 2019 and ending no earlier than October 15, 2020. Terms: Cash Salary \$0;

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Housing/utilities allowance \$60,000; Effective Salary \$60,000. Board of Pensions: Full medical, pension, death/disability \$22,200; SECA offset \$4,590. Effective Salary \$86,790. Professional reimbursable expenses: Travel at IRS rate up to \$2,000/year; Continuing Education reimbursement-\$1,300/year. Paid vacation leave of four weeks (20 days) annually (including Sundays, no rollover). Paid continuing education leave of two weeks (10 days) annually (not including Sundays, no rollover, with Session Approval). Moving expenses at cost to include transport of belongings to Papillion area, packing materials as needed. Pastor Personal Time off (sick/PTO) It is the policy of Faith Presbyterian Church to allow Pastors to take up to three (3) personal days (24 hours) off in addition to the previously defined vacation. These days are effective January 1 every year and unused hours will expire December 31. If an employee is hired mid-year, the amount of PTO will be prorated. At least 5 working days' notice should be allowed when making a request. National Holidays and Additional Holidays: Six (6) National Holidays will be observed each year as listed: New Year's Day Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day. Normally when a National Holiday falls on a Saturday, it is observed on the previous Friday. When it falls on a Sunday, it is observed on the following Monday. Additional Holidays will be observed each year as listed: The Monday after Easter Sunday as a paid holiday. The Friday after Thanksgiving as a paid holiday. Should Pastor Willadsen receive compensation for any of his publications, Faith Presbyterian Church will not expect remission of any portion of this compensation.

16. Approved the transfer of Rudolph "Rus" Kosits to Presbytery of the Redwoods.
17. Approved position of President, Omaha Presbyterian Seminary Foundation as a validated ministry.
18. Approved transfer of Rev. Robert Rose from Albany Presbytery to PMRV when the way is clear.
19. Approved terms of Temporary Pastoral Relationship between Rev. Dwight Williams and New Life Church. Terms: Effective January 1, 2020-December 31, 2020; 20 hours/week; four (4) Sundays per month. Cash Salary: \$4,320; Housing \$20,000; Effective Salary \$24,320. Full medical pension, disability, and death benefit coverage. Travel \$700/year; Continuing Education reimbursement \$608. Paid vacation leave of four weeks annually (including Sundays). Paid continuing education leave of two weeks annually (including Sundays). Ministers of the Word and Sacrament and Commissioned Lay Pastors who participate in a professional development event offered by the Omaha Presbyterian Seminary Foundation shall receive the time and registration cost of one (1) event above and beyond the Minimum Terms for Professional Development. Those Teaching Elders, however, who elect not to participate in an OPSF event shall not receive additional time and funds.

The Stated Clerk reported:

- A. CPM consulted with Candidate Michael Geiler on July 11, 2019. Mr. Geiler continues as a Candidate.
- B. CPM consulted with Candidate Carolyn Grice on August 8, 2019. Ms. Grice continues as a Candidate.
- C. The Commission on Preparation for Ministry approved Carolyn Grice to take Ordination Examinations.
- D. The following report regarding PMRV Minutes was received from Synod of Lakes and Prairies Stated Clerk, Pam Prouty: MISSOURI RIVER VALLEY: Minutes of February 10, May 8, August 17-18, October 25, December 20, 2018 (pages 165-221) APPROVED WITH THE FOLLOWING MINOR EXCEPTIONS: Inquirers/Candidates report of call and consultation not recorded, review of call/contracts reviewed but not recorded, review of commissioned pastors not recorded.
- E. 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. Contacts and/or visits were made to Presbytery churches with an active PNC in place or in the discernment process as requested.
 4. Consulted with Synod of Lakes and Prairies and Office of General Assembly as necessary.
 5. Updated Stated Clerk data requirements of OGA as per requests and authorization.
 6. Reported the Ordination and Installation of Christine Dempsey to the Office of General Assembly.
 7. Reported the Ordination and Installation of Martha Slocombe to the Office of General Assembly.
 8. Reported Honorable Retirement of Rev. Deena Candler to Office of General Assembly.
 9. Reported the death of Rev. Ronald E. Kinsey to Office of General Assembly.
 10. Requested transfer of Rev. Douglas Darnold to PMRV from North Central Iowa Presbytery.

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11. Dismissed Rev. Rudolph “Rus” Kosits to Presbytery of the Redwoods.
12. Requested transfer of Rev. Andrew Hamer to PMRV from Denver Presbytery.
13. Requested transfer of Rev. Leah Elrod to PMRV from Minnesota Valley Presbytery effective November 1, 2019.
14. Attended October 17-21, 2019 Mid-Council Gathering, Baltimore, MD.

PMRV Leadership Team reported the following actions:

1. Approved the following dates and locations for **2020 Stated Meetings**:
 - o Saturday, February 22, 2020, Presbyterian Church of the Master (tentative);
 - o Tuesday, May 5, 2020, Westminster/Clarinda;
 - o Friday-Saturday August 14-15, 2020, Calvin Crest Conference Center, Fremont, NE;
 - o Thursday, October 22, 2020, Faith Presbyterian Church, LaVista, NE (tentative).
2. Approved motion to extend an invitation to Rev. Dr. Jason Brian Santos, Presbyterian Mission Agency coordinator for Christian formation with Brian Frick, associate for Christian formation, as a back-up for the August 14-15, 2020 Presbytery meeting at Calvin Crest.
3. Approved motion to explore face-to-face presentations to churches regarding Mission Giving and Per Capita.
4. Approved Departure Terms as presented by Personnel. Approved the terms to be forwarded to Presbytery.
5. Approved Dave Emry to serve as the Board of Pension person commencing November 1, 2019.
6. Approved appointment of Short-Term Transitional Administrative Team to be comprised of Stated Clerk, COM Moderator, Finance Chair and Personnel Chair. Their charge is to ensure the continuing work of the presbytery commencing November 1, 2019, discern specific duties to be covered, report and collaborate with the Leadership Team regarding recommendations for operations and transitioning the Presbytery through 2020 and into 2021.
7. Approved October 24, 2019 Stated Meeting docket for transmittal to Presbytery.
8. Approved 2020 budget for transmittal to Presbytery.
9. Approved addition of the Chair of Personnel and SOR as full members of the Leadership Team effective November 1, 2019 and continuing through December 31, 2020 or until the Manual of Administrative Operations has been reviewed and adopted by Presbytery.
10. Approved appointment a sub-committee to complete a full review of the PMRV Manual of Administrative Operations for presentation to Leadership Team no later than October 2020 and subsequent transmittal to Presbytery no later than October 22, 2020 for Presbytery approval.
11. Approved Leadership Team names for Nominating Committee Class of 2022: Elder Dr. Greg Babbe (Dundee), Rev. Caryn Pedersen, Elder (TBD).
12. Set November 19, 2019 at 4 p.m. at the Presbytery Office as next Leadership Team meeting.

Reports

1. Audrey Richert, Nebraska Presbyterian Foundation, apprised Presbytery of resources available to Nebraska minister members and their spouses.
2. Report of Executive Presbyter—Rev. Mary Newbern-Williams
Written report was submitted. The Call to Prayer by J. Herbert Nelson. Various items were mentioned. Encouraged the continuing work toward becoming a Matthew 25 Presbytery. A Year with Matthew was highlighted as a resource. Tuesday, October 29th Rev. Paula Cooper will be present. Rev. Cooper is a mission worker serving in East Central Africa.
3. Report of Stated Clerk—Elder Pat Shipley. The locations and dates for 2020 Presbytery meetings are as follows: Saturday, February 22, Presbyterian Church of the Master beginning at 10 a.m.; Tuesday, May 5, 2020, Westminster/Clarinda, beginning at 4 p.m.; Friday-Saturday, August 14-15, Calvin Crest Conference Center beginning at 5 p.m.; Thursday, October 22, Faith/LaVista, NE beginning at 4 p.m.

Decisions

The Presbytery took the following actions:

1. Approved Minutes of August 16-17, 2019, Stated Meeting

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2. Motion made By Rev. Sally Carlson, Chair of the Nominating Committee to place the following names elected the following individuals as presented by the Nominations Committee Chair, Rev. Sally Carlson:

Moderator

Dennis Brown, Elder, First/Omaha

Vice-Moderator

Rev. Suzanne Gorhau, Riverside Parish

Commission on Ministry

Dan Mathers, Elder, Dundee	2020
Shelly Clark, Elder, New Horizon	2021
Judi Crick, Elder, Faith	2022
Rev. Jon Sloan, First, Omaha	2022
Rev. Dwight Williams, New Life	2022
Rev. Rick Sleyster, First, Shenandoah	2022
Marilyn Puett, Elder, Church of the Master	2022
<i>Vacancy, Elder</i>	2022

Commissioner to GA: Dennis Brown, Elder, First Omaha

Alternate Commissioner to GA: Lauren Ruhe, Elder, Faithful Shepherd

Commission for Preparation for Ministry

Maryellen Towey Schulz, First Omaha	2022
Rev. Sara Tonje, Underwood Hills	2022

Permanent Judicial Commission

Cindy Denton, Church of the Master	2024
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Committee on Mission and Evangelism

Rev. Matt Copeland, Plattsmouth	2021
Carolyn Grice, Elder, New Life	2022
Joyce Faltis-Serenil, Elder, Discovery	2022
Steve Hope, Elder, Faithful Shepherd	2022
<i>Vacancy, minister</i>	

Committee on Faith, Education and Leadership Development

Rev. Becky Balestri, OPSF	2020
Rev. Cindy Harvey, Church of the Master	2022
Shelli Dart, Elder, First Bellevue	2022
Alan Reinarz, Elder, First Omaha	2022
*Rev. Matt Coplen, Plattsmouth	2022

Youth Ministry Working Group

Shelli Dart	2022
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Worship and Spirituality Working Group

Kristen Ortell, Elder, Church of the Master	2021
Rev. Bob Keefer, Church of the Master	2021
Rev. Bonnie Wilkins, Peace	2022
Rev. Becky Balestri, OPSF	2022

Personnel

Rev Sarah Dickenson, Discovery 2020

Committee on Social Justice and Peacemaking

Monika Gross, Elder, Peace 2021

Rev. Greg Carlson, Retired 2022

Kevin Bushnell, Elder, Dundee 2022

*Carolyn Grice, Elder, New Life 2022

Committee on Stewardship of Resources

Rev. Gregg Miller, First Ft. Calhoun 2022

Joyce Faltis-Serenil, Elder, Discovery 2022

Jayne Molacek, Elder, Hope 2022

Investment Working Group

Dennis Cleaveland, Elder 2022

Committee on Representation

Pat Tooles, Elder, New Life 2022

Calvin Crest Board of Directors

Kathy Egr, Elder, Church of the Master 2022

Vacancy, Minister or Elder 2022

Nominating Committee [Submitted by Leadership Team]

Elder Dr. Greg Babbe (Dundee), 2022

Rev. Caryn Pedersen, Red Oak 2022

Vacancy, Elder (TBD) 2022

*With consent Rev. Matt Coplen was nominated from the floor to fill a vacancy on Faith, Education, Leadership Development (2022). With consent Elder Carolyn Grice was nominated from the floor to fill a vacancy on Social Justice and Peacemaking (2022). The names were added to the list of nominees prior to placing the Nominating Committee's report before Presbytery for a vote.

3. **Report of Personnel Committee**—Rev. Sarah Dickinson, Moderator
Motion made by Rev. Sarah Dickinson to approve joint request for dissolution of call between Rev. Mary Newbern-Williams and Presbytery Missouri River Valley. Motion carried.
Motion made by Rev. Sarah Dickinson to approve the terms of dissolution as presented. Motion carried.
[Attachment 2]
4. **Stewardship of Resources 2020 PMRV Budget**—Rev. Gregg Miller, Chair
Motion made by Chair of SOR, Rev. Gregg Miller to approve the 2020 PMRV Budget as presented. Motion carried. [Attachment 3]
5. Motion made by Rev. Sally Carlson, COM Moderator to approve the 2020 PMRV minimum terms of call as presented. Motion carried. [Attachment 4]
6. **Celebration of Service**—Members of the Leadership Team presented appreciation of service to Mary Newbern-Williams.

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The next stated meeting of the Presbytery is February 22, 2020, 10:00 a.m. at Presbyterian Church of the Master,
Omaha, NE

The meeting was adjourned with prayer by Rev. JD Georlett at 8:12 PM.

Patricia Shipley, Stated Clerk

Marilyn Puett, Recording Clerk

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Attachment 1

<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, HR		X
Greg Carlson, HR	X	
Sally Carlson, HR	X	
Jay Cline	X	
J. Keith Cook, HR		X
Matt Coplen		X
*James Crapson		X
Christine Dempsey	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 Goodenberger		X
Suzanne Gorhau	X	X
Dan Graham, HR		X
Ernest Gutha,HR		X
Andrew Hamer	X	
Mary Hansen, HR		X
Cindy Harvey	X	
Mike Harvey. HR	X	
Jim Hendrickson, HR		X
Brad Hertzler		X
Rob Hubler, HR		X
Portia Iverson, HR		X
Johnstone, Matthew		X
Robert Keefer	X	
Ronald Kinsey, HR		X
Lowell Knauss, HR		X
Chet Mason, HR		X
Paul Masters	X	
David Matsumura	X	
McConnell, Bill	X	
Lyle Meester, HR		X
Richard Meyer, HR		X
Gregg Miller	X	

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Mary Newbern-Williams	X	
William Osick, HR		X
Russell Palmer, HR		X
Sunjin Park		X
Sunwook Park		X
David Paul		X
Caryn Pedersen		X
Stephen Pike, HR		X
Lori Robinson		X
Nancy Ross-Hullinger	X	
Kirk Ryckman, HR		X
Marvyn Schultz, HR		X
Rick Sleyster	X	
Jon Sloan	X	
Martha Slocombe	X	
Dean Sparr, HR		X
Ed Steinmetz, HR		X
*Bill Switzer		X
Emad Tawadrous		X
Sara Tonje	X	
Sandra Wainwright	X	
Tom Willadsen	X	
Bonnie Wilkins	X	
Dwight Williams	X	
Mark Witmer, HR		X
Jay Won Yu, HR		X
Marshall Ziemann	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	X	
Church of the Master	X	
College Springs		X
Discovery	X	
Dundee	X	
Essex		X
Faith	X	
Faithful Shepherd	X	
First, Bellevue		X
First, Omaha	X	
Florence		X
Fort Calhoun		X
Gethsemane		X
Hope		X
Korean		X
Missouri Valley		X

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Mount View	X	
Murray	X	
Neola	X	
New Horizon		X
New Life	X	
Oakland-Sharon	X	
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	X	
Westminster, Clarinda	X	
Westminster, C.B.	X	
Westminster, Omaha		X

Ruling Elder Members of Leadership Team

Dennis Brown	X	
Jeff Dickinson	X	
Dave Emry		X
Sandie Hanna	X	
Deborah Kippley		X
Pat Shipley	X	
Pat Tooles	X	

Commissioned Ruling Elders:

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

Corresponding Member:

Rev. Dr. Jim Kirk (Associate, Presbyterian Disaster Assistance), Re. Dr. Laurie Krauss (Director, Presbyterian Disaster Assistance), Kathleen Keefer (Presbyterian Women, Lou Harrison (West Hills), Audrey Richert (Nebraska Presbyterian Foundation)

Visitors:

Frank Gainers (Dundee), Doris Bane (Oakland-Sharon), Layna Bentley (Oakland-Sharon), Ardys Hansum (Church of the Cross), Royce Tornblum (Westminster, Council Bluffs), Crain Huffman (Calvin Crest), Dan Travaille (West Hills), Wanda Williams (Henderson), Rich Fleming (Oakland-Sharon)

Number of ministers present: 30
Number of elder commissioners present: 26
Total number of persons eligible to vote: 56

PMRV Leadership Team – Special announcement

Attachment 2

Dear PMRV Friends,

With reverence and joy we share the fruit of deep discernment. Our presbyter, the Rev. Dr. Mary Newbern-Williams, is officially preparing to retire. As she follows her call, she is working with the Presbytery's call, current ministry needs and timeline.

A proposal has been mutually agreed to with prayerful conversations between personnel, the presbyter and the leadership team. The proposal features October 31, 2019 as a last day in the office and May 1, 2020 as the date of honorable retirement, with compensation through April 30, 2020. This will help our presbytery position itself for our next level of discernment and we hope this will bless our presbyter with a break during Advent (a rarity in ministry), transition compensation and time to ready for her next phase of ministry. This proposal is part of the presbytery's October 24, 2019 stated meeting—where we also plan to celebrate our presbyter's faithful service.

The leadership team has also put an administrative transition team in place to help work through details and needs of this unique time (*names have * below*).

We hope you will join us in sincerely thanking our ground-breaking presbyter for all the ways she has resourced and blessed you, your church, the work of the presbytery and beyond. Please take the opportunity to share your best wishes and blessings with Mary at the October presbytery meeting or drop in or send a card. Her mailing address is 1370 S. 157th Court, #110, Omaha, NE 68130.

In Christ's Service,

PMRV Leadership Team & Discernment Team

Gary Eller, Moderator of Presbytery

Pat Toolles, Moderator of Leadership Team

Dennis Brown, Vice Moderator of Presbytery

Debbie Kippley, Mission and Evangelism

Jeff Dickinson, Faith Education & Leadership Development

Sandie Hanna & Rick Sleyster, Social Justice and Peacemaking

Suzanne Gorhau, Worship

Dave Emry, Treasurer

*Pat Shipley, Stated Clerk

*Sally Carlson, Commission on Ministry

*Gregg Miller, Stewardship of Resources

*Sarah Dickinson, Personnel

**Missouri River Valley
Some Background on the Proposed 2020 Budget
October 24, 2019**

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, 2019, the reserve fund was \$683,949.

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 2019 are \$519,206 the reserve fund needs a balance of at least \$214,298.

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

Reserve fund balance, 8/31/19	\$683,949
Less: six - month reserve	<u>259,603</u>
Excess reserve	<u>\$424,346</u>

The proposed 2020 budget increases per capita for PMRV by \$0.10, which is the increase from Synod for 2020 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 from the Mission Committee approved at a prior meeting.

The Presbytery has not received general mission pledges from congregations yet (they are not due until January 2020) 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.

Peace and Blessings,

Greg Miller, Chair
Stewardship of Resources Committee

The Presbytery of Missouri River Valley
Proposed Budget 2020 (with prior year comparisons)

				Actual			
				Year to date			
				2018	2019	8/31/2019	2020
INCOME							
				<u>2020</u>			
4001	Per Capita Receipts	6,553 members	\$39.65 Per Capita	276,091	274,234	235,124	259,826
4101	Synod Staff Support			16,402	11,000	10,115	9,900
4801	Interest Income			7,500	8,500	6,831	8,500
4940	Transfer from Miller Park Fund			62,500	42,100		18,775
4940	Transfer from Restricted Fund C			18,000	25,836		25,836
4901	Transfer from the Reserve Fund			49,331	62,862		1,291
4940	Transfer from ACF/Congregational support				22,675		46,000
Total				429,824	447,207	252,070	370,128
4011	Presbytery Mission/Ministries Receipts			75,000	75,000	53,559	75,000
Total				<u>\$504,824</u>	<u>\$522,207</u>	<u>\$305,629</u>	<u>\$445,128</u>
PER CAPITA EXPENDITURES							
				<u>2020</u>			
Higher Governing Bodies		6,553 members	\$25.20 PMRV				
5000	General Assembly Per Capita		\$8.95 GA	55,679	61,379	61,379	58,649
5010	Synod of Lakes and Prairies Per Capita		\$5.50 Synod	38,896	37,033	37,033	36,042
		Total	\$39.65 Total	<u>\$94,575</u>	<u>\$98,412</u>	<u>\$98,412</u>	<u>\$94,691</u>
Presbytery							
5100	Moderator Expenses			1,000	1,000	0	1,000
5110	Committees & Council Expenses			6,500	6,500	2,560	6,500
5140	Legal Services			1,000	1,000	0	1,000
5150	Audit/Review Services			3,000	3,000	0	3,000
5170	Presbytery Travel / General Assembly Expenses			5,000	1,500	-57	1,500
5180	Accounting Services			4,800	0	0	0
5190	Presbytery Staff Search			500	100	0	100
Total				<u>\$21,800</u>	<u>\$13,100</u>	<u>\$2,503</u>	<u>\$13,100</u>
The Presbytery Office							
5210	Utilities			3,000	3,000	1,795	3,000
5230	Building Repairs & Maintenance			2,500	2,500	1,437	2,500
5240	Insurance			4,500	4,500	3,149	4,500
5251	Office Supplies			1,100	1,000	594	1,000
5252	Postage			1,700	1,500	997	1,500
5253	Telephone			6,000	5,000	1,993	5,000
5254	Office Equipment Maintenance & Replacement			2,500	2,500	1,831	2,500
5259	Office Expenses			1,000	1,000	147	1,000
Total				<u>\$22,300</u>	<u>\$21,000</u>	<u>\$11,945</u>	<u>\$21,000</u>

The Presbytery of Missouri River Valley
Proposed 2020 Budget

		Actual			
		Year to date			
		<u>2018</u>	<u>2019</u>	<u>8/31/2019</u>	<u>2020</u>
Personnel					
6601	Salary - EP	86,594	89,636	59,757	27,755
6605	Interim Executive Presbyter				29,184
6602	Salary - Stated Clerk	23,292	24,840	16,560	26,082
6603	Salary - Administrative Assistant	28,080	29,343	20,470	12,226
6606	Interim Administrative Assistant				14,672
6608	Wages - Custodian	4,272	4,271	2,847	4,271
6609	Wages - Part Time Assistant	2,730	2,835	1,580	2,835
6813	Communications Coordinator	3,000			
6815	Wages - Accounting assistant		3,640	123	3,640
6620	EP - Pension & Annuity	30,210	31,252	14,758	12,541
6621	Adm Assistant - Pension & annuity	10,390	10,857	7,238	4,524
6622	FICA	4,040	4,640	3,181	3,707
6624	EP Mileage & Expenses	11,000	11,500	8,959	5,000
6623	EP Continuing Education	3,000	3,000	1,442	1,500
6625	Stated Clerk Expenses	2,800	6,800	1,730	6,800
6626	Administrative Assistant Expenses	300	300	98	300
	Total	<u>\$209,708</u>	<u>\$222,913</u>	<u>\$138,742</u>	<u>\$155,036</u>
Communication					
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>
	Total Per Capita Expenditures	\$351,943	\$358,985	\$252,861	\$287,387

MINISTRIES EXPENDITURES

Social Justice and Peacemaking

5410	Education, Interpretation & Programs	1,300	1,300	871	1,300
	Total	<u>\$1,300</u>	<u>\$1,300</u>	<u>\$871</u>	<u>\$1,300</u>

Faith Education and Leadership Development

5520	Camp / Synod School Scholarships	2,220	2,220	780	2,220
5530	Education & Educators' Support	1,440	1,440	331	1,440
5550	Curriculum Advocate	120	120		120
5560	Resource Center Materials	720	720		720
5570	Educational Ministry Events	1,800	1,800		1,800
5573	Pastor's Winter School	1,200	1,200		1,200
5575	Leadership Development (APCE)	2,280	2,280	450	2,280
5790	Calvin Crest Camp & Conference	20,000	20,000	10,644	20,000
6110	Presbyterian Older Adult Ministry	1,000			1,000
5576	Congregational Vitality Sessions (net of Syd Grant)	6,000	6,000	3,165	
	Total	<u>\$36,780</u>	<u>\$35,780</u>	<u>\$15,370</u>	<u>\$30,780</u>

The Presbytery of Missouri River Valley
Proposed 2020 Budget

		<u>2018</u>	<u>2019</u>	<u>Actual Year to date 8/31/2019</u>	<u>2020</u>
<u>Youth Ministry</u>					
5540	Youth & Young Adult Work	200	200		200
5580	Youth National Events	5,000	5,000	5,000	5,000
5585	Presbyterian Youth Workers	200	200		200
	Total	<u>\$5,400</u>	<u>\$5,400</u>	<u>\$5,000</u>	<u>\$5,400</u>
<u>Presbyterian Mission Ministries</u>					
5440	Central American Inter-Presbytery Relations	1,000	1,000		1,000
5750	Mini-Grants	8,000	8,000	1,000	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
6130	Sudanese and Arabic Fellowship				
	Salary & Benefits - Michael Kuach	18,000	25,836	17,224	25,836
	Salary & Benefits - Rev. Emad Tawadrous	62,571	64,775	42,936	64,775
6160	Diacnia Connection	500			
	Total	<u>\$99,071</u>	<u>\$108,611</u>	<u>\$64,910</u>	<u>\$108,611</u>
<u>Committee on Ministry</u>					
6010	Education/Vocation Assitance/Background checks	800	800	0	4,320
6050	COM Event	340	340		340
5420	Emergency Fund	340	340		340
	Total	<u>\$1,480</u>	<u>\$1,480</u>	<u>\$0</u>	<u>\$5,000</u>
<u>Evangelism & Discipleship</u>					
6105	New Ventures/Dream Grant	2,500		0	0
6115	Evangelism & Media	3,000	1,000		0
	Total	<u>\$5,500</u>	<u>\$1,000</u>	<u>\$0</u>	<u>\$0</u>

**The Presbytery of Missouri River Valley
Proposed 2020 Budget**

		Actual			
		Year to date			
		<u>2018</u>	<u>2019</u>	<u>8/31/2019</u>	<u>2020</u>
<u>Committee on Preparation for Ministry</u>					
	6210 Candidates	1,500	3,000		3,000
	6230 Lay Pastors		1,500		1,500
	6240 CPM Training		500		500
	Total	<u>\$1,500</u>	<u>\$5,000</u>	<u>\$0</u>	<u>\$5,000</u>
<u>Spirituality, Theology and Worship</u>					
	6310 Program Resources	170	150		150
	6340 Spirituality, Theology and Worship events	1,680	1,500		1,500
	Total	<u>\$1,850</u>	<u>\$1,650</u>	<u>\$0</u>	<u>\$1,650</u>
	Total Ministries Expenditures	\$152,881	\$160,221	\$86,151	\$157,741
<u>TOTAL EXPENDITURES</u>					
	Total Per Capita Expenditures	\$351,943	\$358,985	\$252,861	\$287,387
	Total Ministries Expenditures	\$152,881	\$160,221	\$86,151	\$157,741
	Total	<u><u>\$504,824</u></u>	<u><u>\$519,206</u></u>	<u><u>\$339,012</u></u>	<u><u>\$445,128</u></u>

Minimum Compensation for 2020

Attachment 4

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 2020, the MES is \$60,800 which reflects a 2.9% increase from 2019.

The following recommended figures are based on that figure.

For ministers in pastoral positions:

Minimum Effective Salary (includes the items below) \$ 48,640

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%) \$1,216

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) \$38,912

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

Minimum professional development allowance (2.5%) \$973

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%) \$176 (plus mileage at IRS rate)

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

Wedding (.435%) \$212 (plus mileage at IRS rate)

Wedding rehearsal (.22%) \$107 (plus mileage at IRS rate)

Funeral (.435%) \$212 (plus mileage at IRS rate)

Home or hospital visit (.073%) \$36 (plus mileage at IRS rate)

Moderate meetings: Each meeting of Session or congregation (.22%) \$107 (plus mileage at IRS rate)

*The church's obligation is reduced by any amount paid by the family.