

**Presbytery of Missouri River Valley**  
**COMMISSION ON MINISTRY**  
**Report to Presbytery: February 25, 2021**

*The Commission took the following actions on behalf of the Presbytery at meetings held on October 27, November 24, and January 26, 2020.*

- A-1.** Approved Rev. Steve Niles (HR), for membership in PMRV and placement on the Pulpit Supply list.
- A-2.** Authorized Carolyn Grice to perform Lord's Supper at West Hills until Ordination and Installation can be held. Carolyn has been ordained and installed as a Ruling Elder previously.
- A-3.** Approved Temporarily Pastoral Relationship between Rev. Jeri-Lynne Bouterse and Hope Presbyterian Church from January 1, 2021-December 31, 2021. Terms: Full-time. Cash Salary--\$38,000; Housing and/or utility allowance--\$30,000; Effective Salary \$68,000. Full medical, pension, disability and death benefit coverage, \$26,680. Travel at IRS rate up to \$1,500. Continuing Education reimbursement--\$1,500. Continuing Education leave of two weeks annually (including Sundays).
- A-4.** Approved Ordination and Installation of Carolyn Grice on January 10, 2021 at 2 p.m. to be held virtually and in-person at West Hills Church pending Presbytery approval following examination.
- A-5—**Approved Ordination and Installation Commission of Carolyn Grice comprised of Rev. Suzanne Gorhau, Rev. Dwight Williams, Rev. Andy Hamer, Elder Pat Tooles-Dyer (New Life Presbyterian Church/Omaha), Elder Pat Shipley (First Presbyterian Church, Villisca), and Elder Gary Anders (West Hills Church). Additional participants in the Ordination and Installation will be Rev. Cindy Harvey, Rev. Bill Osick, Rev. Gary Elder. Approved the participation of Bishop Brian Maas (ELCA Synod) and Juliet Focken (ELCA)
- A-6—**Approved the Temporary Pastoral Relationship between Rev. Dwight Williams and New Life Presbyterian from January 1, 2021-December 2021. Terms: 20 hours/week; annual salary \$480; annual housing Allowance \$24,480. Pension, Death and Disability, and Major Medical through the Board of Pensions. Reimbursed—Travel at IRS rate up to \$700; Professional Development up to \$612. Four weeks of vacation and two weeks of professional development leave.
- A-7—**Approved the request of Center Ridge Presbyterian Church that Session members be allowed to serve an additional term.
- A-8—** Approved Temporary Pastoral Relationship between Rev. Gary Eller and Gethsemane Presbyterian Church/CB from January 1, 2021-December 31, 2021. Terms: 10-15 hours/week. Cash Salary--\$10,000; Housing and/or utility allowance--\$23,000; Effective Salary \$33,000. Travel at IRS rate (\$.56/mi) by reimbursement. Paid vacation leave of four weeks annually (including Sundays); Paid continuing education leave of two weeks annually (including Sundays). The relationship may be terminated upon thirty (30) days written notice by either party or by the Missouri River Valley Presbytery at their discretion.
- A-9--** Approved Temporary Pastoral Relationship between Rev. Tom Willadsen and Faith Presbyterian Church/LaVista from January 1, 2021-December 31, 2021. Terms: Full-time. Cash Salary--\$45,000; Housing and/or utility allowance--\$15,000; Effective Salary \$60,000. Full medical, pension, disability and death benefit coverage, \$22,692; SECA offset \$4,590 Total obligation \$87,282. Travel at IRS rate up to \$2,000. Continuing Education reimbursement--\$1,300/year. Paid vacation leave of four weeks (20 days) annually (including Sundays, no roll over); Paid Continuing Education leave of two weeks (10 days) annually (not including Sundays, no roll over, with Session Approval). Personal Time off (sick/PTO) up to three (3) personal days (24 hours) off in addition to the previously defined vacation. These days are effective the 1<sup>st</sup> of January every year and unused hours will expire the 31<sup>st</sup> of December. 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: 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 the pastor receive compensation for any of his publications, Faith Presbyterian Church will not expect remission of any portion of this compensation. This agreement may be terminated upon thirty (30) days written notice by either party or by the Missouri River Valley Presbytery at their discretion.
- A-10--** Approved Temporary Pastoral Relationship between Rev. Sara Tonje and Underwood Hills Presbyterian Church/Omaha from January 1, 2021-December 31, 2021. Terms: ¾ time. Cash Salary--\$15,392; Housing and/or utility allowance--\$22,880. Paid monthly; Effective Salary \$68,000. Full medical, pension, disability and death

benefit coverage, \$15,762; SECA \$4,333. Vacation time of four (4) weeks is earned at a rate of one week per quarter and used or accumulated as agreed upon with the UHPC Personnel and Worship Committee. Professional expenses up to \$750 and Continuing Education expenses up to \$1000 will be reimbursed with receipts or documentation through an accountable reimbursement plan. Study Leave of up to two weeks including financial assistance consistent with Presbytery standards, is allowed. There will be no compensation for unused study leave. Travel at IRS rate up to \$1,500. Continuing Education reimbursement--\$1,500. Continuing Education leave of two weeks annually (including Sundays). If the called Pastor arrives or if the Session terminated the relationship with the Interim Pastor before the agreement period ends, the contracted compensation will continue for an additional two months beyond termination, or until the end of the agreement period, which ever is less. If the Interim Pastor terminates the contract before the Agreement period ends, compensation does not extend beyond the termination date.

**A-11**—Approved Temporary Pastoral Relationship between CLP Marcia Cline and Trinity Presbyterian Church/Clarinda from January 1, 2021-December 31, 2021. Terms: Full-time. Cash Salary--\$41,127.88; Other \$4524.03; Effective Salary \$45,651.51. Travel at IRS rate up to \$1,500. Continuing Education reimbursement--\$1,000; Books \$200. Continuing Education leave of two weeks annually (including Sundays). Paid vacation leave of four weeks annually (including Sundays). Paid continuing education leave of two weeks annually (including Sundays).

**A-12**-- Approved Temporary Pastoral Relationship between Rev. Kirk Ryckman and Anderson Grove Presbyterian Church from January 1, 2021-December 31, 2021. Terms: 19 hours/week. Cash Salary--\$21,600; Retirement Savings Account \$10,800; Medical Reimbursement Account \$2,400. Travel at IRS rate up to \$2,000. Continuing Education reimbursement--\$1,000. Eight (8) to ten (10) weeks off per year with pastor lining up substitute preacher.

**A-13**—Approved Temporary Pastoral Relationship between Rev. Paul Williams and First Presbyterian Church/Missouri Valley from January 24, 2021-December 31, 2021. Terms: Part-time; number of hours not specified at this time. Cash Salary--(compensation per pastoral service offered per COM Minimum Compensation List for 2021). Lead Sunday worship and preach at \$200 (including mileage) per Sunday; Pastoral Care Visits (mainly hospital as called on at \$36.00/visit plus mileage; Weddings (as scheduled/called on) at these rates: rehearsal at \$108; wedding \$213 plus mileage (church obligation reduced by the amount paid by the family) Funerals at \$213 plus mileage (church obligation reduced by the amount paid by the family; Additional services not specified or negotiated at this time as needed. This agreement may be terminated upon thirty (30) days written notice by either party or by the Missouri River Valley Presbytery at their discretion.

**A-14**—Approved the Covenant between Presbyterian Church of the Master and Rev. Cynthia Harvey renews the relationship of Parish Associate effective January 1, 2021-December 31, 2021. In this Covenant, the Minister commits to: Regular prayer for the people and staff of the church; Worship with the Church; provide pastoral care for the people of the Church, under the direction of the Past/Head of Staff, including visits in the hospital and visits in retirement communities and nursing facilities, especially the dwellings of those considered homebound; be staff resource person for the Board of Deacons, including attendance at their monthly meetings and providing support for the Steering Committee and for those Deacons responsible for the particular ministries; these two activities together are expected to amount to 16 2/3 hours service per month; Preach on the Lord's Day approximately four times a year and assist with the Lord's Supper at the Pastor's request. In this Covenant, the Church commits to: Regular prayer for the Minister; provide a worshipping community for the Minister; provide both supervision and appropriate leadership by the pastor/head of staff and the Session; Pay a stipend of \$7,000 per year; provide travel allowance at the IRS rate up to \$1,000/year; provide professional expense allowance up to \$1,000/year; provide four weeks (28 days) paid vacation per year. This agreement may be terminated upon thirty (30) days written notice by either party or by the Missouri River Valley Presbytery at their discretion. Its continuation is not dependent on the call of the Pastor/Head of Staff.

**A-15**—Approved the election of a Pastor Nominating Committee at Hope Presbyterian Church, Omaha.

**A-16**—Approved the request of Westminster/Omaha to not rotate Session members for the next two (2) years.