

**PRESBYTERY OF MISSOURI RIVER VALLEY**  
**Stated Meeting of the Presbytery**  
**Minutes: November 7, 2024, via Zoom**

At 5:00 p.m. an orientation for new ruling elder commissioners was provided by FELD (Faith, Education, Leadership Development)

At 5:30 p.m. PMRV gathered for the worshipful work of the Presbytery. PMRV Moderator Pastor Matt Coplen opened the body in prayer and a quorum was established. The Interim Stated Clerk, Pastor Nancy Ross-Hullinger introduced new Minister member Josh Garry, Associate Pastor from Church of the Cross; a new Ruling Elder Commissioner was introduced by Pastor Paul Williams from Anderson Grove - Phil Hofrieter; Two Corresponding Members were seated: Audrey Richert from the Nebraska Presbyterian Foundation and Pastor Courtney Dake, United Methodist Minister from Hamburg. Roll attached. **[Attachment 01]**

**Announcements:**

1. Nebraska Presbyterian Foundation – Audrey Richert, Executive Director welcomed David Friedli to the board and gave an accounting of \$239,000 worth of grants awarded by the foundation to various churches and other projects, Peace – Elkhorn one of the recipients.
2. Nicole Geiler reported that there will be emails to watch for coming soon with forms and end of year information regarding statistics and financials.
3. PMRV PDA – Dr. Regina Jeanpierre-Bryant expressed thanks for donations to help our community. Recently they were used to aid those who had much tree damage from a recent storm. Applications for grants are available on the Presbytery website.

**Pastor Mike Geiler Called the Presbytery to Worship**

Leader: Out of love, God created us and called us into being.

**People: Out of love, we praise our Creator.**

Leader: In tenderness, God hugs and heals and feeds us.

**People: In tenderness, we worship our Sustainer. Hallelujah!**

Hymn: *Love Divine, All Loves Excelling*

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**Introduction of New Business**

No new business was added

Dr. Regina Jeanpierre-Bryant (Vice Moderator) led the body in *Administrative Covenant 2024*. She emphasized our partnership with God and to practice love and peace with one another. The covenant was then read together.

**Pastor Aaron White led the Presbytery in the Prayer of Confession**

*(Cover your eyes)*

When we have not seen Christ in our neighbor, we have not known you, God.

*(cover your ears)*

When we have not listened to the suffering of the poor, we have not known you, God.

*(hand on your heart)*

When we have not loved our neighbors as ourselves, we have not known you, God.

*(Clench your fists)*

When we have kept our fists clenched in anger, we have not known you, God.

*(Please open your hands)*

We think we have known you through our minds, but we have not known you with our whole being, God. Forgive our limited knowing. Open us up, that we may know and love you with all our heart and all our mind and all our soul and all our strength. Amen.

### **Assurance of God's Forgiveness**

### **FINISHING 2024, LOOKING FORWARD TO 2025**

A video was viewed on Imagination featuring Rodger Nishioka. He emphasized how you see God at work in the world.

Breakout Sessions were held to discuss the ways our individual churches used their imagination to love our neighbors in the past year.

The theme for 2025 The Good News Life was presented. (Sharing good news and radical helpfulness)

Pastor Mike Geiler led us in the hymn *Spirit of God, Descend Upon My Heart*.

Pastor Josh Garry read the Scripture, Leviticus 19:17-18, Luke 10:25-29.

Pastor Becky Balestri moved us to Breakout sessions to discuss "Who is my neighbor?"

### **DECISIONS BEFORE US** (See relevant report for details)

1. *The Consent Agenda* was approved which included: Minutes of August 17, 2024 Stated Meeting, and the receipt of reports from the Committees, Commissions, Leadership Team, Administrative Team **[Attachment 03]** and Stated Clerk **[Attachment 03]**
2. *The Report of Nominating Committee* was given by Elder, Linda Reffert, Chair. The report and nominations were approved after providing for time on the floor for additional nominations. **[Attachment 04]**
3. *The Report of Personnel Committee* was given by Elder, Kathy Moore, Chair. Approved the report of Personnel Committee. Rev. Nancy Ross-Hullinger will fill a 3-year term as stated clerk of PMRV effective immediately.
4. *Report of Treasurer and Stewardship of Resources* was given by Rev. Mike Elliott, Chair **[Attachment 05]**; The 2025 PMRV Budget was Presented and Approved. **[Attachment 06]**

Pastor Suzanne Gorhau gave a presentation on the Marian Medical Mission. She also gave the offering prayer and the offering will go to Marian Medical Mission. The offering total was \$975.

The Lord's Supper was led by Pastor Brian Long.

The Prayers of the People were requested to be placed in the chat and meditated on while the song *Though I May Speak* was played.

The meeting was adjourned at 7:40 by Moderator, Pastor Matt Coplen and the benediction was given by Vice Moderator Dr. Regina Jeanpierre-Bryant.

*"To love at all is to be vulnerable. Love anything and your heart will be wrung and possibly broken. If you want to make sure of keeping it intact you must give it to no one, not even an animal. Wrap it carefully round with hobbies and little luxuries; avoid all entanglements. Lock it up safe in the casket or coffin of your selfishness. But in that casket, safe, dark, motionless, airless, it will change. It will not be broken; it will become unbreakable, impenetrable, irredeemable. To love is to be vulnerable."*

*C.S. Lewis, "The Four Loves"*

Attachments:

1. Roll
2. Committee/Commission/Leadership Team Reports
3. Stated Clerk and COM Reports
4. Nominating Committee Report
5. Financial Statements
6. 2025 Proposed Budget
7. 2024 Pastor Compensation Report
8. 2025 Minimum Effective Salary

### 11/7/2024 Stated Meeting of the Presbytery of Missouri River Valley

Present	Vote	First Name	Last Name	Church/Organization Name	Role
1	1	Marcia	Cline	Trinity Pres	CRE
1	1	Linda	Reffert	FPC Bellevue	CRE
1	1	Robert	Sieck	FPC Neola Bethany	CRE
1	1	Greg	Babbe	Dundee Pres	Eld
1	1	Joel	Brady	Mount View	Eld
1	1	Marie	Browning	Carson Pres	Eld
1	1	Andy	Cook	PCM	Eld
1	1	Shari	Dillehay	Bethany Pres	Eld
1	1	Jerry	Hays	Westminster Clarinda	Eld
1	1	Phil	Hofreiter	Anderson Grove Pres	Eld
1	1	Ricky	Holbert	FPC Bellevue	Eld
1	1	Richard	McClure	United Trinity, Hamburg	Eld
1	1	Chris	Neil	West Hills Church	Eld
1	1	Pam	Otto	PCOC	Eld
1	1	Lu	Potter	Oakland Sharon	Eld
1	1	Amy	Rodie	FPC Omaha	Eld
1	1	Brad	Sumter	Discovery Pres	Eld
1	1	Patricia	Tooles-Dyer	New Life Pres	Eld
1	1	David	Friedli	Murray Pres	LT
1	1	Regina	Jeanpierre-Bryant	New Life Pres	LT
1	1	Kathryn	Moore	PCOC	LT
1	1	Becky	Balestri	Faith Presbyterian	Min
1	1	Sally	Carlson	Minister Member, HR	Min
1	1	Jay	Cline	Westminster Clarinda	Min
1	1	Matt	Coplen	FPC Plattsmouth	Min
1	1	Sarah	Dickinson	Discovery Pres	Min
1	1	Tricia	Dillon Thomas	OPSF	Min
1	1	Nick	Dougherty	Faithful Shepherd	Min
1	1	Gary	Eller	FPC Omaha	Min
1	1	Mike	Elliott	Minister Member, HR	Min
1	1	Joshua	Garry	PCOC	Min
1	1	Michael	Geiler	Hope Presbyterian Church	Min
1	1	J.D.	Georlett	Dundee Pres	Min
1	1	Suzanne	Gorhau	Carson & Oakland Sharon Pres	Min
1	1	Carolyn L	Grice	New Life Pres	Min
1	1	Andy	Hamer	West Hills Church	Min
1	1	Cindy	Harvey	PCM	Min
1	1	Robert	Keefer	Minister Member, HR	Min
1	1	Shelli	Latham	OPSF	Min

### 11/7/2024 Stated Meeting of the Presbytery of Missouri River Valley

1	1	Brian	Long	Peace Pres	Min
1	1	Gregg	Miller	Fort Calhoun	Min
1	1	Stephen	Niles	Minister Member, HR	Min
1	1	Nancy	Ross-Hullinger	Bethany and Gethsemane Pres	Min
1	1	Martha	Slocombe	Creighton University	Min
1	1	Aaron	White	PCM	Min
1	1	Dwight	Williams	Minister Member, HR	Min
1	1	Paul	Williams	Anderson Grove Pres	Min
1	1	Marshall	Zieman	PCOC	Min
1		Lisa	Backer	West Hills Church	Vis
1		Courtney	Dake	United Trinity, Hamburg	Vis
1		Nicole	Geiler	PMRV	Vis
1		Vicki	Hallberg	Bethany Pres	Vis
1		Ardys	Hansum	PCOC	Vis
1		Kathleen	Keefer	Presbyterian Women	Vis
1		Merri	Minor	New Life Pres	Vis
1		Marilyn	Puett	PCM	Vis
1		Audrey	Richert	NE Pres Foundation	Vis

57	TOTAL in attendance
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48	TOTAL eligible to vote
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9	NO VOTE - Visitors
30	Vote - Ministers/Commissioned Ruling Elders (Min or CRE)
15	Vote - Elder Commissioners (Eld)
3	Vote - PMRV Committee Chair/Leadership Team (LT)
	Vote - Stated Clerk (SC - if not counted elsewhere)
48	VOTE - TOTAL number of persons eligible to vote

\*Every church gets one (1) elder commisioner vote

\*Ministers and Commissioned Lay Pastors (CLP/CRE) get one (1) vote each

\*Every Committee Chair (LT) gets one (1) vote (even if their church has a commissioner vote)

\*Stated Clerk gets one (1) vote

## Leadership Team - Gold Star Reports 10/15/24 (updated for 10/29/24) For 11/7/2024 Stated Meeting of the Presbytery

### Gold Star ☆ Report: Administrative & Moderator Teams (from joint meetings)

To: Leadership Team (LT) for the 10/15/24 LT mtg

From: Admin Team (AT): Nancy Ross-Hullinger, Gregg Miller, Sarah Dickinson/notetaker

Moderator Team (MT): Marcia Cline, Matt Coplen, Regina Jean-Pierre Bryant (taking a break due to class & new job)

***MT/AT has some important things for the Leadership Team to consider for its October meeting. Please read through this material ahead so that we can continue healthy conversation together. Thank you 😊***

This report includes:

- 1 Visioning, part 2 (would love to again get your input, just like last month, but more so)
- 2 Regular notes from our meeting

### 1 Visioning 2025

#### A. We propose the theme: The Good News Life

##### ***What do you think?***

We shared the background notes for this theme in the September Gold Star Report.

To reiterate: It's a play on the Nebraska slogan "the good life." (We can do an Iowa play another year.)

Good News Life: We want our presbytery to be an environment of Good News living. Pastors want to work here, congregations want to thrive, we want to work together positively as the Body of Christ.

If the Leadership Team endorses this theme then we can make it an anchor for our January 2025 training, bear it in mind for our 2025 meetings, commend it to our committees and thread it into our 4 PMRV meetings across 2025. And, we hope it's unifying and inspiring for congregations, too.

#### B. We are taken by this phrase: How can we be **RADICALLY HELPFUL** for congregations?

This sprang from the Book of Order where it states:

A Presbytery's purpose:

Councils of the church exist to **help congregations**

and the church as a whole

to be more faithful participants

in the mission of Christ BOO G-3.0101

***C. We'd love to start a conversation at the October 15 Leadership Team meeting about what a radically helpful PMRV looks like.*** And then invite everyone to take that same question back to committees – saying, What does radical helpfulness look like in our particular committee?

***D. A question like this may lead to "Adaptive Change" – a kind of change that is hard to do, but that the Holy Spirit gives us power and guidance to do.***

#### E. Quick Overview: Adaptive versus Technical change (and Maintenance)

	Adaptive Change	Technical Change	Maintenance
What is it	Harder to ID Requires mindset & culture change	Easy to ID Easier to address Easier to introduce	Still gotta do these things but not let them be an excuse or distraction from the

	<b>We solve</b> (not an expert or outsider) <b>Cross-organizational</b> <b>Need to address resistance, fear, clinging to status quo</b> <b>Requires experiments, new discoveries, time, patience, nerve</b>	<b>Still important, still requires time and effort</b>	<b>deliberative, disciplined work of adaptive change</b>
<b>Theology</b>	Although it is a business world concept it matches Biblical concepts. Renewing of minds (Romans 12:2) Always being Reformed by the Spirit (Reformation, etc)		
<b>Comments</b>	PMRV has done a good job of this What might it mean to lean into or trust our adaptive changes? What might God be leading us to do next?	We have things we can do here, also  Within our adaptive changes, what needs help?	And let's not neglect the basics either
<b>Extra notes</b>	Group prayer and discernment help		

#### **F. Here are some Radically Helpful Things MT/AT lifts up to begin working on even right now NOMINATING**

*Request: Would each committee chair please fill out a chart that lists each of your committee members, the class they are in and what term (1 or 2) they are in. Please include in November Gold Star report or before 😊 In addition please add any notes about committee size or needs.*

#### **SAMPLE TEMPLATE: Committee to Save the World**

<b>Class 2024 (2027)</b>	<b>Class 2025 (2028)</b>	<b>Class 2026 (2029)</b>
Paprika Jones (2)	Cupola Smith (2)	Scissors Goodman (2)
Pencilneck Phillips (1)	Sharpie Petunia (2)	Ruler Johnson (1)
Tapedispenser Lee	[vacant]	[vacant]

**Notes:** While the Manual of Operations says the Committee to Save the World has 15 members, we have found that 6-7 can get the job done. Recommend an update to the manual: "up to 9 members."

#### **CHILD PROTECTION POLICY, BACKGROUND CHECKS, TRAINING**

This is super important. We are guessing that many churches need help with this for volunteers. Let's work with FELD to develop this portfolio.

MT/AT reviewed a matrix of needs and is following up on these queries:

-Can the PMRV Protect My Ministry subscription be expanded to include background checks for individual churches who need something for their youth workers? Can they also access Protect My Ministry training modules? If so, what is the cost? Could Nicole help with this?

-Is the Synod developing training for Youth Workers?

-Project Harmony: Is their training (which is free) recorded? Do we need to schedule an evening training or a church volunteer training?

-What does Calvin Crest use? What do local Lutherans or Methodists use?  
*This will probably need to be a group focus area right now.*

**G. What are other areas where PMRV might be radically helpful – in creating a Good News Life for congregations?**

**H. Other notes on the process and content of visioning are available.**

**REGULAR MT/AT Report**

**Debriefing about:**

**Sept LT Mtg-** Making sure we follow up on some items

**Helping each other out-** Nancy's back. Regina needs a break. Who can help with PDA?

**On the Burner**

**BoP Discussions** – same as September Gold Star Report. Window for Employer Agreement ends 10/4. Window for Employees is c.Oct 21-Nov. 8.

**November 7 (Thursday) PMRV Stated Meeting (Zoom)**

Final celebration of theme: Energy, Intelligence, Imagination & Love

Looking into using a Rodger Nishioka clip Candace used – connects with Imagination & Love

Docket planners are taking care of things as usual.

**OPSF/PLR Covenant** No further progress. PLF/OPSF not available for meeting.

**AT/MT meets next:** October 31 1:30 Zoom; Costumes Required.

**Other Administrative Reference**

**Vision 2024** (approved by PMRV Nov. 2023 mtg)

**2024 Presbytery meetings** – 2/22/24 (Zoom) 4/13/24 (in person) 8-16&17/24 Calvin Crest 11/7/24 Zoom

**Process for LT** –As much as possible, anything that goes on the LT docket – especially things that require fruitful discussion, let items bounce into MT/AT first to tease out angles of what is being discussed and also include a “Read Ahead” for LT members. (so that we aren't discussing important topics “cold”) ☺

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

Meeting Minutes October 10, 2024

Location: Faith Presbyterian Church, La Vista, NE

Members in Attendance: Al Zimmerman, Diane Greenfield, Brian Long

Excused: Shellie Latham, Norm Roberts, Nick Dougherty

Guest: Jessica Scheopner

Opening devotion and prayer by Al

August minutes approved.

The Commission met with Jessica Scheopner and reviewed and discussed how she is doing and what her next steps are. Jessica took the summer off to recharge and it helped her family financially. Jessica plans on taking one class this winter, Letters of John in Greek and possibly another, Discipleship in a Secular Society. Jessica has 48 hours of study completed. Jessica asked if there was any financial aid available through the Presbytery and was advised to contact the stated clerk, to see if there are any funds available. CPM needs to send a referral request to LeaderWise (Cost is split 1/3 each for Commission, Inquirer, and sponsoring church.) for Jessica to take the psychological examination. Al then asked Jessica who she would like to have as a mentor through this process and Jessica suggested Deena Candler. Jessica will ask Deena and if for some reason

Deena cannot, Jessica has others in mind and will keep us informed. It was an open and warm discussion and Jessica is answering the call in a reasonable manner with the family considerations that she has in moving toward the goal. Jessica also stated that she has her family's total support.

#### Status of Commission Pastors in Training:

Linda Reffert has a temporary commission to First Bellevue until they receive an interim pastor. She is now under the care of COM.

Elders in training include Jackie Marcum, David McBride and Regina Jean-Pierre. Tim Owen of Shenendoah has to begin the training. He will be ordained an elder in January.

COM has approved Presbytery-wide commissioning of qualified ruling elders to serve the Lord's Supper. They will be required to report to COM quarterly where and when they served.

Al Zimmerman, Kathy Padilla and Bob Seick were commissioned at the August Presbytery meeting.

Kathy is under the care of COM. COM requirements are included.

The candidates are Jessica Scheopner and Regina Jean-Pierre.

New Business – Tim Owen who will be ordained an elder January 1, 2025, will begin CP training and already has completed 21 hours in the MART effort and is engaged in another 9 hours this semester and is hopeful for some overlap in the curriculum.

New Elder Mike Malacek from Hope Presbyterian Church is coming on next year and Moderator Al Zimmerman and Norm Roberts are both going off. Shelli Latham has resigned from the Commission but not the Academy. The Commission still has one elder position open.

Brian Long will serve commencing January 1, 2025 as Moderator Pro Tem and Diane Greenfield will commencing January 1, 2025 serve as Clerk Pro Tem.

The Exam Readers for 2025 are Sam Rennik and Brian Long. Shell Latham will fill in if needed.

Mentors for trainees and inquirers. Regina's mentor is Becky Balestri. Jessica is in the process of selecting a mentor. Brian suggested that having a list of mentors to draw from would be a good idea. Shelli Latham is our board member on the Academy and the annual fee is \$2,500.00, with each sponsoring church to pay one-third.

The next meeting is not scheduled, members will be notified of the future date.

The meeting was adjourned with prayer.

Submitted by Clerk, Diane Greenfield

### **Commission on Ministry**

#### **Chocolate Star Commission on Ministry – Action Items from 9/24/24 meeting**

1. Approved Reverend Mike Elliott's exit interview by Care Team.
2. Approved Linda Reffert's Temporary Pulpit Supply Contract with First Presbyterian Church of Bellevue. 19 hours, \$6,916 salary
3. Approved Bob Sieck to moderate Neola
4. Approved the Discernment Report from First Presbyterian Church of Bellevue.
5. Approved the Ordination/Installation Commission for Josh Garry for 11/03/24 at the Presbyterian Church of the Cross 4:00 p.m.: Rev. Matt Coplen (TE); Rev. Gregg Miller (TE); Rev. Marshall Zieman (TE); Cheryl Miller (RE – Ft. Calhoun); Keith Allen (RE-PCOC-PNC); Sherri Session (RE-PCOC-PNC); Rev. Fred Garry – Presbytery of the Coastlands, New Jersey; Rev. Zoe Garry – Presbytery of Southern Louisiana.
6. Approved Transitional Pastor Reports from Reverend Dr. Gary Eller at First Presbyterian Church Omaha.
7. Approved Reverend Mike Elliott for the Pulpit Supply List beginning October 1, 2024.

8. Discussed and recommended mentors for our Commissioned Ruling Elders:
  - a. Linda Reffert, Bob Sieck, Al Zimmerman, Kathy Padilla, Marcia Cline
9. Approved the 2025 Minimum Effective Salary document (separate attachment)
10. Recruited individuals to be trained in the church discernment process (when pastorate is vacant).

**Additional after meeting:**

Electronic Vote on 9/27/2024 to approve the Installation Commission for Aaron J. White 3:00 p.m. at Presbyterian Church of the Master: Rev. Matt Coplen (TE); Rev. Carolyn Grice (TE); Rev. Marshall Zieman (TE); Rev. Cindy Harvey (TE); Bonnie Brown (RE – FPC Omaha) Tom Burg (TE – Presbyterian Church of the Master); Rev. Chris Peters (TE – Homestead Presbytery)

**COM Action Items – 10/22/24**

A-22 - Approved Minutes from 9/25/24

A-23 - Approved Vicki Hallberg as Vice Moderator

A-24 – Approved Andy Hammer as Kathy Padilla’s mentor

A-25 – Approved Discernment training led by Pam Otto and Judy Crick on October 28, 7:00 p.m. via zoom: Kathleen Keefer, Vicki Hallberg, Lauren Ruhe, Dave Friedli attending

A-26 – Approved removing Sally Carlson from pulpit supply list as of 12/31/24, she is still willing to moderate session meetings

A-27 - Approved Bob Sieck to moderate the Neola Session

A-28 - Approved Worship and Spirituality Committee to serve Lord’s Supper at clergy worship services in 2025.

**Faith, Education & Leadership Development (FELD)**

**October 17, 2024**

Attendees: Jim Gaines, Ricky Holbert, Shelli Dart, Suzanne Gorhau

Shelli went to the Project Harmony child protection training, which she thought was very thorough. They offer a 2.5 hour free training, both in-person and zoom, on a monthly basis. There is also a child protection training offered by Protect My Ministry, on-demand for \$325 per church. Shelli and Nicole are working on finding the best child protection training to recommend to our churches. Project Harmony also recommended having a 1-page “code of conduct” that volunteers sign and a simplified child protection policy, of no more than 5 pages and easily understandable by all. Shelli is working on the code of conduct and Suzanne will work on the child protection policy, in conjunction with the Admin Team.

The Youth Ministry Group is working on two PMRV youth events coming up and starting to plan Triennium, which happens in the summer of 2025.

FELD will organized the new commissioners training at the November zoom presbytery meeting. We’d like a break-out room for the training.

Suzanne is working with Nicole to donate resources from the PMRV office.

Events we would like to offer in 2025:

- Workshop on preaching with Cindy Halvorson, hosted together with the PMRV Worship Committee.
- Pastors’ retreat and speaker for August Presbytery meeting, hosted together with the LT/AT.
- Church Officer Training

Respectfully submitted, Suzanne Gorhau, chair

**PDA**

Let us continue to lift survivors of disasters in prayer. Omaha Rapid Response reached out to the local PDA chairperson to see if any volunteers can travel to The Carolinas this month to assist the victims of Hurricane Helene. The PMRV Communications Coordinator shared information in the

Wednesday PMRV newsletter regarding how to donate to the national PDA. The local PDA will vote on whether to provide funding for a Disaster Case Management (DCM) family/client who was impacted by floods caused by recent storms. The client is asking for the replacement of an HVAC system and a wheelchair that was damaged by the floods. Again, please pray for survivors, especially those who have faced tribulation in ways that we may not understand.

### **Personnel – (October 8, 2024)**

- We discussed the transition of the Stated Clerk to the Interim Stated Clerk & Assistant Interim Stated Clerk and all agreed the transition has gone remarkably smoothly and that this model seems to be working well for PMRV. Thanks were given to Dick for stepping in as “Acting Interim” and to Sarah for assisting him in preparing for that. The committee unanimously decided it is time to make the position permanent.

The Personnel Committee, therefore, recommends to the Leadership Team that “Interim” be removed from the Stated Clerk position title and that a vote be taken at the November Presbytery meeting to elect and employ Nancy Ross-Hullinger for a 3-year term as Stated Clerk of PMRV. We would further request that if she is elected, the Transition Task Force be dismissed. If she is not elected, the Task Force would need to be re-activated to determine a next course of action. **Action Item.**

- We reviewed staff check-in meeting summaries and are pleased to report that all three staff are satisfied with their positions, are doing exemplary work and are bringing new ideas to the table to strengthen the future of PMRV. We would, therefore, recommend that all three staff be given salary increases of 5%. Continuing Education and travel allowances should remain the same. The only other possible expense could include:
  - work to improve and update the website but no cost estimate has been secured for that, and
  - equipment or software to extend the Accounting Assistant’s ability to work remotely.

### **Action item**

- We discussed the fact that Kathy Moore’s second term on Personnel will conclude in January and she will be stepping down as chair. She will have materials ready to pass on to the next leadership and a couple of possible leadership scenarios were discussed.
- Staff has identified several efficiency and cost containment measures and will continue to do so. Further discussion is suggested around the issue of increasing remote work options and ultimately reducing or eliminating reliance on a physical office building.

Submitted by Kathy Bigsby Moore

### **Self Development of People**

Self Development of People. The committee has been recertified for three years. Sadly, no one who was approached to complete an application submitted one. We will try a new approach next year. Carolyn attended the national SDOP Committee meeting in Louisville. She was elected vice chair.

### **Social Justice and Peacemaking**

Social Justice and Peacemaking met via email. The committee met to assist members of the Church of the Cross International Planning Team to sponsor our International Peacemaker, Dimitru Roibu. He had a full schedule for 5 days. Thanks to the churches that extended an invitation to him: New Life, Discovery, Church of the Master, Westminster-Clarinda. He also visited the Immigrant Legal Center,

Omaha Street School, the NorthStar Foundation and Creighton University. While visiting with him prior to dinner at New Life he mentioned that there were no female ministers in Moldova. Very engaging as well as being the new father of an 8-month old.

### **Worship and Spirituality Committee**

October 17, 2024

We met at the Presbytery office at 9:00 am. Present were Becky Balestri, Mike Geiler, Ardys Hansum, and Bob Keefer. We began with check-in and with prayer.

Becky reported that the contract with Cindy Halvorson has been executed; the event will be Thursday, February 20, 2025 at New Horizon Presbyterian Church. We will promote the event in our own Presbytery and in Homestead, Prospect Hill, Central Nebraska, and Des Moines. We decided that we will charge \$50 of each participant.

We planned the worship service for the November Presbytery meeting.

Mike G will record Brian Long doing communion.

Becky will ask Aaron White to lead the Call to Worship and Confession/Assurance.

Becky will ask Josh Garry to read Scripture and set up the question for dialogue.

We will include the C. S. Lewis quotation that Ardys offered by placing it on the docket.

The order will be:

Call to Order & preliminaries

Call to Worship

Hymn: "Love Divine, All Loves Excelling"

Covenant

Confession & Assurance

Rodger Nishioka

Hymn: "Spirit of God, Descend upon My Heart"

Scripture: Leviticus 19:17-18 and Luke 10:25-29

Breakout groups: Who is your neighbor?

Decisions before us

Offering

Lord's Supper

Prayers with "Though I May Speak"

Blessing/Adjournment

With respect to Worship for clergy, educators, and other church workers ("Ministers and Other Servants"), we decided to have music, Scripture, conversation in groups, and communion. The theme will be New Beginnings and we will have it on Thursday, January 23 at Faith Presbyterian Church at 11:00 am, followed by lunch.

Becky will ask the Presbytery to authorize communion at these services in the year 2025.

No other assignments were made; we will work on more specifics about this service at our next meeting.

That meeting will be Thursday, November 21 at 9:00 am at the Presbytery office.

We adjourned with prayer at 10:05 am. Robert Keefer, Clerk

### **Worship and Spirituality**

September 19, 2024

We met at the Presbytery office at 9:00 am. Present were Becky Balestri, Mike Geiler, Ardys Hansum, Mike Harvey, Bob Keefer, and Kristen Oertell. We began with check-in, by considering the Presbytery covenant, and with prayer.

Becky reviewed the survey of pastors/DCEs with respect to a worship service. Fifteen replied: 11 were affirmative, and half of those were willing to help with them. We discussed purpose, style, and focus. We intend to do something in January for the folks to "recover from the Christmas madness" (Bob's words). We're tending toward providing worship and a meal.

Becky reported on conversations with Cindy Halvorsen toward a Continuing Education offering: preaching from the point of view of a character in the story. Cindy proposes Thursday, February 20. Perhaps at New Horizon?

We brainstormed around the November Presbytery meeting (on Zoom; theme: Love). Thoughts that emerged:

“Love Divine, All Loves Excelling” has four stanzas; we could use the hymn to frame the experience

We could discuss *philia*, *eros*, and *agape*.

Question: What does “love” look like? What does it do?

Jesus’ summation of the Law: the Samaritan as the loving neighbor

We noted it’s two days after Election Day.

We were circling in on having breakout sessions/conversations, perhaps around the question, “Who is your neighbor?”

Shall we ask Brian Long to do communion?

Becky assigned Ardys and Kristen the task of finding some more “love” hymns.

We chatted about other matters under our portfolio; nothing new.

The next meeting will be devoted to planning the November service. It will be Thursday, October 17, 9:00 am at the Presbytery office.

We adjourned with prayer at 10:06 am.

Robert A. Keefer

## Report of the Stated Clerk

For November 7, 2024 Presbytery of Missouri River Valley Stated Meeting

### I. FOR THE RECORD

- A. The Stated Clerk serves as a resource for the Commission on Ministry, Leadership Team, Commission on Preparation for Ministry, and other Committees as requested.
- B. The Stated Clerk serves on the three-member Administrative Team.
- C. The Stated Clerk participated in the Mid Council Leadership Training for new stated clerks and Executives in Louisville, September 16-19.
- D. The Stated Clerk attended the first day of the Synod of Lakes and Prairies October 6-7 Fall meeting via zoom. (summary attached)
- E. Presbytery of Missouri River Valley continues to conduct weekly Zoom meetings for Pastors and Commissioned Pastors currently serving a church.
- F. As required by our Standing Rules, annual review of rolls and registers occurred June 10, 11, 12 and 13, via four Zoom meetings and one in person.

Session minutes and records reviewed were January 1- December 31, 2023. Clerks are required to review registry and minutes annually. Thank you to the clerks who attended the review and got their minutes/records in on time. Shooting for 100% in 2025! Results of the review are listed below:

#### 1. Minutes approved without exceptions:

- Avoca, United Church
- Bellevue
  - Anderson Grove
  - First
- Carson
- Carter Lake
- Clarinda
  - Trinity
  - Westminster
- College Springs
- Council Bluffs
  - Bethany
  - Gethsemane
- Elkhorn, Peace
- Fort Calhoun
- LaVista, Faith
- Murray
- Neola
- Oakland Sharon
- Omaha
  - Church of the Cross
  - Discovery
  - Dundee
  - First
  - Florence
  - Faithful Shepherd
  - Hope
  - New Life
  - West Hills
- Plattsmouth, First
- Red Oak, First
- Sidney, United Faith
- Villisca
- Walnut

#### 2. Minutes approved with minor exceptions:

- Council Bluffs, Westminster
- Omaha
  - Church of the Master
  - Underwood Hills

3. *No minutes reviewed:*

- Council Bluffs, New Horizon
- Essex
- Hamburg
- Missouri Valley
- Omaha
  - Korean
  - Mount View
- Red Oak, Center Ridge
- Shelby
- Shenandoah

4. *Registers approved without exception:*

- Avoca, United Church
- Bellevue
  - Anderson Grove
  - First
- Carson
- Clarinda
  - Trinity
  - Westminster
- College Springs
- Council Bluffs
  - Bethany
  - Gethsemane
  - Westminster
- Elkhorn, Peace
- Fort Calhoun
- LaVista, Faith
- Murray
- Neola
- Oakland Sharon
- Omaha
  - Church of the Cross
  - Church of the Master
  - Discovery
  - Dundee
  - Faithful Shepherd
  - First
  - Florence
  - Hope
  - New Life
  - West Hills
- Plattsmouth
- Red Oak
- Sidney
- Villisca
- Walnut

5. *Registers approved with minor exception:*

- Omaha, Underwood Hills

6. *No Registry reviewed:*

- Carter Lake
  - Korean
  - Mount View
- Hamburg, United Trinity
- Missouri Valley
- Council Bluffs, New Horizon
- Omaha
- Red Oak, Center Ridge
- Shelby
- Shenandoah

7. *The following minutes have not been reviewed in at least three years:*

- Council Bluffs, New Horizon
- Omaha, Korean
- Red Oak, Center Ridge
- Shelby

**G. Commission on Ministry Action Items**

**COM – Action Items 8/27/24**

- G-1 7/8/24 Electronic vote – Linda Reffert – Limited Commission to FPC Bellevue
- G-2 7/23/24 Electronic vote – Jackie Marcum – approval to moderate session of Missouri Valley **one time.**
- G-3 8/27/24 – Approve minutes of 6/25/24
- G-4 Approved Rev. Nicole Riebe to transfer to PMRV from Baltimore.
- G-5 Approved Rev. Nicole Riebe in Validated Ministry as Assistant Professor in Theology Department at Creighton University.
- G-6 Approved Rev. Mike Harvey (Interim Pastor) to New Horizon Presbyterian Church October 1, 2024 – December 31, 2024, (new contract to be approved for 2025). Full time, 40 hours at \$60,000 a year (prorated for this time period), \$1,000 auto allowance, \$500 professional expense. Moderate session; serve as head of staff; lead worship and preach at regular Sunday services; arrange for substitute preachers on any Sunday's not present; train those newly elected in ordered ministry; call on sick and homebound; provide administrative leadership; officiate at weddings and funerals; lead new member classes; work with boards and committees to assist them in carrying out their assigned duties; represent the church in dealing with outside organizations; teach and/or provide resources for Confirmation class; pray for the church. Congregation and session will: support the pastor and his ministry; provide regular financial compensation according to the terms outlined; provide a performance review at least annually; pray for the pastor; negotiate goals for contract period.
- G-7 Approved Shenandoah/Essex forming a PNC.
- G-8 Approved New Horizon forming a PNC
- G-9 Approved Jeannie Bates membership in PMRV, only for pulpit supply.
- G-10 Approved \$200 COM Emergency Funds for PMRV pastor
- G-11 Approved using Synod Boundary Training Videos for PMRV and COM.

**COM – Action Items 9/24/24**

- G-12 Mike Elliott's exit interview received
- G-13 Mentors for commissioned ruling elders (G-2.1004):  
Linda Reffert – Mike Elliott  
Bob Sieck – Rick Sleyster  
Al Zimmerman – Neal Earley  
Kathy Padilla –  
Marcia Cline –
- G-14 – Minimum Effective Salary for 2025 was reviewed and approved
- G-15 – Approved Bob Sieck to moderate Neola
- G-16 – Approved Judi Crick and Pam Otto to provide Discernment training for: Vicki Hallberg, Kathleen Keefer, Lauren Ruhe and David Friedli.
- G-17 – Approved Discernment Report for First Presbyterian Church – Bellevue.
- G-18 – Approved Linda Reffert's Temporary Supply Contract for FPC – Bellevue  
19 hours, \$6,916 salary

G-19 – Approved Josh Garry’s ordination/installation commission for Sunday, November 3, 2024 at Presbyterian Church of the Cross 4:00 p.m.: Rev. Matt Coplen (TE); Rev. Gregg Miller (TE); Rev. Marshall Ziemann (TE); Cheryl Miller (RE – Ft. Calhoun); Keith Allen (RE-PCOC-PNC); Sherri Session (RE-PCOC-PNC); Rev. Fred Garry – Presbytery of the Coastlands, New Jersey; Rev. Zoe Garry – Presbytery of Southern Louisiana.

G-20 – Approved Mike Elliott for pulpit supply

G-21 – Approved Gary Eller’s quarterly interim reports for FPC – Omaha

**Electronic Vote 9/28/24**

G-22 – Approved Aaron J. White’s installation commission for Sunday, September 29, 2024 3:00 p.m. at Presbyterian Church of the Master: Rev. Matt Coplen (TE); Rev. Carolyn Grice (TE); Rev. Marshall Ziemann (TE); Rev. Cindy Harvey (TE); Bonnie Brown (RE – FPC Omaha) Tom Burg (TE – Presbyterian Church of the Master); Rev. Chris Peters (TE – Homestead Presbytery)

**COM Action Items – 10/22/24**

A-23 - Approved Minutes from 9/25/24

A-24 - Approved Vicki Hallberg as Vice Moderator

A-25 – Approved Andy Hammer as Kathy Padilla’s mentor

A-26 – Approved Discernment training led by Pam Otto and Judy Crick on October 28, 7:00 p.m. via zoom: Kathleen Keefer, Vicki Hallberg, Lauren Ruhe, Dave Friedli attending

A-27 – Approved removing Sally Carlson from pulpit supply list as of 12/31/24, she is still willing to moderate session meetings

A-28 - Approved Bob Sieck to moderate the Neola Session

A-29 - Approved Worship and Spirituality Committee to serve Lord’s Supper at clergy worship services in 2025.

H. The Commission on Preparation for Ministry met with Elder Jessica Scheopner (West Hills Presbyterian Church) who has 48 hours completed at Fuller Seminary, LeaderWise is next on her schedule and obtaining a mentor.

- Elders in the Synod Academy training include: Jackie Marcum, David McBride and Regina Jean-Pierre. Tim Owen of Shenendoah will begin his training after he is ordained as an elder. Tim has completed 21 hours in the MART effort and is engaged in another 9 hours this semester and is hopeful for some overlap in the curriculum.
- The Exam Readers for 2025 are Sam Rennik and Brian Long. Shelli Latham will fill in if needed.
- The inquirers under PMRV care are Jessica Scheopner and Regina Jean-Pierre (mentor Becky Balestri).

I. All correspondence has been answered or forwarded, as needed.

## **Nominating Report for November 7, 2024 Stated Meeting of the Presbytery**

The Nominating Committee met on Zoom on Sept. 20 and 27, and Oct. 11<sup>th</sup>. Members of the committee are: Al Zimmerman, Rev. Sandy Wainright Rossander, Rudy Wang, Rev. Sarah Dickinson and chair Linda Reffert. We divided a list of possible committee and commission members, made contact, and came up with the list of nominations below. Unfortunately, we received more no's than yes's, and most committees and commissions have openings yet to fill. Nicole Geiler graciously created a nomination form for the presbytery website but we received no nominations through that effort. We invite all who read this to prayerfully consider any of the committees/commissions that have openings.

### **PMRV Nominations**

**Vice Moderator** – Rick Holbert (E) First Presbyterian, Bellevue

**Commission on Ministry** – Jon Noble (M) Faith, LaVista; Vicki Hallberg (E) Bethany, Council Bluffs; Stephen Niles (M) Church of the Cross; Keith Allen (E) Church of the Cross, Omaha; Caryn Pedersen (M) Red Oak

**Commission on Preparation for Ministry** – Jodi Filipi (M) retired; Mike Molacek (E) Hope

**Faith Education and Leadership Development** - Rick Holbert (E), First Bellevue; Aaron White (M), PCM; Lynda Shafer (E), Faith LaVista

**Worship and Spirituality** – Bob Keefer (M) retired

**Mission and Evangelism** – 2 elder spots, no nominations

**Personnel** – Pam Otto (E) Church of the Cross; Shari Dillehay (E), Bethany, Council Bluffs

**Social Justice and Peacemaking** – Steve Burgess (E) West Hills; Sandy Hanna (E) PCM; Kevin Bushnell (E) Dundee

**Stewardship of Resources** – Mike Elliott (M) retired; Rudy Wang (E) Korean Church; Jay Cline (M) Westminster, Clarinda

**Self Development of People** – Pat Tooles-Dyer (E) New Life; Pat Shipley (E) Villisca

**Commissioner to Synod** – Sarah Dickinson (M) Discovery

**Commissioner to GA (2026)** – JoAnn Murtha (E) Plattsmouth

### **Where Do We Have Need in 2025?**

**COM** – 1 elder

**CPM** – 1 elder

**Permanent Judicial Council** – 2 ministers, 1 elder

**Mission & Evangelism** – 2 elders

**Social Justice & Peacemaking** – 1 minister

**SOR** – 1 elder

**Worship & Spirituality** – 1 person

**Self Development of People** – Chair Carolyn Grice would like 1 more Iowa member

Presbytery of Missouri River Valley  
Continuing Accounts  
For the Nine Months Ending September 30, 2024

<u>Account Number</u>	<u>Acct Description</u>	Begin Balance <u>Jan 1</u>	Receipts <u>YTD</u>	Disbursements <u>YTD</u>	Ending <u>Balance</u>
2095.03	Net Assets	1,533,261.60	\$ 0.00	0.00	1,533,261.60
2095.05	Pantry	0.00	2.00	(2.00)	0.00
2095.11	Desig TE & Candidate Assist	15,355.43	0.00	0.00	15,355.43
2095.19	Peacemaking	9,575.79	253.85	0.00	9,829.64
2095.28	National Youth Events	16,549.98	0.00	0.00	16,549.98
2095.29	Youth Ministry	25,774.49	0.00	(734.01)	25,040.48
2095.31	Resource Center	(270.04)	0.00	(101.52)	(371.56)
2095.321	Restricted Church Developm	10,856.54	1,213.69	(4,398.85)	7,671.38
2095.34	Nicaragua Partnership	7,821.66	7,524.59	(12,200.00)	3,146.25
2095.37	Self Development of People	240.23	0.00	0.00	240.23
2095.42	Sudanese Working Group	200,913.26	2,850.09	(21,170.16)	182,593.19
2095.44	HELP	0.00	250.00	(250.00)	0.00
2095.45	Calvin Crest	0.00	2,105.00	(1,500.00)	605.00
2095.52	Crossroads Connection	827.00	1,125.35	(1,452.35)	500.00
2095.53	Disaster Response-General	333.54	144.83	(478.37)	0.00
2095.531	PDA Grants	10,590.95	15,620.41	(1,500.00)	24,711.36
2095.532	Disaster Relief Local NE & I	43,254.23	15,444.34	(50,055.95)	8,642.62
2095.68	Westminster Omaha Sale	56,834.05	0.00	0.00	56,834.05
2095.69	Westminster Omaha Bequest	4,179.79	2,621.22	(4,179.99)	2,621.02
	Totals	<u>1,936,098.50</u>	<u>\$ 49,155.37</u>	<u>(98,023.20)</u>	<u>1,887,230.67</u>
	<u>Other Non-budgeted accounts</u>				
	Mission Giving Account	<u>16,211.73</u>	<u>\$ 98,307.93</u>	<u>(111,619.03)</u>	<u>2,900.63</u>
	Totals	<u>16,211.73</u>	<u>\$ 98,307.93</u>	<u>(111,619.03)</u>	<u>2,900.63</u>

## Presbytery of Missouri River Valley

### Statement of Activities

For the Nine Months Ending September 30, 2024

	<u>Current</u> <u>Month</u>	<u>Year to Date</u>	<u>Percent</u> <u>of Bgt</u>	<u>Annual</u> <u>Budget</u>	<u>Last YTD</u>
<b><u>INCOME</u></b>					
4001 Per Capita Receipts	\$ 2,617.00	\$ 177,777.85	87.55	\$ 203,064	206,300
4002 Per Capita - Prior Year	0.00	5,841.55	0.00	0	76
4011 Presbytery Mission Receipts	3,558.26	53,157.29	75.94	70,000	51,212
4101 Synod Support	833.34	7,500.06	75.00	10,000	7,500
4801 Investment Income	3,811.25	23,438.38	130.21	18,000	15,242
4901 Transfer from Reserves	2,083.33	18,749.97	75.00	25,000	0
	<u>          </u>	<u>          </u>		<u>          </u>	<u>          </u>
Total Budgeted Income	\$ 12,903.18	\$ 286,465.10	87.86	\$ 326,064	280,330
	<u>          </u>	<u>          </u>		<u>          </u>	<u>          </u>
<b><u>PER CAPITA EXPENDITURES</u></b>					
Higher Governing Bodies					
5000 GA Per Capita	\$ 0.00	\$ 51,342.20	100.00	\$ 51,342	56,145
5010 Synod Per Capita	0.00	28,814.50	100.00	28,815	31,350
	<u>          </u>	<u>          </u>		<u>          </u>	<u>          </u>
Subtotal	0.00	80,156.70	100.00	80,157	87,495
Presbytery					
5100 Moderator's Expense	0.00	0.00	0.00	500	0
5110 Committees & Council Exp	49.45	363.10	9.08	4,000	2,996
5140 Legal Services	0.00	0.00	0.00	1,000	0
5150 Audit Expense	0.00	0.00	0.00	4,000	0
5170 Presbytery Travel	(322.66)	1,113.14	22.26	5,000	750
	<u>          </u>	<u>          </u>		<u>          </u>	<u>          </u>
Subtotal	(273.21)	1,476.24	10.18	14,500	3,746
The Presbytery Office					
5210 Utilities	253.16	2,405.09	80.17	3,000	2,746
5230 Building Repair & Mainten	75.00	2,143.90	85.76	2,500	2,144
5240 Insurance	1,609.75	3,091.35	77.28	4,000	3,272
5251 Office Supplies	37.44	712.95	142.59	500	104
5252 Postage	0.00	651.90	65.19	1,000	886
5253 Telephone	185.03	1,966.04	65.53	3,000	1,982
5254 Office Equipment Maint &	109.00	1,093.29	72.89	1,500	981
5259 Misc Office Expense	0.00	12.75	3.19	400	56
	<u>          </u>	<u>          </u>		<u>          </u>	<u>          </u>
Total	2,269.38	12,077.27	75.96	15,900	12,171

## Presbytery of Missouri River Valley

### Statement of Activities

For the Nine Months Ending September 30, 2024

	<u>Current Month</u>	<u>Year to Date</u>	<u>Percent of Bgt</u>	<u>Annual Budget</u>	<u>Last YTD</u>
Personnel					
6602 Salary- Stated Clerk	0.00	15,581.30	41.67	37,396	26,968
6603 Salary-Admin Secretary	2,509.84	22,588.56	75.00	30,118	21,720
6605 Wages - Interim Stated Cler	595.00	7,364.00	0.00	0	0
6607 Wages - Accounting Assista	721.82	7,330.41	61.03	12,012	6,522
6621 Adm. Asst- Pension & Cafet	627.50	5,647.50	75.00	7,530	5,171
6622 FICA	292.75	4,044.12	66.23	6,106	4,224
6623 Office Coordinator Cont. Ed	0.00	300.00	100.00	300	300
6624 Account. Assist. Cont. Educ	0.00	0.00	0.00	200	0
6625 SC Prof & Reimbursed Exp	0.00	1,030.73	25.77	4,000	1,443
6626 Adm. Asst. Expense	0.00	344.60	114.87	300	207
	<hr/>	<hr/>		<hr/>	<hr/>
Total	4,746.91	64,231.22	65.57	97,962	66,555

## Presbytery of Missouri River Valley

### Statement of Activities

For the Nine Months Ending September 30, 2024

	<u>Current Month</u>	<u>Year to Date</u>	<u>Percent of Bgt</u>	<u>Annual Budget</u>	<u>Last YTD</u>
Communication					
5330 Presbytery Web Site	205.00	1,900.00	76.00	2,500	1,440
Total	205.00	1,900.00	76.00	2,500	1,440
Total Per Capita Expenditur	6,948.08	159,841.43	75.75	211,019	171,407
<b>MINISTRIES EXPENDITURES</b>					
Social Justice and Peacemaking					
5410 Education & Interpretation	0.00	299.40	23.03	1,300	950
5430 Israel Palestine Mission(IP)	0.00	0.00	0.00	500	0
Total	0.00	299.40	16.63	1,800	950
Faith Education and Leadership Development					
5520 Camp Scholarships	0.00	(3,129.99)	(140.99)	2,220	902
5530 Education & Educators' Sup	0.00	88.12	6.12	1,440	204
5555 Calvin Crest Camp & Confe	0.00	10,000.00	50.00	20,000	10,000
5560 Resource Center Materials	0.00	0.00	0.00	500	500
5570 Educational Ministry Events	0.00	0.00	0.00	2,000	0
5575 Leadership Development (A	0.00	0.00	0.00	2,280	1,330
Total	0.00	6,958.13	24.47	28,440	12,936
Youth Ministry					
5540 Youth & Young Adult Wor	0.00	2,832.22	56.64	5,000	96
5580 Youth National Events	(595.00)	(595.00)	(11.90)	5,000	5,000
5585 Presbyterian Youth Workers	0.00	0.00	0.00	200	0
Total	(595.00)	2,237.22	21.93	10,200	5,096
Mission					
5440 Nicaragua Partnership	0.00	(980.00)	(98.00)	1,000	1,000
5750 Pby Mission Pgm-Mini Gra	1,471.25	2,971.25	49.52	6,000	4,000
5773 HELP	0.00	2,500.00	100.00	2,500	2,500
5776 Crossroads Connection	0.00	1,250.00	50.00	2,500	1,250
5778 World Mission	0.00	0.00	0.00	1,500	0
6130 Sudanese & ME Ministry	2,083.51	18,751.52	75.01	25,000	22,502
6150 Matthew 25	0.00	3,448.74	68.97	5,000	4,000
Total	3,554.76	27,941.51	64.23	43,500	35,252

## Presbytery of Missouri River Valley

### Statement of Activities

For the Nine Months Ending September 30, 2024

	<u>Current Month</u>	<u>Year to Date</u>	<u>Percent of Bgt</u>	<u>Annual Budget</u>	<u>Last YTD</u>
Committee on Ministry					
6010 Education/Voc Assist/BG C	0.00	0.00	0.00	6,320	3,000
6050 COM Events	0.00	0.00	0.00	340	0
5420 Emergency Fund	0.00	(134.00)	(39.41)	340	0
	<u>0.00</u>	<u>(134.00)</u>	<u>(1.91)</u>	<u>7,000</u>	<u>3,000</u>
Evangelism & Discipleship					
6120 Sudanese Fellowship	416.67	3,750.03	75.00	5,000	0
6140 Arabic Fellowship	0.00	5,000.00	100.00	5,000	5,000
	<u>416.67</u>	<u>8,750.03</u>	<u>87.50</u>	<u>10,000</u>	<u>5,000</u>
Preparation for Ministry					
6210 Candidates	0.00	2,595.00	173.00	1,500	0
6230 Lay Pastors	0.00	2,500.00	45.45	5,500	2,500
6240 CPM Training	0.00	0.00	0.00	500	0
	<u>0.00</u>	<u>5,095.00</u>	<u>67.93</u>	<u>7,500</u>	<u>2,500</u>
Spirituality, Theology and Worship					
6310 Program Resources	0.00	77.42	51.61	150	0
6340 Spirituality/Theology/Wors	0.00	150.00	10.00	1,500	200
	<u>0.00</u>	<u>227.42</u>	<u>13.78</u>	<u>1,650</u>	<u>200</u>
Total Ministries Expenditur	<u>3,376.43</u>	<u>51,374.71</u>	<u>46.67</u>	<u>110,090</u>	<u>64,934</u>
Total Expenditures	<u>10,324.51</u>	<u>211,216.14</u>	<u>65.78</u>	<u>321,109</u>	<u>236,341</u>
Net Income	<u>\$ 2,578.67</u>	<u>\$ 75,248.96</u>		<u>\$ 4,955</u>	<u>43,989</u>

## Presbytery of Missouri River Valley

### Per Capita Report

Printed on: 10/3/2024      For the Period of    January 01, 2024    thru    September 30, 2024

<u>Church</u>	<u>Pledge</u>	<u>Period Total</u>	<u>YTD Total</u>	<u>Pledge Remains</u>
Avoca, United	\$1,591.20	\$1,591.20	\$1,591.20	0.00
Bellevue, First PC	\$9,465.60	\$9,465.60	\$9,465.60	0.00
Carson, Carson PC	\$897.60	\$897.60	\$897.60	0.00
Carter Lake Community Church	\$734.40	\$734.40	\$734.40	0.00
Council Bluffs, Bethany	\$3,549.60	\$3,549.60	\$3,549.60	0.00
Council Bluffs, Gethsemane PC	\$2,652.00	\$2,652.00	\$2,652.00	0.00
Council Bluffs, New Horizon	\$7,548.00	\$7,548.00	\$7,548.00	0.00
Council Bluffs, Westminster PC	\$1,101.60	\$1,101.60	\$1,101.60	0.00
Clarinda, Trinity PC	\$3,304.80	\$3,304.80	\$3,304.80	0.00
Clarinda, Westminster PC	\$3,998.40	\$3,250.00	\$3,250.00	748.40
College Springs Presbyterian Church	\$816.00	\$0.00	\$0.00	816.00
Elkhorn, Peace	\$6,609.60	\$3,304.80	\$3,304.80	3,304.80
Essex, Presbyterian Church	\$1,876.80	\$1,876.80	\$1,876.80	0.00
Fort Calhoun Presbyter Church	\$5,467.20	\$4,099.40	\$4,099.40	1,367.80
Hamburg, United Trinity	\$1,060.80	\$530.40	\$530.40	530.40
La Vista, Faith PC	\$5,834.40	\$5,834.40	\$5,834.40	0.00
Missouri Valley, First PC	\$1,917.60	\$0.00	\$0.00	1,917.60
Murray, United PC	\$3,304.80	\$3,304.80	\$3,304.80	0.00
Neola, First PC	\$2,774.40	\$0.00	\$0.00	2,774.40
Oakland, Sharon PC	\$1,101.60	\$1,225.50	\$1,225.50	(123.90)
Omaha, Anderson Grove PC	\$2,488.80	\$2,488.00	\$2,488.00	0.80
Omaha, Church of the Cross	\$30,559.20	\$30,559.20	\$30,559.20	0.00
Omaha, Discovery	\$6,364.80	\$6,364.80	\$6,364.80	0.00
Omaha, Dundee	\$19,135.20	\$19,135.20	\$19,135.20	0.00
Omaha, Faithful Shepherd PC	\$4,528.80	\$4,528.80	\$4,528.80	0.00
Omaha, First PC	\$12,117.60	\$0.00	\$0.00	12,117.60
Omaha, Florence PC	\$1,305.60	\$729.75	\$729.75	575.85
Omaha, Hope PC	\$11,220.00	\$11,220.00	\$11,220.00	0.00
Omaha, Korean Presbyterian Church	\$3,182.40	\$3,182.40	\$3,182.40	0.00
Omaha, Church of the Master	\$13,545.60	\$13,545.60	\$13,545.60	0.00
Omaha, Mt View PC	\$1,632.00	\$1,632.00	\$1,632.00	0.00
Omaha, New Life PC	\$1,917.60	\$1,917.60	\$1,917.60	0.00
Omaha, Underwood Hills PC	\$1,632.00	\$1,632.00	\$1,632.00	0.00
Omaha, West Hills PC	\$12,892.80	\$9,679.60	\$9,679.60	3,213.20
Plattsmouth, First	\$5,263.20	\$5,263.20	\$5,263.20	0.00
Red Oak, Center Ridge PC	\$367.20	\$367.20	\$367.20	0.00
Red Oak Presbterian Church	\$5,304.00	\$5,304.00	\$5,304.00	0.00
Shelby, First PC	\$1,754.40	\$0.00	\$0.00	1,754.40
Shenandoah, First PC	\$4,936.80	\$4,936.80	\$4,936.80	0.00
Sidney, United Faith Church	\$1,550.40	\$1,550.40	\$1,550.40	0.00
Villisca, First PC	\$1,958.40	\$1,958.40	\$1,958.40	0.00
Walnut, First PC	\$4,488.00	\$0.00	\$0.00	4,488.00
<b>Grand Total:</b>	<b>\$213,751.20</b>	<b>\$180,265.85</b>	<b>\$180,265.85</b>	<b>\$33,485.35</b>

**Presbytery of Missouri River Valley**

**Remittance Summary**

Printed on: 10/3/2024

For the Period of 01/02/2024 thru 09/30/2024

<u>Church</u>	Pledge	GA	Syn	Synod Desig	Pby	Desig Pby	Unbgt Pby	Sel'd GA	Theol Educ	Denom Offerings	ECO	Disaster	Pledge Remaining
Avoca, United	0	0	0	0	0	0	0	0	0	0	0	0	0
Bellevue, First PC	5,000	2,500	0	0	2,500	0	240	0	0	1,427	570	0	0
Carson, Carson PC	2,550	638	638	0	1,275	0	1,000	0	0	908	0	0	0
Carter Lake Community Church	0	0	0	0	0	0	0	0	0	299	0	0	0
Clarinda, Trinity PC	5,015	83	667	0	1,125	0	1,125	0	0	626	1,523	0	1,337
Clarinda, Westminster PC	5,000	1,250	1,250	0	1,250	0	0	0	0	1,906	0	0	1,250
College Springs Presbyterian Church	0	0	0	0	0	0	0	0	0	0	0	0	0
Council Bluffs, Bethany	300	75	75	0	150	0	250	0	0	225	0	0	0
Council Bluffs, Gethsemane PC	0	0	2,250	0	0	0	0	0	0	0	0	0	0
Council Bluffs, New Horizon	9,000	1,688	1,688	0	3,375	0	0	0	0	967	0	0	2,250
Council Bluffs, Westminster PC	0	0	0	0	0	0	0	0	0	0	0	0	0
Elkhorn, Peace	0	0	0	0	0	0	0	0	0	0	0	0	0
Essex, Presbyterian Church	0	88	88	0	175	0	0	0	0	425	0	0	0
Fort Calhoun Presbyterian Church	0	0	0	0	0	0	0	0	0	0	0	0	0
Hamburg, United Trinity	0	0	0	0	0	0	0	0	0	0	0	0	0
La Vista, Faith PC	7,300	1,200	0	0	3,000	0	700	0	667	8,275	0	0	2,433
Missouri Valley, First PC	0	0	0	0	0	0	0	0	0	0	0	0	0
Murray, United PC	0	0	0	0	0	0	717	0	0	0	0	0	0
Neola, First PC	0	0	0	0	0	0	0	0	0	0	0	0	0
Oakland, Sharon PC	3,000	750	750	0	1,500	0	1,259	0	0	1,389	0	0	0
Omaha, Anderson Grove PC	0	0	0	0	0	0	0	0	0	287	0	0	0
Omaha, Church of the Cross	0	14,560	0	0	14,560	0	5,290	0	0	11,140	0	0	0

**Presbytery of Missouri River Valley**

**Remittance Summary**

Printed on: 10/3/2024

For the Period of 01/02/2024 thru 09/30/2024

<u>Church</u>	Pledge	GA	Syn	Synod Desig	Pby	Desig Pby	Unbgt Pby	Sel'd GA	Theol Educ	Denom Offerings	ECO	Disaster	Pledge Remaining
Omaha, Church of the Master	11,500	3,500	2,000	0	6,000	0	1,000	0	0	999	1,000	0	0
Omaha, Discovery	15,000	2,516	2,516	0	5,033	0	0	0	0	0	0	0	4,935
Omaha, Dundee	500	250	250	0	500	0	0	0	0	2,760	0	0	0
Omaha, Faithful Shepherd PC	0	770	770	0	1,540	0	0	0	0	1,535	0	0	0
Omaha, First PC	0	2,250	500	0	1,497	0	1,750	0	250	818	200	0	0
Omaha, Florence PC	0	0	0	0	0	0	660	0	0	10	0	0	0
Omaha, Hope PC	2,500	781	469	0	625	0	3,753	0	0	1,479	0	0	625
Omaha, Korean Presbyterian	0	0	0	0	0	0	0	0	0	0	0	0	0
Omaha, Mt View PC	500	0	0	0	0	250	250	0	0	652	0	0	0
Omaha, New Life PC	500	125	125	0	250	0	0	0	0	187	0	0	0
Omaha, Underwood Hills PC	960	240	240	0	480	0	0	0	0	575	0	0	0
Omaha, West Hills PC	0	0	0	0	0	0	0	0	0	0	0	0	0
Plattsmouth, First	1,200	0	0	0	1,200	0	750	0	0	0	0	0	0
Red Oak Presbyterian Church	4,650	500	0	0	1,500	0	0	750	0	0	0	1,000	2,650
Red Oak, Center Ridge PC	0	0	0	0	0	0	0	0	0	100	0	0	0
Shelby, First PC	0	0	0	0	0	0	0	0	0	0	0	0	0
Shenandoah, First PC	9,639	1,807	1,807	0	3,615	0	1,793	0	0	1,879	0	0	2,410
Sidney, United Faith Church	720	135	135	0	270	0	0	0	0	0	0	0	180
Villisca, First PC	1,000	250	250	0	500	0	100	0	0	711	0	100	0
Walnut, First PC	0	0	0	0	0	0	0	0	0	0	0	0	0

**Grand Total:** 85,834 35,956 16,467 0 51,919 250 20,637 750 917 39,578 3,293 1,100

	2024	2025 (proposed)	
<b>INCOME</b>			
4001 Per capita Receipts	203,064	188,684	95% of total based on yearly expectations ((4868 x 40.80) x 0.95 = 188683.68 )
4002 Per Capita Prior Year		0	GA 10.84 (\$1.04 increase for 2025 5239 members in 2022 for 2024 budget
4011 Presbytery Mission Receipts	70,000	65,000	Synod 5.50 4868 members in 2023 for 2025 budget
4101 Synod Support	10,000	10,000	Presbytery 25.50
4801 Investment Income	18,000	24,000	Total 41.84 40.80 assuming no Per Capita increase
4901 Transfer from WY Land Sale Reserves	25,000	25,000	For Sudanese Ministry (line 6130)
Transfer from Presbytery Reserves		717	
<b>Total Budgeted Income</b>	<b>326,064</b>	<b>313,401</b>	
<b>PER CAPITA EXPENDITURES</b>			
<b>Higher Governing Bodies</b>			
5000 General Assembly Per Capita	51,342	52,769	
5010 Synod Per Capita	28,815	26,774	
<i>Subtotal</i>	<i>80,157</i>	<i>79,543</i>	
<b>Presbytery</b>			
5100 Moderator's Expenses	500	500	
5110 Committees and Council Expenses	4,000	2,000	
5140 Legal Services	1,000	500	
5150 Audit Expenses	4,000	500	
5170 Presbytery Travel	5,000	1,000	2025 is not a General Assembly Year
<i>Subtotal</i>	<i>14,500</i>	<i>4,500</i>	
<b>Presbytery Office</b>			
5210 Utilities	3,000	3,000	
5230 Building and Repair/Maintenance	2,500	2,500	
5240 Insurance	4,000	7,500	
5251 Office Supplies	500	300	
5252 Postage	1,000	300	
5253 Telephone	3,000	2,500	
5254 Office Equipment	1,500	1,500	
5259 Misc Office Expense	400	300	
<i>Subtotal</i>	<i>15,900</i>	<i>17,900</i>	
<b>Personnel</b>			
6602 Salary - Stated Clerk	37,396	0	5% raise for all staff in 2025
6603 Salary - Office Coordinator	30,118	31,624	
6605 Wages - Interim Stated Clerk	0	39,266	
6607 Wages - Accounting Assistant	12,012	12,613	
6621 Office Coordinator - Pension & Cafeteria	7,530	7,906	
6622 FICA	6,106	6,388	
6623 Office Coord Con. Ed.	300	300	
6624 Account. Asst. Con. Ed.	200	200	
6625 Stated Clerk Expenses	4,000	4,000	
6626 Office Coordinator Expenses	300	300	
<i>Subtotal</i>	<i>97,962</i>	<i>102,597</i>	
<b>Communication</b>			
5330 Presbytery Website	2,500	2,500	
<i>Subtotal</i>	<i>2,500</i>	<i>2,500</i>	
<b>TOTAL PER CAPITA EXPENSES</b>	<b>211,019</b>	<b>207,040</b>	
<b>MINISTRIES EXPENDITURES</b>			
<b>Commission On Ministry</b>			
6010 Education/Vocational Assistance	6,320	5,020	this decrease has been approved by COM
6050 COM Events	340	340	
5420 Emergency Fund	340	340	
<i>Subtotal</i>	<i>7,000</i>	<i>5,700</i>	
<b>Commission on Prep For Ministry</b>			
6210 Candidates	1,500	1,500	
6230 Lay Pastors	5,500	5,500	
6240 CPM Training	500	500	
<i>Subtotal</i>	<i>7,500</i>	<i>7,500</i>	
<b>Social Justice and Peacemaking</b>			
5410 Education and Interpretation	1,300	1,300	
5430 Israel and Palestine Mission	500	500	
<i>Subtotal</i>	<i>1,800</i>	<i>1,800</i>	

	<u>2024</u>	<u>2025 (proposed)</u>	
<b>FELD</b>			
5520	Camp Scholarships	2,220	2,220
5530	Education and Educator's Supplies	1,440	1,440
5555	Calvin Crest	20,000	20,000
5560	Resource Center Materials	500	500
5570	Educational Ministry Events	2,000	2,000
5575	Leadership Development	2,280	2,280
	<i>Subtotal</i>	28,440	28,440
<b>Youth Ministry</b>			
5540	Youth & Young Adult Workers	5,000	5,000
5580	Youth National Events	5,000	5,000
5585	Presbyterian Youth Workers	200	200
	<i>Subtotal</i>	10,200	10,200
<b>Evangelism and Discipleship</b>			
6120	Sudanese Fellowship	5,000	10,000
6140	Arabic Fellowship	5,000	4,000
	<i>Subtotal</i>	10,000	14,000
<b>Spirituality, Theology and Worship</b>			
6310	Program Resources	150	150
6340	Spirituality/Theology/Worship	1,500	1,500
	<i>Subtotal</i>	1,650	1,650
<b>Mission</b>			
5440	Nicaragua Partnership	1,000	1,000
5750	Presbytery Mission - Mini Grants	6,000	6,000
5773	HELP	2,500	0
5776	Crossroads Connection	2,500	2,000
5778	World Mission	1,500	1,071
6130	Sudanese Ministry	25,000	25,000
6150	Matthew 25	5,000	2,000
	<i>Subtotal</i>	43,500	37,071
<b>TOTAL MINISTRIES EXPENDITURES</b>			
		<b>110,090</b>	<b>106,361</b>
<b>TOTAL PER CAPITA EXPENDITURES</b>			
		<b>211,019</b>	<b>207,040</b>
<b>TOTAL EXPENDITURES</b>			
		<b>321,109</b>	<b>313,401</b>
<b>NET INCOME/(LOSS)</b>			
		<b>4,955</b>	<b>0</b>

increase in 2025 comes from Crossroads and HELP decreases

changes in numbers from 2024 to 2025 have been approved by Mission

2024 Compensation Report

Name	Church	Pos	Cash Salary	Housing Allow.	Defer. Comp.	Unvch. Ex.	Other Allow.	Manse. Utilities	Effective Salary	BOP	39%	BoP Additl Other	Vouch. Travel	Cont.Ed	Other	Vac. & Cont. Ed.	Review
White, Aaron	Pres. Church of the Master	P	30,000.00	43,200.00	4800.00				78,000.00	30,420.00			2,000.00	1,500.00	14,390.32		N/A
Cline, Jay	Westminster, Clarinda	P	36,185.00	26,534.00					62,719.00	24,460.41			1,000.00	2,000.00	3,000.00	4 & 2	Yes
Coplen, Matt	First Pres Plattsmouth	P	38,793.00	24,000.00					62,793.00	24,489.27				1,342.00		4 & 2	Yes
Garry, Joshua	Church of the Cross	AP	65,000.00						65,000.00	25,350.00				4,000.00	20,000.00	4 & 2	N/A
Balesari, Becky	Faith Presbyterian	P	48,958.00	20,000.00					68,958.00	26,893.62		504.00	1,300.00	2,000.00	2,575.00	4 & 2	Yes
Dickinson, Sarah	Discovery	P	30,366.30	26,992.27	10,122.10				67,480.67	26,317.46		98.00	1,000.00	1,687.00		4 & 2	Yes
Dougherty, Nicholas	Faithful Shepherd	P	27,328.00	30,000.00	2,573.00				59,901.00	23,361.39				1,220.00	5,034.00	4 & 2	No
Elliott, Michael	First Pres Bellevue	P	34,178.56	34,780.00					68,958.56	26,893.84			1,500.00	1,342.00	1,720.00	4 & 2	No
Long, (Muirce) Brian	Peace Presbyterian	P	40,000.00	35,000.00					75,000.00	29,250.00				2,000.00	2,000.00	4 & 2	N/A
Geller, Michael	Hope Presbyterian	P	18,893.00	50,000.00					68,893.00	26,868.27			1,200.00	1,500.00	900.00	4 & 2	Yes
Georlett, J.D.	Dundee	P	78,882.00	43,118.00					122,000.00	47,580.00		1,448.00		5,000.00	2,000.00	4 & 2	Yes
Hamer, Andy	West Hills	P	52,000.00	31,200.00	2,080.00				85,280.00	33,259.20		6,365.00	1,500.00	4,000.00	998.00	5 & 2	Yes
Masters, Paul (thru 5/24)	New Horizon	P	34,020.00	38,124.00					72,144.00	28,136.16				1,752.00	100.00	4 & 2	Yes
McConnell, Bill	Murray	P	38,772.00				5,800.00	13,372.00	57,944.00	22,598.16				1,342.00	500.00	4 & 2	Yes
Miller, Gregg** (2022 numbers)	Fort Calhoun	P	43,514.00		3,000.00		5,000.00	13,054.00	67,810.00	22,527.00				1,242.00	2,000.00	4 & 2	Yes
Pedersen, Caryn	Red Oak	P	50,142.19	16,559.96					66,702.15	26,013.84			1,200.00	2,000.00		4 & 2	No
Rossander, Sandra**	First Pres Villisca	P	34,700.00	5,280.00			13,993.00		53,973.00	21,049.47				1,342.00		4 & 2	Yes
Sleyster, Richard* (thru 5/24)	First Pres Essex	P		4,562.50						2,315.20				600.00		4 & 2	Yes
Sleyster, Richard* (thru 5/24)	First Pres Shenandoah	P	33,858.00	3,000.00					36,858.00	12,961.00			3,500.00			4 & 2	Yes
Zieman, Marshall	Church of the Cross	P	78,800.00	40,000.00	3,200.00				122,000.00	47,580.00					7,200.00	4 & 2	Yes

\* - Use other than Presbyterian Board of Pensions  
 \*\* - Includes utilities for Manse as part of Presbytery minimum requirement

## Presbytery of Missouri River Valley Minimum Compensation for 2025

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 2025, the MES is \$70,000 which reflects a 4.1% increase from 2024. The following recommended figures are based on that figure.

**For ministers in pastoral positions: Minimum Effective Salary (includes the items below) \$ 55,881**

- 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: **Full family** medical, pension, disability, and death benefit coverage through the Board of Pensions or similar plan if the minister is a member of another denomination. For those working at least 20 hours a week but less than full-time, the cost to the employer is 10% of the effective salary. 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%) **\$1,397**

*(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)
- Moving expenses (one-time cost for new pastor)

### Minimum Terms of Call – Family Medical Leave (called/installed ministers)

- 12 week paid Family Medical Leave (G-2.0804) shall be accessed for the following reasons: health of the pastor; parental leave following birth, adoption, or foster care; health issues of the pastor's immediate family (partner/spouse, child/foster child, parent); and for bereavement of the pastor's immediate family. This leave is available each calendar year and the time shall be recorded in the Session minutes.

### Minimum full-time salary for Commissioned Pastors (Ruling Elders) \$44,705

- Presbytery policy sets this at 80% of the minimum effective salary of pastors.
- Minimum professional development allowance (2.5%) **\$1117**

### 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 [in-person or virtual]: (.362%) **\$203** (plus mileage at IRS rate)
- Additional for multiple services: **\$50.00 per service** (plus mileage at IRS rate)
- Wedding: (.435%) **\$243** (plus mileage at IRS rate)
- Wedding rehearsal: (.22%) **\$123** (plus mileage at IRS rate)
- Funeral: (.435%) **\$243** (plus mileage at IRS rate)
- Home or hospital visit: (.073%) **\$41** (plus mileage at IRS rate)
- Moderate meetings [in-person or virtual]: Each meeting of Session or congregation (.22%) **\$123** (plus mileage at IRS rate)

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