

**MINUTES OF THE 180th STATED MEETING
OF THE PRESBYTERY OF EAST IOWA**

**First Presbyterian Church
Iowa City, Iowa**

**10:00 a.m.
Saturday, 13 January 2018**

WORSHIP

At 10:00 a.m., the PEIA body joined together for worship including celebration of the Lord's Supper. The Reverend Dan Jessop brought the message, "Oh, What the Body Can Do." Incoming Moderator and Vice-Moderator Karen Minnis and Dan Jessop officiated the sharing of the Lord's Supper. In keeping with the meeting's theme, "Living Our Vision: Covenant Community in Mission and Ministry," scripture for this service was drawn from 1 Corinthians 12:12-27 and Luke 4: 14-21. The Reverend Bethany Jessop served as Liturgist. Music leadership for the worship service was provided by Melissa Moll (Organist at Iowa City, First). The offering of \$400 was contributed to the Crisis Center of Johnson County.

CALL TO ORDER

The 180th Stated Meeting of the Presbytery of East Iowa was called to order with prayer at 11:00 a.m. by 2017 Presbytery Moderator Elder Jim Claypool. The Moderator welcomed all those present and expressed appreciation to First Presbyterian Church for hosting the meeting and to the staff and officers of the Presbytery for their work in preparing for the meeting. He especially thanked Elder Karen Minnis, the Reverend Dan Jessop and the Reverend Bethany Jessop for their leadership of the worship service.

QUORUM

The Stated Clerk, Ruling Elder Dr. Rebecca Blair, declared a quorum to be present with the roll to be established from the registration forms. Moderator Claypool noted that new business should be submitted to the Stated Clerk no later than 1:00 p.m.

TEACHING ELDER MEMBERS—present at the 13 January 2018 stated meeting:

Mike Andrew	A	Sue Howes, HR	E	Mary Pugh	P
Noelle Andrew	A	Kristin Hutson	P	Nancy Redman, HR	E
Mary Arnold, HR	P	Herb Isenberg, HR	E	Gerald Rife, HR	E
Karen D. Beals, HR	E	Will Jackson, HR	E	Lisa Ross Thedens	P
Jim Bonewald	P	William Jamison, HR	E	Pam Saturnia	P
Robert Bouton, HR	P	Jennifer Jennings	P	Julie Schuett	E
Gary Burnett, HR	P	R. Dixon Jennings, HR	E	Linda (Kitch) Shatzer	P
Maurice Campbell, HR	E	Warren Jensen	P	Paul Skelley, HR	E
David Castrodale, HR	E	Bethany Jessop	P	David Snyder	A
Howard Chapman	A	Daniel Jessop	P	Colette Soultz	A
Stan Coller	A	David Jurgens, HR	E	James Stewart, HR	P
Jessica Crane Muñoz	E	Robin Kash, HR	E	Penny Thomsen	A
Robert David	E	Lucille King, HR	P	Anni Thorn	A
Elizabeth Dickey	E	Debra Kinney	P	Paul Uzel (dual member)	P
Tim Dyck	P	Sonda Kirsteatter	E	Emory VanGerpen, HR	E
Robert Dykstra	E	Wade Kirsteatter	E	Diane Bishop Voorhees, HR	E
Jack Edmisson	A	Jim Langley	A	Dick Wallarab, HR	E
John Elliott, HR	E	Nancy O. Love	P	Bill Warhover	A
Barry Ensign-George	A	Mark Martin, HR	E	Mary Anne Welch	P
Jon Evans	A	Samuel R.D. Massey	P	Troy Winder	A
Emory Gillespie	A	Charles McCracken, HR	E	Lorene Wunder	P
Aimee Goldmeyer	P	Darcy Metcalfe	A		
Mildred Grubbs, HR	E	Richard Miller	P		
Dottie Halverson	P	Charles Mills, HR	E		
Pat Halverson, HR	E	Scott Minteer	A		
William Harnish, HR	E	Dennis Morey	P		
Robert F. Hart, HR	E	Maxwell Muska	P		
Heather Hayes	P	Duane Olsen	A		
Sarah Hegar	P	Melody Oltmann	P		
Trey Hegar	P	Kyle Otterbein	P		
Patricia Henderson	A	Kristy Parker	E		
Randi Henderson	P	Kurt Pasko	A		
Elizabeth Hilkerbaumer	P	Matt Paul	A		
Robert Hill, HR	E	Wayne Peach, HR	P		
John Hougen	A	Joseph Phipps	E		
Beverly Hovenkamp	A	Elizabeth Platt, HR	E		

RULING ELDER COMMISSIONERS—present at the 13 January 2018 stated meeting:

Ainsworth, Ainsworth Community	A
Argyle, Argyle PC	A
Atkins, Pleasant Hill	A
Bettendorf, Bettendorf PC	A
Birmingham, First	A
Blirstown, First	A
Blue Grass, Blue Grass PC	A
Bonaparte, Bonaparte United	A
Burlington, First	Edward Whitmore
Cascade, Community	Nancy Macomber
Cedar Rapids, Calvin Sinclair	A
Cedar Rapids, Christ Church	Ann Luedtka
Cedar Rapids/Marion, Echo Hill	A
Cedar Rapids, First (two commissioners)	A
	A
Cedar Rapids, Hus Memorial	A
Cedar Rapids, Olivet	A
Cedar Rapids, Westminster	Valerie Neubauer
Clinton, First United	A
Coggon, Zion	Judy Isaacson
Columbus Jct., Cotter	A
Columbus Jct., Salem Welsh	A
Columbus Jct., United	Brian Cummings
Coralville, St. Andrew (two commissioners)	Ann Ford
	Margaret Heidger
Crawfordsville, United	A
Davenport, First (two commissioners)	Judy Hawthorne
	A
Davenport, Newcomb	A
Davenport, New Hope	Shirley Irion
Ely, First	A
Fairfield, First	A
Farmington, Sharon	Sue Pankey
Ft. Madison, Union	Kathleen Pilkington
Hazleton, First	A
Independence, First	A
Iowa City, First (two commissioners)	Judy Terry
	Richard Van Rheeden
Keokuk, United	A
Keota, United	A
LeClaire, First	Lark Randall

LeClaire, Our Savior	Lois Wilson
Lone Tree, United	A
Lost Nation, Union	A
Manchester, First	A
Marengo, First	Morris Denson
Marion, First	A
Mechanicsville, First	A
Mediapolis, First United	A
Miles, First	A
Monticello, First	A
Montrose, Montrose PC	A
Morning Sun, First United	Bob Nolan
Mt. Pleasant, First	Lois Roth
Mt. Vernon, First	Larry Petrick
Mt. Vernon, Linn Grove	A
Muscatine, First	Evan Wildhack
New London, New London PC	Robert Wehrle
Newhall, Central	A
Onslow, First	A
Princeton, Princeton PC	A
Rowley, First	Richard Crain
Scotch Grove, Scotch Grove PC	A
Shellsburg, First Presbyterian Church	Kristine Shultis
Springville, Springville PC	A
Stanwood, Stanwood Union	A
Vinton, Vinton PC	Jerry Blank
Wapello, First	Jeff Lease
Washington, United Presbyterian	Joe McConnell
West Liberty, First Church United	A
West Point, West Point PC	A
Williamsburg, First	A
Wilton, First	Kerry Jennings
Wilton, Sugar Creek	A
Winfield, First	A

MODERATOR

Jim Claypool (Immediate Past Moderator—eligible to vote)

VICE-MODERATOR/INCOMING MODERATOR

Ruling Elder Karen Minnis (eligible to vote)

INCOMING VICE-MODERATOR

Teaching Elder Daniel Jessop (eligible to vote)

STATED CLERK

Ruling Elder Dr. Rebecca Blair (eligible to vote)

TREASURER

Ruling Elder Karen Bartel (eligible to vote)

COMMISSIONED RULING ELDERS (eligible to vote)

Don Clark

Marian Hart

Phil Leipold

COMMITTEE MODERATOR/PCC RULING ELDERS (eligible to vote)

Larry Petrick (listed as commissioner—Mt. Vernon, First)

G. A. COMMISSIONER RULING ELDERS [2014-2016] (eligible to vote)

Ann Luedtka (listed as commissioner—Cedar Rapids, Christ Church)

RULING ELDER FORMER PRESBYTERY MODERATORS (eligible to vote)

None

CANDIDATES AND INQUIRERS

Brendan McLean

OTHER PASTORS SERVING CHURCHES

None

CORRESPONDING MEMBERS

None

VISITORS

Al Airola (Muscatine, First), Kevin Cullum (Camp Wyoming)

DOCKET

Moderator Claypool recognized the Stated Clerk, who advised the body that a motion to approve the docket was in order. He noted that such a motion would include the table docket distributed at registration. **A motion to approve the docket, including the table docket, was seconded and APPROVED.**

SEATING OF CORRESPONDING MEMBERS

The Stated Clerk introduced the Reverend Paul Uzel (John Knox Presbytery) and the Reverend James Stewart, HR (Transylvania Presbytery). The Reverend Paul Uzel (a minister member of John Knox Presbytery serving the Stanwood church) and the Reverend James Stewart, HR (Transylvania Presbytery) greeted the body. The Reverend Mr. Uzel formerly served the Cedar Rapids, Olivet church and the Reverend Mr. Stewart formerly served the Williamsburg, First church.

A motion to seat Paul Uzel and James Stewart, HR as corresponding members was seconded and APPROVED.

INSTALLATION OF OFFICERS FOR 2018

Outgoing Moderator Jim Claypool invited Elder Karen Minnis and the Reverend Dan Jessop forward. Moderator Claypool and Stated Clerk Blair led the body in the New Officer Installation Service. The Moderator's Cross used, beginning this year, has been generously gifted to the Presbytery by Elder Karen Minnis. The cross, from the Iona Community, was a gift to Karen from her mother.

After the incoming officers affirmed the installation questions, Moderator Claypool presented Moderator Minnis with the Presbytery's moderatorial cross and stole. He next presented Vice-Moderator Jessop with the stole representing the vice-moderator's office. Stated Clerk Blair closed the installation service with prayer.

APPRECIATION OF SERVICE: IMMEDIATE PAST MODERATOR JIM CLAYPOOL

Immediately following the installation service, Moderator Minnis requested that Elder Jim Claypool remain in front so that the body could express their appreciation for his year of service as Presbytery Moderator. Stated Clerk Blair observed that moderatorial service requires a great depth of energy and faithfulness under normal circumstances, but perhaps doubly so when the presbytery is engaged in a period of transition. She expressed deep appreciation to Elder Claypool for his wise, steady leadership over the past year and presented him with a fly fishing-themed present and a certificate stating that the Presbytery has made a donation to Mission Starfish Haiti in his honor.

FIRST-TIME PRESBYTERS

Moderator Minnis asked any first-time presbyters to stand and introduce themselves. Elder Lois Ross (Mt. Pleasant, First) and Elder Sue Pankey (Farmington, Sharon) introduced themselves.

WELCOME FROM THE HOST PASTOR

Moderator Minnis introduced the Reverend Dr. Sam Massey, host pastor, who welcomed those present and provided information about locations in the church building for activities during the meeting, rest room facilities, and the arrangements for the meal.

WORLD CAFÉ DISCUSSION

Stated Clerk Blair explained the World Café discussion process, noting that the purpose of this activity is to gather for conversation to inquire into our perspectives on the proposed new identity and structure plan from four angles of vision. She observed that presbyters had received a sequence of tickets at registration that indicated the order in which they should visit four designated tables—Heart, Head, Hands, and Eyes--during each of four discussion periods. At each table, the assembled groups, which will be shuffled for every discussion period, should discuss the focused questions on handouts. Responses could be recorded in multiple ways, using the paper and art supplies present at each table. These responses will be collated by the PCC to inform the way forward with the proposed plan.

LUNCH

At 1:00 p.m., Moderator Minnis paused the discussions and gathered the body in prayer. She invited the body to serve themselves from the buffet line, announcing that she planned to reconvene the meeting in 45 minutes. She encouraged those present to take a break from the focused discussion to enjoy fellowship over lunch.

RECONVENE

At 1:45 p.m., Moderator Minnis reconvened the body with prayer.

REPORT OF THE PRESBYTERY COORDINATING COMMISSION

Stated Clerk Blair presented the following action item on behalf of the PCC:

MOTION [Second Reading]: The PCC recommends that the Presbytery adopt Discovering and Claiming Our Common Calling: Our Guiding Vision within Covenant Community as the guiding identity, vision, and mission documents and committee structure for its operations, effective 1 January 2018.

[The complete plan is included in these minutes as APPENDIX A]

A motion to amend the main motion to change the effective date to 1 January 2019 with the PCC to construct an implementation plan including staff positions, was seconded and APPROVED [33-10].

A motion to amend the amended main motion to change the effective date to 1 July 2019, was seconded and APPROVED [22-21]

A motion to approve the main motion as amended was seconded and APPROVED.

A motion to appoint the Reverend Pam Saturnia, the Reverend Richard Miller, and Elder Larry Petrick as temporary advisors to the Personnel Committee concerning a proposed staffing plan until 1 July 2018 was seconded. Moderator Minnis asked if there were further nominations from the floor. Hearing none, she declared nominations closed. **The motion was APPROVED.**

A motion to temporarily suspend until 1 July 2019 the PEIA Bylaws and Manual of Operations to allow for the implementation of new team structures and operational processes as detailed in Discovering and Claiming Our Common Callings was seconded and APPROVED.

Stated Clerk Blair then presented the following motion from the PCC:

MOTION: The PCC recommends the following overture from the Session of First Presbyterian Church, Iowa City, to the Presbytery of East Iowa for its consideration to send to the 223rd General Assembly (2018):

On Amending G-3.0104 Regarding the Definition of Ecclesiastical Officers—From the Presbytery of East Iowa

The Presbytery of East Iowa overtures the 223rd General Assembly (2018) to direct the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

Shall G-3.0104 be amended as follows (new language in italics):

Rationale

Despite the desire to keep the Form of Government simpler and leaner for missional purposes, there are some aspects that need expansion for clarification not only for our own understanding of

our polity, but also for ecumenical dialogues to identify more specifically convergences in polity and hopefully move toward full communion.

The proposed revisions to G-3.0104 provides clarification of required ecclesiastical officers, as well as roles and responsibilities. These additions come from other parts of the Constitution, such as the Directory for Worship, as well as General Assembly Authoritative Interpretations and General Assembly Permanent Judicial Commission rulings (GA (2004, 86, 331, Item 04-15); (2010, 59, 333, Item 05-14); PJC (2012, 220-09, Pby of New York City v. Edmonds).

G-3.0104 *Ecclesiastical Officers*

Ecclesiastical officers are distinctive in function in that they have to do with facilitating constitutionally mandated functions of the council, whereas the function of possible administrative officers of a council have to do with strategy, program, and resources.

Every council shall have the chief ecclesiastical offices of Moderator and Clerk, or Stated Clerk in councils higher than a session.

a. Moderators

The moderator possesses the authority necessary for preserving order and for conducting efficiently the business of the body. He or she shall convene and adjourn the body in accordance with its own action. Normally, the moderator (or her or his designee) of the appropriate council presides at the ordination and installation of those called to ordered ministries (G-2.01), and commissioning people called to particular acts of service in the church and world (W-4.04).

The pastor of a congregation shall be the moderator of the session of that congregation. In congregations where there are co-pastors, they shall both be considered moderators and have provisions for designating who presides at a particular meeting. If it is impractical for the pastor to moderate, he or she shall invite another minister of word and sacrament who is a member of the presbytery or a person authorized by the presbytery to serve as moderator. If there is no installed pastor, or if the installed pastor is unable to invite another moderator, the presbytery shall make provision for a moderator.

Each council higher than the session shall elect a moderator for such terms as the council determines. At the time of their election, moderators must be continuing members of, or commissioners to, the council over which they are elected to preside. They shall preside at meetings of the council during their term of office; councils shall provide by rule who shall preside in the absence of the moderator.

b. Clerks

Each council shall elect a clerk who shall record the transactions of the council, keep its rolls of membership and attendance, maintain any required registers, preserve its records, and furnish extracts from them when required by another council of the church. Such extracts, verified by the clerk, shall be evidence in any council of the church. *Furthermore, the clerk shall serve as resource for ecclesiastical committees or commissions, fulfilling the responsibilities of the clerk for support of the judicial process as provided in the Rules of Discipline, and those responsibilities normally assigned to a clerk and*

executive secretary in accordance with the most recent edition of Robert’s Rules of Order Newly Revised, except when it is in contradiction to this Constitution.

The clerk of the session shall be a ruling elder elected by the session for such term as it may determine.

The clerk of a presbytery, a synod, and the General Assembly shall be called stated clerk, shall be elected by the council for a definite term as it may determine, and must be a ruling elder or teaching elder. *The clerk of councils higher than a session are called the Stated Clerk, to distinguish her or him from those appointed to help her or him, including the clerks of session.*ⁱ

Persons elected clerk may also be employed by a council to be the administrators of the council, and accountable to the council for the implementation of the decisions and matters of strategy, program, and resources, as described in G-3.0110. A stated clerk who serves a council as administrative staff may be removed from office prior to completion of his or her term of service through the use of the process outlined in G-3.0110.

c. Removal of Officers

The provisions of G-3.0110 do not apply to ecclesiastical officers. Officers cannot be terminated under G-3.0110, whether compensated or not. The term of office may end, or the officer may be removed from office by the electing body for misconduct or dereliction of duties following the Rules of Discipline.

d. Terms of Office

Unless a council makes provision in its bylaws or manual of administrative operations (G-3.0106), officers shall serve until their successors are elected, or if the governing body has recorded an action to say that the officer will serve until a successor is elected, the officer remains in office even at the end of the term.

e. Other Officers

Councils may elect such other officers, *ecclesiastical and/or administrative*, as the council requires.

Stated Clerk Blair explained that this overture will require a concurrence from at least one other presbytery to be accepted as business for the General Assembly.

A motion to send this overture to the 223rd General Assembly (2018) when the way be clear was seconded and APPROVED.

REPORT OF THE NOMINATING COMMITTEE

The Reverend Gary Burnett, committee moderator, presented the following nomination:

NOMINATING COMMITTEE REPORT		
CAMP WYOMING BOARD		
NAME	CHURCH	TERM
Female Teaching Elder The Reverend Sarah Hegar	Mt. Pleasant, First	Class of 2020 [First Term]

MOTION: That the Reverend Sarah Hegar be elected to the Camp Wyoming Board for the term indicated.

Moderator Minnis asked if there were further nominations from the floor. Hearing none, she proceeded to the vote. **A motion to elect the presented nominee was seconded and APPROVED.**

REPORT OF THE STATED CLERK

The Stated Clerk advised the body that the following motion would be in order:

MOTION: That the Presbytery approve the minutes of the 179th Stated Meeting of the Presbytery of East Iowa, convened on 16 November 2017 at First Presbyterian Church, Davenport, Iowa.

Stated Clerk Blair then called the body's attention to the following information items.

INFORMATION ITEMS (Stated Clerk)

Stated Clerk Service at the 223rd General Assembly

The Stated Clerk reports that she has been selected by PCUSA Stated Clerk J. Herbert Nelson to serve as a Committee Parliamentarian and Plenary Floor Polity Manager at the 223rd General Assembly in St. Louis, MO.

Report of Teaching Elders Laboring Outside the Bounds

The following minister members of the Presbytery of East Iowa are laboring in positions located outside the bounds: Robert Dykstra and Barry Ensign-George

Report of Minister Members At-Large

The following minister members have been enrolled with at-Large status: Michael Andrew, Noelle Andrew, Stanley Coller, Robert David, Jack Edmisson, Sarah Hegar, Patte Henderson, Beverly Hovenkamp, Kristin Hutson, Bethany Jessop, Sonda Kirsteatter, Wade Kirsteatter, Jim Langley, Scott Minter, Kristy Parker, Matt Paul, Colette Soult, and Penny Thomsen

Communication of Parity Plan

The Parity Plan of the Presbytery of East Iowa specifies the following: It shall be the policy of the Presbytery of East Iowa that there shall be a reasonable balance of representation of ruling elders and teaching elders as specified in the Form of Government (G-3.0103), provided that the allocation of ruling elders always outnumbers resident teaching elders. Membership accords members both voice and vote at all meetings of the Presbytery, and consists of teaching elders on the official roll of active members of the Presbytery; ruling elders commissioned by sessions of constituent churches of the Presbytery; ruling elders commissioned by

the Presbytery to serve as Commissioned Ruling Elders during the term of the specific commission; ruling elders during terms of service as officers of the Presbytery. Parity may be accomplished by according temporary membership to ruling elders elected to serve as moderators of Presbytery committees and/or members of the Presbytery Coordinating Commission during the term of office; and ruling elders elected to serve as commissioners to the General Assembly during the term of service as defined by the Presbyterian Church (U.S.A.).

Stated Meetings for 2018

PRESBYTERY MEETING DATES FOR 2018			
Saturday, January 13	10 am-3 pm (Lunch)	Iowa City, First	Overtures to 2018 G.A./New Officers
Tuesday, March 20	1-5 pm (No Meal)	Marion, First	
Tuesday, May 22	4-8 pm (Dinner)	TBA	
Sunday, August 12	3-7 pm (No Meal)	Vinton Presbyterian Church	
Saturday, September 29	10 am-3 pm (Lunch)	Cedar Rapids, Westminster	
Thursday, November 15	1-5 pm (No Meal)	TBA	2019 Budget/Per Capita

PEIA Policy Concerning Principles of Participation and Inclusiveness

PRESBYTERY OF EAST IOWA EQUAL OPPORTUNITY POLICY

Approved 11 February 2003

1. The Equal Opportunity Policy of the Presbytery shall follow and implement the current Constitution of the Presbyterian Church (U.S.A.) and the Bylaws of the Presbytery of East Iowa, seeking to give consideration to candidates without regard to race, ethnic origin, sex, marital status, or age.
2. Sessions/Councils, congregations, and Pastor Nominating Committees/Pastor Search Committees, each in turn, shall declare their intention to comply with this policy. It is assumed that affirmative responses will be made to the equal employment opportunity questions on the Ministry Information Form and that affirmative action steps will be indicated.
3. When the Pastor Nominating Committee/Pastor Search Committee is ready to present a candidate to its congregation, affirmation that the search complies with EEO

guidelines shall be communicated to CO Should the representatives of the Commission on Ministry not be satisfied that a serious effort has been made, the matter shall be brought to the full commission before the candidate may be presented to the congregation. If the Commission on Ministry continues to remain unsatisfied, the matter shall be reviewed with the Pastor Nominating Committee. The Commission on Ministry shall make no recommendations to Presbytery without satisfactory compliance.

4. When the policy has been complied with and the Commission on Ministry is recommending a candidate for the approval of the Presbytery, the commission shall always indicate in its motion that the equal opportunity policy of the Presbytery has been complied with, so that the matter is on the record and always before the attention of Presbytery.

INFORMATION ITEMS (Commission on Ministry)

The following motions were moved, seconded and approved by the Commission on Ministry at its November 7, 2017 meeting and are presented here as Information:

Motion: It was moved to tabulate and produce a synopsis of the Minister Member Annual Reports. Martha Wiley and Judy Terry agreed to work on these reports and report back to the committee.

Motion: If the way be clear, to allow TE Jim Langley to officiate at the wedding of Aubrey Walters and Jacob Brinkman at Echo Hill on April 21, 2018.

Motion: To recommend to Presbytery the approval of the Commission and CRE Contract between ERE Phil Leipold and Miles First Presbyterian Church to be in effect from 11/15/17 to 11/14/18.

Motion: If the way be clear, to allow TE Paul Uzel to labor inside our bounds and to approve his Temporary Supply Contract with Stanwood Union Church as long as the terms of the contract meets at least our minimum requirements.

Motion: That COM contact Jeff Charis-Carlson (and other members of the St. Andrew Presbyterian Church) regarding his (their) relationship with TE Matt Paul in light of the task force agreement that they cease intentional contact effective immediately.

The following motions were moved, seconded and approved by the Commission on Ministry at its December 12, 2017 meeting and are presented here as Information:

Motion: A statement mutually approved by COM and Rev. Dr. Paul will be drafted by Jim Claypool, Harry Hoyt, Rebecca Blair and Larry Petrick to allow him to seek a call or contract.

Motion: To approve the following contract for 66% of full time service between Princeton Presbyterian Church and Derek D. Harmon beginning 30 Nov 2017 and ending 30 June 2018:

Salary: \$19,008/yr, \$2,715/month

Other compensation, 403B : \$700 monthly (This is in addition to the salary above)

Fair rental value of rent free use of manse: \$750/month

Utilities paid by the church: \$400/month

Professional expenses: \$500/yr.

2 weeks vacation

Note: It is the intention of both parties that this contract will end in June 2018 without renewal.

Motion: If the way be clear, to approve the request from Newcomb Presbyterian Church to form a PNC.

Motion: That COM approve the following terms of contract for the Reverend Barry Ensign-George to accept a position as a Theology Associate at the Presbyterian Mission Agency:

A Nine-Month Contract position working full time in Theology issues (40 hours per week) from November 27, 2017 to August 26, 2018, with bi- weekly pay of \$2,769.23 (approximately \$72,000.00 annually).

In addition to your compensation, you will be eligible to participate (as defined in the *Employee Handbook*) in a wide range of benefits offered through the Board of Pensions and other providers. These benefits include:

- Defined Pension Plan
- Health Insurance (Employee coverage is at no cost. Dependent dues will apply for eligible dependent coverage.

Based on annual salary level, the employee will cost share a percentage of the subsidized health care cost premium. See attached dependent dues for information).

- Long-Term and Short-Term Disability Insurance (no employee cost)
- Life Insurance (basic and optional)
- Dental Insurance (optional)
- Vision Insurance (optional)
- 403 (b) Retirement Savings Plan (optional)
- Employee Assistance Program (no employee cost)
- Vacation Leave (16.5 days for 9 months)
- Sick Leave (7.50 days for nine months)
- Emergency Leave (2 days for nine months)
- Paid Holidays
- Study Leave

Motion: That COM approve the following terms of contract for the Temporary Pastoral Relationship between the Reverend Lisa Ross Thedens and First Presbyterian Church of Rowley:

This position is 25% of a full-time position. This contract will be in force from 1 January 2018 through 31 December 2018.

Cash Salary	\$5,678.76
Housing Allowance	\$473.26/month
One week per quarter of paid vacation	
One week per six months continuing education, cumulative to four weeks	
Mileage expense reimbursed at current IRS rate	
Continuing education expenses	\$1,000, cumulative to 12 months
Professional expenses	\$ 500

Additional Responsibilities:

- Moderate the Session
- Be responsible for providing pastoral services such as preaching, teaching, administration of the sacraments, conducting funerals, officiating at weddings, visiting the congregation, participating in its celebrations, and overall church administration
- Work with the congregation to implement outreach ideas and recruit pulpit supply when needed.

Mileage expense will be reimbursed at the IRS allowable rate in effect at the time

Continuing Education expenses	\$ 1,500
Professional Expenses	500
Moving Expense (up to)	2,500

Salary continuation contingency:

Salary and housing allowances shall be paid to the interim pastor for a period not to exceed three months beyond the end of the Interim Pastor's service or contract. This contingency will also end at the start of the Interim Pastor's next full-time service, and be adjusted in case of part-time work. However, if the Interim Pastor departs at her initiation, salary and related terms of call will discontinue on the last day service to the church unless negotiated otherwise with the Session.

REPORT OF THE TREASURER

Presbytery Treasurer Karen Bartel presented the following report. She noted that the Presbytery has collected \$378,491.60 to date, which is 81.66% of the projected budgeted amount. On the Expense side of the ledger, the Presbytery has spent \$416,196.95 or 101.13% of the projected budgeted figure (\$411,568).

Secondly, she reviewed the initiative undertaken by the Trustees last year to disburse excess mission funding equitably among those churches that submitted applications to fund food justice mission projects. The Presbytery Trustees will be taking ideas for the distribution of funds during early 2018 and will share the invitation with the Presbytery at a later meeting.

Presbytery of East Iowa
2017 Actual vs Budget

	Jan - Dec 2017	Budget	% of Budget
Income			
4000 - Unified Missions			
4001 - East Iowa Missions	96,945.84	182,000.00	53.27%
4002 - PEIA Prev Year Missions	4,220.72		
4003 - PEIA Peacemaking Offering	2,611.05		
4004 - Prior Year Transfer Funds	37,000.00		
Total 4000 - Unified Missions	140,777.61	182,000.00	77.35%
4010 - Endowment Incomes			
4011 - Grubbs Endowment	49.90	48.00	103.96%
4012 - Laurence Nelson Scholarship Fu	256.09	250.00	102.44%
4013 - Mt Zion Endowment	281.43	276.00	101.97%
4014 - Sinclair Endowment	1,850.08	2,464.00	75.08%
4015 - McCann Scholarship	507.00		
Total 4010 - Endowment Incomes	2,944.50	3,038.00	96.92%
4040 - Per Capita/PEIA			

4041 - East Iowa Per Capita	206,147.84	255,800.00	80.59%
Total 4040 - Per Capita/PEIA	206,147.84	255,800.00	80.59%
4050 - Operating Interest - Savings	2,259.74		
4100 - Synod Support			
4101 - CPS Support	15,342.45	12,000.00	127.85%
Total 4100 - Synod Support	15,342.45	12,000.00	127.85%
4640 - Other Types of Income			
4641 - Mt Moriah Principle	3,132.36	2,664.00	117.58%
4642 - Mt Moriah Interest	7,515.48	7,978.87	94.19%
4643 - Miscellaneous Revenue	1.00		
4645 - Refunds	20.62		
4660 - PEIA Disaster Recovery Fund	350.00		
Total 4640 - Other Types of Income	11,019.46	10,642.87	103.54%
Total Income	378,491.60	463,480.87	81.66%
Expense			
6000 - Commission on Ministry (COM)			
6010 - Admin Expense	750.00	350.00	214.29%
6020 - Meals	49.34	400.00	12.34%
6030 - CRE Retreats	1,849.95	2,000.00	92.5%
6040 - New Pastor Development	3,213.34	1,000.00	321.33%
6050 - Pastor Assessmnt & Consultation	2,717.88	2,000.00	135.89%
6060 - COM Background Checks	-20.60	100.00	-20.6%
Total 6000 - Commission on Ministry (COM)	8,559.91	5,850.00	146.32%
6100 - Commission/TaskFrc Expenses			

6105 - Comm on Prep for Ministry	123.81	2,000.00	6.19%
6110 - Personnel	68.30	100.00	68.3%
6115 - Nominating	0.00	150.00	0.0%
6120 - Comm on Representation	108.00	100.00	108.0%
6125 - Trustees	45.71	100.00	45.71%
6130 - Mileage for Comm/Task Forces	4,033.92	5,000.00	80.68%
6205 - Vision & Renewal Task Force	0.00	300.00	0.0%
6210 - Presbytery Meeting Expense	3,131.55	100.00	3,131.55%
6215 - Healing & Recon Task Force	0.00	100.00	0.0%
6220 - Administrative Commissions	271.86	500.00	54.37%
6225 - PEIA Coord Commission (PCC)	206.00	100.00	206.0%
6230 - Permanent Judicial Commission	0.00	500.00	0.0%
6305 - Networking Events	2,625.19	2,500.00	105.01%
6310 - Leadership Events	1,674.00	2,500.00	66.96%
6315 - Presbytery Meeting Expenses	3.00	3,000.00	0.1%
Total 6100 - Commission/TaskFrc Expenses	12,291.34	17,050.00	72.09%
6500 - Operations			
6501 - New Equipment	0.00	500.00	0.0%
6502 - Copier & Printing	6,063.38	4,500.00	134.74%
6503 - Communications Contract	3,841.00	6,000.00	64.02%
6504 - Internet Access Contract	1,484.14	1,320.00	112.44%
6505 - IT Services & Software	14,365.46	8,400.00	171.02%
6506 - Telephone, Telecommunications	1,707.49	3,061.00	55.78%
6510 - Condo Association Dues	14,440.08	14,720.00	98.1%
6511 - Utilities	1,936.08	2,800.00	69.15%

6512 - Building Insurance	4,069.50	5,500.00	73.99%
6513 - Custodial Contract	3,525.79	3,000.00	117.53%
6514 - Office Maintenance Exp	0.00	300.00	0.0%
6520 - Supplies	835.27	2,000.00	41.76%
6521 - Postage, Mailing Service	1,275.16	2,000.00	63.76%
6522 - Bank Fees & Charges	1.03	100.00	1.03%
6523 - Legal & Professional	208.00	2,000.00	10.4%
6524 - Audits & Financial Reviews	0.00	1,000.00	0.0%
6525 - Kitchen/Hospitality	23.88	600.00	3.98%
6530 - Publications	78.95	200.00	39.48%
6531 - Awards/Recognitions/Remembrance	227.07	600.00	37.85%
Total 6500 - Operations	54,082.28	58,601.00	92.29%
6600 - Officer & Other Travel			
6603 - Moderator & Vice Moderator Exp	66.00	500.00	13.2%
6604 - Treasurer	1,145.97	1,200.00	95.5%
Total 6600 - Officer & Other Travel	1,211.97	1,700.00	71.29%
6700 - Payroll Expense			
6701 - Stated Clerk Payroll Expenses			
6705 - Salary - Stated Clerk	60,537.70	53,550.00	113.05%
6710 - Benefits - Stated Clerk	13,056.06	18,742.00	69.66%
6715 - FICA Stated Clerk	5,629.93	5,530.00	101.81%
6720 - Continuing Education St Clrk	0.00	1,000.00	0.0%
6725 - Travel Exp - Stated Clerk	5,397.90	3,000.00	179.93%
6730 - Professional Exp - Stated Clerk	375.98	500.00	75.2%

Total 6701 - Stated Clerk Payroll Expenses	84,997.57	82,322.00	103.25%
6702 - Payroll Expenses COM Associate			
6706 - Salary - COM Associate	60,537.70	53,544.00	113.06%
6711 - Benefits - COM Associate	13,056.06	18,742.00	69.66%
6716 - FICA - COM Associate	5,629.93	5,530.00	101.81%
6721 - Continuing Ed - COM Assoc	0.00	1,000.00	0.0%
6726 - Travel - COM Associate	2,883.10	4,000.00	72.08%
6731 - COM Associate - Other Expenses	1,691.78	2,868.00	58.99%
Total 6702 - Payroll Expenses COM Associate	83,798.57	85,684.00	97.8%
6703 - Payroll Exp - Pastor to Pastor			
6707 - Salary - Pastor to Pastor Assoc	10,892.96	10,180.00	107.0%
6717 - FICA - Pastor to Pastor	0.00	700.00	0.0%
6723 - Continuing Ed -Pastor to Pastor	1,000.00	1,000.00	100.0%
6727 - Travel Exp - Pastor to Pastor	2,018.58	2,520.00	80.1%
Total 6703 - Payroll Exp - Pastor to Pastor	13,911.54	14,400.00	96.61%
6704 - Payroll Exp - Networking Assoc			
6708 - Salary Exp-Networking Associate	38,468.16	38,684.00	99.44%
6713 - Benefits - Networking Assoc	14,252.53	13,925.00	102.35%
6718 - FICA - Networking Associate	2,963.38	3,936.00	75.29%
6724 - Cont Ed - Networking Assoc	1,137.65	1,000.00	113.77%
6728 - Travel Expenses - Networking	1,177.32	2,000.00	58.87%
Total 6704 - Payroll Exp - Networking Assoc	57,999.04	59,545.00	97.4%
6760 - Payroll Exp - Financial Manager			

6765 - Wages - Financial Manager	10,180.08	10,648.00	95.61%
6767 - FICA - Financial Manager	778.77	768.00	101.4%
Total 6760 - Payroll Exp - Financial Manager	10,958.85	11,416.00	96.0%
Total 6700 - Payroll Expense	251,665.57	253,367.00	99.33%
6800 - Mission Partnerships			
6801 - Camp Wyoming	45,000.00	45,000.00	100.0%
6802 - Young Adult & College Ministry	2,500.00	10,000.00	25.0%
6803 - Mission Starfish Haiti	10,000.00	10,000.00	100.0%
6804 - Presbytery Mission Outreach	200.00	10,000.00	2.0%
6805 - Prior Year Mission Disbursement	37,000.00		
Total 6800 - Mission Partnerships	94,700.00	75,000.00	126.27%
8000 - Church Closings	-60,457.26		
8003 - Church Closing Expense	54,143.14		
Total Expense	416,196.95	411,568.00	101.13%
Net Income	-37,705.35	51,912.87	-72.63%

**Presbytery of East Iowa
Balance Sheet
As of December 31, 2017**

	<u>Dec 31, 17</u>
ASSETS	
Current Assets	
Checking/Savings	
1005 - Checking - U of I Credit Union	48,395.91
1010 - Savings - U of I Credit Union	604,171.11
Total Checking/Savings	<u>652,567.02</u>
Total Current Assets	<u>652,567.02</u>
TOTAL ASSETS	<u>652,567.02</u>
LIABILITIES & EQUITY	
Equity	
30000 - Opening Balance Equity	
30001 - Prior Year Balances	210,880.62
30002 - Church Closing Reserves	179,745.59
30003 - Restricted Balances	224,562.62
Total 30000 - Opening Balance Equity	<u>615,188.83</u>
32000 - Unrestricted Net Assets	94,329.29
Net Income	-56,951.10
Total Equity	<u>652,567.02</u>
TOTAL LIABILITIES & EQUITY	<u>652,567.02</u>

Church Name	City	PIN	2017 Per Capita	Paid	Due	Mission Pledge	Paid
Ainsworth Community Church	Ainsworth	10415	3,456.00	2,453.00	1,003.00	550.00	550.00
Argyle Presbyterian Church	Argyle	2549	2,736.00	2,736.00	0.00		1,000.00
Pleasant Hill Presbyterian Church	Atkins	2345	2,664.00		2,664.00		
Bettendorf Presbyterian Church	Bettendorf	2589	12,024.00	10,725.00	1,299.00	3,000.00	3,000.00
First Presbyterian Church	Birmingham	2550	288.00	264.00	24.00		250.00
First Presbyterian Church	Blairstown	2346	1,548.00	1,548.00	0.00		
Blue Grass Presbyterian Church	Blue Grass	10388	5,148.00	5,148.00	0.00		
Bonaparte United Church	Bonaparte	2551	900.00	900.00	0.00		
Brighton United Church	Brighton	2591	2,196.00		2,196.00		
First Presbyterian Church	Burlington	11889	6,948.00	1,856.00	5,092.00		
Community Presbyterian Church	Cascade	2479	684.00	513.00	171.00	700.00	717.00
Calvin Sinclair Presbyterian Church	Cedar Rapids	9582	1,224.00		1,224.00		
Christ Church Presbyterian	Cedar Rapids	2375	4,212.00	1,837.00	2,375.00	600.00	
Echo Hill Presbyterian Church	Cedar Rapids	12233	9,756.00	9,756.00	0.00	8,000.00	8,004.00
First Presbyterian Church	Cedar Rapids	2347	18,144.00	18,144.00	0.00		
Hus Memorial Presbyterian Church	Cedar Rapids	2350	3,276.00	3,276.00	0.00	450.00	450.00
Olivet Presbyterian Church	Cedar Rapids	2352	2,376.00	2,668.00	-292.00	1,000.00	1,000.00
Westminster Presbyterian Church	Cedar Rapids	2354	14,220.00	14,220.00	0.00	5,270.00	5,270.00
First United Presbyterian Church	Clinton	12129	4,716.00		4,716.00		
Zion Presbyterian Church	Coggon	2358	2,736.00	2,736.00	0.00	1,000.00	1,000.00
Cotter Presbyterian Church	Columbus Junctn	2596	864.00	864.00	0.00	750.00	750.00
Salem Welsh Presbyterian Church	Columbus Junctn	2594	1,404.00	1,404.00	0.00		100.00
United Presbyterian Church	Columbus Junctn	2593	3,600.00	3,600.00	0.00		3,000.00
St. Andrew Presbyterian Church	Coralville	2626	30,852.00	28,281.00	2,571.00		23,129.05
United Church of Crawfordsville	Crawfordsville	10414	2,052.00	2,052.00	0.00		
First Presbyterian Church	Davenport	2598	33,156.00	16,733.00	16,423.00	6,000.00	1,500.00
New Hope Presbyterian Church	Davenport	12240	2,916.00	2,917.00	-1.00	600.00	600.00
Newcomb Presbyterian Church	Davenport	2600	6,876.00	6,876.00	0.00		
First Presbyterian Church	Ely	2357	7,560.00	6,930.00	630.00		700.00
First Presbyterian Church	Fairfield	2554	5,724.00	2,500.00	3,224.00	2,000.00	2,000.00
Sharon Presbyterian Church	Farmington	2557	4,932.00		4,932.00	2,500.00	2,500.00
Union Presbyterian Church	Ft. Madison	2558	3,456.00	3,456.00	0.00	250.00	500.00
First Presbyterian Church	Hazleton	2482	756.00	324.00	432.00	250.00	250.00
First Presbyterian Church	Independence	2484	8,424.00	6,552.00	1,872.00		
First Presbyterian Church	Iowa City	2605	17,964.00	14,013.00	3,951.00	7,000.00	8,000.00
United Presbyterian Church	Keokuk	10668	2,556.00	2,556.00	0.00	0.00	0.00
United Church of Faith	Keota	2607	3,132.00	2,020.00	1,112.00	2,000.00	
First Presbyterian Church	LeClaire	2609	2,232.00	2,432.00	-200.00		
Our Savior Presbyterian Church	LeClaire	10135	4,284.00	4,284.00	0.00		
United Presbyterian Church	Lone Tree	10026	7,884.00	728.00	7,156.00	4,150.00	3,804.17
Union Presbyterian Church	Lost Nation	2360	4,104.00	4,104.00	0.00	450.00	
First Presbyterian Church	Manchester	2489	3,996.00	3,996.00	0.00		
First Presbyterian Church	Marengo	2611	5,256.00	5,256.00	0.00		
First Presbyterian Church	Marion	2361	15,948.00	16,761.00	-813.00		5,667.00
First Presbyterian Church	Mechanicsville	2362	3,276.00	3,276.00	0.00	1,000.00	1,000.00
First United Presbyterian Church	Mediapolis	2562	2,736.00	1,476.00	1,260.00	0.00	0.00
First Presbyterian Church	Miles	2363	3,276.00	1,556.00	1,720.00	1,500.00	1,500.00
First Presbyterian Church	Monticello	9641	7,380.00	6,600.00	780.00		4,000.00
Montrose Presbyterian Church	Montrose	2565	1,260.00	1,260.00	0.00		
First United Presbyterian Church	Morning Sun	2566	2,340.00	1,508.00	832.00		
First Presbyterian Church	Mt. Pleasant	2569	10,152.00	3,193.00	6,959.00	10,000.00	10,000.00
First Presbyterian Church	Mt. Vernon	2366	5,364.00	5,364.00	0.00		
Linn Grove Presbyterian Church	Mt. Vernon	2367	1,260.00	1,260.00	0.00	1,500.00	1,500.00
First Presbyterian Church	Muscatine	2613	8,172.00	8,172.00	0.00	3,300.00	3,025.00
New London Presbyterian Church	New London	2571	2,952.00	2,952.00	0.00		535.00
Central Presbyterian Church	Newhall	2368	1,656.00	1,656.00	0.00		
First Presbyterian Church	Onslow	2369	1,404.00	1,404.00	0.00		
Princeton Presbyterian Church	Princeton	2616	2,160.00	2,160.00	0.00		
First Presbyterian Church	Rowley	2495	1,260.00	1,260.00	0.00	800.00	800.00
Scotch Grove Presbyterian Church	Scotch Grove	2371	864.00	864.00	0.00	125.00	125.00
First Presbyterian Church	Shellsburg	2372	3,024.00	3,024.00	0.00	0.00	
Springville Presbyterian Church	Springville	2373	3,168.00	983.00	2,185.00		

Church Name	City	PIN	2017 Per Capita	Paid	Due	Mission Pledge	Paid
Stanwood Union Church	Stanwood	10413	2,448.00	2,448.00	0.00	0.00	
Vinton Presbyterian Church	Vinton	10227	8,926.00	8,184.00	742.00		
First Presbyterian Church	Wapello	2579	4,032.00	4,032.00	0.00	1,000.00	1,000.00
United Presbyterian Church	Washington	9756	13,932.00	12,771.00	1,161.00	7,500.00	6,875.00
First Church United	West Liberty	2622	2,700.00	2,700.00	0.00	1,400.00	1,400.00
West Point Presbyterian Church	Denmark	2580	900.00		900.00		
First Presbyterian Church	Williamsburg	2623	9,540.00	9,540.00	0.00	5,000.00	5,000.00
First Presbyterian Church	Wilton	2624	6,336.00	3,478.00	2,858.00	0.00	
Sugar Creek Presbyterian Church	Wilton	2625	1,116.00		1,116.00		
First Presbyterian Church	Winfield	2581	5,076.00		5,076.00		
			395,890.00	308,540.00	87,350.00	79,645.00	110,501.22
Presbytery of East Iowa General Missions and Per Capita							
2017							
Dollars							
Members as of 12/31/2015				11,026	396,936.00		
	Per Capita	2017%	Billed	Collected YTC	Due		
	GA	0.208332	89,126.26	64,278.76	24,847.51		
	Synod	0.147224	62,983.72	45,424.49	17,559.23		
	PEIA	0.644444	275,698.81	198,836.75	76,862.06		
	Due	1.000000	427,808.80	308,540.00	119,268.80		
	2017 Per Capita \$			Unbillable	Billed		
	GA	7.50	82,695.00				
	Synod	5.30	58,437.80				
	PEIA	26.00	286,676.00				
		38.80	427,808.80		395,890.00		
	General Mission	2017%	Pledged	Collected	Over/Under		
	GA	0.2	15,929.00	22,100.24			
	Synod	0.1	7,964.50	11,050.12			
	PEIA	0.7	55,751.50	77,350.85			
			79,645.00	110,501.22	-30,856.22		

REPORT OF THE COMMITTEE ON PREPARATION FOR MINISTRY

Moderator Minnis recognized the Reverend Melody Oltmann, moderator of the Committee on Preparation for Ministry. Reverend Oltmann invited Inquirer Brendan McLean to come forward to be examined for enrollment as a Candidate. She offered the following motion on behalf of the committee.

MOTION: The Committee on Preparation for Ministry (CPM) recommends that Inquirer Brendan McLean be enrolled as a Candidate by the Presbytery of East Iowa following examination by the governing body.

The Reverend Tim Dyck, CPM member, offered prayer. Inquirer McLean shared some information about his background and preparation thus far and read his Statement of Faith. Presbyters posed examination questions concerned with theological understanding and practice. **A motion that the exam cease was seconded and APPROVED.** Reverend Dyck

escorted Candidate McLean from the room. **A motion to sustain the examination and enroll Inquirer Brendan McLean as a Candidate in the Presbytery of East Iowa was seconded and APPROVED unanimously.** Candidate McLean was escorted back into the room to applause. Reverend Oltmann offered a closing prayer.

REPORT OF CAMP WYOMING

Kevin Cullum, CW Executive Director, called the body's attention to the printed report, including the current financial statement. He especially noted that a \$10,000 donation has been received by the Camp to replace cabin roofs. The Wintertainment program enrolled 84 kids this year. Lastly, Camp Wyoming has been ranked #5 out of 42 national camps. This ranking is an affirmation that the Camp's improvement initiatives are bearing good fruit.

PEACEMAKING TASK FORCE REPORT

Task force co-moderator the Reverend Lisa Ross Thedens announced that Advocacy Days will take place on April 20-23 In Washington, D.C. This event provides useful information and a great experience in forming relationships with other social justice advocates. Also, the Task Force can provide information on scholarships to attend Peacemaking conferences.

COVENANT COMMUNITY HAPPENINGS

A mission trip from our Presbytery to Houston to aid with hurricane relief and reconstruction will take place from February 3-10. Persons of any skill level can take part. Cost per person is \$100.

ADJOURNMENT/PRAAYER

A motion to adjourn was seconded and APPROVED. Moderator Minnis adjourned the meeting with prayer at 3:20 p.m.

Respectfully submitted,

Rebecca Blair, Ph.D.
Stated Clerk

**NEXT STATED MEETING:
181st Stated Meeting
Thursday, March 20, 2018
1:00-5:00 p.m.
First Presbyterian Church
Marion, IA**

DISCOVERING AND CLAIMING OUR COMMON CALLING: OUR GUIDING VISION WITHIN COVENANT COMMUNITY

History of the Planning Process

In November 2012, the Presbytery acted to appoint members of the Administrative Commission on Governance. This Commission's authority, granted by the Presbytery, was to review the processes, governance, and structural organization of the Presbytery and to make specific recommendations to the Presbytery concerning these systemic elements. In part, this charge concerned what was then referred to as nFOG, the New Form of Government approved by the General Assembly in 2011. By late 2012, the Presbytery had not yet adopted the required structures, principles and practices required by nFOG and needed to catch up.

ACOG, co-moderated by TE Bob Wollenberg and RE Dr. Clint Rila, and resourced by Stated Clerk Dr. Rebecca Blair, embraced its responsibilities with seriousness and deep engagement, meeting every other week for nearly two years. At key points in the process, ACOG conducted surveys and listening posts at stated and called meetings to receive input and feedback on its work. The aim was to keep the Presbytery in the loop of its discussions and invite the Presbytery to share its hopes, aspirations, needs, concerns, and discernments with ACOG. At the conclusion of this planning period, ACOG presented to the Presbytery for discussion and subsequent adoption Vision and Identity Statements, including the Presbytery Gathering Vision Statement to be included on the front page of each stated meeting call including this one. It also articulated a set of Core Values to serve as the foundation for our work together as well as Priorities that flow from all of these statements about who we are and what we are called to do together. These statements are included below. In 2014, the Presbytery engaged in small group conversations using the World Café process to develop and approve a clear Mission Statement. This statement is also included below. The foundational statements of the Presbytery were now in place.

In Phase Two, ACOG sketched out a projected Presbytery structural framework that articulated the mission, ministry and administration of the Presbytery in six areas: Strategic Coordination, Ministerial Relations, Mission and Witness, Finance and Stewardship, Communications, and Administrative and Judicial. This plan included at its center the intention that the Presbytery would shift its cultural focus from being a staff-driven, vertically organized entity to one in which we live together as a covenant community governed chiefly by elected groups of presbyters, a more horizontal organization in keeping with Presbyterian principles and practices. In short, we aimed to embrace and live out the central idea that we belong to one another.

The Presbytery's intention was to live through 2014 and into 2015 with a revised, yet provisional set of structures and an accompanying set of provisional Bylaws and Manual of Operations to determine how the structure worked in operation, and then to propose a fuller version of this plan for adoption by the Presbytery with an accompanying revision of the Bylaws and Manual of Operations as well as a fresh consideration of any necessary staff positions. During this time, the PCC generated three drafts of a Guiding Vision document to articulate this fuller vision of the Presbytery. We have now arrived at the point of considering this fully-detailed set of structures as articulated below.

Consideration and Implementation Process

The consideration process will proceed as follows: first reading and discussion at the November 16, 2017 stated meeting, second reading and vote at the January 13, 2018 stated meeting. Should

this vote be favorable, the new structures would take effect retroactively as of 1 January 2018. The PCC will also bring to the January 13th stated meeting proposed revised Bylaws and Manual of Operations that accord with this new structure for first reading, if the way be clear, with an anticipated vote to adopt them at the March 2018 meeting. Similarly, the Nominating Committee will contact those persons currently serving on commissions, committees, and task forces to determine where they would like to serve in the new structure and will solicit additional folks to serve with the intention of presenting at the January 2018 stated meeting as complete a slate of nominations as possible to people the new structure, if the way be clear. Following the vote on the new structure at the January stated meeting, the Personnel Committee will then engage in discussion and bring proposals to the Presbytery concerning any staff positions, if the way be clear.

Rationale

From its inception ACOG covenanted with the Presbytery to listen carefully, discern deliberately, consult broadly, and pray constantly as it worked to produce a governance plan immersed in our Presbytery's identity, mission, and vision. The resultant plan below aims to

- Help us to live out God's mission more vitally, intentionally and effectively in the context where God has called us. Our covenant live together is shaped by God's mission revealed in Jesus Christ. Thus, our structures provide the means by which we fulfill God's calling to us within covenant community so that we may serve others with energy, intelligence, imagination, and love.
- Enable our Presbytery to grow in trust and love. As ACOG engaged in careful listening, we heard the pain and isolation of broken relationships of trust. This issue has remained as a concern of the PCC as it has engaged in strategic discussion and planning. The structures proposed here aim to open up Presbytery processes and invite all of us to participate together with transparency and accountability.
- Invite each of us to contribute our gifts and skills to further the Presbytery's mission, ministry, and administration. ACOG identified gaps in the former structures that allowed some needs and function to remain unmet. These revised structures are focused upon engaging our diverse callings and areas of expertise to address these needs.
- Provide for effective, accountable handling of ordinary business items while allowing us to prioritize those issues of greatest import as we meet together. Note that some teams are authorized by the Presbytery to function as commissions with sets of responsibilities that they enact on its behalf.
- Ensure that the Presbytery meets its responsibilities as outline in the revised Form of Government to the broader covenant community of Presbyterians. This current Form of Government permits Presbyteries greater flexibility in structures and practices to respond to missional needs.



VISION AND IDENTITY

The Presbytery of East Iowa seeks to be a community in which God in Christ is present in our relationships, and the Spirit is apparent in our actions of welcome, hospitality, witness, leadership and service.

CORE VALUES

- Trust:** Reflecting who God calls us to be, we commit ourselves to one another through transparent actions that keep faith with one another
- Acceptance:** Appreciating the gifts and perspectives of everyone, but particularly those whose thoughts, preferences, and approaches differ from ours
- Community:** Fostering connections in the communities in which we are located, in the ecumenical church, and in cultures around the globe to share God's love in concrete actions of ministry and mission
- Collaboration:** Thinking, conversing, worshipping, discerning, and working together for the common good
- Imagination:** Dreaming together of new areas of service, new ways to relate, and new dimensions of our collective identity as the body of Christ
- Energy:** Displaying the vitality and passion of the Holy Spirit in our worship and our endeavors as servant leaders
- Justice:** Recognizing that God's creation includes fellow humans of all races, ethnicities, genders, classes, and stages of life, we minister beyond Presbytery boundaries to ensure justice for all people.

PRIORITIES

Our Vision, Identity, and Core Values lead us to prioritize the following dimensions of our lives together:

Congregational Vitality

Equipping congregations with resources and strategies that will enable them to effectively share God's love in the world and joyfully live out the Gospel of Jesus Christ as communities of faith, hope, love and witness.

Leadership Development

Developing effective servant leaders who can model discipleship as they engage in missional relationships with discernment, commitment, sensitivity and passion

Building Bridges and Enhancing Collaborative Opportunities

Fostering congregational networks, ecumenical and interfaith partnerships, social justice networks and engagement with community agencies that enable us to meaningfully address issues affecting the communities we serve.

**MISSION STATEMENT
PRESBYTERY OF EAST IOWA**

The mission of the Presbytery of East Iowa is to further the Realm of God by living and acting in covenant relationship with one another and with the whole of God's creation to embody the Great Ends of the Church through

- Challenging presbyters and churches to continual missional learning, growth, experimentation, and engagement
- Faithfully stewarding our shared theological traditions, essential values, and resources
- Cultivating internal and external missional relationships and partnerships
- Calling and nurturing effective missional leaders
- Fostering creativity and excellence in all of our endeavors

MOTION [First Reading]: The PCC recommends that the Presbytery adopt the following committee structure for its operations, effective 1 January 2018.

**PRESBYTERY OF EAST IOWA
GUIDING VISION COMMITTEE DESCRIPTIONS**

❖ **Presbytery Coordinating Commission**

The PCC functions as the strategic leadership team that coordinates the ministry and mission for the Presbytery. This team is comprised of a teaching and ruling elder (one of which is the moderator) from each standing team and the Presbytery officers.

The PCC is commissioned to carry out aspects of the Presbytery's work in the following ways:

- Coordinate initiatives and activities among committees according to Presbytery strategic plan
- Work with the Committee on Leadership Development to develop and implement regular plans for growth in leadership skills for those serving in various capacities within the Presbytery, including an annual retreat to train Presbytery leaders
- Work with all committees to develop opportunities to work cooperatively with other presbyteries and ecumenical entities to fulfill their particular responsibilities
- In partnership with Stated Clerk:
 - coordinate agenda for business meetings of the Presbytery
 - facilitate planning for education and spiritual growth meetings of the Presbytery
 - propose a schedule (dates, times, & locations) for meetings of the Presbytery
 - call special meetings of the Presbytery when appropriate
 - communicate regularly with all committees to assure that work is done in a timely manner

Members:

Moderator of Presbytery

Vice-Moderator
Stated Clerk
Presbytery Team Moderators

Ministerial Relations Group

❖ Church Development & Vitality Team

The Church Development & Vitality Team carries out aspects of the Presbytery's mission and ministry in the following ways:

- Develops and supports ways in which the Presbytery, its congregations and pastors, its members engaged in validated ministries, and its new congregations, new worshiping communities, fellowship groups, and other non-congregational entities can fulfill the mission of God in Christ, guided particularly by the Great Ends of the Church (F-1.0304)
- Promotes, supports, and coordinates the establishment of new congregations, new worshiping communities, fellowship groups, non-congregational entities, and other forms of corporate witness
- Supports congregations in the work of transformation, revitalization, and transition
- Proposes and administers Presbytery financial support for church development

Members:

Co-Chairs-Teaching Elder and Ruling Elder
9 members in classes of three

❖ Leadership Development Team

The Leadership Development Team:

- Works with the PCC to develop and implement regular plans for growth in pastoral leadership
- Develops skills for those serving in various capacities within the Presbytery, including an annual retreat to train Presbytery leaders
- Proposes and administers the Presbytery's financial support for preparation for ministry
- Cares for and supervises candidates and inquirers for ordination as Teaching Elders and supervises the preparation of Commissioned Ruling Elders
- Perform annual consultations with inquirers and candidates

This Team makes recommendations to the Presbytery to

- Enroll inquirers in covenant relationship with the Presbytery
- Transfer inquirers and candidates to other presbyteries
- Receive inquirers and candidates by transfer from other presbyteries

- Certify candidates ready to receive a call and give candidates permission to circulate the Personal Information Form
- Remove an individual from Inquirer or Candidate status

Members:

Co-Chairs-Teaching Elder and Ruling Elder
9 members in three classes

❖ **Ministers and Congregations Commission**

The Ministers and Congregations Commission carries out the following aspects of the Presbytery's mission and ministry.

This Team is commissioned to:

- Appoint administrative commissions of Presbytery for the purpose of ordaining and installing Ministers and Commissioned Ruling Elders to particular pastoral service with the responsibility to report all such appointments at the next meeting of Presbytery
- Approve renewals of terms of call and contracts for Ministers and Commissioned Ruling Elders with the responsibility to report all such appointments at the next meeting of Presbytery
- Make recommendations to the Presbytery regarding new terms of call and contracts
- Recommend Presbytery examination of and reception of Ministers of Word and Sacrament by transfer from other presbyteries for the purpose of accepting valid calls to ministry and membership in the Presbytery; and for membership in the Presbytery as at-large and honorably retired minister members
- Approve and review annually the work of all teaching elders and CREs engaged in validated ministries
- Counsel with sessions concerning reported difficulties within a congregation, including: (1) advising the session as to appropriate actions to be taken to resolve the reported difficulties, (2) offering to help as a mediator, and (3) acting to correct the difficulties if requested to do so by the session or if the session is unable or unwilling to do so, following the procedural safeguards of the Rules of Discipline
- Recommend to the Presbytery the appointment of administrative commissions with authority to assume original jurisdiction in any situation in which it determines that a session cannot exercise its authority
- Propose annually the minimum compensation standards for pastoral calls and Certified Christian Educators and Certified Associate Christian Educators for approval by the Presbytery

Members:

Co-Chairs-Teaching Elder and Ruling Elder
9 members in three classes

❖ **Pastoral Care Team**

The Pastoral Care Team is organized by regions in the Presbytery so that pastors in need of care will be visited by neighboring colleagues. This ministry may be a vital one in which at-large and honorably retired minister members may serve. The team is distributed by region as follows:

- North Region: 4 care team members (16 churches)
- South Region: 5 care team members (22 churches)
- West Region: 4 care team members (16 churches)
- East Region: 4 care team members (17 churches)

Mission and Witness Group

❖ **Mission and Social Justice Team**

The Mission and Social Justice Team carries out aspects of the Presbytery's mission and social justice in the following ways:

- Encourages and supports ministry partnerships among congregations and ecumenical and interfaith organizations which fulfill the mission of church
- Promotes and supports ministries of social racial and environmental justice, peacemaking, and self-empowerment throughout the congregations and through other groups in the Presbytery
- Promotes and supports ministries of proclamation, evangelism, and discipleship throughout the congregations and through other groups in the Presbytery
- Proposes and administers the Presbytery's financial support for church mission

Members:

12 members in three classes

This Team will work in coordination with:

- o **Peacemaking Task Force** (current structure retained)
- o **Social Justice Catalyst/Self-Development of People Task Force** (8-12 members)
The Self-Development of People (SOOP) ministry affirms God's concern for humankind. We are Presbyterians and ecumenical partners dissatisfied with poverty and oppression, united in faith and action through sharing, confronting, and enabling by participating in the empowerment of economically poor, oppressed, and disadvantaged people, seeking to change the structures that perpetuate poverty, oppression and injustice.

Finance and Stewardship Work Group

❖ **Board of Trustees**

The Presbytery shall have a board of seven trustees comprised of both ruling and teaching elders. Collectively these officers bear corporate responsibility for maintaining fiduciary trust, the legal duty to act solely in another party's interests. In this case, the Trustees act as a body to look after the financial and legal affairs of the Presbytery and its corporation with an obligation to act in a way that responsibly stewards the long-term interest of the larger church.

The work of the Trustees involves attending to the affairs of the Presbytery corporation, oversight of special donations, financial accounts and restricted funds in accord with the Presbytery Financial Policy and managing the real property of the Presbytery and its constituent churches as necessary.

Members:

6 members in three classes

Presbytery Officers (Note: The Stated Clerk serves as Corporate Secretary)

❖ **Budget & Finance Team**

The Budget & Finance Team carries out aspects of the Presbytery's financial processes in the following ways:

- Prepares and proposes a budget for annual operating expenses to support the Presbytery's mission, ministry, and administrative operations
- Propose to the Presbytery the means to fund the operating budget
- Conduct a full financial review of all financial books and records every year, with professional external review at east every three years
- Present a financial report at each business meeting of the Presbytery
- Consult and coordinate with the Board of Trustees concerning financial issues impacting the Presbytery budget
- Consult and coordinate with the Personnel Committee concerning salary issues impacting the Presbytery budget

Members:

9 members in three classes

Administrative and Judicial Group

❖ **Office of the Stated Clerk**

❖ **Personnel Team**

The Personnel Team provides counsel, guidance, care, and advocacy support for the continuing officers and staff of the Presbytery as defined in the *Presbytery Employee Handbook*. The Team conducts an annual review of the Stated Clerk and continuing professional and support staff of the Presbytery. The Team shall also make recommendations to the Presbytery, through the Presbytery Coordinating Commission, concerning changes in the position descriptions and the compensation of officers, professional staff, and support staff.

Members:

6 members in three classes with the goal of at least one teaching elder and one ruling elder serving on the committee in rotating classes each for three (3) years.

Committee on Representation & Nomination

The Committee on Representation & Nominations carries out aspects constitutional functions on behalf of the Presbytery as follows:

- Advise the Presbytery regarding the implementation of principles of unity and diversity
- Advocate for diversity in Presbytery leadership
- Consult with the Presbytery on the employment of personnel, in accordance with the principles of unity and diversity in F-1.0403
- Nominate persons to serve in positions requiring election by the Presbytery, ensuring that nominations are broadly representative of the Presbytery and in conformity with the church's commitment to unity in diversity (F-1.0403)

Members:

6 members in three classes

❖ **Permanent Judicial Commission**

The Presbytery shall elect a Permanent Judicial Commission and the Permanent Judicial Commission shall function in accordance with the Book of Order (D- 5.0100 and following D-5.0000). The Permanent Judicial Commission shall be composed of seven (7) members: three teaching elders, three ruling elders, and a seventh member who is either a teaching or ruling elder. The members of the Permanent Judicial Commission shall each come from different constituent churches, and the Presbytery Moderator shall designate a member to serve as convener. The members shall be elected by the Presbytery and shall serve a six-year term, subject to the provision of D-5.0100. The Stated Clerk shall advise this commission.

Members

As stated in current *Book of Order*

Communications Group (internal and external communications)

- ❖ **Communications** (Website, Social Media, Commission/Committee Communication)
- ❖ **Stated Clerk** (Ecclesiastical/Corporate Communication)