Presbytery of Des Moines

Rev. Robert Houser, Temporary Executive Services — Email: houserrobert1@gmail.com
Rev. David Feltman, Temporary Executive Services — Email: davidafeltman@gmail.com
Rev. Kristin Pike, Stated Clerk — Email: kpike@dmpresbytery.org

DATE: October 8, 2019

TO: Commissioners to the 517th Stated Meeting (August 17, 2019)

FROM: Rev. Kristin Pike, Stated Clerk

SUBJECT: Minutes

You will find the Minutes of the 517th Stated Meeting of the Presbytery of Des Moines held on August 17, 2019 at First Presbyterian Church, Newton, Iowa following this letter. The Minutes may also be downloaded from the Presbytery website: http://bit.ly/PofDMStatedMeetings. If you see additions, deletions, or corrections that need to be made, please send them to Stated Clerk Kristin Pike at the Presbytery office – 515-276-4991, or by email: kpike@dmpresbytery.org.

REMEMBER – The Call for the November 12, 2019 Presbytery Meeting will be emailed and posted on the Presbytery's website here: http://bit.ly/PofDMStatedMeetings about 10 days prior to the meeting. You may make your reservation for this meeting at any time here: http://bit.ly/StatedMeetingNov2019. It is very important that you make a reservation for lunch if you would like to eat at the meeting. It is essential that we let our host know ahead of the meeting day how many they should expect to serve.

The Presbytery of Des Moines of the Presbyterian Church (U.S.A.) held its 517th Stated Meeting at First Presbyterian Church in Newton, Iowa on August 17, 2019. The meeting was opened with prayer by Moderator TE Alex Thornburg at 9:30 a.m.

FORMATION OF THE ROLL

The following commissioners and members were registered for this meeting (**P**resent, **A**bsent, **E**xcused):

CHURCH	MINISTER	P/A/E	COMMISSIONER
Adair, First	Bob Zirkelbach	P	A
Allerton, United	Melanie Halferty	E	A
Ankeny	Eric Pasanchin	P	Marcia McAdoo
Ankeny (PA)	Sue Tomlinson	P	-----
Atlantic, First United	Rachelle McCalla	P	A
Audubon, First	Kelley Pedersen	E	Joan Fancher
Bedford, United	John Standerford, moderator	A	A
Brooklyn, First	Bernard (Ben) Nti	P	A
Carlisle, Scotch Ridge	Christopher (Kip) Harris	P	Mitch Lacquement
Centerville, First	R.D. Blount	P	A
Chariton, First	Sarah Keyser	E	A
Clive, Heartland	P. Alex Thornburg	P	Joyce Hoffman
Clive, Heartland (PA)	Robert Houser	P	-----
Corning, First	Jessica Paulsen	P	Ken Pangburn
Creston, First	Cynthia Ripperger	E	A
Creston, Platte Center	Dolores Doench	P	Chuck Erickson
Dallas Center, First	Jessica Wietzke, moderator	A	Barb Britson
Deep River, United	Michelle Williamson	A	A
Des Moines, Central (2)	Wallace Bubar	E	David Boyd
Des Moines, Central	-----	-----	Louise Gately
Des Moines, Douglas Avenue	Josh McKenna	A	A
Des Moines, First	Ken Stuber	E	Leslie Mettler
Des Moines, First Arabic	Ekram Kachu	P	A
Des Moines, Fort Des Moines	Bob Burnett, moderator	E	A
Des Moines, Park Avenue	John W. Gilmore	P	A
Des Moines, Union Park	Ken Arentson, moderator	E	Joanne Page
Des Moines, Westminster (3)	Scott Paczkowski	P	Ted Coppock
Des Moines, Westminster	William Ekhardt	A	Roxanne Neary
Des Moines, Westminster (PA)	Jan Scott	E	A
Des Moines, Westminster (PA)	Ken Arentson	E	-----
Des Moines, Westminster (PA)	Dick Kiefer	E	-----
Dexter, First	David Kincaide	P	Don Rummel
Diagonal, United	Gwen Trullinger	A	A
Earlham, First	Robert Waldron	P	Frank Smith
Gibson, First	Bob Elgin, moderator	A	A
Greenfield, First	David Kincaide	P	Gary Heinbuch
Grimes, First	Jessica Wietzke	A	Bev Boyd
Grinnell, First	Kirsten Klepfer	P	Char Ewan
Guthrie Center, First	Denis R. James, Sr.	P	A
Hartford, Community United	Kristin Pike	P	Barb Mentzer

CHURCH	MINISTER	P/A/E	COMMISSIONER
Indianola, Trinity United	David Endriss	E	Joe Weinman
Johnston, St. Paul	Bill O'Connell	P	A
Knoxville, First	Ann Johnson	P	A
Lenox, United	Tim Maxa	P	Vera Bradley
LeRoy, First (United Trinity Parish)	Donna Murphy-Ceradsky	E	A
Lucas, First	Ross Blount, moderator	P	A
Malcom, First United	Bernard (Ben) Nti	P	A
Monroe	Ann Johnson	P	A
Mount Ayr, United	Mike Maddy	A	A
Newton, First	Meghan Davis	P	George Wilkening
Newton, First (PA)	Linda Curtis-Stolper	E	-----
Newton, United	Donald Freeman	A	Margaret Caldwell
Oskaloosa, First	Craig Palmer	P	Marilyn Vatter
Ottumwa, First	William Hornback	P	A
Ottumwa, Westminster	Jane Martinez	P	A
Perry, First	Lynne Hanna	E	A
Sharpsburg	Tim Maxa	P	Kiley Sherwood-Pollard
Sigourney, First	Jim Stout	P	A
West Des Moines, Covenant	Nathan Williams	P	Jean Caster
West Des Moines, Covenant (PA)	Marcy Campbell	P	-----
Windsor Heights, Windsor	Shamaine Chambers King	P	Dwight Tomes
Winterset, First United	Randal Lubbers	E	Sheryl Puderbaugh

OTHER MEMBERS OF PRESBYTERY (MINISTERS)

Present: Hans Cornelder (HR); Donald Elly (HR); Jeffrey Means (DMPCC); Kenneth Rummer (HR); Greg Smith (HR); and Roger Todd (HR).

Excused: Kim Alten (HR); Philip Barrett (HR); Jay Basler (HR); John Beran (HR); Maricarmen Campos Castro (At-Large); Tom Conrey (HR); Carl Cooper (HR); Jack DePond (HR); Ane Fitzgerald (At-Large); Barbara Gaddis (HR); Bruce Giese (HR); Nancy Gorsuch (HR); Jim Howland (At-Large); Calvin Hsu (HR) Claude Jones (HR); David Klanderman (HR); Elizabeth Knott (HR); James Koopman (At-Large); Aaron Koskamp (HR); William LeMosy (HR); Dawn Linder (At-Large); John McElroy (Australia); Mary Beth Mardis-LeCroy (Madrid, St. Paul's UCC and Des Moines, Plymouth UCC); Barbara Nish (HR); Dale O'Connell (HR); Linda O'Connell (HR); Sara Speer Palmer (HR); Marvin Potter (HR); Nancy Profit (HR); John Reynolds, Jr. (HR); Elizabeth Sandy (HR); Patricia Summers (HR); Barbara Tooker Todd (HR); Ron Van Heukelom (HR); Erasmo Vélez (HR); Lynn Williams (HR); and Francis Younkin (HR).

Absent: Pete Brantner (At-Large); Michelle Leaverton (At-Large); Ray McCalla (Atlantic, First Baptist); and Sarai Schnucker Rice (DMARC).

LAY MEMBERS OF COUNCIL

Present: Midge Slater (Des Moines, First) and Sandy Wagener (Ankeny).

VISITORS

Jim Hoffman (Clive, Heartland); Gary Badgett (Corning, First), Carolyn Rogers (Dallas Center, First); Lisa Whitmarsh Peterson (Des Moines, Park Avenue); Hannah Lundberg (Grinnell, First); Ann Polito (Hartford, Community United); Kathleen Hornback (Ottumwa, First); Ann McGowan and Peri Van

Tassel (West Des Moines, Covenant) and Cindy Ray (Windsor Heights, Windsor) Nancy Lister-Settle, hunger action advocate (Dallas Center, First) and Betty Dyer, office manager (Indianola, Trinity United).

MINISTERS (96 on roll)		ELDER COMMISSIONERS AND OTHERS	
Present:	35	Present:	43
Excused:	51	Excused:	0
Absent:	10	Absent:	29

QUORUM STATEMENT
A quorum was present and declared so by the Moderator.

ADOPTION OF DOCKET
The Presbytery VOTED to adopt the Proposed Docket distributed in the Call to this meeting.

APPOINTMENT OF PARLIAMENTARIAN
Moderator TE Alex Thornburg appointed Stated Clerk TE Kristin Pike as Parliamentarian for this meeting.

APPOINTMENT OF RECORDING CLERK
RE Joy Lane, Clerk of Session of United Presbyterian Church of Newton was appointed as Recording Clerk for this meeting.

APPROVAL OF EXCUSED ABSENCES
The Presbytery VOTED to grant excused absences to those requesting them.

CORRESPONDING MEMBERS
There were no corresponding members.

INTRODUCTION OF FIRST TIMERS AND GUESTS
Persons who were attending a presbytery meeting for the first time, and those who were guests, were introduced.

CONSENT AGENDA
The Presbytery VOTED to adopt the Consent Agenda as printed and distributed in the Call to this meeting. By approving the Consent Agenda, Presbytery approved minutes of the May 21, 2019 Stated meeting as distributed, as well as the Sub-Committee on Congregational Reconciliation Report, the Sub-Committee on Congregational Transition Report, and the Committee on Property report.

WELCOME BY HOST CHURCH
TE Meghan Davis, Pastor of First Presbyterian Church of Newton, Iowa, welcomed the Presbytery to the church.

WORSHIP
Presbytery joined in worship with a theme of *For the Beauty of the Earth*. Scriptural meditations were given by RE Ann McGowan, RE Jan Davison, RE Dwight Tomes, RE Louise Gately, and TE Bob Houser based on Psalms 121, 19, 95, 117, Isaiah 61:10-11, and 1 Peter 3:3-4, 13-15. The Sacrament of the Lord's Supper was celebrated during the service, TE Meghan Davis presiding. The offering, designated to help support the CROSS Ministries, totaled $652.00.

COMMISSION ON MINISTRY REPORT

TE Bob Houser reported that CRE Sarah Keyser is leaving First Presbyterian Church of Chariton to move to Texas. He offered thanks and a prayer for her ministry with our Presbytery.

TE Jane Martinez continued the report that the committee recommends that:

- **The Presbytery adopt the proposed changes to the Manual of Operations for the Commission on Ministry, as stated in the docket. There was an amendment to the motion to include that the Committee on Nominating nominate the members of the COM for election by Presbytery and nominate the moderator for a 1-year term for election by the Presbytery.** The amendment was seconded and approved. The motion was approved.
- **Salary guidelines for 2020 for minimum compensation were presented, along with pulpit supply rate and moderating a meeting. The Commission on Ministry moved to approve.** Discussion ensued. The Question was called. The Motion was approved with some dissent.

LEADERSHIP COUNCIL REPORT

RE Midge Slater reporting – Leadership Council recommends that Presbytery approve the updated job descriptions for the Stated Clerk and Treasurer – The vote could not be held because the documents were not included in the packet.

- **Leadership Council recommends that Presbytery approve the updated financial policies.** A minor change was made to correct language concerning end of the year expenses. **A motion was made to strike the statement that Presbytery will only forward to Synod and GA what has been received. The motion was seconded and discussion ensued.** It was noted that covenant is at the heart of our theology and our payment of per capita is part of that commitment to one another as a connectional church. **The amendment was voted on and required a division of the house – yeas 36, no 16 and 4 abstentions. The Motion was then voted on and approved by the majority.**

COMMITTEE ON BUDGET AND FINANCE REPORT

TE Bob Zirkelbach & RE Susan Voss reported that the committee has been debating how we can balance the budget going forward. Right now the Committee has 4 options for the budget proposal in November: We could raise per capita by $14 per member; cut EP position and Office Manager to ¾ time and raise per capita by $7; raise per capita by $2 per member and continue to fund the budget shortfall through reserves; proceed with shared staffing model and have to pull $120,000 from the reserves.

Actual deficit was -$78,000 on the first pass of the budget. Do we start spending the money we have in reserves to cover the budget shortfall? Leadership Council has sent to the Committee on Property the mandate to see if we can sell the offices.

Break for Lunch

Reconvened at 1:00 pm with Presbytery announcements – First Presbyterian Church of Dallas Center is celebrating 150 years this year on August 25, 2019 – worship at 10:00 and a special program at 1:30 pm

COMMITTEE ON STEWARSHIP AND MISSION INTERPRETATION REPORT

RE Peri Van Tassel, moderator, gave a short devotion about God's abundance and prosperity. There will be a Stewardship event on Saturday, September 7 at Ankeny Presbyterian Church from 10-Noon.

Peri gave a presentation about the General Mission giving for this next year, along with Special Mission giving and per capita with the reminder that Christ's mission is larger than us and we get to do it

together. Last year 16 churches took up the committee's challenge and increased their general mission giving. The Challenge this year is to increase your church's mission giving by ½% of your church's total budget. Emails will go out with the pledge forms in September to be returned by November 1, 2019.

COMMITTEE ON CAMPING AND YOUTH MINISTRIES REPORT

Dennis Britson gave the report with three recommended actions.

- **Motion:** Permission for communion at remaining 2019 events and at 2020 events – **Motion approved**
- **Motion:** Permission for committee to direct distribution from Walther Fund for scholarship recipients with special needs – **Motion approved**
- **Motion:** Unitrust Distribution Method of 6% of the corpus/principal of the investment accounts designated for camping and youth ministries annually for the camping and youth ministries with any unspent monies of the budgeted funds to return to corpus. This refers to the Knox Knolls funds. This is a large increase in spending for camping and youth – have been averaging around $10,000 a year for scholarships plus around $6,000 for renting the camp plus about $9,000 for Triennium every third year. Camping budget is $5,600 and this year we had 39 kids for Summer Fun & Friends Camp. Scholarships are not limited to that camp but are open to other Christian camps. They also do scholarships for Triennium and Synod School – **Motion approved**

COMMITTEE ON PREPARATION FOR MINISTRY REPORT

Committee member RE David Boyd presented Hannah Lundberg for enrollment as a Candidate after being an Inquirer. Hannah spoke for a few minutes and is about to start her second year of seminary. She is starting an internship this next year and is working with the worship group at the seminary to help plan worship – **Motion approved** –David Boyd prayed for Hannah and her continuing journey.

Cindy Ray has completed her ordination exams and has been certified ready to receive a call.

RETIREMENT FOR REV. JEFF MEANS

RE Dwight Tomes led the service for Honorable Retirement for Rev. J. Jeffrey Means, who was a member of this Presbytery for 39 years through his work at Des Moines Pastoral Counseling Center

IOWA PRESBYTERIES CONVERSATION REPORT

TE Kirsten Klepfer gave the report. Our Presbytery has a lot we need to think about as this is not a solution to all our problems. This group has been meeting for 4 years now and this final plan is their best guess to how we can organize ourselves. The entire document will be up on the website. Kirsten walked through some of the FAQ's and discussed them. This is now a 7-year plan/commitment and they have come up with a process of evaluation. The Head of Staff will now be the Administrative Executive Presbyter, not the Mission & Vision Executive Presbyter. The presbyteries will not be merging – they will have separate Presbytery meetings except one joint meeting per year. There will be one office where the Administrative Executive Presbyter will be housed. Current staff will be able to apply for the new positions. This is not a money saving plan – it's a plan with growth in mind. Timeline: we will hold two more gatherings before the November Presbytery meeting and all three presbyteries vote this October & November.

OLDER ADULT MINISTRIES REPORT

TE Marcy Campbell reported that a special luncheon for *Faithful Through the Years* will be held at Noon on October 5, 2019 at Trinity United Presbyterian Church in Indianola.

COMMITTEE ON COMPASSION, PEACE AND JUSTICE REPORT

TE Meghan Davis reported about our International Peacemaker, Rev. Arlington Trotman, who will be speaking on October 6 at 4:00 pm at Heartland Presbyterian Church in Clive. It was also noted that the *Just Neighbors* banner and reward recipients will receive a monetary gift from the committee.

TEMPORARY EXECUTIVES REPORT

TE Bob Houser reported – The new Interim Executive should be in place before the November meeting. TE Dave Feltman & Bob are done September 30. There are some training opportunities coming up: Bob will do Church Officer Nominating Committee Training sessions on September 15, 17 and 22 – Boundaries training on September 29 at Community United Presbyterian Church in Hartford.

STATED CLERK'S REPORT

Stated Clerk TE Kristin Pike reported:

- **Motion** to have the following minister members transferred to the following Presbyteries, per their request:

Katherine Pater	Boston Presbytery
David Braak	Lake Michigan

  Motion approved.

The minutes of the Presbytery of Des Moines for 2018 were reviewed in May and were found to be in good order. The required statistics from our presbytery were also submitted to the General Assembly.

Highland Park Presbyterian Church was officially dissolved in June and was so recorded with the denomination.

Reminder: Iowa Presbyteries Gathering on November 1-2 at Heartland Presbyterian in Clive – check the Presbytery website for all details and to sign up.

Our November Stated Meeting will be on Tuesday, November 12, 2019 at Trinity United Presbyterian Church in Indianola, IA. If your church would be willing to host the February or May meetings in 2020, please let me know.

ADJOURNMENT AND BENEDICTION

There being no further business, Presbytery VOTED to adjourn the meeting at 3:00 pm. The meeting was then adjourned with prayer by Moderator Alex Thornburg.

Respectfully Submitted,
TE Kristin Pike, Stated Clerk

The following written reports were also received and are included as Appendices:

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APPENDIX 1

LEADERSHIP COUNCIL REPORT

August 17, 2019

Council recommends approval by Presbytery of the following revised Financial Policies:

Presbytery of Des Moines
Financial Policies Approved February 9, 2019

Objective:
These policies are intended to provide assurance that the financial resources of the Presbytery are managed in accord with the direction of the Leadership Council and Budget & Finance Committee. The Presbytery's Leadership Council shall supervise the management and expenditure of the budget on recommendation from its Budget and Finance Committee. The Presbytery Treasurer, Executive Presbyter, Stated Clerk shall be authorized to sign checks and shall be bonded. The insurance policy of the presbytery shall include the bonding of all persons who handle money; property and vehicle coverage; and liability, in amounts deemed adequate by the Budget and Finance committee.

Responsibilities:
The Leadership Council and Budget & Finance Committee are jointly responsible for establishing the policies and practices under which financial management will be governed. The staff is responsible for assuring that all policies and practices are being followed. The fiscal year shall be the same as the calendar year.

Roles:

1. The Leadership Council will ensure creation of strategic plans setting the direction for Presbytery activities.
2. The Budget & Finance Committee will prepare and recommend to Presbytery an annual budget consistent with the strategic plan. The budget will be approved by Presbytery prior to the beginning of each fiscal year.
3. The Budget & Finance Committee will also be responsible for monthly oversight of financials; investment policy and oversight of investments; financial risk management, including oversight of insurance coverage; and reporting to the Leadership Council and to Presbytery.

Expense Reimbursement:
Vouchers for specific purposes will have receipt(s) attached for expenses other than mileage reimbursement. The mileage rate shall be the approved IRS rate. These vouchers must be signed by the moderator of the committee, a staff person, Stated Clerk or others authorized by the Leadership Council. Vouchers will be paid at least monthly. No one is authorized to sign their own voucher. Vouchers will be submitted within 30 days of incurring the expense or before January 10 of the New Year.

Presbytery checks should be cashed within 30 days; after 90 days the recipient will be notified. Payment will be stopped on checks not cashed after one year.

Any motions on the floor of the Presbytery meeting having fiscal impact on the presbytery, or any requests for presbytery funds beyond the budget, shall automatically be referred to the Leadership Council for consideration, including review by the Budget and Finance committee.

Accounting Policies:

1. The Presbytery will use Generally Accepted Accounting Principles (GAAP) as its financial reporting framework.
2. Monthly financials will be prepared by the Presbytery's accounting firm in collaboration with staff and will be reviewed monthly by the Budget & Finance Committee.
3. The Presbytery will engage with an external accounting firm to conduct an annual audit of its finances. The audit will be reviewed by the Budget & Finance Committee, which will recommend its approval to the Leadership Council.
4. The Presbytery will adopt a conflict of interest policy applicable to all staff, members of the Budget & Finance Committee, and Leadership Council.
5. The Presbytery will adopt and comply with a records' retention policy.
6. Presbytery staff will follow all accounting processes and procedures that have been approved by the Budget & Finance Committee and the Leadership Council.
7. Presbytery funds may be commingled in deposit in order to earn maximum interest and give the greatest convenience for payments.
8. *Checks for greater than $10,000 will require two approved signatures with the exception of payments to the Synod of Lakes and Prairies and General Assembly.*

Cash Management:

1. Presbytery staff will assure that sufficient cash is on hand to meet financial obligations and that cash is deposited in an FDIC-insured financial institution. The presbytery shall maintain an unrestricted Reserve Fund to cover cash flow and meet contingencies and emergencies. The normal minimum amount of the reserve shall be one-half of the current year's operating budget. Expenditures from the Reserve Fund shall only be by action of the Presbytery on recommendation of Leadership Council.
2. *The offering at each presbytery worship service shall be counted by two members of the host church with a report of the total presented to the stated clerk. The offering should then be deposited by the host church and a check written to the presbytery for the reported amount. If that is not possible the offering should be placed in a sealed envelope and presented to a presbytery staff person or officer other than the stated clerk for delivery to the office and deposit.*

Donations Designation:

1. All donations will be classified in one of two categories:
    a. Operating funds. These are funds donated without restriction and are used as the staff determines need, according to the budget and strategy of the Presbytery.
    b. Designated funds. These are donations with specific use restrictions initiated by the donor. These funds will be segregated for accounting and investment purposes. Staff will report annually to the Budget & Finance Committee and Leadership Council and donors on the funds being used for the defined purpose.
2. Presbytery staff will insure that all spending requirements attached to any restricted, designated, or grant-funded resources are tracked and complied with. Should the

Presbytery desire to deviate from any such requirements, permission will be sought from the original funding source and will be documented by staff.

Per Capita and Mission:
Churches unable to pay their full per capita will request in writing their plan for per capita payment to the Budget and Finance Committee for approval. If the church chooses to withhold its per capita payment to make a statement they should present a plan in writing to the Budget and Finance Committee for how these per capita dollars will be used to support mission of the Presbyterian Church (U.S.A.).

Presbytery will forward to Synod and General Assembly their portions of such apportionments and mission contributions as presbytery receives them from its sessions.

~~**Investment Policy:**~~
~~For definition purposes, the term "Investment" means any financial asset owned by the Presbytery that is not cash deposited with a FDIC insured institution (including CDs) or Money Market funds with assets guaranteed by the US government.~~

1. ~~All investments will be held in accounts with institutions recommended by the Budget & Finance (add Living Legacy Fund Committee as appropriate) Committee and approved by the Leadership Council.~~
2. ~~The Presbytery accepts a moderate level of investment risk. This precludes investments in high risk securities. This requires a balanced asset allocation strategy to diversify risk.~~
3. ~~The Budget & Finance Committee (add Living Legacy Fund Committee as appropriate) is responsible to review investment performance, risk, and advisor performance annually (after receipt of the annual statement from the Investment Advisor) and make recommendations for changes to the Leadership Council.~~ *

* The Committee of the Living Legacy Fund is working on Investment Policies for the Presbytery.

The Council took the following actions since the last meeting of the Presbytery:

- It was VOTED to set up an information page on the Presbytery website about the ongoing Iowa Conversation and the proposed staffing agreement.
- It was VOTED to approve adding $1,000 to the budget for Leadership Council expenses next year and adding $2,000 to the budget for Presbytery training events
- It was VOTED to approve the updated job description for the Presbytery Treasurer
- It was VOTED to approve the move to a traditional liaison model for the COM and to have the Presbytery vote on this change at the August meeting
- It was VOTED to have the current COM members be a transition team until January when new members elected by Presbytery will be on board. In the meantime, the Interim EPs will help moderate the COM.
- It was VOTED to approve the updated Financial Policy recommended by the Budget & Finance Committee
- It was VOTED to approve the updated job description for the Stated Clerk for vote at the August Presbytery meeting
- It was VOTED to appoint Leadership Council members Gloria Gray and Carol Ferrell to work with the Temporary EPs as the Personnel Committee for staff reviews this year

- It was VOTED to recommend the shared staffing model proposed by the Iowa Conversation group to the Presbytery for a vote at the November stated meeting
- It was VOTED to hold two Presbytery gatherings before the November stated meeting for questions and discussion of the shared staffing agreement
- It was VOTED to ask Budget & Finance to present a balanced budget at the November Presbytery meeting
- It was VOTED to ask Property Committee to evaluate the Presbytery office and cost, up to and including the possibility of selling the property
- It was VOTED to approve the salary recommendations for 2020 for the Office Manager and the Stated Clerk from the Personnel task group within the Council

The Council recommends the following:

- Leadership Council recommends that Presbytery approve the updated job descriptions for the Stated Clerk and the Treasurer
- Leadership Council recommends that Presbytery approve the updated Financial Policy

Council members:
TE Alex Thornburg, Moderator of Presbytery (Clive, Heartland)
RE Sandy Wagener, Vice-Moderator of Presbytery (Ankeny)
RE Polk Davison (Des Moines, Westminster)
RE Carol Ferrell (Clive, Heartland)
RE Gloria Gray (Des Moines, Central)
TE Ekram Kachu (Des Moines, First Arabic)
TE Tim Maxa (Lenox, United & Sharpsburg)
RE Roxanne Neary (Des Moines, Westminster)
RE Gary Parsons (Newton, First)
RE Joe Weinman (Indianola, Trinity United)

Respectfully Submitted,
RE Midge Slater, Moderator of Council (Des Moines, First)

APPENDIX 2

COMMITTEE ON BUDGET AND FINANCE REPORT

August 17, 2019

Presbytery Report

Presbytery of Des Moines
For the period ended June 30, 2019

Prepared by
Corwin, Reichter & Company, P.C.

Prepared on
August 15, 2019

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Statement of Financial Position

As of June 30, 2019

	As of Jun 30, 2019	As of Jun 30, 2018 (PY)	Total Change
ASSETS			
Current Assets			
Bank Accounts			
1000 Checking	646,482.92	903,528.43	-257,045.51
1050 HPPC Checking	738.00		738.00
1105 Money Market	59,452.98	69,072.07	-9,619.09
1180 Certificates of Deposits	607,113.84		607,113.84
Total Bank Accounts	**1,313,787.74**	**972,600.50**	**341,187.24**
Accounts Receivable			
1200 Accounts Receivable	191,747.89	163,912.34	27,835.55
Total Accounts Receivable	**191,747.89**	**163,912.34**	**27,835.55**
Other Current Assets			
1220 Allowance for Uncollectible Accounts	-39,530.27	-13,000.00	-26,530.27
1250 Undeposited Funds	0.00	170.00	-170.00
1280 Inventory Asset	307.94	5,099.71	-4,791.77
1290 Prepaid Expenses	0.00	2,100.00	-2,100.00
1300 Investments	631,062.21	456,084.56	174,977.65
Total Other Current Assets	**591,839.88**	**450,454.27**	**141,385.61**
Total Current Assets	**2,097,375.51**	**1,586,967.11**	**510,408.40**
Fixed Assets			
1510 Office Equipment	22,143.64	22,143.64	0.00
1520 Real Estate - Buildings	1,038,290.00	337,422.76	700,867.24
1530 Real Estate - Land	99,000.00	64,732.00	34,268.00
1590 Accumulated Depreciation	-56,195.74	-79,857.58	23,661.84
Total Fixed Assets	**1,103,237.90**	**344,440.82**	**758,797.08**
TOTAL ASSETS	**$3,200,613.41**	**$1,931,407.93**	**$1,269,205.48**
LIABILITIES AND EQUITY			
Liabilities			
Current Liabilities			
Accounts Payable			
2000 Accounts Payable	39,480.34	93,791.11	-54,310.77
Total Accounts Payable	**39,480.34**	**93,791.11**	**-54,310.77**
Credit Cards			
2120 Credit Card	214.42	749.01	-534.59
Total Credit Cards	**214.42**	**749.01**	**-534.59**
Other Current Liabilities			
2130 Easter Lake Daycare Deposit (deleted)	0.00	6,500.00	-6,500.00
2200 Accrued Property Taxes (deleted)	0.00	44,216.70	-44,216.70
2300 Trust Funds	44,621.07	30,459.71	14,161.36

	As of Jun 30, 2019	As of Jun 30, 2018 (PY)	Total Change
2420 Deferred Grant Revenue	0.00	11,000.00	-11,000.00
Total Other Current Liabilities	**44,621.07**	**92,176.41**	**-47,555.34**
Total Current Liabilities	**84,315.83**	**186,716.53**	**-102,400.70**
Total Liabilities	**84,315.83**	**186,716.53**	**-102,400.70**
Equity			
3100 Net Assets, without Donor Restrictions	1,355,615.71	1,458,273.85	-102,658.14
3500 Net Assets With Donor Restrictions	99,490.36	147,323.57	-47,833.21
3998 Retained Earnings	0.00	0.00	0.00
Net Income	1,661,191.51	139,093.98	1,522,097.53
Total Equity	**3,116,297.58**	**1,744,691.40**	**1,371,606.18**
TOTAL LIABILITIES AND EQUITY	**$3,200,613.41**	**$1,931,407.93**	**$1,269,205.48**

YTD Actuals vs Budget Summary

January - June, 2019

	Actual	Budget	over Budget	Total % of Budget
INCOME				
4000 Total Per Capita	276,150.06	274,815.00	1,335.06	100.49 %
4002 Synod Support Staff Salaries	8,952.94	7,350.00	1,602.94	121.81 %
4004 Presbytery General Mission	66,597.24	68,600.00	-2,002.76	97.08 %
4008 H.A.E. Income	3,000.00	3,000.00	0.00	100.00 %
4009 Donations	1,254.31		1,254.31	
4020 Interest Income	3,882.23	13,312.50	-9,430.27	29.16 %
4024 Investment Income	63,333.80	4,000.00	59,333.80	1,583.35 %
4100 Designated Gifts	2,629.04		2,629.04	
4200 Property Related Income	1,040,450.48		1,040,450.48	
4300 Youth Mission Revenue	31,644.27	5,600.00	26,044.27	565.08 %
4700 Compassion, Peace & Justice	662.00		662.00	
4810 Misc Product Sales	150.00	1,650.00	-1,500.00	9.09 %
Total Income	**1,498,706.37**	**378,327.50**	**1,120,378.87**	**396.14 %**
COST OF GOODS SOLD				
4900 Cost of Goods Sold	169.28	1,567.50	-1,398.22	10.80 %
Total Cost of Goods Sold	**169.28**	**1,567.50**	**-1,398.22**	**10.80 %**
GROSS PROFIT	**1,498,537.09**	**376,760.00**	**1,121,777.09**	**397.74 %**
EXPENSES				
5100 Governance Expenses	87,965.70	67,010.95	20,954.75	131.27 %
5200 Administrative Expense	25,336.69	31,350.00	-6,013.31	80.82 %
5300 Office Expense	14,963.65	18,150.00	-3,186.35	82.44 %
5500 Personnel	90,339.77	83,275.00	7,064.77	108.48 %
6000 Designated Expenses	2,809.44		2,809.44	
6100 Extension of Ministries	41,611.41	29,100.00	12,511.41	142.99 %
6200 Support of Local Ministires	3,827.88	8,525.00	-4,697.12	44.90 %
6300 Youth Mission Expenses	23,104.01	0.00	23,104.01	
6700 CP&J Expenses	7,175.70		7,175.70	
8200 Easter Lake	1,126.80		1,126.80	
8300 New Sharon Property	37.38		37.38	
8500 Highland Park Property	3,024.53		3,024.53	
Total Expenses	**301,322.96**	**237,410.95**	**63,912.01**	**126.92 %**
NET OPERATING INCOME	**1,197,214.13**	**139,349.05**	**1,057,865.08**	**859.15 %**
OTHER INCOME				
9000 Gain (Loss) on Sale of Assets	463,977.38		463,977.38	
Total Other Income	**463,977.38**	**0.00**	**463,977.38**	**0.00%**
NET OTHER INCOME	**463,977.38**	**0.00**	**463,977.38**	**0.00%**
NET INCOME	**$1,661,191.51**	**$139,349.05**	**$1,521,842.46**	**1,192.11 %**

A/R Aging Summary

As of June 30, 2019

	Current	1 - 30	31 - 60	61 - 90	91 and over	Total
Adair First Presbyterian Church	900.00					900.00
Allerton United Presbyterian Church	6,300.00					6,300.00
Ankeny Presbyterian Church	15,300.04					15,300.04
Atlantic First United Presbyterian Church	1,000.00	277.00			3,450.00	4,727.00
Audubon First Presbyterian Church	1,200.00				2,455.00	3,655.00
Brooklyn First Presbyterian Church					3,600.00	3,600.00
Carlisle Scotch Ridge Presbyterian Church	500.00					500.00
Centerville First Presbyterian Church	1,200.00					1,200.00
Clive Heartland Presbyterian Church	17,035.00				14,956.81	31,991.81
Corning First Presbyterian Church	7,217.50					7,217.50
Creston First Presbyterian Church					4,950.00	4,950.00
Creston Platte Center Presbyterian Church	1,512.50					1,512.50
Dallas Center First Presbyterian Church	15,000.00					15,000.00
Dexter First Presbyterian Church	1,415.00					1,415.00
DM Douglas Avenue Presbyterian Church	800.00					800.00
DM First Arabic Presbyterian Church		860.00	136.61		1,935.00	2,931.61
DM First Presbyterian Church	1,991.25	305.00	750.00			3,046.25
DM Fort Des Moines Presbyterian Church					900.00	900.00
DM Park Avenue Presbyterian Church	2,666.25					2,666.25
DM Union Park Presbyterian Church	750.00					750.00
DM Westminster Presbyterian Church	23,670.00					23,670.00
Earlham First Presbyterian Church	855.00					855.00
Greenfield First Presbyterian Church	2,376.86					2,376.86
Grimes First Presbyterian Church	3,350.00					3,350.00
Grinnell First Presbyterian Church	6,847.00					6,847.00
Hartford Community United Presbyterian Church	1,012.50					1,012.50
Indianola Trinity United Presbyterian Church	4,000.00					4,000.00
Johnston St Paul Presbyterian Church					2,555.00	2,555.00
Knoxville First Presbyterian Church	500.00				1,350.00	1,850.00
Lenox United Presbyterian Church	3,250.00					3,250.00

	Current	1 - 30	31 - 60	61 - 90	91 and over	Total
Lucas First Presbyterian Church	890.00					890.00
Malcom First United Presbyterian Church					1,215.00	1,215.00
Monroe Presbyterian Church	2,440.00					2,440.00
Mount Ayr United Baptist-Presbyterian Church					3,420.00	3,420.00
Newton United Presbyterian Church	3,050.25					3,050.25
Oskaloosa First Presbyterian Church	3,000.00					3,000.00
Ottumwa Westminster Presbyterian Church	900.00					900.00
Perry First Presbyterian Church	1,967.50					1,967.50
Sigourney First Presbyterian Church	1,500.00					1,500.00
WDM Covenant Presbyterian Church	8,530.00					8,530.00
Windsor Heights Windsor Presbyterian Church	5,075.82	630.00				5,705.82
TOTAL	$148,002.47	$2,072.00	$886.61	$0.00	$40,786.81	$191,747.89

A/P Aging Summary

as of June 30, 2019

	Current	1 - 30	31 - 60	61 - 90	91 and over	Total
Arabic Outreach Center	1,015.65					1,015.65
Centurylink (Pby)		271.55				271.55
Corwin, Reichter & Company, PC	1,911.60					1,911.60
CROSS Ministries	2,899.77					2,899.77
David Feltman - Expenses	513.40					513.40
First Arabic Presbyterian Church	150.00					150.00
Iowa Secretary of State		5.00				5.00
Kathy Smith		23.75				23.75
Laser Resources		11.89				11.89
Mary's Cleaning Care	209.88	381.60				591.48
Meriwether Wilson & Co PLC	500.00					500.00
MidAmerican Energy (HP)	744.85					744.85
Office Depot Business Credit		201.24				201.24
PCUSA (Per Capita)	8,179.51					8,179.51
PCUSA Box 643751	300.00					300.00
POAMN -		418.00				418.00
Presbyterian Disaster Assistance		1,643.79				1,643.79
Rev Marcy Campbell		24.70				24.70
Synod of Lakes and Prairies	20,074.16					20,074.16
TOTAL	**$36,498.82**	**$2,981.52**	**$0.00**	**$0.00**	**$0.00**	**$39,480.34**

APPENDIX 3

COMMITTEE ON CAMPING AND YOUTH MINISTRIES REPORT

August 17, 2019

The committee recommends the following:

- A Unitrust Distribution Method of 6% of the corpus/principal of the investment accounts designated for camping and youth ministries annually for the Presbytery's camping and youth ministries programming and scholarships. Any unspent monies of the budgeted funds to return to corpus/principal each year.
- That the committee shall have discretion to direct distributions from the Walther Fund for recipient need scholarships.
- Permission for the committee to serve Communion at our remaining 2019 events and at our 2020 events.

The committee reports the following:

- The Presbytery sent a delegation of 3 adults and 26 youth to the Presbyterian Youth Triennium July 16-20 at Purdue University in West Lafayette, IN.
- The Summer Fun and Friends Camp took place at Camp Wesley Woods near Indianola July 8-13.
- The committee issued scholarships totaling $3,745.00 for:
    1. An outside church camp
    2. Synod School
    3. Triennium

We also granted full or partial camp registration fee waivers in the amount of $6,402.50. The vast majority, thirty-three (33), of our thirty-nine (39) Summer Fun and Friends campers needed financial assistance.

2019 Presbyterian Youth Triennium

2019 Summer Fun and Friends Camp

Committee members:
RE Barb Britson (Dallas Center, First)
CRE Melanie Halferty (Allerton, United)
TE Tim Maxa (Lenox, United and Sharpsburg)
RE Leslie Mettler (Des Moines, First)
RE Lisa Whitmarsh Peterson (Des Moines, Park Avenue)
RE Ann Polito (Hartford, Community United)
RE Laura Schieber (West Des Moines, Covenant)

Respectfully Submitted,
RE Dennis Britson, Moderator (Dallas Center, First)

APPENDIX 4

COMMITTEE ON COMPASSION PEACE AND JUSTICE REPORT

August 17, 2019

sponsored by
THE PRESBYTERY OF DES MOINES COMMITTEE ON COMPASSION, PEACE AND JUSTICE
&
THE PRESBYTERIAN PEACEMAKING PROGRAM OF THE PRESBYTERIAN CHURCH (U.S.A.)

International Peacemaker
REV. ARLINGTON TROTMAN

Arlington Trotman is the former moderator of the Churches' Commission for Migrants in Europe (CCME), an organization of churches and ecumenical councils from 18 European countries that advocates for migrants, refugees, and minority groups. He is an ordained minister with the Methodist Church in Britain, serving in a variety of capacities. He previously was managing director of AW Trotman Associates doing work on anti-racism and discrimination as well as equality policy and practice promoting good community relations in church and society.

His expertise and the topics he is prepared to address include these from the Mathew 25 Church Initiative: hunger ministries (I was hungry and you gave me food), immigration/migration/refugee welcome (I was a stranger and you welcomed me), and racism/systems of oppression and violence (I was in prison and you visited me).

He will speak to the changing European landscape and religious, political, ethno-cultural and migratory movement, asylum seekers, and a theology of unity and the intersections of host and guest.

On World Communion Sunday – **OCTOBER 6 AT 4:00 P.M.** – the Committee on Compassion, Peace & Justice will host Rev. Trotman at Heartland Presbyterian Church, 14300 Hickman Road, Clive, for worship, his presentation, and a time for questions. His topic is timely and his experience is relevant to the important issues of our day. Please join us for information, inspiration, community, and light refreshments!

The Committee will also make Rev. Trotman available for other engagements by invitation to CP&J Moderator Rev. Meghan Davis (revmeghandavis@gmail.com). He will be with us from **October 3 through October 5**. Reserve a time early as his schedule will fill quickly.

COMPASSION peace AND JUSTICE
Presbytery of Des Moines

APPENDIX 5

SUB-COMMITTEE ON CONGREGATIONAL HEALTH REPORT

August 17, 2019

The original Older Adult Ministry Task Force (OAM), which now falls under this sub-committee, seeks to lift up the ministries of older adults in the presbytery as they serve the Lord in their home churches. We are connected with the Presbyterian Older Adult Ministry Network (POAMN). Although we allow church members to self-define what older is, most seniors recognized by OAM and their churches range from 60 years and beyond. Our older adults do everything in church leadership from secretarial help, maintenance, finances, construction, gardening sewing, and much more.

Faithful Through the Years

Each November presbytery meeting since 2010, OAM has recognized those whom their churches and Sessions have selected to be honored. Each congregation within the presbytery is invited to select an individual or couple, or a group, who give service to their churches and the Lord in many varied and specialized ways. Each church who has someone to be honored submits a one-page synopsis of their service with their photograph.

This year these special folks will be honored with a special luncheon at noon October 5, 2019 at Trinity United Presbyterian Church in Indianola. After a complimentary lunch for the honorees, each will receive a certificate and a memento to remember their experience. Some churches hang their photos, certificates and write-ups in their churches to honor them at home as well.

At this November's presbytery meeting their group picture will be projected, and the ***Faithful Through the Years*** brochure distributed.

All honorees' photos and write-ups are stored in the ***Faithful Through the Years*** three-ring binder which is displayed at each presbytery meeting in the OAM exhibit.

Special thanks to those who have assisted with this special program: TE Jane Martinez and RE Liz Stufflebeem (Ottumwa, Westminster); TE Pat Summers (HR); RE Kathy Smith (Des Moines, First); and RE Betty Dyer (Indianola, Trinity United & Presbytery Office).

Moderator TE Marcy Campbell will attend the POAMN Annual Meeting October 15-18, 2019 in Louisville, Kentucky.

Wishing you health and wellness in your golden years!

Respectfully Submitted,
TE Marcy Campbell, Moderator (HR)
revmac@mchsi.com

APPENDIX 6

SUB-COMMITTEE OF CONGREGATIONAL RECONCILIATION REPORT

August 17, 2019

Joining with the sub-committee's members at our regular meetings have been Co-Interim Executive Presbyter David Feltman and Stated Clerk Kristin Pike. We have also met together with the other sub-committee members to jointly meet as the Committee on Ministry.

We continue to work with previous referrals with church pastors and sessions who have requested support and assistance.

We have been working on the project of making an introductory video to address the value of sessions using the document ***Guidelines for Peacemaking through More Effective Governance***.

We have made use of the ZOOM technology to include Jane Martinez in our meeting while she participated from Ottumwa. We appreciate the cooperation of Betty Dyer and Kristin Pike to make this happen.

Task Force members are:

TE Jane Martinez (Ottumwa, Westminster)
RE Joanne Page (Des Moines, Union Park)
TE Sarai Rice (At-Large)
RE John Sprole (West Des Moines, Covenant)

Respectfully Submitted,
RE Lola Peters, Moderator (Ankeny)
515-249-9182
RLP405@msn.com

APPENDIX 7

SUB-COMMITTEE ON CONGREGATIONAL TRANSITION REPORT

August 17, 2019

The sub-committee approved the following:

- A covenant between Douglas Avenue Presbyterian Church of Des Moines and RE Joshua McKenna is effective from July 1, 2019 through December 1, 2019 for an average of 20 hours per week as Interim Pastor. As Interim Pastor, his duties will be:
    - Complete set administrative duties (responding to messages, assist with finances, etc.}
    - Prepare weekly worship service
    - Prepare special services when needed, i.e. Christmas Eve, etc.
    - Participate in evangelism and activities to bring in new members
    - Be available to assist with congregational concerns or needs
    - Work towards being able to assist with communion, baptism, and moderating Session

  The Session and Congregation of Douglas Avenue Presbyterian will:
    - Provide spiritual support for the pastor
    - Provide financial support for the pastor

  Compensation and benefits are:
    - Annual salary, housing allowance - $22,050.00
    - 2 weeks' continuing education per year
    - Vacation 1 week every 3 months
    - Mileage at IRS rate

  This agreement may be terminated by either party upon 30 days' written notice.

Sub-Committee members:
TE Bob Burnett (HR)
RE Sharon Falck (Grinnell, First)
RE Jerry Foley (Johnston, St. Paul)
TE Tim Maxa (Lenox, United & Sharpsburg)

Respectfully Submitted,
RE Joyce Rash, Moderator (Des Moines, Union Park)

APPENDIX 8

COMMITTEE ON MINISTRY REPORT

August 17, 2019

The executive committee of the committee recommends the following;

1. The committee recommends the adoption of the Manual of Operations description of the Commission on Ministry, which follows this report, to replace pages 10-14 of the present Manual of Operations.
2. The committee recommends the presbytery approve the guidelines for salaries for 2020, as shown on page 10, and also the following fees for moderating sessions and pulpit supply.
    a. Fee for moderating sessions of vacant churches - $50.00 plus actual mileage at the IRS professional rate
    b. Fee for pulpit supply - $100 per Sunday for one service plus actual mileage at the IRS professional rate. $125 per Sunday for two services plus actual mileage at the IRS professional rate

The executive committee of the committee reports the following:

1. The committee recommends the presbytery grant Rev. J. Jeffrey Means the status of Honorably Retired effective December 31, 2014.
2. The committee is in the process of appointing liaisons to churches that are in the search process or have other pressing needs. Once these appointments are confirmed they will be communicated to the presbytery. Eventually the plan is for each committee member to be appointed the liaison to three of the churches of the presbytery.
3. The committee wants to offer a special thank you to members of the four task forces that have chosen to retire because of the change in responsibilities for serving on the committee. Many of these folks have been involved in this ministry for fifteen years or longer.
4. The committee is actively moving to a different model of being the committee. A major part of that process has been to create a job description for the executive committee and committee liaisons. In addition, a notebook of resources for committee liaisons to local churches is being created and orientation for committee members will be provided at the next meeting September 3, 2019.
5. The committee's executive committee has authorized scheduling a boundaries/ethics workshop in the fall of 2019. This will be for pastors, commissioned ruling elders and presbytery leadership.
6. The committee wishes to recognize the work of Sarah Keyser and say good bye to her as she leaves her ministry as Commissioned Ruling Elder at First Presbyterian Church of Chariton.

Respectfully Submitted,
TE David Endriss, Moderator (Indianola, Trinity United)

Recommended for the Presbytery of Des Moines Manual of Operations

13.2 The Commission on Ministry

The Presbytery shall elect a moderator and twenty-one (21) members to be its Commission on Ministry, of whom at least ten (10) shall be teaching elders and the balance ruling elders. The position of moderator is a one-year term but can be renewable for two additional years.

The Executive Presbyter shall serve as a resource for the commission without vote.

The quorum of the commission shall be one-third of its voting members with at least one teaching elder and one ruling elder.

The commission may elect a vice-moderator, or co-moderators, as they deem appropriate. The Stated Clerk of the Presbytery shall serve as the secretary for the commission. The Stated Clerk will serve as a resource for the commission without vote.

The commission shall for an executive committee made up of the commission moderator, vice-moderator or co-moderator, the Stated Clerk and the Executive Presbyter. Duties for this executive committee shall be to:

Schedule boundaries/ethics training at least every two years and to keep a record of those who have attended such events.

Review the terms of call, terms of interim contracts, and terms for commissioned ruling elders annually.

Propose to the commission for recommendation to the presbytery, the minimum terms of call for the next year.

Consider confidentially requests for financial assistance for pastors in need.

The commission shall have these responsibilities.

The commission is authorized to act on behalf of Presbytery to find in order calls issued by churches;

to approve and present calls for services of ministers;

to approve the examination of and approve membership of teaching elders and lay pastors transferring from other Presbyteries;

to dissolve pastoral relationships in cases where the congregation and pastor concur;

to grant permission to labor within or outside the bounds of the Presbytery; and to dismiss ministers to other Presbyteries and to dismiss ministers to other Presbyteries, with the provision that for approval all such actions will be reported to the next Stated Meeting of Presbytery.

Commissioned Lay Pastors:	The commission shall recommend to Presbytery for approval all actions with regard to commissioning lay pastors.
Members of Presbytery:	The commission shall present to the February Stated Meeting of Presbytery an annual review of

	the terms of call for teaching elders and shall recommend by the May meeting minimum terms of call for the next calendar year.
Administration of the Lord's Supper:	The commission shall report to Presbytery specific elders to administer or preside at the Lord's Supper for a period of time not to exceed one year.
Membership Categories:	The commission shall recommend to Presbytery membership status.
Strategy for Churches:	The commission shall consult with churches about strategy relating to matters of pastoral staff, property, resources, and program and shall recommend or report to Presbytery appropriate changes.
Pension Representative:	The Stated Clerk of the Presbyter shall serve as the Board of Pension's Representative, to resource the commission and the Presbytery and to coordinate retirement and memorial recognitions of ministers.
Continuing Education and Pastoral Care:	The commission shall review regularly the continuing education and personal well-being of teaching elders, lay pastors.

The commission shall provide for ethics/boundaries training opportunities at least every other year.

Through its liaisons conduct triennial visits.

Through its liaisons, work with Pastor Nominating Committees to conduct searches for pastoral leadership.

5-Year History
Pastoral Compensation Minimums
Presbytery of Des Moines

	2016	2017	2018	2019	2020
Effective Salary [1]	$44,917	$45,815	$47,000	$47,987	$48,947
Pension Dues [2]	36.5% w/family 35% member only	36.5% w/family 35% member only	37% w/family 37% member only	37% w/family 37% member only	37% w/family 37% member only
Continuing Ed. Dollars [3]	$1,500	$1,500	$1,500	$1,500	$1,500
Continuing Ed. Leave [3,4]	2 weeks	2 weeks	2 weeks	2 weeks	2 weeks
Auto Reimburse	Actual or IRS	Actual or IRS	Actual or IRS	Actual or IRS	Actual or IRS
Vacation [3]	4 weeks	4 weeks	4 weeks	4 weeks	4 weeks

[1] Effective Salary includes cash salary; employee contributions to 403(b) plans, tax sheltered annuity plans; salary reduction contributions to flexible health spending accounts and cafeteria plans; housing, utilities, and furnishings allowances; employing organization contributions to 403(b) plans, tax sheltered annuity plans, equity allowances; bonuses, overtime pay, professional expense allowances that are not set up on an "accountable reimbursement" basis, gifts from employing organization, manse equity allowances; other allowances such as medical deductible, insurance premiums, and the portion of any SECA allowance that exceeds 50% of the SECA obligation; and an amount for the manse equal to 30% of all the above if the member lives in employer provided housing. See Board of Pensions publication, *Understanding Effective Salary*:http://www.pensions.org/file/what-we-offer/benefits-guidance/forms-documents/Documents/pln-103.pdf/

[2] The Board of Pensions plan includes health insurance, disability insurance, life insurance, and survivor benefits, along with retirement pension benefits.

[3] Continuing Education dollars and leave are not lost if not used by the end of the year but accumulate up to a maximum of three years' worth. Example: If no continuing education was taken in 2018 and 2019, the dollars and time available for 2020 would be $4,500 (1,500+1,500+1,500) and 6 weeks. To avoid budget surprises, any such carryover should be reported to the Session in advance.

[4] Sundays are included in the weeks of continuing education and vacation, so a pastor planning continuing education could be away for 2 Sundays for that purpose, and a pastor taking vacation could be away 4 vacation Sundays.

Please note:

- The fee for moderating sessions for vacant churches - $50 plus actual mileage at the IRS professional rate.
- The fee for pulpit supply:
  - $100 per Sunday for one service plus actual mileage at the IRS professional rate.
  - $125 per Sunday for two services plus actual mileage at the IRS professional rate.

APPENDIX 9

COMMITTEE ON PREPARATION FOR MINISTRY REPORT

August 17, 2019

Statement of Faith

Hannah Lundberg

I believe in one triune God who is all-loving, eternal, and impossible to contain within human language and conception. In God's unity, God is also distinguished as three persons: God (or Holy Parent), Son, and Holy Spirit. Though these three persons are distinguishable, I believe that no one is greater than another and together they form the unity of God.

I believe that God created all things in a good and perfect way and is constantly creating in the world. In this, I believe that God is also present in scientific wonders and delights in human exploration and study of these wonders.

I believe that Jesus was both fully God and fully human, and that Jesus' life and ministry serves as a model for how we ought to live and serve one another. In taking on human flesh, human emotions, and human suffering, God expressed God's deep desire to connect with us, meet us where we are, and demonstrate to us that we are understood and known on an intimate level by the God of the universe. I believe that the model of Jesus' life calls us to challenge oppressive powers, stand in solidarity with the downtrodden, view ourselves with humility, turn to God in moments of fear and distress, and express true care and love for the world around us. I believe that through Jesus' life, death, and resurrection, the powers of sin and death were broken, making it possible for us to be delivered from our sinfulness to redemption and eternal life.

I believe that the Holy Spirit meets us everywhere at all times and connects us to both God and one another in hope and love. The Holy Spirit reminds us continually of God's grace and presence and aids us in discernment over difficult decisions and moral choices. The Holy Spirit is powerful and mysterious, always present with us even when we fail to recognize it.

I believe that the words of both testaments of the Bible are holy and inspired by God, though handed down through human interpretation and therefore not inerrant. Interpreting Scripture involves careful consideration of the message of the Bible as a whole, our understanding of who God is and how God works, the context of the authors and interpretations over time, and the inspiration of the Holy Spirit. In this, Scripture is a sacred revelation from God in which we witness the long tradition of God meeting broken people in their brokenness, calling forth those labeled undesirable and continually offering hope and redemption to all.

I believe that the sacraments are sacred rituals that give us the opportunity to engage in embodied, communal practices that reaffirm our relationship to God and ongoing growth as individuals and communities. In both Baptism and the Lord's Supper, we recognize God's gifts of grace toward us and respond with our own gracious reception.

I believe that all people are endowed with gifts to serve the church, the world, and God in community with one another. I believe that we are called to live out our faith together, facing injustices in the world and prayerfully considering how we might best respond. I believe that we are called as Christians to use our time and talents to serve God and stand up for those with less power than ourselves, respecting the dignity and goodness of all of God's creation.

Finally, I believe that in all these things, my perspective will continue to grow and change as my relationship with God grows and changes. There is much to be learned and discerned about God and the many ways God speaks and acts in the world. I believe that no amount of study or discernment will allow any of us to be experts on the divine, and yet I believe that we are called to continue that process of learning throughout our lives, earnestly seeking to learn more about ourselves, our faith, our God, and what God calls us to in this life.

Committee members:
RE David Boyd (Des Moines, Central)
TE Wallace Bubar (Des Moines, Central)
TE Sara Speer Palmer (HR)
TE Betty Sandy (HR)
CRE Bob Waldron (Earlham, First)

Respectfully Submitted,
CRE Linda Curtis-Stolper, Moderator (Newton, First)

APPENDIX 10

PRESBYTERIAN WOMEN OF THE PRESBYTERY REPORT

August 17, 2019

The Gathering of the Presbyterian Women of the Synod of Lakes and Prairies was held on June 20-23, at the Gateway Hotel and Conference Center in Ames, Iowa. Eighteen women from the Presbytery of Des Moines attended.

Kathy Reeves, who recently retired after serving 26½ years with Worldwide Ministries (World Mission) and Presbyterian Women, was the keynote speaker. Elona Street-Stewart, Synod Executive of the Synod of Lakes and Prairie and the Rev. Mary Newbern Williams also spoke at the Plenary Sessions. The Rev. Suzanne Gorhau was worship leader.

The Women of the Presbytery of Des Moines presented Sue Kimball, member of Trinity United Presbyterian Church in Indianola and retiring Moderator of the PW of the Synod of Lakes and Prairies, an Honorary Lifetime Membership to Presbyterian Women. Susan Medsker-Nedderman from Hastings, Nebraska, was installed as Moderator to serve from 2019-2022.

The Rev. Barbara Tooker Todd and Sharon Falck attended the Dakota Presbytery meeting at Pine Ridge, South Dakota on May 3-5. They also attended the Presbyterian Native American Women's Gathering at the Suquamish Casino and Resort in Suquamish, Washington on July 12-14. Presbyterian Women from Texas, New Mexico, Arizona, California, Washington, New York, Kansas, Minnesota and South Dakota were in attendance.

Those attending were encouraged to become involved in leadership roles, informed about the plight native women who are victims of sex crimes and murdered without police protection and shared in the traditions of each tribe that was represented at the meeting.

The Fall Connection for the PW of the Presbytery of Des Moines will be held at Trinity United Presbyterian Church in Indianola on October 12. The Rev. Eugenia Gamble, author of the Horizons Bible Study, *Love Carved in Stone*, will be the guest speaker. Further information about the meeting will be coming soon.

Respectfully Submitted,
RE Sharon Falck, Presbyterian Women of the Presbytery Moderator (Grinnell, First)

Report on Dakota Presbytery Visit

Women of Dakota Presbytery attend national gathering of native women

Native women from across the nation attended a meeting in Tacoma, Washington in early July. Representing Dakota Presbytery were: Fern Cloud (CP and Clerk of the Presbytery); Susie Amos

(moderator of Dakota Presbytery PW); and Rev. Danelle McKinney (member of the planning committee). Madison McKinney, Danelle's daughter, led one of the workshops at the event.

Also attending were: Jenny Lee (moderator of Churchwide PW, the first Korean woman to hold that position); Rev. Irvin Porter (Associate for Native American Congregational Support for the denomination); and Elona Street-Stewart (Synod Executive of the Synod of Lakes and Prairies, and member of the Delaware Nanticoke Tribe).

This national gathering gave native women the opportunity to share perspectives on issues that mattered to them, to develop leadership skills and to encourage one another to step into roles of responsibility at Presbytery, Synod, and the General Assembly levels.

Each day began with Spirit Rising, a time for attendees to step forward with a song, a story, a scripture, or something to bring joyful laughter, as a way of sharing traditions and a way to listen to the great variety of gifts represented at the conference.

Workshops covered topics such as: the structure of the PC(USA), responding to the Doctrine of Discovery, foraging for and using wild plants, and reasons to get involved in leadership.

The final sharing at the event was an Apron Exchange. Each attendee brought an apron to give and returned home with an apron that had been given to them. The Exchange is the ritual ending of every national gathering of native Presbyterian Women and builds relationships among indigenous women.

147th Annual Mission Meeting of Dakota Presbytery hosted by Goodwill Presbyterian Church, Sisseton, SD

Dakota Presbytery has been holding Mission meetings every year since 1872, sharing hosting responsibilities with the Dakota Association of the United Church of Christ. This year, the meeting was hosted by the Goodwill Presbyterian Church in Sisseton SD, one of the oldest congregations in the Presbytery.

A highlight of the meeting involved the youth of Goodwill Presbyterian Church. After singing *Jesus Loves Me* in the Dakota Language, each young person explained a story they had drawn on a poster board, which they then gave as a gift to one of the adults present.

Sharon Falck was the recipient of a poster board story. On his board, Tristen had drawn a turtle (which he said was a symbol of protection), a thunder bird (which he said was a symbol of faith), and a snake (which he said was a symbol of wisdom). Tristen explained that the wisdom of his faith was protecting him as he walked the path of his life.

Respectfully Submitted,

TE Barbara Tooker Todd, Presbyterian Women of the Presbytery Clergywoman

APPENDIX 11

COMMITTEE ON PROPERTY REPORT

August 17, 2019

The committee reports the following:

Highland Park Presbyterian Church, Des Moines

Reviewed initial offers:

- JGC Holdings commercial offer – rejected as very low with limited potential for continued use of property as church or in service to community
- Life Church offer – rejected as very low but with good potential for continued use of property as church; will explore further talks with this group
- Fire Department Employees' Union inspection – possible interest – Gary Owen will also check with Habitat for Humanity as possible partner
- Sundry Church- Andrew Reed – indicated no interest at this time
- Philip Herman – Highland Park Community Church – will follow up with their level of interest

First Presbyterian Church, New Sharon

- Unclaimed funds exist for church from State of Iowa which are probably owed to Presbytery of Des Moines – working to claim them.

Other

- Minor repairs to the Presbytery Office

Committee members:
RE Jeff Egge (Des Moines, Central)
RE Ron Grohe (Windsor Heights, Windsor)
RE Gary Owens (Ankeny)
RE Julie Will (Des Moines, Central)

Respectfully Submitted,
Ranney Ramsey, Moderator (Clive, Heartland)

APPENDIX 12

STATED CLERK REPORT

August 17, 2019

The following churches have not had minutes reviewed and must bring all un-reviewed minutes, as well as all roll books to the review this fall:

Bedford, United	Diagonal, United
Brooklyn, First	LeRoy, First
Creston, Platte Center	Monroe
Deep River, United	Newton, United
Des Moines, First Arabic	Ottumwa, First
Des Moines, Fort Des Moines	Ottumwa, Westminster

All other churches: bring your minutes since the last review to one of the gatherings this fall.

Session Records Reviews will be held on the following dates:

Monday, October 7	First Presbyterian, Grinnell
Tuesday, October 29	First Presbyterian, Lenox
	First Presbyterian, Adair
	First Presbyterian, Centerville

Emails will go out this next week with paperwork, times, and directions for all the locations.

The following minister members have requested transfer to the following Presbyteries:

Katherine Pater	Boston Presbytery
David Braak	Lake Michigan Presbytery

The minutes of the Presbytery of Des Moines for 2018 were reviewed in May and were found to be in good order. The required statistics from our presbytery were also submitted to the General Assembly.

Highland Park Presbyterian Church was officially dissolved in June and was so recorded with the denomination.

A ***Growing Into Tomorrow…Today*** retirement planning seminar from the Board of Pensions will be held at the University of Dubuque Theological Seminary on Wednesday and Thursday, October 2-3, 2019. Any minister member within 15 years of retirement is welcome and encouraged to attend one of these seminars.

I will be at the Mid Council meetings October 17-22 in Baltimore, Maryland

Reminder: Iowa Presbyterians Gathering is on November 1-2 at Heartland Presbyterian Church in Clive – check the Presbytery website for all details and to sign up.

Our November Stated Meeting will be on Tuesday, November 12, 2019 at Trinity United Presbyterian Church in Indianola, IA. If your church would be willing to host the February or May meetings in 2020, please let me know.

Respectfully Submitted,
TE Kristin Pike, Stated Clerk

COMMITTEE ON STEWARDSHIP AND MISSION INTERPRETATION REPORT

August 17, 2019

A. 2020 General Mission Pledge Campaign

An email will be sent in September to Clerks of Session and Pastors with a copy of the new brochure, a 2020 Pledge form and a few FAQs. Each church has an SMI committee member who will be in contact throughout the fall. SMI's request is for a response as to the church's 2020 pledge following its October Session meeting.

B. Special Offerings

Below you will find high-lighted the Theological Education Fund (GA) and the Young Adult Volunteers (YAV) Program. Below in this report you will find information about the October 6 Peace and Global Witness Offering.

We encourage you to have your sessions approve the collection of these offerings before they occur. Some churches approve the special offerings they will collect all at once. **To be considered and recognized as a *Four for Four Congregation*, please note the factors that determine whether or not your offerings are recorded as being paid in a certain year:**

- Did you send the funds that had been collected for the offering to the Presbytery Office?
- Did you send the funds during the calendar year it was collected?

If you have questions, please call the Presbytery Office.

1. The ***One Great Hour of Sharing Offering*** (GA) supports ministries that provide relief to those affected by natural disasters, food for the hungry and support toward the self-development of poor and oppressed communities. This offering is usually collected at Eastertime.
2. The ***Pentecost Offering*** (GA) allows us to invest in faith formation of our youth and join in ministries that address the needs of at-risk children and encourage, grow and support our children, youth and young adults. Forty percent of the money collected stays with the local church to use as it sees fit. This offering will be collected during Pentecost which is June 9 this year.
3. **The ***Peace and Global Witness Offering*** (GA) provides an opportunity to share the peace of Christ by promoting ministries of reconciliation and peacemaking within cultures of violence and conflict—including our own. This offering is collected in October in conjunction with World Communion Sunday which is October 6 this year.**
4. The ***Christmas Joy Offering*** (GA) provides critical financial assistance to church workers and their families in need and supports leadership development and education for students attending Presbyterian-related racial ethnic schools and colleges. This offering is usually collected during Advent each year.
5. The ***Rural Harvest Offering*** (our Presbytery) supports programs and projects addressing root causes of hunger and poverty in rural Iowa and around the world. Half of the proceeds are designated for rural Iowa, and half are designated for international programs benefitting farmers, with a special emphasis on women in agriculture. This offering may be collected at any time – late fall might be a good time to do so.

The Theological Education Fund combines gifts from Presbyterians for students at Presbyterian seminaries throughout the United States. Theological Education Sunday will be celebrated this year September 15.

The Theological Education Fund is the Presbyterian Church (U.S.A.)'s best hope of ensuring the church of Christ is prepared to serve long into the future. The fund is housed at the Presbyterian Foundation and is the sole source of denomination-wide funding for seminaries from the PC (USA).

The Fund relies on donations from Synods, Presbyteries, congregations and individuals to continue a legacy of support. Gifts to this fund help ensure every church has a seminary-trained pastor.

Seminaries are good stewards of the funds provided. Research shows that **91 percent of Presbyterian seminary graduates are employed in the fields they've been called to serve in within one year**. Presbyterian seminary graduates also have less debt than their peers at other seminaries, giving them more flexibility to follow the call of God, no matter where it might lead.

The church needs these graduates – and needs more to see a clear path to seminary. **Out of the current clergy serving in Presbyterian Church (U.S.A.) congregations, 85 percent will likely retire in the next decade.** The next generation of seminarians is energized, enthusiastic and ready to serve.

Any gift is welcome! Once donations are collected each year, the Committee on Theological Education proportionately allocates the funds to ensure each school receives a fair share.

Presbyterian Theological Seminaries:

- **Austin Presbyterian Theological Seminary**, Austin, Texas
- **Columbia Theological Seminary**, Decatur, Georgia
- **University of Dubuque Theological Seminary**, Dubuque, Iowa
- **Louisville Presbyterian Theological Seminary**, Louisville, Kentucky
- **McCormick Theological Seminary**, Chicago, Illinois
- **Pittsburgh Theological Seminary**, Pittsburgh, Pennsylvania
- **Princeton Theological Seminary**, Princeton, New Jersey
- **San Francisco Theological Seminary**, San Anselmo, California
- **Johnson C. Smith Theological Seminary**, Atlanta, Georgia
- **Union Presbyterian Seminary,** Richmond, Virginia and Charlotte, North Carolina

The Young Adult Volunteer (YAV) program is an ecumenical, faith-based year of service for young people, ages 19–30, in over 20 sites in the United States and around the world. YAVs accompany local agencies working to address root causes of poverty and reconciliation while exploring the meaning and motivation of their faith in community with peers and mentors. Benefits throughout the year of service include a regular stipend, housing, transportation and student-loan assistance. **Twenty-five percent of the Pentecost offering supports this program**.

What is the program looking for in a YAV applicant?

- Young adults ages 19–30
- A commitment to serving in culturally and religiously diverse contexts

- Openness to exploring and deepening one's faith in the context of community
- Flexibility, curiosity, patience and a sense of humor!
- The ability to adapt to uncertainty and ambiguity
- A desire to be present with people and with God

Every YAV site strives to embody the following values throughout the year of service:

- Intentional Christian Community
- Simple Living
- Cross-Cultural Mission Leadership Development through Faith in Action
- Vocational Discernment

YAV sites include:

National:	Albuquerque, Asheville, Atlanta, Austin, Boston, Chicago, Chinook, MT, Denver, Indianapolis, Little Rock, Los Angeles, Miami, New Orleans, New York City, Washington, D.C.
Binational:	Tucson/Agua Prieta, Mexico
International:	Colombia, Peru, Philippines, Scotland, South Korea and Zambia.

Here is the timeline for placement:

October 1	Applications open
January 1	Round 1-All sites available, early placement
March 1	Round 2-Most sites available, final date to apply to international sites
June 1	Round 3-National sites only, limited spots available

Make a gift! Visit www.youngadultvolunteers.org and click on *Give Now* to financially support the sustainability of this transformational program. Volunteers are asked to fundraise about 20 percent of the costs to serve as a YAV for one year. The remaining costs are covered by the Presbyterian Church (U.S.A.), PC (USA) congregations and individual donors.

Make checks payable to: Presbyterian Church (U.S.A.) P.O. Box 643700 Pittsburgh, PA 15264-3700. Please include E049075 in the memo line of your check to ensure it is credited to support the YAV program.

C. **Year-Round Stewardship:**

One of the consistent recommendations we hear at Stewardship training events is for congregations to move from a few months of stewardship focus each year centered on the annual pledge drive to a **year-round program** that includes getting the word out about how the money given is being turned into mission and how Christians can grow in their giving and why they might want to. With a year-round program there is time to **highlight the opportunities for gifts** that keep on giving through wills and bequests and to put energy into special offerings and to even look into on-line giving.

If your congregation's stewardship committee is willing to take on the challenge of going year-round, the Stewardship and Mission Interpretation Committee of your presbytery stands ready to assist**. The Committee will debut its Stewardship Training Saturday, September 7 from 10 am to noon at the Ankeny Presbyterian Church**. Members of Session and Stewardship Committees as well as other interested parties are invited to participate. Please see the flyer following the report for more information.

D. Stewardship resources:

1. Presbyterian Foundation – www.presbyterianfoundation.org
   - The Foundation now serves as the Stewardship Committee for the whole denomination.
   - On their main page select ***Who We Serve,*** then ***Churches***, then ***Annual Stewardship and Generosity.*** There you will find links to the ***Giving*** magazine, a stewardship manual, the Annual Stewardship/Generosity Toolbox and a financial health assessment. There is also information about wills and legacy giving, endowments and capital campaigns.
2. Mission Crossroads (magazine) – www.pcusa.org/missioncrossroads
   - Published three times a year featuring stories of PCUSA world-wide mission
3. PCUSA Store – www.pcusastore.com
   - Special offerings material and the Presbyterian Giving Catalogue (think Heifer project style giving) can be found under ***Church Resources***.
     1. Many of these resources, though found in the store, are FREE!
     2. For stewardship books and studies, search "stewardship".

Committee members:
RE Jeanne Burnett (Des Moines, Park Avenue)
RE Joyce Hoffman (Clive, Heartland)
RE Bob Overlin (Des Moines, First)
TE Sue Tomlinson (Ankeny)
TE Nathan Williams (West Des Moines, Covenant)

Respectfully Submitted,
RE Peri Van Tassel, Moderator (West Des Moines, Covenant)
515-681-6082
perilou@mchsi.com

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Learn to grow your stewardship program at a training even sponsored by the Committee on Stewardship and Mission Interpretation

This event is open to everyone:

- Pastors
- Session Members
- Stewardship Committee members
- Congregation members

Ankeny Presbyterian Church
317 SE Trilein Dr
Ankeny, IA 50021
515-964-0264

the PRESBYTERY of DES MOINES

APPENDIX 14

TEMPORARY EXECUTIVE SERVICES REPORT

August 17, 2019

It is a bit bittersweet to be writing this report. When I began in November of 2018 it was just kind of hold things together until the next interim. The longer the temporary time went the more invested in the life of the presbytery I became. For both Dave and me it wasn't just a temporary thing but had become an interim thing.

Since last November some of the things I have worked with have been:

- led the council through the values, vision, goals to the point we have goals and a new mission statement
- conducted reviews of all staff and revised their position descriptions
- revised the Crisis Communication policy
- worked with Budget and Finance Committee to revise the presbytery's financial policies
- continue to work with the Living Legacy Fund Committee to on investment policies
- convened the Living Legacy Fund Committee, provided them orientation and assisted them as they are about to make a decision on who the funds will be managed by;
- provided elder training opportunities
- trained personnel committees
- trained worship committees
- worked with the Manual of Operations task force and Leadership Council
    - we have approved a Manual of Operations (although we hope to make revisions at this presbytery meeting already)
- worked with Dave F. and the Committee on Ministry to bring revisions and provide resources for the committee at it becomes a commission with presbytery approval at this meeting
- continue to work with the Budget and Finance Committee to create Conflict of Interest and Record Retention policies mandated by the financial policies of the presbytery
- provided the Committee on Camping and Youth with child safe information for policies
- provided the Committee on Preparation for Ministry and the Committee on Ministry with possible guidelines for Commissioned Ruling Elders
- worked with the Leadership Council to nominate an Interim Search committee, provided them with orientation and information to file the Mission Information Form;
- met two times with Dave F. and the moderators of what are now the standing committees of the presbytery

I still hope to:

- provide church officer nominating committee training before my contract expires
- provide boundaries and ethics orientation before my contract expires. Dave more than me, has worked with several congregations in the presbytery as they have addressed particular challenges

More than the long list above I pray that what Dave and I have provided the presbytery with is a calming presence and helping to rebuild some sense of trust in the presbytery as an organization and system. We have tried to do this by being consistent, reliable, inclusive, responsive, and transparent in our work. We have encouraged committees, task forces, and administrative commissions to communicate with others

the work they are doing. We have urged to committees, task forces, and administrative commissions to get the training they need to function at their best.

Here are some of the challenges I see the presbytery needing to address in the near future:

1. Move the Manual of Operations from a paper document into a living organism. It can look good on paper but if it isn't being lived out our efforts have been futile.
2. Provide training for presbytery in several areas, presbytery leadership in doing their work as committees etc. and also around ethics and boundaries. Continual training around the Manual of Operations and the various policies is critical in the months to come.
3. Develop an intentional plan for providing resources and training for local congregations and their pastor leadership needs to take a high priority as we move from being a presbytery that supported several mission projects to being a presbytery that focuses on congregational health and development.
4. Continue working hard as the presbytery moves to an entirely different model of doing Committee on Ministry work.
5. Get a handle on the presbytery finances. It has been both blessing and curse for the presbytery to have money available from the sale of properties. It has meant there has been money available to do things that couldn't be done by many presbyteries. It has also led us to put our heads in the sand about the realities that are facing the presbytery's financial future. To be brutally honest we are like a local congregation living off of its reserves or endowment. In our case we have been living off of the sale of dissolved church properties and the beloved mission projects of the presbytery. Depending upon decisions made in the next several months and years the life span of this presbytery could be as short as fifteen (15) years.

Finally, I want to say thank you to all who took the leap of faith to ask me to serve the presbytery this past nine months. I hope there is something in what I have done that has been helpful the healthy work of the presbytery as it moves forward. I am confident that the new interim will help lead you in the time to come.

A wise colleague from my past taught me that every congregation and presbytery has the gifts it needs to accomplish the mission and ministry that God has given it. That is because God is the giver of both the gifts and the mission. It is our challenge to make sure we are on the same page as God in this endeavor.

Finally, I want to paraphrase a quote from a former president – *ask not what your presbytery can do for you but what can you do for your presbytery*. It is in our working together that we will find God's mission for us and begin living it out.

Respectfully Submitted,
TE Robert Houser, Temporary Executive Services