



**“Inspire, strengthen, and challenge congregations for
Christ’s Mission”**

The Presbytery of Scioto Valley
Presbyterian Church (U.S.A.)
256th Stated Meeting
Tuesday, November 17, 2020, 3:30 P.M.
Via Zoom

Zoom Sign In Information will be Available on the Presbytery Website

Commissioners Orientation

So, This Is Your First Presbytery Meeting! This one will be a bit different for all of us, as it is our second regular meeting held virtually. Please take a look at the special rules for virtual meeting to learn more about how to register, be recognized, and to vote.

As a new commissioner to the Presbytery, we welcome you! The information below is provided for your orientation to the presbytery meeting and its activities. The meetings of Presbytery are designed to provide opportunities for the community to worship and discuss issues together, as well as do the necessary Presbytery business. But this meeting will be different for all of us.

Presbytery meets from 3:30 p.m., and because we are new to virtual meetings, will be shorter than most. The meeting will begin with worship designed by the Presbytery worship committee.

Before worship, the Presbytery Moderator will:

- Ask for approval of our special rules for virtual meetings.
- Ask the stated clerk if there is a quorum present.

Following worship, the Presbytery Moderator will:

- Ask for the introduction corresponding members (members of other presbyteries, congregations, or organizations),
- Call for the adoption of the agenda for the meeting, and
- Ask the stated clerk if there is any new business not previously included in the published agenda.

Most of the business for the Presbytery to consider is contained in this handbook. The materials are divided into several sections for easy access. The sections are arranged according to the Commissions and reporting entities of the Presbytery in the order of the agenda for a particular meeting.

Consent Agenda -- items being reported to the Presbytery for their approval that do not come under a particular Commission, such as approval of minutes or appointments of task forces or committees. Items in the Consent Agenda may be removed for discussion and action by Commissioner motion and second.

Commissions/Committee with Common Abbreviations and Acronyms

BOP	Board of Pensions
CCL	Commission for Congregational Life
CCP	Commission for Church Professionals
CNO	Commission for Nurture and Outreach
CPO	Commission for Presbytery Operations
CT	Coordinating Team
NC	Nominating Committee
COA	Committee for Overtures and Amendments
PJC	Permanent Judicial Commission
COR	Committee on Representation
FDN	Presbyterian Foundation
GA	General Assembly
HR	Honorably Retired (teaching elder)
PCUSA	Presbyterian Church (U.S.A.)
PILP	Presbyterian Investment and Loan Program
PMA	Presbyterian Mission Agency
PSV	Presbytery of Scioto Valley
PWUM	Presbyterian Westside Urban Ministry
TE	Teaching Elder
CRE	Commissioned Ruling Elder
RE	Ruling Elder

Guidelines for Participating in Presbytery Meetings

1. When speaking at Presbytery, please use the “hand raised” icon to be recognized, and when recognized speak to the Moderator, not the assembly.
2. Introduce yourself, by stating your name and your church or your position.
3. The parliamentary authority is *Robert’s Rule of Order Newly Revised, 11th Edition* (2011), unless the *Book of Order* (Presbyterian Church (U.S.A.) Constitution Part II) or the Manual of Operations of the Presbytery provide otherwise.
4. Motions presented by commissions or committees do not require a second.
5. Each speaker during debate has up to three minutes to address the issue to which they are speaking. The moderator may give a 30-second warning, so that speakers may conclude their remarks.
6. The moderator will normally alternate between speeches for and against the motion before the assembly.
7. The maker of the motion or commission/committee presenter may make the final speech.
8. Only enrolled commissioners (ruling elder commissioners, teaching elders, commissioned ruling elders, certified Christian Educators in active service, and ruling elders serving on commissions) are authorized to vote. Corresponding members are entitled to address the Presbytery. Visitors may be invited by the moderator to address the Presbytery.
9. Any substantive motion (new, amendment, substitute) made by a commissioner in the assembly must be given to the stated clerk in writing, at the time the motion is made.
10. Any new business must be placed in the hands of the stated clerk prior to the beginning of the meeting.

Seeking to be Faithful Together:

Guidelines for Presbyterians During Times of Disagreement

- In a spirit of trust and love, we promise we will...
- Give them a hearing...listen before we answer (*John 7:51 and Proverbs 18:13*)

1 Treat each other respectfully so as to build trust, believing that we all desire to be faithful to Jesus the Christ;

- we will keep our conversations and communications open for candid and forthright exchange,
- we will not ask questions or make statements in a way which will intimidate or judge others.

2 Learn about various positions on the topic of disagreement.

3 State what we think we heard and ask for clarification before responding, to be sure we understand each other.

- Speak the truth in love (*Ephesians 4:15*)

4 Share our concerns directly with individuals or groups with whom we have disagreements in a spirit of love and respect in keeping with Jesus' teachings.

5 Focus on ideas and suggestions instead of questioning people's motives, intelligence or integrity;

- we will not engage in name-calling or labelling of others prior to, during, or following the discussion.

6 Share our personal experiences about the subject of disagreement so that others may more fully understand our concerns.

Maintain the unity of the spirit in the bond of peace (*Ephesians 4:3*)

7 Indicate where we agree with those of other viewpoints as well as where we disagree.

8 Seek to stay in community with each other though the discussion may be vigorous and full of tension;

- we will be ready to forgive and be forgiven.

9 Follow these additional guidelines when we meet in decision-making bodies:

- urge persons of various points of view to speak and promise to listen to these positions seriously;
- seek conclusions informed by our points of agreement;
- be sensitive to the feelings and concerns of those who do not agree with the majority and respect their rights of conscience;
- abide by the decision of the majority, and if we disagree with it and wish to change it, work for that change in ways which are consistent with these Guidelines.

10 Include our disagreement in our prayers, not praying for the triumph of our viewpoints, but seeking God's grace to listen attentively, to speak clearly, and to remain open to the vision God holds for us all.

Adopted by the 204th General Assembly (1992) of the Presbyterian Church (U.S.A.) for use by sessions and congregations

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AGENDA

The Presbytery of Scioto Valley
Presbyterian Church (U.S.A.)
Two Hundred and Fifty Sixth Stated Meeting
Tuesday, November 17, 2019, 3:30 p.m.
Via Zoom Video Conference
Moderator: Minister of Word and Sacrament Mark Gauen

The Commissioner Handbook is available online at www.psvonline.org

The Presbytery Is Called By the Holy Spirit – 3:30 p.m.

Convening the Meeting
Adopt Special Rules for Virtual Meetings
Declaration of a Quorum and Formation of the Roll
Adoption of the Meeting Agenda

To Worship God

The Work of the People, “Come, Great Spirit!” By Chris Neufeld-Erdman

To Steward Christ’s Work

Seating of Corresponding Members
Consent Agenda (note: this includes the Nominating Committee Report, 2021 meeting dates, and extension of deadline for design and discernment commission to report)
Staff Reports

- a. Rev. Dr. Jeannie Harsh, Executive Presbyter
- b. Jim Wilson, Acting Stated Clerk

Announcement of New Business (must be emailed to jawilson@vorys.com by end of staff reports)

To Celebrate Christ’s Mission

1. Greetings from the Synod Executive, Rev. Dr. Charles B. (Chip) Hardwick

Commission Reports

2. Commission for Church Professionals – Rev. Ann Melick

FOR ACTION:

- Full-time and Part-time Positions Policy*
- Equal Employment Opportunity Policy*

Celebrations of retirement and new ministry

Report of Actions Taken on Behalf of Presbytery

- Terms of call

3. Commission for Presbytery Operations – RE Jim Hines

FOR ACTION: 2021 Budget*

4. Commission for Nurture and Outreach – RE Kathi Bubb

FOR ACTION: Vital Congregations Initiative

5. Ministry Initiatives Program – Rev. Peter Galbreath

FOR ACTION: Revisions to program

New Business (if any)

Installation of the Moderator and Vice-moderator

Evening Prayer

Announcements

Adjournment

* This item is presented for a second reading (i.e., for action), which means it can be amended, debated and voted upon at this meeting. It was presented for a first reading at the presbytery meeting on September 15, 2020.

Special Standing Rules for a Virtual Presbytery Meeting

The following special standing rules have been developed for our Special Presbytery meeting on November 17, 2020, to be conducted virtually at 3:30 pm via Zoom technology. Please read all of these rules beforehand as this is our first virtual Presbytery meeting and it will work differently than other Zoom meetings.

Please note that the meeting will open at 3:00 pm to allow commissioners to be checked-in in an orderly fashion. The chat window will be allowed for all participants, both for general conversation and person-to-person communication, until 3:25 pm for the purposes of greeting one another and informal conversation. Once the meeting is called to order, the chat window should be used only for communication with the Moderator and/or Stated Clerk.

As used herein, "Commissioners" means teaching elder members, ruling elder commissioners, and other voting members as identified in Article VII, Section 7.01 of the Presbytery bylaws.

1. Commissioners may participate using any of the following: a computer with internet connection and webcam, a smartphone with internet connection, or a telephone. Commissioners are encouraged to use a computer or smartphone if at all possible, to facilitate better communication and voting.
2. The Recording Clerk shall serve as Zoom host for this meeting. The Presbytery Executive Moderator, Recording Clerk, Registrar, Vice Moderator, and Technical Assistants shall serve as a co-host.
3. Access will be provided through an email link or by dialing a number. The call to the meeting will be issued electronically through the Presbytery email list.
 - i) Change your Zoom name to the following format: First Name Last Name, TE or RE or CRE (Teaching Elder, Ruling Elder, Commissioned

Pastor), Church, City. This will make it easier for us to identify you. ***The easiest way to change your Zoom name prior to the meeting is to not click on the link, but rather, log into Zoom with the meeting ID and password; you will then be given the opportunity to change your name before entering the meeting.***

4. The meeting shall open an hour prior to the scheduled start time, and commissioners should log in to the meeting as soon as they are able. This will allow the Host and Co-Host to check in our commissioners virtually through the waiting room. *The Presbytery reserves the right not to admit attendees who do not identify themselves, or to move them to the waiting room if they do not change their Zoom name within a reasonable grace period or do not identify themselves.*
5. Commissioners should mute microphones when not speaking. This will reduce background noise. Laptop and smartphone users may mute and unmute themselves by clicking on the microphone or telephone icon on your picture of yourself. Dial-in participants may use *6 to mute and unmute or use the mute button on your telephone. Participants who do not mute themselves upon request may find themselves muted by the host. In that event, the chat function is the appropriate method to request to be unmuted.
6. *To be recognized by the Moderator, Commissioners should click "raise hand" in the bottom center of the Zoom screen.* If you don't see a "raise hand" icon, click on "Participants" and "raise hand" should be a choice on the menu. Commissioners should only lower their own hands if they no longer wish to speak.
 - a. Windows users can also use the Alt+Y keyboard shortcut to raise a hand.
 - b. Mac users can also use the Option+Y keyboard shortcut to raise a hand.
 - c. Dial-in participants may use *9 to raise a hand.

d. If none of these options are working—type “raise hand” in the chat function.

The Moderator shall recognize commissioners to the floor based on raised hands. The Vice Moderator and Recording Clerk will assist the Moderator in looking for raised hands.

7. Commissioners shall identify themselves and their church as in any other Presbytery meeting.
8. For the purposes of this meeting, there will be no formal timekeeping; however, the Moderator may ask a Commissioner to end her or his comment after giving a thirty-second warning.
9. Commissioners may make a motion orally as during an ordinary meeting, i.e. when recognized by the Moderator. If making a motion or speaking to the motion, commissioners shall unmute the microphone and make sure the video feed is on.
10. A motion may be submitted in writing using the chat function on the right side of the screen. Commissioners may also use the chat function to indicate if they are having technical difficulties or to gain recognition if are unable to raise a hand. *No other use of the chat function shall be permitted.*
11. The presence of a quorum will be determined by the number of participants in the meeting as reported by the Registrar and certified by the Stated Clerk.
12. Votes shall be taken and counted in the following manner:
 - i) For matters that would, in a face-to-face meeting, be a voice vote, a vote will be announced by the Moderator and participants will be able to click “yes” or “no” located on the Participants tab. Participants via phone may:
 - (a) text the Stated Clerk at 614-565-9554; or
 - (b) use the “raise hand” function (*6) to cast a vote.

The Moderator will ask whether all participants have voted to ensure everyone has had an opportunity to vote. The host and co-host shall

assist the moderator in determining that all have had an opportunity to vote. Results will be shared with all meeting participants by the Stated Clerk once they are available.

ii) Votes may also be taken by general/unanimous consent as per Robert's Rules of Order, at the discretion of the Moderator. The Moderator will ask if there are any objections a motion by general consent.

Commissioners shall state an objection by raising a hand. If there are objections to the vote by general consent, the Moderator may call for a vote using the "yes" and "no" buttons as specified above.

iii) Any commissioner may call for a vote by anonymous Zoom poll, which takes the place of a vote by secret ballot for the purpose of a virtual meeting.

13. The Stated Clerk shall be responsible for minutes being taken, as in an ordinary meeting. The Assistant to the Stated Clerk shall also assist in recording proceedings. The meeting will also be recorded and saved, if technologically feasible, with the recording available upon written request to the Stated Clerk.

Consent Agenda and Stated Clerk's Report

1. Review and Approval of the Minutes from the 255th Stated Meeting held via Zoom video conference, on September 15, 2020, available for review at the Presbytery website.
2. Approve the following meeting dates for Presbytery for 2021, tentatively scheduled to be held by Zoom, until meeting in person is deemed safe and appropriate:
 - February 16, 2021
 - May 18, 2021
 - September 21, 2021
 - November 16, 2021
3. Elect the following nominees of the Presbytery nominating committee to the positions (terms beginning 1/1/2021 unless noted otherwise):
 - For the Commission on Church Professional--*
 - Rev Jason Link class of 2021, to begin immediately (to fill the unexpired term of Jeri-Lynne Bourterse)
 - Betty Lou Stull class of 2021, to begin immediately (to fill unexpired term of Liz Wagner)
 - Elder Carol Evans class 2023
 - For the Commission of Congregational Life—*
 - Rev Mark Parsons, Class of 2022 to begin immediately (to fill the unexpired term of Adam Anderson)
 - Chair: Lee Platt to begin immediately (to fill the unexpired term of Adam Anderson as chair for 2020)
4. To extend the term of the Design and Discernment Commission to the September 2021 Presbytery meeting. Rationale: The pandemic made the formation and work of this commission more difficult and time-consuming.

Commission on Church Professionals Report

- i. Welcome to the Presbytery/Gift Bags: Kemper Huber/Liberty
- ii. Consent Agenda – Actions taken on behalf of the Presbytery:
 - 1. Frank LeBlanc/Rose Run Transitional Contract approved 10/5/20
 - 2. Adam Anderson/Old Stone dissolution approved 10/5/20
 - 3. Amy House/Unity dissolution approved 10/5/20
 - 4. Patricia Moats/Unity dissolution approved 10/5/20
 - 5. Nate Manzo/Unity dissolution approved 10/5/20
 - 6. Kemper Huber/Liberty, Transitional Pastor contract approved 11/2/20
 - 7. Steve Garstad/Unity, Transitional Pastor contract approved 11/2/20
 - 8. Katie Kinnison/Washington CH, Transitional Pastor contract approved 11/2/20
 - 9. Kae Merold/Outville, Commissioned Pastor contract approved 11/2/20
 - 10. Shelley Wiley/Jackson, Transitional Pastor contract approved 11/2/20
 - 11. Nikki Hoggarth (Delaware First), approved as an Inquirer 11/2/20
 - 12. Peter Okyere (Worthington), approved as an Inquirer 11/2/20
- iii. Full-time and Part-time Positions Policy – 2nd Reading
- iv. Equal Employment Opportunity Policy – 2nd Reading
- v. Announcements – Healthy Boundaries 101 and 201 on Zoom in January

EQUAL EMPLOYMENT OPPORTUNITY POLICY

The Book of Order states: “F-1.0403 Unity in Diversity

“As many of you as were baptized into Christ have clothed yourselves with Christ. There is no longer Jew or Greek, there is no longer slave or free, there is no longer male and female; for all of you are one in Christ Jesus. And if you belong to Christ, then you are Abraham’s offspring, heirs according to the promise’ (Gal. 3:27–29).

The unity of believers in Christ is reflected in the rich diversity of the Church’s membership. In Christ, by the power of the Spirit, God unites persons through baptism regardless of race, ethnicity, age, sex, disability, geography, or theological conviction. There is therefore no place in the life of the Church for discrimination against any person.

The Presbyterian Church (U.S.A.) shall guarantee full participation and representation in its worship, governance, and emerging life to all persons or groups within its membership. No member shall be denied participation or representation for any reason other than those stated in this Constitution.”

In order to keep this mandate ever before us and encourage all those seeking new relationships with pastors, staff, and congregations, the Commission for Church Professionals offers the following guidelines and requirements.

1. A congregation shall remember its commitment to inclusivity and diversity in the following ways:
 - A. When the PNC is formed, it should be composed of people of different ages, genders, sexual orientations, marital conditions, races, talents and disabilities.
 - B. When obtaining applications and Personal Information Forms, care should be taken to ensure a wide variety of candidates may be located and considered. When reading those applications and deciding who will be given further consideration, PNCs shall consider those applications regardless of race, sex, age, disability, sexual orientation, or marital status.
 - C. In the interviewing process, whether by phone or in person, questions relevant to the position and its stated responsibilities should be asked. Personal questions which have no bearing on the advertised position should not be asked.
 - D. When deciding which candidate will be recommended to the congregation, the factors used should have nothing to do with race, ethnicity, gender, sexual orientation, age, disability, or marital status unless it can be shown that a specific factors has a significant relationship to a person's ability to perform the advertised job.
 - E. By filling out the enclosed EEO Survey after the call process is complete.

2. The Commission for Church Professionals shall support congregations in upholding this commitment in the following ways:
 - A. A copy of this policy will be sent to the moderator and the clerk of session of a church when an impending vacancy is foreseen so that equal opportunity employment concerns can be kept in mind by the session, congregation and the church's nominating committee in the selection of a PNC.
 - B. A representative of the Commission for Church Professionals will meet with each PNC at its first meeting to counsel the PNC on its responsibilities and duties in regard to EEO.
 - C. The Commission for Church Professionals will expect to receive from each PNC, along with the call papers for a new pastor, a completed copy of the enclosed EEO survey. Neither the church nor the presbytery will use quotas to measure compliance with EEO policies, but it will review the information provided in light of the specific situation and assess the degree to which the spirit of inclusiveness was present in the search.

3. The EEO survey to be returned to the presbytery with Call Form at the end of the search for a pastor shall include these questions:
 - A. Was the Pastor/Associate Pastor Nominating Committee representative of various groups within your congregation (age, gender, marital status, sexual orientation, disability, ethnic origin, race)?
 - B. How many Personal Information Forms were considered by your search committee?
 - C. How many women candidates were interviewed?
 - D. How many racial/ethnic minority candidates were interviewed?
 - E. Was care taken during interviews to avoid personal questions which had no relationship to the responsibilities of the position to be filled?
 - F. Please explain if any of the following factors were deemed by the Search Committee to be significant issues in a candidate's ability to perform the job and were used in deciding among candidates: age, gender, sexual orientation, marital status, disability, ethnic origin.

FULL-TIME AND PART-TIME POSITIONS

1. The Fair Labor Standards Act provides for exempt and non-exempt positions with respect to overtime pay. An exempt employee is interpreted to mean an employee exempt under applicable regulations from the requirement of pay for overtime, but not from the requirement of working overtime. Non-exempt employees are required to work a specific schedule as determined by the Session.
2. Following this definition, Ministers of Word and Sacrament are considered exempt. On average a full-time person is "on duty" approximately 40 hours per week. Another definition of "full-time" is 10 four-hour modules. (A four-hour module may be a morning, afternoon or evening block of time.) At least one day off (and preferably two) each week is expected for all persons serving in pastoral positions. If regular preaching and leading of worship is included in a part-time position, the contract shall include at least three modules of time (or 12 hours) for preparation for and conduct of worship.
3. All part-time positions are subject to the Presbytery Minimum Compensation Guidelines. All part-time position descriptions will specify what proportion of full-time the position requires. A comparable proportion of the full-time Minimum Compensation Guidelines will be applied to the part-time position. (For example, a half-time position must be compensated at a minimum of fifty percent of the full-time minimum.) In order to foster health and vitality for part-time ministers, the vacation time and study leave time required by the Minimum Compensation Guidelines shall not be pro-rated.

The Presbytery of Scioto Valley of the Presbyterian Church (U.S.A.)
Covenant for a Temporary Pastoral Relationship as
Transitional Pastor

The Session of the First Presbyterian Church of Jackson
Ohio, being well satisfied with your qualifications for ministry and confident that we have been led to you by the Holy Spirit as one whose service will be profitable to the spiritual interests of our church and fruitful for the Kingdom of our Lord, earnestly and solemnly covenants with teaching elder

Shelley Wiley

to undertake work as Transitional Pastor of this congregation, for a period of ~~one (1) year~~ ^{1 1/2 months} beginning Nov 15, 2020. This covenant is for 100 percent of full-time. This covenant may be renewed with the concurrence of the session, the Presbytery of Scioto Valley Commission for Congregational Life, and the teaching elder. This covenant may be terminated by the session or the teaching elder with thirty (30) days' written notice. The Presbytery may terminate this covenant at any time.

If the teaching elder is not currently a member of the Presbytery of Scioto Valley, he or she will become a member of the Presbytery of Scioto Valley upon release from his/her present presbytery and acceptance by the Presbytery of Scioto Valley.

It is understood that the Transitional Pastor is accountable to the Presbytery through the Commission for Church Professionals and will provide written reports about his or her ministry every three months and participate with the Commission and the Session in an evaluation of this ministry at its conclusion.

It is understood that the Transitional Pastor is not eligible to be called as Pastor. (G-2.0504b)

The primary goals for this transitional ministry are to work with the congregation on the five "developmental tasks" of transitional ministry:

- 1) Coming to terms with history
- 2) Discovering a new congregational identity
- 3) Facilitating shifts in lay leadership and changes in congregational power structures
- 4) Rethinking and renewing denominational linkages
- 5) Preparing for new pastoral leadership and a new future

The transitional pastor will fulfill the following responsibilities:

1. Preaching and leading worship, including special services and celebrating the sacraments
2. Pastoral care, including hospital visitation, weddings, and funerals
3. Administration, including moderating session and working with church committees as needed
4. _____
5. _____
6. _____

7.

8.

The Transitional Pastor will serve as Moderator of Session Yes No

Unless the Commission for Congregational Life specifically requests the Transitional Pastor to perform a task on its behalf, the Transitional Pastor shall not be involved in the work of the Pastor Nominating Committee beyond providing opportunities for them to communicate with the session and congregation about their progress.

This covenant is expressly made subject to the Sexual Misconduct Policy of the Presbytery of Scioto Valley and the provisions therein concerning leave of absence upon receipt of an allegation of sexual misconduct. All parties to this contract agree to be bound by such policy.

We promise you in the discharge of your duty all proper support, encouragement, and allegiance in the Lord. That you may be free to devote yourself fully to the ministry of Word and Sacrament among us, we promise and obligate ourselves to pay you during the term of this covenant the following compensation (not less than ninety (90) percent of the previously installed pastor's compensation), stated in annualized amounts, to be paid in regular monthly or semi-monthly payments, and the following specified professional reimbursements:

Effective Salary		Professional Expenses Reimbursements*	
Cash Salary	<u>6375.00</u>	Auto Expense (current IRS rate)	<u>57.5</u>
Fair Rental Value of Manse	<u>1125.00</u>	Business/professional expense	<u>50.00</u>
Housing Allowance	_____	SECA Supplement (up to 50%)	_____
Utility Allowance	_____	Continuing Education	_____
Deferred Compensation	_____	Other Allowances	_____
Other Pensionable Comp.	_____	Moving Costs	_____
Total Effective Salary	\$ <u>7500.00</u>		

Full medical, pension, disability and death benefit coverage under the Board of Pensions

Paid vacation leave 1 Weeks

Paid continuing education leave _____ weeks

*Specified expense reimbursements so noted must be itemized and will be paid as incurred, subject to the annual amount shown. Automobile expense shall be reimbursed at the applicable current IRS rate (published annually) and shall not include mileage commuting to and from work – Federal Tax Guide Paragraph 2370.

The session will review the adequacy of this compensation at the time when the covenant is up for renewal.

Certification of Covenant

By the Session

This covenant has been approved by the Session of the First Presbyterian Church of Jackson Ohio.

Date of Action Oct 26, 2020

Signature [Handwritten Signature]
Clerk of Session

By the Commission for Church Professionals

This covenant has been approved by the Commission for Church Professionals of the Presbytery of Scioto Valley.

Date of Action _____

Signature _____
Commission Moderator

Date of Action _____

Signature _____
Stated Clerk

By the Teaching Elder

I hereby accept this covenant and the terms and conditions contained herein.

Date of Acceptance Oct 26, 2020

Signature [Handwritten Signature]
Teaching Elder

[NOTE: Four copies of the covenant are to be prepared and signed by the clerk of session and teaching elder. Deliver the copies to the presbytery stated clerk for presbytery approval. When all signatures are completed, copies will be distributed to the teaching elder, the clerk of session, and the Presbytery of Scioto Valley, and the presbytery of membership (if other than Scioto Valley).]

The Presbytery of Scioto Valley of the Presbyterian Church (U.S.A.)
 Covenant for a Temporary Pastoral Relationship by a
**Ruling Elder Commissioned
 to Pastoral Service**

The Session of the _____ Outville _____ Presbyterian Church of _____ Pataskala
 Ohio, hereby requests, with the concurrence of the Committee on Ministry of the Presbytery of Scioto Valley, that
 ruling elder

 L. Kae Merold

be commissioned for limited Pastoral Service for this congregation, for a period of _____ 3 _____ year(s)
 beginning _____ January 1, 2021 _____ This covenant is for _____ 100 _____ percent of full-time.
 This covenant may be renewed. With the concurrence of the Presbytery of Scioto Valley, this covenant may be
 terminated by the session or the ruling elder with sixty (60) days' written notice. The Presbytery may terminate
 this covenant at any time.

The areas of ministry for which the ruling elder will be responsible are:

1. Full-time ministry (A job description in in place.) _____
2. _____
3. _____
4. _____
5. _____
6. _____

Ordinarily, the Commission for Church Professionals (**when asked by the Session**) will authorize the ruling
 elder commissioned to pastoral service to perform the following functions. Please CHECK those that apply.

- Administer the Lord's Supper
- Administer the Sacrament of Baptism
- Moderate the session of the congregation (if applicable, choose one of the following:)
 _____ Under the supervision of and when invited by the presbytery appointed moderator
 _____ Appointed by the presbytery as moderator
- Perform a service of Christian marriage when invited by the session

**The ruling elder commissioned to pastoral service shall not perform these functions without prior
 explicit permission from the presbytery or in situations other than the covenanting congregation.**

This covenant is expressly made subject to the Sexual Misconduct Policy of the Presbytery of Scioto Valley and the provisions therein concerning leave of absence upon receipt of an allegation of sexual misconduct. All parties to this contract agree to be bound by such policy.

The session promises you in the discharge of your duty all proper support, encouragement, and allegiance in the Lord, and it promises and obligates itself to pay you during the time of your being and continuing in the pastoral relationship set forth in this covenant the following compensation, stated in annualized terms, to be paid in regular monthly or semi-monthly payments, and the following specified professional expense reimbursements:

Effective Salary		Professional Expenses Reimbursements*	
Cash Salary	45,447.77	Auto Expense (current IRS rate)	IRS Rate
	Free use of		
Housing Allowance	manse	Business/professional expense	1,000.00
Utility Allowance	5,500.00	SECA Supplement (up to 50%)	3,897.571
Deferred Compensation	NA	Continuing Education	1,500.00
Other Compensation	633.45	Other Allowances	
Total Effective Salary	\$ 77,551.51		

Paid vacation leave 4 Weeks
 Paid continuing education leave 2 weeks

*Specified expense reimbursements so noted must be itemized and will be paid as incurred, subject to the annual amount shown. Automobile expense shall be reimbursed at the applicable current IRS rate (published annually) and shall not include mileage commuting to and from work – Federal Tax Guide Paragraph 2370.

The session will review with you annually the adequacy of this compensation.

Note: Family medical coverage is provided through the Board of Pensions. Death & Disability will be provided by the Board of Pensions as standard coverage; adjusted as set by the Board of Pensions.


Contributions to the Retirement Savings will be made at 11% of effective salary.

Certification of Covenant

By the Session

This covenant has been approved by the Session of the _____ Outville _____ Church of
Pataskala _____ Ohio.

Date of Action October 21, 2020

Signature 
Clerk of Session

By the Commission for Church Professionals

This covenant has been approved by the Commission for Church Professionals of the Presbytery of Scioto Valley.


Date of Action _____

Signature _____
Commission Moderator

By the Ruling Elder

I hereby accept this covenant and the terms and conditions contained herein and I am willing to be commissioned to this pastoral service.

Date of Acceptance October 21, 2020

Signature 
Ruling Elder

[NOTE: Three copies of the covenant are to be prepared and signed by the clerk of session and the ruling elder. Deliver the signed copies to the presbytery stated clerk for presbytery approval. When all signatures are completed, copies will be distributed to the ruling elder, the clerk of session, and the presbytery.]

The Presbytery of Scioto Valley of the Presbyterian Church (U.S.A.)
Covenant for a Temporary Pastoral Relationship as
Transitional Pastor

The Session of the Unity Presbyterian Church of Reynoldsburg
Ohio, being well satisfied with your qualifications for ministry and confident that we have been led to you by the Holy Spirit as one whose service will be profitable to the spiritual interests of our church and fruitful for the Kingdom of our Lord, earnestly and solemnly covenants with teaching elder

Steven R. Garstad

to undertake work as Transitional Pastor of this congregation, for a period of one (1) year beginning October 10, 2020 This covenant is for 100 percent of full-time. This covenant may be renewed with the concurrence of the session, the Presbytery of Scioto Valley Commission for Congregational Life, and the teaching elder. This covenant may be terminated by the session or the teaching elder with thirty (30) days' written notice. The Presbytery may terminate this covenant at any time.

If the teaching elder is not currently a member of the Presbytery of Scioto Valley, he or she will become a member of the Presbytery of Scioto Valley upon release from his/her present presbytery and acceptance by the Presbytery of Scioto Valley.

It is understood that the Transitional Pastor is accountable to the Presbytery through the Commission for Church Professionals and will provide written reports about his or her ministry every three months and participate with the Commission and the Session in an evaluation of this ministry at its conclusion.

It is understood that the Transitional Pastor is not eligible to be called as Pastor. (G-2.0504b)

The primary goals for this transitional ministry are to work with the congregation on the five "developmental tasks" of transitional ministry:

- 1) Coming to terms with history
- 2) Discovering a new congregational identity
- 3) Facilitating shifts in lay leadership and changes in congregational power structures
- 4) Rethinking and renewing denominational linkages
- 5) Preparing for new pastoral leadership and a new future

The transitional pastor will fulfill the following responsibilities:

1. Preaching and Worship
2. Pastoral Care & Visitations including hospitalizations
3. Outreach Ministries as negotiated with session
4. Over See New Member and communicants classes
5. Help Session develop mission statment and assist in implementing vital Congregational development process.
6. Meet with Deacons, as requested or needed

7. Support the children, youth & adult education programs

8. Oversee Bible Study Programs

The Transitional Pastor will serve as Moderator of Session Yes No

Unless the Commission for Congregational Life specifically requests the Transitional Pastor to perform a task on its behalf, the Transitional Pastor shall not be involved in the work of the Pastor Nominating Committee beyond providing opportunities for them to communicate with the session and congregation about their progress.

This covenant is expressly made subject to the Sexual Misconduct Policy of the Presbytery of Scioto Valley and the provisions therein concerning leave of absence upon receipt of an allegation of sexual misconduct. All parties to this contract agree to be bound by such policy.

We promise you in the discharge of your duty all proper support, encouragement, and allegiance in the Lord. That you may be free to devote yourself fully to the ministry of Word and Sacrament among us, we promise and obligate ourselves to pay you during the term of this covenant the following compensation (not less than ninety (90) percent of the previously installed pastor's compensation), stated in annualized amounts, to be paid in regular monthly or semi-monthly payments, and the following specified professional reimbursements:

Effective Salary		Professional Expenses Reimbursements*	
Cash Salary	50,000.00	Auto Expense (current IRS rate)	1,500.00
Fair Rental Value of Manse		Business/professional expense	1,500.00
Housing Allowance	25,000.00	SECA Supplement (up to 50%)	
Utility Allowance		Continuing Education	1,500.00
Deferred Compensation		Other Allowances	
Other Pensionable Comp.		Moving Costs	
Total Effective Salary	\$ 75,000.00		

Full medical, pension, disability and death benefit coverage under the Board of Pensions

Paid vacation leave 4 Weeks

Paid continuing education leave 2 weeks

*Specified expense reimbursements so noted must be itemized and will be paid as incurred, subject to the annual amount shown. Automobile expense shall be reimbursed at the applicable current IRS rate (published annually) and shall not include mileage commuting to and from work – Federal Tax Guide Paragraph 2370.

The session will review the adequacy of this compensation at the time when the covenant is up for renewal.

Certification of Covenant

By the Session

This covenant has been approved by the Session of the Unity Presbyterian Church of Reynoldsburg Ohio.

Date of Action 10-07-2020

Signature

Mary D. French
Clerk of Session

By the Commission for Church Professionals

This covenant has been approved by the Commission for Church Professionals of the Presbytery of Scioto Valley.

Date of Action _____

Signature _____

Commission Moderator

Date of Action _____

Signature _____

Stated Clerk

By the Teaching Elder

I hereby accept this covenant and the terms and conditions contained herein.

Date of Acceptance

OCT 11, 2020

Signature

Sam R. Jantel
Teaching Elder

[NOTE: Four copies of the covenant are to be prepared and signed by the clerk of session and teaching elder. Deliver the copies to the presbytery stated clerk for presbytery approval. When all signatures are completed, copies will be distributed to the teaching elder, the clerk of session, and the Presbytery of Scioto Valley, and the presbytery of membership (if other than Scioto Valley).]

The Presbytery of Scioto Valley of the Presbyterian Church (U.S.A.)

Covenant for a Temporary Pastoral Relationship as Transitional Pastor

The Session of **Rose Run Presbyterian Church of New Albany, Ohio**, being well satisfied with your qualifications for ministry and confident that we have been led to you by the Holy Spirit as one whose service will be profitable to the spiritual interests of our church and fruitful for the Kingdom of our Lord, earnestly and solemnly covenants with minister of Word and Sacrament

Rev. Frank LeBlanc

To undertake work as Transitional Pastor of this congregation for a period of one (1) year beginning **October 1, 2020**. This covenant is for **100 percent** of full-time. This covenant may be renewed with the concurrence of the session, the Presbytery of Scioto Valley Commission for Congregational Life, and the minister of Word and Sacrament. **This covenant may be terminated by the session or the minister of Word and Sacrament with thirty (30) days' written notice. The Presbytery may terminate this covenant at any time.**

Rev. Frank LeBlanc is a member of the Presbytery of Scioto Valley. It is understood that the Transitional Pastor is accountable to the Presbytery through the Commission for Church Professionals and will provide written reports about his or her ministry every three months and participate with the Commission and the Session in an evaluation of this ministry at its conclusion. It is understood that the Transitional Pastor is not eligible to be called as Pastor. The primary goals for this transitional ministry are to work with the congregation on the five "developmental tasks" of transitional ministry:

1. Coming to terms with history
2. Discovering a new congregational identity
3. Facilitating shifts in lay leadership and changes in congregational power structures
4. Rethinking and renewing denominational linkages
5. Preparing for new pastoral leadership and a new future

The Transitional Pastor will fulfill the following responsibilities:

1. Provide spiritual and administrative leadership for the congregation
2. Lead worship and administer the sacraments; officiate at weddings and funerals
3. Provide pastoral care for the congregation and for all who seek comfort and guidance through the church
4. Serve as moderator of the session and head of staff
5. Assist boards, committees, and commissions in their ministry
6. Train newly elected or ordered ministers and assist in preparing persons for membership
7. Conduct a congregational mission study as preparation for the work of the Pastor Nominating Committee
8. Participate in the life of the presbytery

1

Unless the Commission for Church Professionals specifically requests the Transitional Pastor to perform a task on its behalf, the Transitional Pastor shall not be involved in the work of the Pastor Nominating Committee beyond providing opportunities for them to communicate with the session and congregation about their progress.

This covenant is expressly made subject to the Sexual Misconduct Policy of the Presbytery of Scioto Valley and the provisions therein concerning leave of absence upon receipt of an allegation of sexual misconduct. All parties to this contract agree to be bound by such policy.

We promise you in the discharge of your duty all proper support, encouragement, and allegiance to the Lord. That you may be free to devote yourself to the ministry of Word and Sacrament among us, we promise and obligate ourselves to pay you during the term of this covenant the following compensation, stated in annualized amounts, to be paid in regular monthly or semi-monthly payments, and the following specified professional reimbursements:

Effective Salary

Cash Salary Housing Allowance

Total Effective Salary

Professional Expenses Reimbursement*

Business/Professional/Auto Continuing Education

\$ 30,000.00 \$ 30,000.00

\$ 60,000.00

\$ 2,000.00 \$ 1,500.00

Full medical, pension, disability, and death benefit coverage under the Board of Pensions.

Paid vacation leave Six weeks annually Paid continuing education leave Two weeks annually

**Specified expenses so noted must be itemized and will be paid as incurred, subject to the annual amount shown. Automobile expense shall be reimbursed at the applicable current IRS rate (published annually) and shall not include mileage commuting to and from work.*

2

By the Session

9/1/20

Date

By the Commission for Church Professionals

Victoria Clark

Clerk of Session

Certification of Covenant

This covenant has been approved by the Session of Rose Run Presbyterian Church of New Albany, Ohio.

This covenant has been approved by the Commission for Church Professionals of the Presbytery of Scioto Valley.

XX

Date Commission Moderator

XX

Date Stated Clerk

By the Minister of Word and Sacrament

I hereby accept this covenant and the terms and conditions contained herein.

September 8, 2020

Date

Rev. Frank LeBlanc

Minister of Word and Sacrament

TRANSITIONAL PASTOR CONTRACT

This agreement sets forth the basis for a working relationship between the Rev. Katherine (Katie) D. Kinnison as Interim/Transitional Pastor and head of staff and the Session of the First Presbyterian Church, in Washington Courthouse in cooperation with the Scioto Valley Presbytery. This contract is for a period of one year beginning November 1, 2020 unless terminated sooner as provided below.

I. Shared Goals for the Well-being of First Presbyterian Church.

The parties enter into this agreement with the following objectives and goals:

1. To work together to provide for the spiritual growth and the ongoing mission and work of the church.
2. To work together through the generally recognized developmental tasks of an interim period, as summarized by the following five focus points:
 - a. Heritage: Recognizing and naming our history, and finding meaning in it.
 - b. Mission: Who are we (now)? Who are our neighbors (now)? What is God calling this congregation to do (now)?
 - c. Connections: Including denominational, geographic and technological connections.
 - d. Leadership: Reviewing the membership needs and its ways of organizing and developing new and effective leadership within the congregation.
 - e. Future: Naming a possible future for the congregation.
3. To work together to prepare the congregation to receive a new installed pastor, using the transitional time to assess the future journey of the congregation, to focus on what might need to be changed, and to lead and support the congregation in fulfilling the Five Focus Points.

II. Expectations of the Transitional Pastor

During the term of this agreement, the Transitional Pastor will:

1. Preach and lead worship, including special services and celebrating the sacraments;
2. Function as Head of Staff, supervising church employees (including the program staff, music staff, administrative and office staff), and provide organizational oversight for the work of the church.

3. Provide pastoral care, including home and hospital visitations, when possible, as well as, weddings and funerals, and work with church leaders to meet particular pastoral needs in this time of the pandemic.
4. Serve as moderator for meetings of the Session and the Congregation. Provide leadership training.
5. Work collegially with the Session and its councils and committees in program planning, consulting with them as to how to prioritize multiple needs.
6. Lead the Session and the congregation in working on the generally recognized five focus points of transitional ministry (as set forth above).
7. Coach and support the church's mission study (or editing of the old one, or equivalent action) as the church prepares to seek a new senior pastor/head of staff.
8. Meet regularly with colleagues in ministry, and community leaders as appropriate. Support the work of the Presbytery of Scioto Valley.
9. Serve as a resource for Christian Education and Spiritual Formation.
10. Abide by the Sexual Misconduct Policy and the Code of Ethics of the Presbytery.

III. Expectations of the Session

During the term of this agreement, the Session will:

1. Recognize the importance of the transitional period and provide appropriate compensation to the Transitional Pastor.
2. Work cooperatively and creatively with the Transitional Pastor and the Presbytery to support the work of being a church in a time of significant cultural and denominational transitions.
3. Negotiate with the Transitional Pastor for time away to fulfill committee or board responsibilities to the larger church.
4. Review this contract with the Transitional Pastor for renewal by not fewer than sixty (60) days prior to the end of the contract. The contract is renewable every year with the consent of the Transitional Pastor, the Session and the Presbytery until an installed pastor has been called.

IV. Expectations of Presbytery

During the term of this agreement, the Scioto Valley Presbytery will:

1. Provide support and consultative services to the Transitional Pastor and the Session.
2. Will assist the Session and the Transitional Pastor in addressing emerging needs through the resources of the Presbytery.
3. Will respond to any referrals by the Session and/or transitional pastor regarding the involvement of any former pastors of the congregation. It is understood that should the Transitional Pastor have conflict with any former pastor of the congregation, the matter will be referred to the Presbytery.

V. Reporting and Accountability

The Transitional Pastor is accountable to the Presbytery of Scioto Valley and to the Session of First Presbyterian Church. The Session may appoint a committee to assist in this accountability process, and any review will include consideration of the partnership relationship between the Transitional Pastor and the Session.

VI. Annual Compensation and Benefits

During the term of this agreement, the Transitional Pastor shall receive the following compensation and benefits:

1. Salary and Housing:

Salary: \$50,000

Housing: \$20,000

2. Pension, medical and dental insurance: Board of Pension expenses are currently being paid by Covenant Presbyterian Church through March 15, 2021 at which time First Presbyterian WCH will begin paying those expenses at the Board of Pension rate (37% of total effective salary).

3. Professional Expenses:

Accountable Reimbursable Professional Expenses: \$1500

Accountable Reimbursable expenses for mileage: Current IRS rate

Accountable Reimbursable Expenses for Continuing Education: \$2500

4. Other benefits:

- a. Sick leave / personal leave: Ten (10) days each calendar year, cumulative up to 120 days, to be used in case of illness. Sick leave shall be reported to Session and accounted for by the Personnel Committee. When employment terminates, no accrued sick leave will be paid.
- b. Study leave: Two (2) weeks study leave annually, to be taken within the year, and may be accumulated for up to 3 years (time and budget) with timing and subject to be determined in consultation with the Session.
- c. Vacation: Four weeks (1 month) annually, to be scheduled in consultation with the Session. Vacation shall accrue at the rate of one week per quarter, or as otherwise provided by law.
- d. Medically certified disability leave: A pastor who is certified by a licensed physician as temporarily disabled and who is not covered by a required state disability plan shall receive full salary and benefits for a period of such disability not to exceed ninety (90) days, at which time, if disability continues, application may be made for disability benefits from the Board of Pensions. This policy shall apply to all medically certified disabilities.
- e. Work week: The Transitional Pastor shall have one scheduled day off per week plus Saturdays as available.
- f. Holidays: The following paid holidays will be observed: January 1, Martin Luther King's Day, President's Day, the Monday following Easter, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday after Thanksgiving, and Christmas Day. When a holiday falls on a regular day off, the Transitional Pastor may schedule another day off as a substitute.

VII. Termination Provisions

1. The Transitional Pastor may terminate this agreement prior to its termination date upon sixty days written notice to the Session.
2. The Session, with the consent of the COM, may terminate this agreement prior to its termination date upon sixty days written notice to the Transitional Pastor. The Session's failure to negotiate an extension of this agreement prior to sixty days from its expiration shall be considered notice of termination.
3. All vacation and continuing education/study leave time and funds earned and not used during the contracted period shall be paid in full as the work terminates.

4. If this agreement is terminated by the Session, and the transitional pastor does not have a paid, full-time position at the termination of the contract, First Presbyterian Church will continue the salary, housing allowance, and pension/medical payments for the Transitional Pastor for a period not to exceed 60 days after the contract termination date or until such time as the transitional pastor secures a new position, whichever comes first.

In witness whereof the parties have executed this Agreement on the dates set forth opposite their signatures:

Transitional Pastor: _____ Date: _____

First Presbyterian Church Session: _____ Date: _____
_____, Clerk of Session

Scioto Valley Presbytery: _____ Date: _____

Print name: _____

Print title: _____

The Presbytery of Scioto Valley of the Presbyterian Church (U.S.A.)
Covenant for a Temporary Pastoral Relationship as
Transitional Pastor

The Session of the Liberty Presbyterian Church Presbyterian Church of Delaware
Ohio, being well satisfied with your qualifications for ministry and confident that we have been led to you by the Holy Spirit as one whose service will be profitable to the spiritual interests of our church and fruitful for the Kingdom of our Lord, earnestly and solemnly covenants with teaching elder

Rev. Kemper Huber

to undertake work as Transitional Pastor of this congregation, for a period of one (1) year beginning November 15, 2020 This covenant is for 100 percent of full-time. This covenant may be renewed with the concurrence of the session, the Presbytery of Scioto Valley Commission for Congregational Life, and the teaching elder. This covenant may be terminated by the session or the teaching elder with thirty (30) days' written notice. The Presbytery may terminate this covenant at any time.

If the teaching elder is not currently a member of the Presbytery of Scioto Valley, he or she will become a member of the Presbytery of Scioto Valley upon release from his/her present presbytery and acceptance by the Presbytery of Scioto Valley.

It is understood that the Transitional Pastor is accountable to the Presbytery through the Commission for Church Professionals and will provide written reports about his or her ministry every three months and participate with the Commission and the Session in an evaluation of this ministry at its conclusion.

It is understood that the Transitional Pastor is not eligible to be called as Pastor. (G-2.0504b)

The primary goals for this transitional ministry are to work with the congregation on the five "developmental tasks" of transitional ministry:

- 1) Coming to terms with history
- 2) Discovering a new congregational identity
- 3) Facilitating shifts in lay leadership and changes in congregational power structures
- 4) Rethinking and renewing denominational linkages
- 5) Preparing for new pastoral leadership and a new future

The transitional pastor will fulfill the following responsibilities:

1. See Attached Sheet
2. _____
3. _____
4. _____
5. _____
6. _____

7. _____

8. _____

The Transitional Pastor will serve as Moderator of Session X Yes No

Unless the Commission for Congregational Life specifically requests the Transitional Pastor to perform a task on its behalf, the Transitional Pastor shall not be involved in the work of the Pastor Nominating Committee beyond providing opportunities for them to communicate with the session and congregation about their progress.

This covenant is expressly made subject to the Sexual Misconduct Policy of the Presbytery of Scioto Valley and the provisions therein concerning leave of absence upon receipt of an allegation of sexual misconduct. All parties to this contract agree to be bound by such policy.

We promise you in the discharge of your duty all proper support, encouragement, and allegiance in the Lord. That you may be free to devote yourself fully to the ministry of Word and Sacrament among us, we promise and obligate ourselves to pay you during the term of this covenant the following compensation (not less than ninety (90) percent of the previously installed pastor's compensation), stated in annualized amounts, to be paid in regular monthly or semi-monthly payments, and the following specified professional reimbursements:

Effective Salary		Professional Expenses Reimbursements*	
Cash Salary	<u>See Attached Sheet</u>	Auto Expense (current IRS rate)	_____
Fair Rental Value of Manse	_____	Business/professional expense	_____
Housing Allowance	_____	SECA Supplement (up to 50%)	_____
Utility Allowance	_____	Continuing Education	_____
Deferred Compensation	_____	Other Allowances	_____
Other Pensionable Comp.	_____		_____
Total Effective Salary	\$ <input type="text"/>	Moving Costs	_____

Full medical, pension, disability and death benefit coverage under the Board of Pensions
Paid vacation leave _____ Weeks
Paid continuing education leave _____ weeks

*Specified expense reimbursements so noted must be itemized and will be paid as incurred, subject to the annual amount shown. Automobile expense shall be reimbursed at the applicable current IRS rate (published annually) and shall not include mileage commuting to and from work – Federal Tax Guide Paragraph 2370.

The session will review the adequacy of this compensation at the time when the covenant is up for renewal.

LIBERTY PRESBYTERIAN CHURCH

Transitional Pastor

Job Description

PASTORAL MINISTRY

- Preach weekly (with monthly preaching Sunday for Associate Pastor)
- Lead Worship Weekly
- Participate in Scioto Valley Presbytery

SUPERVISION

- Lead semi-monthly staff meetings
- Act as head of Staff
- Periodic person-to-person meetings with Associate Pastor, Director of Music, Children's Ministry Director, Director of Youth Ministries.

PASTORAL CARE

- Run 1st Wednesday pastoral care meeting (following staff lunch).
- Share in Pastoral care weekly (hospital and home visitation)
- Share weddings and funerals

COMMUNICATIONS

- Weekly Liberty Link cover letter/devotional (or delegate)
- Bi-monthly Liberty Rings cover letter
- Website – updating information

COMMITTEE SUPPORT

- Transition Team
- Worship Committee
- Finance Committee

LIBERTY PRESBYTERIAN CHURCH

Terms of Call

for

the Rev. Kemper Huber

to serve as

Transitional Pastor

Salary	\$	82,288
Housing Allowance	\$	22,856
SECA Offset	\$	8,043
Total Cash		\$ 113,187
Pension, Medical, Disability	\$	38,903
Dental	\$	905
Total Benefits		\$ 39,808
Travel Expenses	\$	2,500
Professional Expenses	\$	500
Continuing Education	\$	1,000
Reimbursed Medical	\$	2,000
Relocation & Moving	\$	5,000
Total Reimbursed Expenses		\$ 11,000
Vacation		4 Weeks
Study Leave		2 Weeks
Total Leave		6 Weeks
TOTAL COMPENSATION		\$ 163,995

Approved by Session - September 30, 2020

Certification of Covenant

By the Session

This covenant has been approved by the Session of the Liberty Presbyterian Church Church of Delaware Ohio.

Date of Action 9/30/2020 Signature *Melinda Wood*
[Melinda Wood \(Oct 6, 2020 17:35 EDT\)](#)
Clerk of Session

By the Commission for Church Professionals

This covenant has been approved by the Commission for Church Professionals of the Presbytery of Scioto Valley.

Date of Action _____ Signature _____
Commission Moderator

Date of Action _____ Signature _____
Stated Clerk

By the Teaching Elder

I hereby accept this covenant and the terms and conditions contained herein.

Date of Acceptance Oct 5, 2020 Signature *Kemper Huber*
[Kemper Huber \(Oct 5, 2020 19:52 CDT\)](#)
Teaching Elder

[NOTE: Four copies of the covenant are to be prepared and signed by the clerk of session and teaching elder. Deliver the copies to the presbytery stated clerk for presbytery approval. When all signatures are completed, copies will be distributed to the teaching elder, the clerk of session, and the Presbytery of Scioto Valley, and the presbytery of membership (if other than Scioto Valley).]

PRESBYTERY of SCIOTO VALLEY
COMMISSION FOR PRESBYTERY OPERATIONS
REPORT TO THE PRESBYTERY ON CPO ACTIVITIES
NOVEMBER 10, 2020

UPDATE on OPERATIONS:

- **Operations during the current pandemic** - the Presbytery offices are continuing to operate under a hybrid operation with the staff working a combination of “in the office” and “from home”. When working in the office, it has generally been on alternate days or with proper social distancing.
- **Coordination with Overbrook Presbyterian** - we continue to coordinate Presbytery activities with the Overbrook Presbyterian and we (the Presbytery) are generally following the same guidelines as our host church – Overbrook.

MOTIONS:

BUDGET (2nd READING)

The Commission for Presbytery Operations (with special thanks to John Wyckoff, our Financial Assistant, the Budget Committee, and our Interim Treasurer, Bob Gustafson) has worked diligently to present the attached budget options for Presbytery’s consideration. It should be noted that the budget reflects significant cost/expense reductions from all four commissions.

- The attached budget worksheet shows the proposed 2021 budget along with 3 proposed options for the 2021 budget:
 - ✓ The proposed 2021 budget has NO increase in per capita.
 - ✓ Per capita for 2021 will remain at \$37.75

SPECIAL 1-YEAR PER CAPITA RELIEF MOTION: *At the September Presbytery meeting, CPO moved that we make a one-time transfer, without precedent or prejudice, from the Church Development Fund an amount that constitutes 100% of the per capita for every congregation in our presbytery for the year 2021 and that we grant relief to the congregations from that burden for the 2021 budget year.”*

- CPO IS WITHDRAWING THIS MOTION.
- The motion was originally presented and intended to grant relief from per capita payments to all congregations for the 2021 budget year.

PRESBYTERY of SCIOTO VALLEY
COMMISSION FOR PRESBYTERY OPERATIONS
REPORT TO THE PRESBYTERY ON CPO ACTIVITIES
NOVEMBER 10, 2020

- After the 1st reading of the motion at the September Presbytery meeting, we received a lot of feedback from our member churches and Presbytery Commissioners and the feedback was generally less than positive.
- Based on that feedback, we are withdrawing this motion at this time.
- Congregations who may be struggling financially continue to be encouraged to reach out to the Presbytery to discuss options regarding their per capita payments.

Presbytery of Scioto Valley - Columbus OH
2021 Annual Budget

Per Capita based on 2019 membership of 13,884
Percent paying Per Capita 75%

Account #	Account Name	2021	2019	2020
	Per Capita	\$37.75	Actual	Budget
				\$37.75
Receipts				
4.1.0005	Basic Mission - Presbytery	100,000	\$ 104,841	\$ 100,000
4.1.0007	Basic Mission - Directed Givin	-	-	-
4.1.0010	Per Capita - Presbytery	265,740	281,046	287,648
4.1.0011	Per Capita - GA	93,509	105,521	100,761
4.1.0012	Per Capita - Synod	33,842	38,330	36,589
4.1.0014	Recaptured Separated Church Per Capita	-	-	-
4.1.0015	Basic Mission - Presby. Women	2,000	2,158	3,000
	Total Gross Receipts	495,091	531,896	527,999
Assigned Receipts				
5.1.6009	GA Per Capita (at 100% required)	124,678	132,264	134,348
5.1.6011	Synod Per Capita (at collected rate)	33,842	38,017	36,589
	Total Assigned Receipts	158,521	170,281	170,938
	Net Receipts	\$ 336,570	\$ 361,615	\$ 357,061
Commission Activity				
Nurture and Outreach				
	Receipts	40,500	69,298	63,750
	Expenses	58,000	94,500	80,000
	Net Nurture and Outreach	(17,500)	(25,202)	(16,250)
Congregational Life				
	Receipts	50,000	17,500	235,000
	Expenses	65,100	22,794	252,500
	Net Congregational Life	(15,100)	(5,294)	(17,500)
Church Professionals				
	Receipts	8,400	750	9,400
	Expenses	39,700	25,301	43,100
	Net Church Professionals	(31,300)	(24,551)	(33,700)
	Net Commission Activities	(63,900)	(55,047)	(67,450)
	Net Receipts after Net Com. Activities	\$ 272,670	\$ 306,568	\$ 289,611
Presbytery Operating/Administrative Expenses				
	Staff Salaries	163,026	184,604	186,201
	Employee Benefits	42,364	56,386	59,558
	Payroll Tax & Related Costs	19,483	16,976	18,855
	Total Salaries, Benefits & Taxes	224,873	257,966	264,614
	Total Other Operating/Admin Expenses	106,851	87,565	119,146
	Total Operating/Admin Expenses	331,724	345,531	383,760
	Net Surplus (Deficit)	(59,054)	(38,963)	(94,149)
Miscellaneous Income				
	Total Miscellaneous Income	800	1,994	1,800
	Surplus (Deficit)	\$ (58,254)	\$ (36,969)	\$ (92,349)

**Presbytery of Scioto Valley - Columbus OH
2021 Annual Budget**

Per Capita based on 2019 membership of 13,884
Percent paying Per Capita 75%

Account #	Account Name	Per Capita	2021	2019	2020
			\$37.75	Actual	Budget
Receipts					
4.1.0005	Basic Mission - Presbytery		\$ 100,000	\$ 104,841	\$ 100,000
4.1.0010	Per Capita - Presbytery		265,740	281,046	287,648
4.1.0011	Per Capita - GA		93,509	105,521	100,761
4.1.0012	Per Capita - Synod		33,842	38,330	36,589
4.1.0015	Basic Mission - Presby. Women		2,000	2,158	3,000
Total Gross Receipts			495,091	531,896	527,999
Assigned Receipts					
5.1.6009	GA Per Capita (at 100% required)		124,678	132,264	134,348
5.1.6011	Synod Per Capita (at collected rate)		33,842	38,017	36,589
Total Assigned Receipts			158,521	170,281	170,938
Net Receipts			\$ 336,570	\$ 361,615	\$ 357,061

Commission Activity

Nurture and Outreach

Receipts

4.1.0044	PIE Event Income	1,500	1,362	1,000
4.1.0045	Youth Winter Retreat Income	12,600	13,577	11,250
4.1.0046	Youth Fall Rally Income	500	-	500
4.1.0048	Older Adult Ministry Income	-	330	1,000
4.1.0060	Mission Work Trip Income	5,500	4,111	8,000
4.1.0062	Print & Media Resources Inc	6,000	4,277	4,000
4.9.0044	PIE Event Transfers	500	380	500
4.9.0045	Youth Winter Retreat Transfers	3,400	-	10,000
4.9.0046	Youth Fall Rally Transfers	500	-	-
4.9.0051	Campus Ministry Transfers	10,000	13,303	13,000
4.9.0060	Cong Endorsed Mission Fund Transfer	0	1,175	14,000
Total Receipts			40,500	69,298

Expenses

5.1.1004	Session Endorsed Mission Grant	8,000	9,750	13,000
5.1.1006	Global Mission Projects	500	500	1,500
5.1.2005	CN Events/Resources	1,000	1,569	500
5.1.2007	PIE Event Expense	2,000	1,738	2,000
5.1.2008	Youth Winter Retreats	16,000	12,762	16,000
5.1.2009	Youth Fall Rally	500	-	500
5.1.2010	Older Adult Events Expense	1,500	1,221	1,500
5.1.2011	Mission Work Trip Expenses	5,000	4,111	7,500
5.1.1500	CNO Meeting Exp	500	183	500
5.1.2202	Youth Triennium Accrual Exp	3,000	32,786	3,000
5.1.3015	Print & Media Resources Exp	6,000	6,039	6,000
5.1.4005	Campus Ministry	2,000	23,303	13,000
5.1.400x	Higher Education	10,000	-	13,000
5.1.3500	New Growth and Development	2,000	-	2,000
Total Expenses			94,500	80,000

Net Nurture and Outreach

	(17,500)	(25,202)	(16,250)
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Congregational Life

Receipts

**Presbytery of Scioto Valley - Columbus OH
2021 Annual Budget**

Per Capita based on 2019 membership of 13,884
Percent paying Per Capita 75%

Account #	Account Name	2021	2019	2020
			Actual	Budget
4.9.0056	Ministry Initiative Transfers	8,000	-	0
4.9.0058	Church Development Transfers	42,000	17,500	235,000
	Total Receipts	50,000	17,500	235,000
	Expenses			
5.1.4200	CCL Committee/Visitation Expenses	1,500	170	2,000
5.1.4702	Demographic Studies	5,000	4,116	5,000
5.1.4500	New Worshipping Communities	-	-	-
5.1.4501	Bethany	-	-	35,000
5.1.4520	Other churches	42,000	17,500	200,000
5.1.4904	Congregational Support	8,000	1,008	3,000
5.1.4940	Ministry Initiative Expense	600	-	0
5.1.4950	Ministry Initiative Grants	8,000	-	0
	Total Expenses	65,100	22,794	252,500
	Net Congregational Life	(15,100)	(5,294)	(17,500)
	Church Professionals			
	Receipts			
4.1.0042	Church Professionals Event Fees	8,000	-	8,000
4.1.0053	Healthy Boundaries Event Fees	400	750	400
	Total Receipts	8,400	750	9,400
	Expenses			
5.1.5002	Church Professionals Meeting	900	883	600
5.1.5202	Inquirer/Candidates	3,000	994	4,000
5.1.5204	Commissioned Ruling Elders	2,000	451	3,000
5.1.5404	Church Professionals Retreat	15,800	16,554	18,000
5.1.5602	COM - Background Checks	2,000	895	1,500
5.1.5604	Pastors Programming	1,500	-	2,500
5.1.5802	Health Boundaries Training	5,000	2,488	3,000
5.1.5804	Bereavement Exp	500	239	500
5.1.5806	Pastoral Support	9,000	2,797	10,000
	Total Expenses	39,700	25,301	43,100
	Net Church Professionals	(31,300)	(24,551)	(33,700)
	Net Commission Activities	(63,900)	(55,047)	(67,450)
	Total Net Receipts	\$ 272,670	\$ 306,568	\$ 289,611

Presbytery Operating/Administrative Expenses

Salaries, Benefits & Taxes				
5.1.7701	Salary - Exec Presbyter	44,468	42,327	45,861
5.1.7702	Salary - Stated Clerk	10,120	16,048	20,240
5.1.7703	Salary - Administrative Asst	46,658	51,043	52,370
5.1.7704	Salary - Financial Asst	18,780	18,436	21,130
5.1.7705	Salary - Treasurer	3,000	6,150	6,000
5.1.7706	Deferred Compensation	-	600	600
5.1.7707	Housing - Exec Presbyter	40,000	40,000	40,000
	Total Staff Salaries	163,026	184,604	186,201
5.1.7711	BOP - Exec Presbyter	21,752	30,461	31,769
5.1.7713	BOP - Administrative Asst	17,972	23,257	25,068
5.1.7715	Med. Reimb. - Exec Presbyter	1,689	1,647	1,674
5.1.7717	Med. Reimb. Administrative Asst	951	1,021	1,047
	Total Employee Benefits	42,364	56,386	59,558

**Presbytery of Scioto Valley - Columbus OH
2021 Annual Budget**

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Percent paying Per Capita 75%

Account #	Account Name	2021	2019	2020
			Actual	Budget
5.1.7720	Staff Services Contingency	4,258	1,265	2,000
5.1.7721	Payroll Processing Expense	2,100	2,202	2,100
5.1.7722	FICA Expense	6,168	7,039	7,630
5.1.7724	SECA	6,462	6,298	6,568
5.1.7729	BWC Insurance Expense	495	172	557
	Total Payroll Costs	19,483	16,976	18,855
	Total Salaries, Benefits & Taxes	224,873	257,966	264,614
Other Operations/Administration				
5.1.7732	Travel - Stated Clerk	2,700	1,909	3,000
5.1.7733	Travel - Treasurer	1,800	132	2,000
5.1.7734	Travel - Exec Presbyter	10,800	10,710	12,000
5.1.7736	Travel - PYO Staff	450	194	500
5.1.7742	Cont Ed. - Staff Training	450	653	500
5.1.7744	Cont Ed. - Exec Presbyter	1,800	1,248	2,000
5.1.7746	Cont Ed. - Stated Clerk	720	-	800
5.1.7748	Cont Ed. - Treasurer	450	-	500
5.1.6001	Moderator Meeting Expenses	1,500	1,468	4,000
5.1.6005	Administrative Commissions Exp	200	-	500
5.1.6006	Nominating Mtg Exp	200	364	200
5.1.6007	GA Travel	2,000	-	2,000
5.1.6008	Presbytery Meeting Expenses	1,500	1,602	6,000
5.1.6010	CT Meeting Expense	500	71	500
5.1.7804	Rent	30,000	30,000	30,000
5.1.7806	Presbytery Insurance	4,000	3,317	3,500
5.1.7808	Website Management	2,000	1,996	1,500
5.1.7810	Equipment Purchases	-	-	1,000
5.1.7812	Computer Support	2,000	1,489	2,500
5.1.7814	Copier Maint.	3,500	3,252	3,500
5.1.7815	Dues and Subscriptions	1,000	1,054	850
5.1.7816	Miscellaneous	1,000	1,059	1,000
5.1.7818	Office Supplies	3,000	3,408	4,000
5.1.7820	Phone	5,000	4,264	4,500
5.1.7822	Postage	1,200	980	1,200
5.1.7824	Presbytery Depreciation	1,800	1,800	3,200
5.1.7825	Amortization Exp	500	480	-
5.1.8004	Audit	12,000	10,220	10,000
5.1.8005	Legal Expenses	1,000	-	1,500
5.1.8006	CPO Meeting	500	936	1,000
5.1.8502	Presbytery Newsletter	2,000	1,649	2,500
5.1.0150	Trfr to GA 2022 (uncol synod per capita)	11,281	-	12,196
	Total Other Operat/Admin Exp	106,851	87,565	119,146
	Total Presbytery Oper/Admin Expenses	331,724	345,531	383,760
	Net Surplus (Deficit)	(59,054)	(38,963)	(94,149)
Miscellaneous Income (Expense)				
4.1.0100	Transfers from GA2022 Fund	-	-	22,000
5.1.0102	GA 2022 Pre-COLA Travel	-	-	(5,000)
5.1.0104	GA 2022 Promotion	-	-	(15,000)

Presbytery of Scioto Valley - Columbus OH

2021 Annual Budget

Per Capita based on 2019 membership of 13,884
Percent paying Per Capita 75%

Account #	Account Name	2021	2019	2020
			Actual	Budget
5.1.0110	GA 2022 Other	-	-	(2,000)
4.1.0025	Church Development Investment Alloc	-	-	-
4.1.0027	Interest Revenue - Checking	800	1,632	1,500
4.1.0039	Donated Exp Revenue	-	362	300
4.1.0099	Transfers from Reserves	-	-	-
	Total Miscellaneous Income	800	1,994	1,800
Surplus (Deficit)		\$ (58,254)	\$ (36,969)	\$ (92,349)

Proposal From CNO and CCL re: Vital Congregations

The Commission on Nurture and Outreach and the Commission on Congregational Life propose that that Presbytery of Scioto Valley apply to become part of the Vital Congregations Initiative of the PC(USA).

The Vital Congregations Initiative is a two-year covenant relationship between presbyteries and the PC(USA) to prayerfully walk with pastors and existing congregations in intentional efforts of revitalization. In the first year, churches will embark on an honest assessment, capturing their unique stories, confessing their realities and discerning the Spirit's call to action. Year two is about joining Christ in the new thing taking place, allowing the wonder of God to transform, and faithfully living into change. A focus of this work is the **Seven Marks of Congregational Vitality** which includes intentional, authentic evangelism; an outward incarnational focus; empowered servant leadership; Spirit-inspired worship; caring relationships; and ecclesial health.

Upon approval by the presbytery, a task team from CNO and CCL will fill out the Letter of Interest Form by March 5, 2021. The office of Vital Congregations, in consultation with the PC(USA) Staff Team and the Vital Congregations Coaches Team, will prayerfully discern a maximum of 20 presbyteries and a Church Cohort group of 15 churches to begin this journey. They will be contacted by April 12, 2021 and begin the Preparation and Vision Sharing Year together in spring 2021. Individual churches would apply to join the program after the year of preparation for the presbytery.

Our commitment as a presbytery would include electing a minimum of two members to be trained by the PC(USA) for the role of Vital Congregations facilitator, who will be trained by the Office of Vital Congregations and utilized at the discretion of presbyteries in consultation with pastors, or a session for churches without a pastor. They will also be supported/mentored by a liaison from the PC(USA) Vital Congregations Team and have quarterly video meetings with other facilitators around the country. The estimated cost to the presbytery is \$2,500, primarily for surveys and facilitator training. The presbytery could choose to pass some of that cost along to congregations who choose to participate in the program.

Much more information is available at <https://www.presbyterianmission.org/ministries/theology-formation-and-evangelism/vital-congregations/>

PIE on Zoom

COVID 19 can't stop our annual church leader training event, where we will be inspired then equipped to do the work of the church in this time.

Saturday, January 9
10:00 - 11:30 am
and/or
Wednesday, January 13
7:00 - 8:30 pm



Welcome and Worship followed by Workshops:

Elders Deacons Clerks Pastors Faith Practice Tool Kit

This event will be offered TWICE! Both events will be live with the same leadership. Some may choose to go both times to attend different workshops. All workshops will be recorded for later viewing.

There is no fee for this event, but we do ask that people register for on the PSV website to sign up for workshops and receive the zoom link.

Mission Engagement 101

The PSV Global Mission Network will be offering **Mission Engagement 101**, a five session class which seeks to engage leadership and members of your church in worship, committee meetings, programs and outreach opportunities for service, particularly outreach opportunities for global mission engagement. The 90-minute sessions will be held online once a month beginning in January. Watch for more information.

Matthew 25

CNO continues to offer opportunities to find out more about the **Matthew 25 Initiative**, which includes Eradicating Systemic Poverty, Dismantling Structural Racism, and Building Congregational Vitality. **Matthew 25 Ambassadors** are available to answer questions and to share with your church on zoom about the initiative and how they can become involved.

For action at the November Meeting of the Presbytery of Scioto Valley

MOTION: That item six in the Ministry Initiative program be replaced as indicated below:

The Ministry Initiatives Program

A Program of the Presbytery of Scioto Valley administered by the
Commission for Congregational Life (CCL)
(Approved by Presbytery February 20, 2018)

Introduction: The Presbytery Church Development Fund was established in 2013. A Task Team was appointed to develop a policy for the use of these funds. Contingent on the approval of the policy for the Church Development Fund, this Ministry Initiative Program is proposed to be supported from the Church Development Fund.

Purpose: The primary purpose of the Ministries Initiative Program is to support development and initial implementation of imaginative efforts in the domain of church development and redevelopment in order to fulfill the Mission and Vision of the Presbytery of Scioto Valley.

Program Assumptions: As part of defining this purpose for the Ministry Initiatives Program, the following assumptions are made:

1. Grants are generally intended for new initiatives, redevelopment of congregations or missions, or restart situations. Attainable and measurable benchmarks will be included in all proposals.
2. Funds are not ordinarily available for general maintenance and upkeep on buildings, or the operation of existing programs of the congregation. Exceptions may be considered if redevelopment includes maintenance needed to support uses described in item 1.
3. While administered by CCL, each Commission, and the Presbytery, may apply for funds for projects that meet the criteria. Each will receive equal consideration under these guidelines.
4. In instances where a congregation has petitioned CCL to engage in ending their ministry, funds may be available to assist with a closing celebration.
5. Cooperative efforts among the congregations of the Presbytery will be encouraged, with grants in cases where these congregations may meet the criteria in assumption item 1.
- ~~6. CCL will establish a panel to oversee grant requests, herein named the Ministry Initiatives Board (MIB). The MIB will consist of one (1)~~

~~active member from each commission, the active Vice Moderator of the Presbytery, and one (1) presbytery staff person. The Vice Moderator will serve as the MIB moderator and the staff person will serve in an advisory and non-voting capacity.~~

The Presbytery will elect a panel of seven members to oversee the grant requests, herein named the Ministry Initiatives Board (MIB) The MIB will consist of six members, each elected to a three year term (terms will be staggered with two members elected each year. Board members can serve for a maximum of six consecutive years The seventh member of the board will be the chair of the MIB and will also elected by the Presbytery for a three year term and can serve a maximum of six consecutive years.

7. The MIB will set the timing, criteria, and process for receiving and evaluating grants. The MIB will be asked to make final determination for funding requests. Approved grants will be submitted to CCL for payment using the appropriate presbytery forms.
8. While requests may come from individual congregations to the various commissions, it will be the responsibility of each commission to determine eligibility, evaluate, and present recommended applications to the Ministry Initiatives Board. ***Requests to the Ministry Initiatives Board must come through, and be supported by, one of the commissions or the Presbytery.***
9. All granted requests will be accompanied by anticipated outcomes and the requesting commission will report those outcomes to CCL.
10. Grants may be considered for additional program years, up to two (2), in instances when anticipated outcomes may require more long-term planning and support. However, the requesting and supporting commission must provide all required outcome reporting to CCL.

Funding Assumptions:

- Initially, and for a projected period of five (5) years, an annual amount of \$150,000.00 will be included in the budget of CCL and named the Ministry Initiatives Program. Even though \$150,000.00 is allocated per year, there is no assumption that the entire annual amount will be spent in any given year if the presented and approved applications don't warrant the expenditure. The unexpended balance would be returned to the Church Development Fund for future use.
- This program will be evaluated by CPO and CCL in a period of no more four (4) years. Initial funding assumptions by CPO determined that funds are available for five (5) years at this funding level. Program assumptions may be evaluated for appropriateness by CCL as needed, or at least annually.

- If, at any time, CPO determines an adjustment is necessary to preserve the stability of the funding source(s), new allocations may be reduced or suspended.
- Should there be an unexpected opportunity consistent with the purpose of the program, the Presbytery, through a request to CPO, may approve spending more than the \$150,000 yearly limit.

**Installation of Kae Merold as Moderator and
Bob Gustafson as Vice-Moderator
For Scioto Valley Presbytery**

Reverend Mark Gauen, Moderator

Moderator: As many of you as were baptized into Christ have clothed yourselves with Christ.

All: There is no longer Jew or Greek, there is no longer slave or free, there is no longer male or female; for all of you are one in Christ Jesus.

Moderator: Lead a life worthy of the calling to which you have been called, making every effort to maintain the unity of the Spirit in the bond of peace.

**All: There is one body and one Spirit, just as we were called to the one hope of our calling, one Lord, one faith, one baptism, one God and father of all, who is above all and through all and in all.
How very good and pleasant it is when kindred live together in unity!
It is like the precious oil on the head, running down upon the beard,
on the beard of Aaron, running down over the collar of his robes.
It is like the dew of Hermon, which falls on the mountains of Zion.
for there the Lord ordained his blessing, life forevermore. (Psalm 133)**

Moderator: We are called by God to be the church of Jesus Christ, a sign in the world today of what God intends for all humankind.

All: The great ends of the church are the proclamation of the gospel for the salvation of humankind; the shelter, nurture, and spiritual fellowship of the children of God; the maintenance of divine worship; the preservation of the truth; the promotion of social righteousness; and the exhibition of the Kingdom of Heaven to the world.

Moderator: The call of Christ is to willing, dedicated discipleship. Our discipleship is a manifestation of the new life we enter through baptism. Discipleship is both a gift and a commitment; an offering and a responsibility.

Kae Merold, you are being installed as Moderator for the Presbytery of Scioto Valley.

Bob Gustafson, you are being installed as Vice-Moderator for the Presbytery of Scioto Valley.

Kae and Bob, the grace bestowed on you in baptism is sufficient for your calling because it is God's grace. By God's grace we are saved; and enabled to grow in the faith and to commit our lives in ways which serve Christ. God has called each of you to a particular service. Show your purpose by answering these questions:

Who your Lord and Savior?

Jesus Christ is my Lord and Savior.

Will you be Christ's faithful disciple, obeying his word and showing his love?

I will, with God's help.

Do you welcome the responsibility of this service because you are determined to follow the Lord Jesus, to love neighbors, and to work for the reconciling of the world?

I do.

Will you serve the people with energy, intelligence, imagination and love, relying on God's mercy and rejoicing in the power of the Holy Spirit?

I will, with God's help.

Stated Clerk: Do you, members of the Presbytery of Scioto Valley, confirm the call of God to our sister, Kae Merold as Moderator for Scioto Valley Presbytery, and to our brother, Bob Gustafson as Vice-Moderator for Scioto Valley Presbytery in the service of Jesus Christ?

We do.

Will you support and encourage both of them in this ministry?

We will.

Exec. Presbyter: Let us pray: Faithful God, in baptism you claimed us; and by your Holy Spirit you are working in our lives, empowering us to live a life worthy of our calling. We thank you for leading Kae and Bob to this place. Establish them in your truth, and guide them by your Holy Spirit, that in your service they may grow in faith, hope and love and are faithful disciples of Jesus Christ, to whom, with you and the Holy Spirit, be honor and glory, now and forever. Amen.

All: Almighty God, in Jesus Christ, you call disciples and by the Holy Spirit, made them one church to serve you. Let your Spirit rule your church, so that we may be joined in love and service to Jesus Christ, who, having gone before us, is coming to meet us in the promise of your kingdom. Amen.

Declaration of Installation (Stated Clerk):

Kae you are now installed to service as Moderator for the Presbytery of Scioto Valley. Bob you are now installed to service as Vice-Moderator for the Presbytery of Scioto Valley. Whatever both of you do, in word or deed, do everything in the name of the Lord Jesus the Risen Christ. Welcome to your new positions!

(Presentation of the cross, stole and gavel-Moderator)

(Introduction of the Evening Prayers – Moderator)

Evening Prayer from *The Book of Common Worship*

Presbytery of Scioto Valley, November 17, 2020

Opening Words:

Mark Gauen

Stay with us, Lord, for it is evening **and the day is almost over.**

God who said, “Out of darkness the light shall shine!” is the same God who made light shine in our hearts to bring us the knowledge of God’s glory shining in the face of Christ.

Scripture: Mark 13:32-37

Bob Gustafson

Jesus said, “But about that day or hour no one knows, neither the angels in heaven, nor the Son, but only the Father. Beware, keep alert; for you do not know when the time will come. It is like a man going on a journey, when he leaves home and puts his slaves in charge, each with his work, and commands the doorkeeper to be on the watch. Therefore, keep awake—for you do not know when the master of the house will come, in the evening, or at midnight, or at cockcrow, or at dawn, or else he may find you asleep when he comes suddenly. And what I say to you I say to all: Keep awake.”

This is the Word of the Lord.

Thanks be to God.

Special Offering: The Christmas Joy Offering

Thanksgiving and Intercession

Kae Merold

Let my prayer rise before you as incense, O Lord,
the lifting of my hands as an evening sacrifice.

We give you our praise and thanks, O God, for all gifts of love we have received from you,

and for your persistent mercy in Jesus Christ.

Especially we thank you for:

the faith, life and worship of the church...

all creatures with whom we share the earth...

those whom we love and who have loved us...

support and encouragement from others...

food and drink to share in your name...

(Offer prayers of thanks typed in the chat box...)

Lord, in your mercy, **Hear our prayer.**

Our prayer continues:

We give you our cares and concerns, O God, because we know you are kind and care for your children in every circumstance.

Especially we pray for:

congregations in the Scioto Valley Presbytery...

all congregations throughout the state of Ohio...

people who live in poverty...

those who are sick or suffering...

those who work for their healing...

comfort and peace for those who are dying...

(Offer prayers for others typed in the chat box...)

Lord, in your mercy, **Hear our prayer.**

To you, O God, we give up the burdens of this day, trusting your love and mercy.

To you, O God, we surrender ourselves, trusting our risen Lord to lead us always in the way of peace, today, tomorrow, and forever. **Amen.**

Blessing:

Bob Gustafson

Let us cast all our anxiety on the Lord, who cares for us. The God of all grace will restore, strengthen, and support us. **Amen.**

Bless the Lord. **The Lord's name be praised.**