



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

The Presbytery of Scioto Valley
Presbyterian Church (U.S.A.) 255th Stated Meeting
Tuesday, September 15, 2020, 4:00 p.m.
Via Zoom

Join Zoom Meeting (put your cursor over the link in the next line and click):

<https://us02web.zoom.us/j/83817237600?pwd=blpnQ0FycUgyN01OOFFTQVRKNFBiUT09>

Meeting ID: 838 1723 7600

Passcode: PSVOnline

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Find your local number: <https://us02web.zoom.us/j/khEFmu4aR>

Commissioners Orientation

So, This Is Your First Presbytery Meeting! This one will be a bit different for all of us, as it is our first 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 4:00 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 Fifth Stated Meeting
Tuesday, September 15, 2019, 4:00 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 – 4:00 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

Praise Song for the Pandemic, by The Work of the People, a spiritual visual library

To Steward Christ's Work

Seating of Corresponding Members
Consent Agenda (note: this includes the Nominating Committee Report)
Staff Reports

- a. Rev. Dr. Jeannie Harsh, Executive Presbyter
- b. Jim Wilson, Acting Stated Clerk
- c. Greetings from the Synod Executive, Rev. Dr. Charles B. (Chip) Hardwick
(written information attached)

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

To Celebrate Christ's Mission

Commission Reports

1. Commission for Presbytery Operations – RE Jim Hines

FOR ACTION: Per Capita Relief Policy – 2nd Reading*

FIRST READING: Special Per Capita Relief motion**

FIRST READING: 2021 Budget**

2. Commission for Nurture and Outreach – Rev. Mary Gause

FOR ACTION: Matthew 25 Initiative

3. Commission for Church Professionals – Rev. Ann Melick

FOR ACTION: Examination of Edward Lewis

FIRST READINGS:**

- 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
- 2021 Minimum Compensation guidelines
- Revision to Dissolution Policy

New Business (if any)

Announcements

Adjournment

* This item is presented for a second reading, 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 February 18, 2020.

**These items are presented for a first reading. The primary purpose of a first reading of a policy is to give members of the presbytery advanced notice that a policy is being proposed. Because the policy is not being presented for approval at this meeting, debate as to the merits is not appropriate at this time. Questions seeking clarification (and not as a pretext for debate) are appropriate. Suggestions for changes to the draft may be made, provided that the suggestion is not a pretext to debate the wisdom of the policy. If extensive changes are being suggested, it is more appropriate to email those suggestions to the committee rather than to use extended meeting time presenting such suggestions.

Special Standing Rules for a Virtual Presbytery Meeting

The following special standing rules have been developed for our Special Presbytery meeting on September 15, 2020, to be conducted virtually at 4:00 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 3:55 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 254th Stated Meeting at Second Presbyterian Church, Newark, Ohio, on February 18, 2020 and from the Special Meeting, held via Zoom video conference on August 18, 2020, available for review at the Presbytery website.
2. Receive the report of Moderator Mark Gauen that the following individuals have been appointed to the Discernment and Design Administrative Commission created by action of the Presbytery at its February 18, 2020 meeting:
 - James Cleamons RE Columbus-Bethany
 - Kyle Doeblor TE Delaware –Liberty
 - Jennifer Eastman Hinkle TE Dublin
 - Carol Evans RE Delaware First
 - Melinda Lovern RE Granville – First
 - Frank LeBlanc TE New Albany–Rose Run
 - Connie Price RE Grove City -First
 - Patricia Stout TE Honorably Retired
3. Receive the report of Acting State Clerk Jim Wilson that the 2019 Minutes of the Presbytery were reviewed by the Synod on August 18, 2020, and approved with exception.
4. Elect the following nominees of the Presbytery nominating committee to the positions and terms indicated:

For moderator (2021): Kae Merold

For vice-moderator (2021 and to become moderator in 2022): Bob Gustafson

For the Commission on Church Professionals--

Rev. Tom Shuman class of 2021, to begin immediately (to fill the unexpired term of Sarah Juist)

Rev Jeff Jaynes class of 2021, to begin immediately (to fill the unexpired term of Liz Wagner)

Elder Mark Johnson class of 2023

Rev. Deb Patterson class of 2023

Rev David Bubb class of 2023

For the Commission of Congregational Life--

Elder Bob Patterson class of 2023

Elder Yvonne Gustafson class of 2023

Elder Mark Stansberry class of 2023

Elder Jennifer Pieratt class of 2023

For the Commission on Nurture and Outreach--

Rev Alice Phillips class of 2023

Elder Tina Johnson class of 2023

Rev Rick Nutt class of 2023

Elder Susan Rike class of 2023

For the Commission for Presbytery Operations--

Rev Mary Jane Hitt class of 2023

Rev Malcom Davis class of 2023

Elder Tom Billman class of 2023

5. Upon nomination of the Coordinating Team, elect Bill Lucas and Peter Galbraith to the Presbytery Nominating Committee, for a term ending in 2023.



The Synod of the Covenant
Presbyterian Church (U.S.A.)

Scholarships and Grants

Apply Now: www.synodofthecovenant.org

—Scholarships—

Higher Education Scholarships

Apply ASAP

- Undergrad, Associates, Vocational School: Up to \$1000
- First Theology Degree (e.g., MDiv): up to \$1500

COVID/Emergency Scholarships

Application Deadline: 12/4/20

- For Travel Home, Lost Income, etc.: up to \$500

—Grants—

Racial-Ethnic Grants

Applications Reviewed beginning 10/1/20

- For congregations of color seeking to reach their neighborhoods: Up to \$5000

New Covenant Grants

Applications Reviewed beginning 10/1/20

- Grants up to \$5000 for at least one of three purposes
 - Congregational Redevelopment/Transformation
 - Multicultural/Justice Ministries
 - Higher Education Ministries (UKirk, college ministry, Alma/Muskingum/Wooster)

Questions?: grants@synodofthecovenant.org

PRESBYTERY of SCIOTO VALLEY
COMMISSION FOR PRESBYTERY OPERATIONS
REPORT TO THE PRESBYTERY ON CPO ACTIVITIES
September 15, 2020

UPDATE on OPERATIONS:

- **Operations during the current pandemic** - the Presbytery offices have moved to 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 have been closely coordinating Presbytery office operations with the procedures that Overbrook Presbyterian has in place for their own operations and we (the Presbytery) are generally following the same guidelines as our host church – Overbrook.
- **NEW OFFICE HOURS** – not specifically due to the pandemic but more as part of our budget / cost reduction efforts, CPO has decided to change the office hours for the Presbytery offices. Effective immediately, the new Presbytery office hours will be:
 - Monday to Thursday
 - CLOSED on Friday
- **New hours for our Administrative Assistant** – coupled with the change in office hours, we are also reducing the hours of the Presbytery’s Administrative Assistant from 35 to 32 hours per week. This change will be effective January 1, 2021
- **Change to the Presbytery Personnel Manual** – to account for the above change in the Administrative Assistant’s hours, we have also revised the Personnel policies to revise the definition of a full-time employee (for benefit purposes) from 35 hours per week to anyone working 32 hours per week. At this time, this change only impacts 1 member of the Presbytery staff.
- **Payroll Protection Loans (the CARES ACT)** – CPO reviewed the question of whether or not PSV should apply for a Payroll Protection Loan under the CARES Act on multiple occasions. CPO ultimately decided that PSV should NOT apply for a Payroll Protection Loan and we reaffirmed this decision at two subsequent meetings.
 - Our rationale was very much in line with the following comments from the Lake Huron Presbytery:
 - *Lake Huron did not apply for a PPP loan. The Council and Trustees agreed that:*
 - *(1) the entanglement of church and state envisioned by government support of religious organizations was contrary to our principles;*

PRESBYTERY of SCIOTO VALLEY
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- *(2) we could not in good conscience certify, as required by the loan, that the money was necessary to maintain operations – we have nearly \$1 million of undesignated reserves for such a purpose; and*
- *(3) at the time the loans were made available, the funding was limited and we did not want to divert funds away from local businesses that needed them. In taking this position, we did not intend to judge any other congregation or council that might decide differently – mutual forbearance on matters of conscience.*

MOTIONS:

2nd READING – PER CAPITA RELIEF: This motion had its 1st ready at the February 18, 2020 Presbytery meeting and is being presented for a 2nd reading and approval. The Commission for Presbytery Operations moves that PSV approve the following per capita relief policy:

- ***MOTION - CPO moves that any church that reduces its membership (purges its rolls) by 10% or more will be eligible for per capita relief in the following budget year, as opposed to the current policy which has a 1-year lag between the reporting of membership and its effect on per capita. For example, “membership for per capita purposes” in the 2020 budget year, will be the membership reported as of the end of 2019 instead of 2018.***

- **RATIONALE:** The current Presbytery policy for determining per capita indicates that a churches’ membership as of December 31st is used as the basis for determining their per capita not in the next year but in the following year.
 - For example, membership as of December 2020 would be used as the basis for per capita in 2022 – not in 2021. This motion provides for IMMEDIATE RELIEF for any church who “cleans-up” (or purges) their membership rolls and reports a loss of 10% or more in membership.
- If a church reports a 10% (or more) loss in membership, their membership for per capita purposes would be reduced for the next year. In other words, if you have a 10% reduction in membership at the end of 2020, your per capita would be reduced effective with the 2021 budget year instead of the current policy that would not make the new rate effective until the 2022 budget year.

PRESBYTERY of SCIOTO VALLEY
COMMISSION FOR PRESBYTERY OPERATIONS
REPORT TO THE PRESBYTERY ON CPO ACTIVITIES
September 15, 2020

1st READING – SPECIAL 1-YEAR PER CAPITA RELIEF MOTION: *CPO moves 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.”*

- This motion was originally presented at the August 2020 CPO meeting and is intended to grant relief from per capita payments to **all congregations** for the 2021 budget year. The motion was passed in CPO by a 7-2 vote. Upon the advice of our Stated Clerk, CPO is bringing this motion before the Presbytery for your review and approval.
- **RATIONALE:** PC(USA) polity and theology includes a commitment to cost-share with our brothers and sisters across the denomination regardless of their ability, or even their willingness, to contribute to per capita and to equally and without prejudice serve every member in every congregation. While some congregations, even some of our largest and wealthiest congregations, refuse to pay per capita, we, as a presbytery, must honor the Presbyterian commitment to cost sharing and support. While we have been focused on balancing a budget based upon the assumption of 75 or 76 percent payment rate, we think that we must honor our commitment to support the mission of the PC (USA).
- By granting per capita relief to ALL congregations, it is our hope that this action will have the following impact:
- For congregations that are struggling financially due to the pandemic (or other causes), we hope this will help relieve the financial pressures they are facing and allow them to concentrate on the non-financial aspects of their ministry.
- For congregations that are not struggling financially (and who are fully able to pay their fair share of per capita), we hope they will use their per capita dollars to fund a mission project or other project in their church that they might not have undertaken.
- The money that has been deposited into this account, while having come from a number of sources, have surely also come from our churches who have closed but faithfully supported per capita all during their long years of service to God’s people. It is our hope that this expression of good will and commitment to our connectional church might also show those churches who simply refuse to pay because they are unhappy with the Synod or GA, or consider their missions work enough, that our commitment runs deep.

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- We hear of lot of criticism of the presbytery for asking for per capita increases while we are sitting on that “pot of money”. We believe that our faithful churches will continue to pay regardless if they are able, but none of us has a desire to see a congregation falter in this time of crisis.

BUDGET (1st READING)

The Commission for Presbytery Operations (with special thanks to John Wyckoff, our Financial Assistant, and the Budget Committee) 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 2020 budget along with 3 proposed options for the 2021 budget:

1. 2021 budget with NO increase in per capita (blue column) - this option reflects NO increase in per capita
2. 2021 budget with \$2.25 increase in per capita (green column) - this option reflects a \$2.25/member increase in per capita
3. 2021 budget reflecting the proposed per capita relief proposal – this option assumes Presbytery approval of the “Special 1-year per capita relief” motion. If the motion passes, CPO would ask that Presbytery approve the budget as presented in this column - with NO per capita collections during the 2021 budget year.

PSV - 2021 BUDGET SUMMARY

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	2019	2020	-----2021-----		
			Actual	Budget	No Increase	\$2.25 Increase	Per Capita Relief
				\$37.75	\$37.75	\$40.00	\$37.75
OPERATIONS							
Receipts							
4.1.0005	Basic Mission - Presbytery		\$ 104,841	\$ 100,000	100,000	100,000	100,000
4.1.0007	Basic Mission - Directed Givin		-	-	-	-	-
4.1.0010	Per Capita - Presbytery		281,046	287,648	265,740	289,169	-
4.1.0011	Per Capita - GA		105,521	100,761	93,509	93,509	-
4.1.0012	Per Capita - Synod		38,330	36,589	33,842	33,842	-
4.1.0014	Recaptured Separated Church Per Capita		-	-	-	-	-
4.1.0015	Basic Mission - Presby. Women		2,158	3,000	2,000	2,000	2,000
Total Gross Receipts			531,896	527,999	495,091	518,520	102,000
Assigned Receipts							
5.1.6009	GA Per Capita (at 100% required)		132,264	134,348	124,678	124,678	124,678
5.1.6011	Synod Per Capita (at collected rate)		38,017	36,589	33,842	33,842	45,123
Total Assigned Receipts			170,281	170,938	158,521	158,521	169,801
Net Receipts			\$ 361,615	\$ 357,061	\$ 336,570	\$ 359,999	\$ (67,801)
Commission Activity							
Nurture and Outreach							
	Receipts		69,298	63,750	40,500	40,500	40,500
	Expenses		94,500	80,000	58,000	58,000	58,000
Net Nurture and Outreach			(25,202)	(16,250)	(17,500)	(17,500)	(17,500)
Congregational Life							
	Receipts		17,500	235,000	50,000	50,000	50,000
	Expenses		22,794	252,500	65,100	65,100	65,100
Net Congregational Life			(5,294)	(17,500)	(15,100)	(15,100)	(15,100)
Church Professionals							
	Receipts		750	9,400	8,400	8,400	8,400
	Expenses		25,301	43,100	39,700	39,700	39,700
Net Church Professionals			(24,551)	(33,700)	(31,300)	(31,300)	(31,300)
Net Commission Activities			(55,047)	(67,450)	(63,900)	(63,900)	(63,900)
Total Net Receipts			\$ 306,568	\$ 289,611	\$ 272,670	\$ 296,099	\$ (131,701)
Presbytery Operating Expenses							
	Staff Salaries		184,604	186,201	163,026	163,026	163,026
	Employee Benefits		56,386	59,558	42,364	42,364	42,364
	Payroll Tax & Related Costs		16,976	18,855	19,483	19,483	19,483
Total Salaries, Benefits & Taxes			257,966	264,614	224,873	224,873	224,873
Total Operations Admin			87,565	119,146	106,851	106,851	95,570
Total Expenses			345,531	383,760	331,724	331,724	320,443
Net Surplus (Deficit) from Operations			(38,963)	(94,149)	(59,054)	(35,624)	(452,144)
Miscellaneous Income							
	Total Miscellaneous Income		1,994	1,800	-	-	524,121
Operating Surplus (Deficit)			\$ (36,969)	\$ (92,349)	\$ (59,054)	\$ (35,624)	\$ 71,977

PSV - 2021 BUDGET DETAILS

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	2019	2020	-----2021-----		
			Actual	Budget	No Increase	\$2.25 Increase	Per Capita Relief
				\$37.75	\$37.75	\$40.00	\$37.75
OPERATIONS							
Receipts							
4.1.0005	Basic Mission - Presbytery		\$ 104,841	\$ 100,000	\$ 100,000	\$ 100,000	\$ 100,000
4.1.0010	Per Capita - Presbytery		281,046	287,648	265,740	289,169	-
4.1.0011	Per Capita - GA		105,521	100,761	93,509	93,509	-
4.1.0012	Per Capita - Synod		38,330	36,589	33,842	33,842	-
4.1.0015	Basic Mission - Presby. Women		2,158	3,000	2,000	2,000	2,000
Total Gross Receipts			531,896	527,999	495,091	518,520	102,000
Assigned Receipts							
5.1.6009	GA Per Capita (at 100% required)		132,264	134,348	124,678	124,678	124,678
5.1.6011	Synod Per Capita (at collected rate)		38,017	36,589	33,842	33,842	45,123
Total Assigned Receipts			170,281	170,938	158,521	158,521	169,801
Net Receipts							
			\$ 361,615	\$ 357,061	\$ 336,570	\$ 359,999	\$ (67,801)
Commission Activity							
Nurture and Outreach							
Receipts							
4.1.0044	PIE Event Income		1,362	1,000	1,500	1,500	1,500
4.1.0045	Youth Winter Retreat Income		13,577	11,250	12,600	12,600	12,600
4.1.0046	Youth Fall Rally Income		-	500	500	500	500
4.1.0048	Older Adult Ministry Income		330	1,000	-	-	-
4.1.0060	Mission Work Trip Income		4,111	8,000	5,500	5,500	5,500
4.1.0062	Print & Media Resources Inc		4,277	4,000	6,000	6,000	6,000
4.9.0044	PIE Event Transfers		380	500	500	500	500
4.9.0045	Youth Winter Retreat Transfers		-	10,000	3,400	3,400	3,400
4.9.0046	Youth Fall Rally Transfers		-	-	500	500	500
4.9.0051	Campus Ministry Transfers		13,303	13,000	10,000	10,000	10,000
4.9.0060	Cong Endorsed Mission Fund Transfer		1,175	14,000	0	-	-
Total Receipts			69,298	63,750	40,500	40,500	40,500
Expenses							
5.1.1004	Session Endorsed Mission Grant		9,750	13,000	8,000	8,000	8,000
5.1.1006	Global Mission Projects		500	1,500	500	500	500
5.1.2005	CN Events/Resources		1,569	500	1,000	1,000	1,000
5.1.2007	PIE Event Expense		1,738	2,000	2,000	2,000	2,000
5.1.2008	Youth Winter Retreats		12,762	16,000	16,000	16,000	16,000
5.1.2009	Youth Fall Rally		-	500	500	500	500
5.1.2010	Older Adult Events Expense		1,221	1,500	1,500	1,500	1,500
5.1.2011	Mission Work Trip Expenses		4,111	7,500	5,000	5,000	5,000
5.1.1500	CNO Meeting Exp		183	500	500	500	500
5.1.2202	Youth Triennium Accrual Exp		32,786	3,000	3,000	3,000	3,000
5.1.3015	Print & Media Resources Exp		6,039	6,000	6,000	6,000	6,000
5.1.4005	Campus Ministry		23,303	13,000	2,000	2,000	2,000
5.1.400x	Higher Education		-	13,000	10,000	10,000	10,000
5.1.3500	New Growth and Development		-	2,000	2,000	2,000	2,000
Total Expenses			94,500	80,000	58,000	58,000	58,000
Net Nurture and Outreach			(25,202)	(16,250)	(17,500)	(17,500)	(17,500)
Congregational Life							
Receipts							
4.9.0057	New Church Development Transfers		-	235,000	-	-	-
4.9.0058	Church Development Transfers		17,500	-	50,000	50,000	50,000
Total Receipts			17,500	235,000	50,000	50,000	50,000
Expenses							
5.1.4200	CCL Committee/Visitation Expenses		170	2,000	1,500	1,500	1,500
5.1.4702	Demographic Studies		4,116	5,000	5,000	5,000	5,000
5.1.4500	New Worshipping Communities		-	-	-	-	-
5.1.4501	Bethany		-	35,000	-	-	-
5.1.4520	Other churches		17,500	200,000	42,000	42,000	42,000

Presbytery of Scioto Valley - Columbus OH
2021 Annual Budget

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

		2019	2020	-----2021-----		
Account #	Account Name	Actual	Budget	No Increase	\$2.25 Increase	Per Capita Relief
5.1.4904	Congregational Support	1,008	3,000	8,000	8,000	8,000
5.1.4940	Ministry Initiative Expense	-	0	600	600	600
5.1.4950	Ministry Initiative Grants	-	0	8,000	8,000	8,000
	Total Expenses	22,794	252,500	65,100	65,100	65,100
	Net Congregational Life	(5,294)	(17,500)	(15,100)	(15,100)	(15,100)
	Church Professionals					
	Receipts					
4.1.0042	Church Professionals Event Fees	-	8,000	8,000	8,000	8,000
4.1.0053	Healthy Boundaries Event Fees	750	400	400	400	400
	Total Receipts	750	9,400	8,400	8,400	8,400
	Expenses					
5.1.5002	Church Professionals Meeting	883	600	900	900	900
5.1.5202	Inquirer/Candidates	994	4,000	3,000	3,000	3,000
5.1.5204	Commissioned Ruling Elders	451	3,000	2,000	2,000	2,000
5.1.5404	Church Professionals Retreat	16,554	18,000	15,800	15,800	15,800
5.1.5602	COM - Background Checks	895	1,500	2,000	2,000	2,000
5.1.5604	Pastors Programming	-	2,500	1,500	1,500	1,500
5.1.5802	Health Boundaries Training	2,488	3,000	5,000	5,000	5,000
5.1.5804	Bereavement Exp	239	500	500	500	500
5.1.5806	Pastoral Support	2,797	10,000	9,000	9,000	9,000
	Total Expenses	25,301	43,100	39,700	39,700	39,700
	Net Church Professionals	(24,551)	(33,700)	(31,300)	(31,300)	(31,300)
	Net Commission Activities	(55,047)	(67,450)	(63,900)	(63,900)	(63,900)
Total Net Receipts		\$ 306,568	\$ 289,611	\$ 272,670	\$ 296,099	\$ (131,701)
	Presbytery Operating Expenses					
5.1.7701	Salary - Exec Presbyter	42,327	45,861	44,468	44,468	44,468
5.1.7702	Salary - Stated Clerk	16,048	20,240	10,120	10,120	10,120
5.1.7703	Salary - Administrative Asst	51,043	52,370	46,658	46,658	46,658
5.1.7704	Salary - Financial Asst	18,436	21,130	18,780	18,780	18,780
5.1.7705	Salary - Treasurer	6,150	6,000	3,000	3,000	3,000
5.1.7706	Deferred Compensation	600	600	-	-	-
5.1.7707	Housing - Exec Presbyter	40,000	40,000	40,000	40,000	40,000
	Total Staff Salaries	184,604	186,201	163,026	163,026	163,026
5.1.7711	BOP - Exec Presbyter	30,461	31,769	21,752	21,752	21,752
5.1.7713	BOP - Administrative Asst	23,257	25,068	17,972	17,972	17,972
5.1.7715	Med. Reimb. - Exec Presbyter	1,647	1,674	1,689	1,689	1,689
5.1.7717	Med. Reimb. Administrative Asst	1,021	1,047	951	951	951
	Total Employee Benefits	56,386	59,558	42,364	42,364	42,364
5.1.7720	Staff Services Contingency	1,265	2,000	4,258	4,258	4,258
5.1.7721	Payroll Processing Expense	2,202	2,100	2,100	2,100	2,100
5.1.7722	FICA Expense	7,039	7,630	6,168	6,168	6,168
5.1.7724	SECA	6,298	6,568	6,462	6,462	6,462
5.1.7729	BWC Insurance Expense	172	557	495	495	495
	Total Payroll Costs	16,976	18,855	19,483	19,483	19,483
	Total Salaries, Benefits & Taxes	257,966	264,614	224,873	224,873	224,873
5.1.7732	Travel - Stated Clerk	1,909	3,000	2,700	2,700	2,700
5.1.7733	Travel - Treasurer	132	2,000	1,800	1,800	1,800
5.1.7734	Travel - Exec Presbyter	10,710	12,000	10,800	10,800	10,800
5.1.7736	Travel - PYO Staff	194	500	450	450	450
5.1.7742	Cont Ed. - Staff Training	653	500	450	450	450
5.1.7744	Cont Ed. - Exec Presbyter	1,248	2,000	1,800	1,800	1,800
5.1.7746	Cont Ed. - Stated Clerk	-	800	720	720	720
5.1.7748	Cont Ed. - Treasurer	-	500	450	450	450
5.1.6001	Moderator Meeting Expenses	1,468	4,000	1,500	1,500	1,500
5.1.6005	Administrative Commissions Exp	-	500	200	200	200
5.1.6006	Nominating Mtg Exp	364	200	200	200	200

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	2019	2020	-----2021-----		
		Actual	Budget	No Increase	\$2.25 Increase	Per Capita Relief
5.1.6007	GA Travel	-	2,000	2,000	2,000	2,000
5.1.6008	Presbytery Meeting Expenses	1,602	6,000	1,500	1,500	1,500
5.1.6010	CT Meeting Expense	71	500	500	500	500
5.1.7804	Rent	30,000	30,000	30,000	30,000	30,000
5.1.7806	Presbytery Insurance	3,317	3,500	4,000	4,000	4,000
5.1.7808	Website Management	1,996	1,500	2,000	2,000	2,000
5.1.7810	Equipment Purchases	-	1,000	-	-	-
5.1.7812	Computer Support	1,489	2,500	2,000	2,000	2,000
5.1.7814	Copier Maint.	3,252	3,500	3,500	3,500	3,500
5.1.7815	Dues and Subscriptions	1,054	850	1,000	1,000	1,000
5.1.7816	Miscellaneous	1,059	1,000	1,000	1,000	1,000
5.1.7818	Office Supplies	3,408	4,000	3,000	3,000	3,000
5.1.7820	Phone	4,264	4,500	5,000	5,000	5,000
5.1.7822	Postage	980	1,200	1,200	1,200	1,200
5.1.7824	Presbytery Depreciation	1,800	3,200	1,800	1,800	1,800
5.1.7825	Amortization Exp	480	-	500	500	500
5.1.8004	Audit	10,220	10,000	12,000	12,000	12,000
5.1.8005	Legal Expenses	-	1,500	1,000	1,000	1,000
5.1.8006	CPO Meeting	936	1,000	500	500	500
5.1.8502	Presbytery Newsletter	1,649	2,500	2,000	2,000	2,000
5.1.0150	Trfr to GA 2022 (uncol synod per capita)	-	12,196	11,281	11,281	-
Total Operations Admin		87,565	119,146	106,851	106,851	95,570
Total Expenses		345,531	383,760	331,724	331,724	320,443
		(38,963)	(94,149)	(59,054)	(35,624)	(452,144)
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)	-	-	-
5.1.0110	GA 2022 Other	-	(2,000)	-	-	-
4.1.0025	Church Development Investment Alloc	-	-	-	-	-
4.1.0027	Interest Revenue - Checking	1,632	1,500	-	-	-
4.1.0039	Donated Exp Revenue	362	300	-	-	-
4.1.00xx	Transfers from Church Development	-	-	-	-	524,121
4.1.0099	Transfers from Reserves	-	-	-	-	-
4.1.0100	Transfers from GA2022 Fund	-	-	-	-	-
Total Miscellaneous Income		1,994	1,800	-	-	524,121
Operating Surplus (Deficit)		\$ (36,969)	\$ (92,349)	\$ (59,054)	\$ (35,624)	\$ 71,977

Report of the Commission for Nurture and Outreach

1. FOR ACTION: Motion to approve the Presbytery of Scioto Valley becoming a Matthew 25 Mid-Council
2. For information: In May, CNO awarded a \$3000 Neighborhood Mission Grant to the Bloomingburg Parish for their Community Summer Park program.

Commission for Nurture and Outreach Matthew 25 Motion and Information

Motion: The Commission for Nurture and Outreach moves that the Presbytery of Scioto Valley become a **Matthew 25** mid council.

Background: The **Matthew 25** invitation is a bold vision of the Presbyterian Mission Agency that offers an invitation to all churches and councils throughout the PC(USA). It has three focuses - Building Congregational Vitality, Dismantling Structural Racism and Eradicating Systematic Poverty.

Rationale: The 223 and 224 meetings of the General Assemblies (2016 and 2018) challenged the PC(USA) to embrace Jesus' call in Matthew 25:31–46 to take our living faith into our communities and the world. As a Matthew 25 church, we are called to live out true discipleship by acting boldly, compassionately and fearlessly, serving people who are hungry, oppressed, imprisoned or poor. We recognize Christ's urgent call to be a church of action, where God's love, justice and mercy shine forth and are contagious. And we rejoice how our re-energized faith can unite all Presbyterians for a common and holy purpose: our common identity to do mission. A helpful 3 minute overview of the Matthew 25 initiative can be found here: <https://vimeo.com/327307029>

What this means for us as a Presbytery: When a mid-council signs on, we are committing to help spread the invitation for all our PSV churches to embrace the Matthew 25 initiative. It would help provide focus to the resources and programs that we provide for our churches and enable us to engage with congregations in new ways as we seek to discern what would be helpful to them.

The Commission for Nurture and Outreach (CNO) is already providing multiple resources and programs that focus on Matthew 25's three areas. Making the commitment to be a Matthew 25 mid-council allows us to continue to grow and expand new ways to support ALL our churches by including these elements in a more intentional manner. If adopted, the CNO would continue in our efforts to resource churches and offer programs in the above areas. This will not have a financial impact outside of the programs and resources already in the CNO budget.

How to become a Matthew 25 congregation or mid-council: The first step is simply to sign up to become a Matthew 25 church or mid council at pcusa.org/matthew25. When you sign up, you will be asked to embrace one or more of the three areas of focus. Many churches are already doing the work of Matthew 25. We hope that by becoming a Matthew 25 mid-council and partnering with congregations, we can together multiply and intensify our loving commitment to radical and fearless discipleship

How many churches and presbyteries are Matthew 25 groups in the PC(USA)? 581 congregations, 42 presbyteries and 5 synods, including Synod of the Covenant. In our presbytery we have twelve Matthew 25 churches, including Athens, First; Broad Street; Hoge Memorial; Overbrook; Delaware, First; West Berlin; Granville, First; Grove City, First; London, First; Plain City; Waverly, First; Condit

CCP Report for Presbytery Meeting –

- i. Consent Agenda – Actions taken on behalf of the Presbytery
 - 1. Jon Carlisle/Covenant Pastor Services contract approved 7/6/20
 - 2. Trip Porch/Indianola Terms of Call –approved 7/6/20
 - 3. Keith Jones/Highlands Stated Supply contract approved 7/6/20
 - 4. Mark Johnson/St. Andrew CRE contract approved 7/6/20
 - 5. Dissolution Approved – Preston Shealy/Boulevard 7/6/20
 - 6. Dissolution Approved – Katherine Kinnison/Covenant 5/11/20
 - 7. Dissolution Approved – Elizabeth Wagner/Logan 8/4/20
 - 8. Dissolution Approved – Sarah Juist/Hanover 8/4/20
 - 9. Dissolution Approved – Gray Marshall/Washington Courthouse 8/4/20
 - 10. Kelsey Holderman, recommended by CPM, approved by CCP to be ready to seek a call. 5/4/20
 - 11. Bob Armstrong/Waverly Transitional contract approved as amended 3/10/20
 - 12. Edward Lewis/Bethany Stated Supply contract approved 3/10/20
 - 13. Approved for Pulpit Supply List
 - a. Rev. Carol Weiss- approved for Preaching and Sacraments
 - b. Rev. Steve Garstad – approved for Preaching and Sacraments
 - c. Deb Bergmann approved for Preaching.
 - 14. Validated Ministry Policy was updated by CCP 7/6/20
 - 15. Approved Jeri-Lynne Bouterse’ request to serve outside the bounds of PSV 7/6/20.
 - 16. Betsy Maurath/McNair Memorial contract approved 8/31/20
 - 17. Don Hilkerbaumer/Liberty contract approved 8/31/20
 - 18. Carson Hunt/Ironton contract approved 8/31/20
 - 19. Nathan Loudon/Lancaster Terms of Call approved 8/31/20
 - 20. Tom Billman/Hoge Memorial contract approved 8/31/20
 - 21. Dissolution Policy updated 8/31/20
- ii. Welcome to the Presbytery: Nathan Loudon (Lancaster)
- iii. Examination for Ordination – Edward Lewis (Todd Tracy, CPM)
- iv. Retirement – Preston Shealy (Boulevard)
- v. Full-time and Part-time Positions Policy – 1st Reading –questions and suggestions can be sent to pastor@conditchurch.org.
- vi. Equal Employment Opportunity Policy – 1st Reading- questions and suggestions can be sent to pastor@conditchurch.org.
- vii. Minimum Salary Guidelines for 2021
 - 1. Board of Pensions has new options. Information is found at www.pensions.org.
 - 2. The Employer Agreement period ends October 9.

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.

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 factor 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.

**The Presbytery of Scioto Valley
Budget and Planning Information
Minimum Compensation Guidelines for 2021**

(Terms approved by Commission for Church Professionals on behalf of PSV, August 3, 2020)

Full-Time (over 40 hours/week) Installed Ministers Minimum Compensation Package

Cash, Salary, Housing, Utilities	\$50,600.
Automobile Reimbursement	IRS Rate for 2021
Pastor's Participation Plan ¹	37% of Effective Salary
Continuing Education Allowance	\$1500.
Professional Expenses	\$500.
Annual Study Leave	2 weeks
Annual Vacation	4 weeks

Full-Time (over 40 hours/week) Non-Installed Ministers Minimum Compensation Package

Cash, Salary, Housing, Utilities	\$50,600.
Automobile Reimbursement	IRS Rate for 2021
Minister's Choice Plan ¹	10% of Effective Salary
Member Only Medical Plan ¹	see www.pensions.org
Continuing Education Allowance	\$1500.
Professional Expenses	\$500.
Annual Study Leave	2 weeks
Annual Vacation	4 weeks

Part-Time Pastors (20 or more hours/week) Minimum Compensation Package

Cash, Salary, Housing, Utilities	prorated
Automobile Reimbursement	IRS Rate for 2021
Minister's Choice Plan ¹	10% of Effective Salary ²
Continuing Education Allowance	prorated
Professional Expenses	prorated
Annual Study Leave	2 weeks
Annual Vacation	4 weeks

Part-Time Pastors (less than 20 hours/week) Minimum Compensation Package¹

Cash, Salary, Housing, Utilities	prorated
Automobile Reimbursement	IRS Rate for 2021
Continuing Education Allowance	prorated
Professional Expenses	prorated
Annual Study Leave	2 weeks
Annual Vacation	4 weeks

¹ In 2021, the Board of Pensions offers new options for church professionals. More information is found at www.pensions.org. Although this policy identifies the minimum requirement for churches to offer, there are options available that may be added to these packages.

² Churches may request financial assistance needed for 2021. Contact Jeannie Harsh.
This policy takes precedence over any previous policies or guidelines.

Part-time positions of any kind are prorated but still require 4 weeks of vacation and 2 weeks of study leave.

Commissioned Pastors (formerly called Commissioned Ruling Elders) – The minimum salary and housing terms for a full-time CP is 80% of the above rate, or \$40,480. Part-time CP's salary and housing terms are prorated.

Certified Church Educators – The minimum salary and housing terms for Certified Church Educators is the same as for ministers.

Transitional Pastors - The minimum salary and housing terms for Transitional Pastors is 90% of the pastor who just left, but not less than the Presbytery minimum.

Minimum Compensation for Pastoral Services:

Moderating a Session or Congregational Meeting	\$50 plus IRS mileage rate
Presiding at Communion (when not preaching)	\$50 plus IRS mileage rate
Contract Pastor Services (when not preaching)	\$25/hr plus IRS mileage rate
Pulpit Supply	\$150 for one service, or \$200 for two or more services, plus IRS mileage rate

This policy takes precedence over any previous policies or guidelines.

Presbytery of Scioto Valley, Commission for Church Professionals

Amendment to Dissolution of Pastoral Relationships Policy

Action taken 8/31/20

Page 9, item D - Currently Says:

Unless Commission for Church Professionals and the minister agree that the call was terminated for purely personal reasons, the minister agrees to meet at least monthly while receiving severance payments with a counselor mutually agreed upon by the minister and the Commission for Church Professionals and paid for by the minister.

Change Approved:

In cases other than reduction in force, personal reasons accepted by CCP, retirement, or the acceptance of a new call, the minister agrees to meet at least monthly with a counselor mutually agreed upon by the minister and the CCP and paid for by the minister or using the Employee Assistance Program of the Board of Pensions.

**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 Waverly
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

Robert H. Armstrong

to undertake work as Transitional Pastor of this congregation, for a period of one (1) year beginning _____ This covenant is for 19 hours ^{per week} ~~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. ^{Special Services} Preaching and leading Sunday worship 9 AM - 1 PM
2. Participating in Christian Education
3. Moderating Session, meeting with Committee ^{elder} 2 - 7 PM
4. and Deacons, facilitating further mission study
5. Member visitation + development, providing pastoral
6. care (with assistance of clergy in the congregation)

7. Training Session, leading visitor follow-up

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

Cash Salary	<u>28,800</u>
Fair Rental Value of Manse	<u>0</u>
Housing Allowance	<u>0</u>
Utility Allowance	<u>0</u>
Deferred Compensation	<u>0</u>
Other Pensionable Comp.	<u>0</u>
Total Effective Salary	\$ <u> </u>

Professional Expenses Reimbursements*

Auto Expense (current IRS rate)	<u>3,600</u>
Business/professional expense	<u>0</u>
SECA Supplement (up to 50%)	<u>0</u>
Continuing Education	<u>0</u>
Other Allowances	<u>0</u>
Moving Costs	<u>0</u>

~~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.

Prior Commitments -

Weds April 8th

Weds June 17 - June 28 (2 Sundays)

Weds Oct 14 - Sunday Oct 25th (2 Sundays)

December 20 - 27th - family Christmas

in Scotland with Sons

Certification of Covenant

By the Session

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

Date of Action February 19, 2020 Signature Claine Oser Zingg
Clerk of Session Claine Oser Zingg

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 3/10/20 Signature Ann Mellet
Commission Moderator

Date of Action March 10, 2020 Signature [Signature]
Stated Clerk

By the Teaching Elder

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

Date of Acceptance February 23, 2020 Signature Robert G. Armstrong
Teaching Elder Robert G. Armstrong

[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 HOGUE MEMORIAL Presbyterian Church of COLUMBUS
Ohio, hereby requests, with the concurrence of the Committee on Ministry of the Presbytery of Scioto Valley, that
ruling elder

TOM BIKOMAN

be commissioned for limited Pastoral Service for this congregation, for a period of 16 ^{months} ~~year(s)~~
beginning SEPTEMBER 1, 2020 This covenant is for 40% 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. Lead Worship twice a month - Special Services (Funerals)
2. Pastoral care, congregational visits, attend Presbytery mtgs.
3. New Member classes as needed, Back up for HM3 Leader.
4. Office Hours (Hogues as per), Committee Liaison ^{Worship} Duties
5. Supervise Staff (Phil, Tim)
Schedule pulpit fill, Bible studies, write monthly articles for
Presbytery, maintain relationship with other pastors

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

Cash Salary

\$3000.00

Housing Allowance

\$15000.00

Utility Allowance

0

Deferred Compensation

0

Other Compensation

0

Total Effective Salary

\$18,000.00

Professional Expenses Reimbursements

Auto Expense (current IRS rate)

ALLOWANCE
up to 2,000.00

Business/professional expense

SECA Supplement (up to 50%)

Continuing Education

Other Allowances

Paid vacation leave

4

Weeks

Paid continuing education leave

2

weeks

16 HOUR WEEK
AVERAGE

*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.

Certification of Covenant

By the Session

This covenant has been approved by the Session of the HOGE MEMORIAL Church of COLUMBUS, Ohio.

Date of Action 8/16/20

Signature [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 9/6/20

Signature Thomas A. Billman
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

Contracted Pastoral Services

The Session of the Covenant Presbyterian Church of Columbus, Ohio, organized by the authority of the Presbytery of Scioto Valley (G-1.02), functioning under the Church's constitution (G-1.02) and governed by ordained presbyters who come together in Councils in regular gradation (F-3.0203) called Session, Presbytery, Synod, and General Assembly (G-3.0101), at a properly-called meeting held on the __8th__ day of __June, 2020 approved contracting with teaching elder

JONATHAN CARLISLE

to provide pastoral services for the church, effective June 28, 2020 to October 3, 2020

The following are the pastoral services to which this covenant applies:

1. Prepare Order of Worship; Preach 13 Sundays (of length of this contract).
2. Coordinate oversight of *Gathering*.
3. Resource all commissions and Deacons; Attend meetings when requested by chairs or Moderator of Deacons.
4. Oversee Monday- Wednesday- Friday prayer service and daily centering prayer.
5. Prepare agenda and moderate Session meetings.
6. Act as Head of Staff.
7. Respond to pastoral emergencies, including funerals and hospitalizations.
8. Other responsibilities as mutually agreed through Personnel.

The terms of this covenant are:

Pay will be fulltime payable weekly at a rate of \$1800. No benefits will be included.

Automobile travel will be reimbursed at the current IRS rate.

At the end of 30 days, or no later than one month before the building re-opening, at least 3 elders, including the Personnel chair and Reverend Carlisle will review contract to see if modifications need to be recommended.

This contract is for a period of 3 months (as shown on page 1) and may be renewed or amended by mutual agreement of Session and the teaching elder, Jonathan Carlisle with the concurrence of the Commission for Congregational Life.

This covenant may be terminated by the Session or the teaching elder, Jonathan Carlisle, with 30 days written notice. The Presbytery may terminate this covenant at any time.

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.

Certification of Covenant

By the Session

This covenant has been approved by the Session of the Covenant Church of Columbus, Ohio.

Date of Action June 8, 2020

Signature Jon Carlisle

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 Teaching Elder

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

Date of Action _____

Signature _____

Teaching Elder

[NOTE: Three copies of the covenant are to be prepared and signed by the clerk of the session and the teaching elder. Deliver the signed covenants to the Presbytery of Scioto Valley stated clerk. Following presbytery action, copies will be distributed to the candidate, the contracting session, the presbytery of care/present membership (if other than Scioto Valley), and the Presbytery of Scioto Valley.]

The Presbytery of Scioto Valley of the Presbyterian Church (U.S.A.)
Covenant for
Contracted Pastoral Services

The Session of the LIBERTY Presbyterian Church of DELAWARE
Ohio, organized by the authority of the Presbytery of Scioto Valley (G-1.02), functioning under the Church's
constitution (G-1.02) and governed by ordained presbyters who come together in Councils in regular gradation
(F-3.0203) called Session, Presbytery, Synod, and General Assembly (G-3.0101),
at a properly-called meeting held on the 29th day of JULY 2020
approved contracting with teaching elder

REV. DON HILKERBAUMER

to provide pastoral services for the church, effective AUGUST 24, 2020.

The following are the pastoral services to which this covenant applies:

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____
7. _____
8. _____

The terms of this covenant are:

- \$1,000/week
- Up to 24 hours of service per (circle one: week month) at the ~~current presbytery-approved rate~~
~~of \$25.00.~~ (Hours of service will include travel time to and from home or other base of operation to the
church, sites of meetings, home visits, hospitals, or other locations of appropriate pastoral activity.)
 - Automobile travel reimbursed at the current IRS rate
 - Other reimbursed expenses appropriate to the pastoral activities engaged in (list)
 - _____
 - _____
 - _____
 - _____

An accounting of hours worked, mileage and other reimbursable expenses will be presented to

DANA MEEKER (title) FINANCIAL ADMINISTRATOR
(circle one: weekly bi-weekly monthly other) for approval and payment processing. The church will issue an IRS Form 1099-Misc at the end of the calendar year for tax purposes.

This contract is for a period of 3 months and may be renewed and/or amended by mutual agreement of the session and the teaching elder with the concurrence of the Commission for Congregational Life.

This covenant may be terminated by the session or the teaching elder with 14 days written notice. The Presbytery may terminate this covenant at any time.

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.

Certification of Covenant

By the Session

This covenant has been approved by the Session of the LIBERTY Church of DELAWARE Ohio.

Date of Action JULY 29, 2020 Signature Melinda Wood
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 Teaching Elder

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

Date of Acceptance Aug 11, 2020 Signature Don Helms
Teaching Elder

[NOTE: Three copies of the covenant are to be prepared and signed by the clerk of the session and the teaching elder. Deliver the signed covenants to the Presbytery of Scioto Valley stated clerk. Following presbytery action, copies will be distributed to the candidate, the contracting session, the presbytery of care/present membership (if other than Scioto Valley), and the Presbytery of Scioto Valley.]

LIBERTY PRESBYTERIAN CHURCH

Bridge Pastor

Job Description

1. PASTORAL MINISTRY

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

2. STAFF 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

3. PASTORAL CARE

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

4. COMMUNICATIONS

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

5. COMMITTEE SUPPORT

- Transition Team
- Transitional Pastor Search Committee
- Worship Committee
- Finance Committee

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 First Presbyterian Church of Ironton
Ohio, hereby requests, with the concurrence of the Committee on Ministry of the Presbytery of Scioto Valley, that
ruling elder

Carson Hunt

be commissioned for limited Pastoral Service for this congregation, for a period of 1 year(s)
beginning January 1, 2020 This covenant is for 50 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. Preaching and Worship
2. Pastoral Care
3. Home Communion
4. Outreach Ministries as negotiated with Session.
5. Prayer with members
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

Cash Salary
Housing Allowance
Utility Allowance
Deferred Compensation
Other Compensation

\$400./week

Total Effective Salary

\$ 400.00

Professional Expenses Reimbursements*

Auto Expense (current IRS rate)
Business/professional expense
SECA Supplement (up to 50%)
Continuing Education
Other Allowances

as approved

Paid vacation leave 3 Weeks

Paid continuing education leave 1 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.

Certification of Covenant

By the Session

This covenant has been approved by the Session of the
Ironton Ohio.

First Presbyterian Church of

Date of Action

3/13

Signature

Maria Oakes

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

3/13/2020

Signature

[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 by a
**Ruling Elder Commissioned
to Pastoral Service**

The Session of the St. Andrew Presbyterian Church of Columbus
Ohio, hereby requests, with the concurrence of the Committee on Ministry of the Presbytery of Scioto Valley, that
ruling elder

Dr. Mark A. Johnson

be commissioned for limited Pastoral Service for this congregation, for a period of 1 year(s)
beginning July 1, 2020 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. _____
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

Cash Salary	<u>\$ 40,480</u>
Housing Allowance	<u> </u>
Utility Allowance	<u> </u>
Deferred Compensation	<u> </u>
Other Compensation	<u> </u>
Total Effective Salary	\$ <u>40,480</u>

Professional Expenses Reimbursements*

Auto Expense (current IRS rate)	<u>\$ 1000</u>
Business/professional expense	<u>\$ 500</u>
SECA Supplement (up to 50%)	<u>\$ 3097</u>
Continuing Education	<u>\$ 1500</u>
Other Allowances	<u> </u>

Paid vacation leave	<u>4</u>	Weeks
Paid continuing education leave	<u>2</u>	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.

Certification of Covenant

By the Session

This covenant has been approved by the Session of the St. Andrew Presbyterian Church of
Columbus Ohio.

Date of Action _____ Signature Christine L. Grier
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 6/20/2020 Signature Mark Allen Johnson
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
Stated Supply Pastor

The Session of the

Highlands

Presbyterian Church of Columbus

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. Keith Jones

to undertake work as Stated Supply Pastor of this congregation, for a period of one (1) year beginning

March 10, 2020 This covenant is for 33.3 percent of full-time. This covenant may be

renewed on an annual basis. This covenant may be terminated by the session or the teaching elder with sixty (60) days' written notice.

The areas of ministry for which you will be responsible are:

1. Leading worship on Sundays a minimum of 43 Sundays per year.
2. Leading worship for special services: Ash Wednesday, Maundy Thursday, Good Friday and Christmas Eve.
3. Moderating Session monthly and specially called meetings.
4. Overseeing Deacons and attending monthly and specially called meetings.
5. Supporting the children, youth and adult education program.
6. Engage in other committees as time/interest allows.
7. Support Session/Deacons with hospital, shut-in and homeware visits, including communion.
- 8.
- 9.
- 10.

11.

12.

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, 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	\$16,849.80	Auto Expense (current IRS rate)	\$0.58
Fair Rental Value of Manse	-0-	Business/professional expense	\$500.00
Housing Allowance	-0-	SECA Supplement (up to 50%)	-0-
Utility Allowance	-0-	Continuing Education	\$1,500.00
Deferred Compensation	-0-	Other Allowances	-0-
Other Pensionable Comp.			-0-
Total Effective Salary	\$16,849.80	Moving Costs	-0-

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

Columbus Ohio. Highlands Church of

Date of Action

February 12, 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

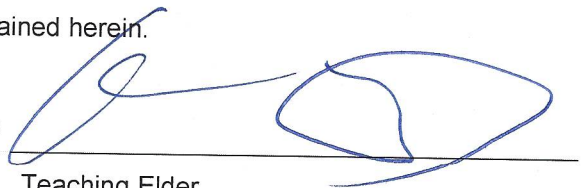
By the Teaching Elder

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

Date of Acceptance

2/12/2020

Signature



Teaching Elder

[NOTE: Three 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.]

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

The Session of the Bethany Presbyterian Church of Columbus
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 candidate for ministry

Pastor Edward Lewis

to undertake work as Temporary Pastor of this congregation, for a period of twelve (12) months beginning
February 1, 2020. This covenant is for 50% percent of full-time. This covenant may be
renewed. This covenant may be terminated by the session or the candidate for ministry with thirty (30) days'
written notice.

The areas of ministry for which you will be responsible are:

1. Preparing and preaching Bible-based sermons to the congregation and other groups consistent with the vision and mission of Bethany Presbyterian Church (BPC)
2. Visiting the sick and shut-in members of BPC
3. Conduct and/or assist in offering classes/workshops that promote spiritual growth and development
4. Maintain relationship with the Eastside Fellowship Ministry
5. _____
6. _____
7. _____
8. _____
9. _____
10. _____
11. _____
12. _____

The areas of ministry that you will not be able to officiate until you are ordained and installed include:

1. Officiating the sacraments of the Lord's Supper and Baptism
2. Moderating session meetings

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 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	\$25,300.00
Fair Rental Value of Manse	
*Housing Allowance	
Utility Allowance	
Deferred Compensation	
Other Pensionable Comp.	
Total Effective Salary	\$25,300.00

Professional Expenses Reimbursements*

Auto Expense (current IRS rate)	
Business/professional expense	
SECA Supplement (up to 50%)	
Continuing Education	
Other Allowances	
Moving Costs	

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

Paid vacation leave -0- weeks

Paid continuing education leave -0- 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.

***The candidate for ministry can determine how to assign effective salary between cash and housing allowance.**

Certification of Covenant

By the Session

This covenant has been approved by the Session of the Bethany Presbyterian Church of Columbus Ohio.

Date of Action 1-26-20 Signature Randi Mitchell
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 3/10/20 Signature Ann Melick
Commission Moderator

By the Candidate for Ministry

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

Date of Acceptance Edmund Jones Signature 1/26/20
Teaching Elder

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

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

Call to an Installed Pastoral Relationship as

Pastor

The First Presbyterian Church of Lancaster, Ohio, a congregation in the Presbyterian Church (U.S.A.) organized by the authority of the Presbytery of Scioto Valley (G-1.02), functioning under the Church's constitution (G-1.02) and governed by ordained presbyters who come together in Councils in regular gradation (F-3.0203) called Session, Presbytery, Synod, and General Assembly (G-3.0101), 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 calls you, teaching elder

Reverend Nathan Loudon

to undertake service as Pastor of this congregation and promises you in the discharge of your duty all proper support, encouragement, and allegiance in the Lord.

*Your service shall begin on **September 14, 2020** and continue until dissolved by the Presbytery under the provisions of G-2.09. This call is for **100 percent of fulltime**.*

This call is issued under provisions set forth in the Presbyterian Church (U.S.A.) Book of Order (G-2.08), and the Book of Order shall govern all relationships established herein.

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 time of your being and continuing in the pastoral relationship set forth in this call the following compensation, stated in annualized amounts, to be paid in regular monthly or semi-monthly payments, and the following specified professional expense reimbursements:

Effective Salary for Pension Calculation

Cash Salary	\$45,000
Fair Rental Value of Manse	NA
Housing Allowance	\$25,000
Utility Allowance	INCLUDED ABOVE
Deferred Compensation	NA
Other Pensionable Comp.	\$2000

Professional Expense Reimbursements*

Auto Expense (current IRS rate)	\$1500
Business/professional expense	\$1500
SECA Supplement (up to 50%)	NA
Continuing Education	\$1500
Other Allowances	NA
Moving Expenses	\$10,000

Total Effective Salary \$72,000

Additional terms are set forth on an attachment. **No**

Paid vacation leave (in weeks) **4 (30 days)**

Paid continuing education leave **2** weeks, cumulative up to **6** weeks.

After six continuous years of service the teaching elder is eligible for three months Sabbatical Leave, per presbytery policy.

*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.

Certification of Call

This Pastoral Call 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.

By the Presbytery of Scioto Valley (The Presbytery of Call)

This call has been reviewed by the Commission for Church Professionals of the Presbytery of Scioto Valley. The Commission recommends that the Presbytery approve this call.

Date of Action _____

Signature _____

Commission Moderator

This call was approved by the Presbytery of Scioto Valley (through action taken by its Commission as authorized by "Form of Government" G-3.0307 and the Standing Rules of the Presbytery).

Date of Action _____

August 9, 2020

Signature _____

Edward Pool

Stated Clerk

By the Presbytery of Care or Present Membership

This call has been reviewed by the properly authorized committee or commission of the Presbytery of Beaver-Butler which recommends that the presbytery find it expedient to release **Rev. Nathan Loudon** to accept this call.

Date of Action _____

Signature _____

Stated Clerk

ACCEPTANCE OF THE PASTORAL CALL

I certify that I have received this call to undertake the work of Pastor of the **First Presbyterian Church of Lancaster, Ohio**, and that I am familiar with and understand the terms and conditions contained herein. I accept this Pastoral Call and the terms and conditions thereof.

Date of Acceptance _____

AUGUST 9, 2020

Signature _____

Nathan J. Loudon

Teaching Elder/Candidate

[NOTE: Four (4) copies of the call are to be prepared and signed. Deliver the signed calls to the Presbytery of Scioto Valley stated clerk. Following presbytery action, copies will be distributed to the candidate, the calling congregation, the presbytery of care/present membership, and the Presbytery of Scioto Valley.]

The Presbytery of Scioto Valley of the Presbyterian Church (U.S.A.)
Covenant for
Contracted Pastoral Services

The Session of the McNair Memorial Presbyterian Church of Washington Court House
Ohio, organized by the authority of the Presbytery of Scioto Valley (G-1.02), functioning under the Church's
constitution (G-1.02) and governed by ordained presbyters who come together in Councils in regular gradation
(F-3.0203) called Session, Presbytery, Synod, and General Assembly (G-3.0101),
at a properly-called meeting held on the 21 day of June 20 20
approved contracting with teaching elder

Rev. Elizabeth B. Maurath

to provide pastoral services for the church, effective May 1, 2020.

The following are the pastoral services to which this covenant applies:

1. Worship planning and leadership
2. Preaching
3. Administration of Sacraments
4. Moderating Session at least quarterly
5. Visitation
6. _____
7. _____
8. _____

The terms of this covenant are:

- Up to 14 hours of service per (circle one: week month) at the current presbytery-approved rate of \$25.00. (Hours of service will include travel time to and from home or other base of operation to the church, sites of meetings, home visits, hospitals, or other locations of appropriate pastoral activity.)
- Automobile travel reimbursed at the current IRS rate
- Other reimbursed expenses appropriate to the pastoral activities engaged in (list)
 - Special Worship services
 - _____
 - _____
 - _____

An accounting of hours worked, mileage and other reimbursable expenses will be presented to

Susan Speck (title) Clerk of Session
(circle one: weekly bi-weekly monthly other) for approval and payment processing. The church will issue an IRS Form 1099-Misc at the end of the calendar year for tax purposes.

This contract is for a period of 6 months and may be renewed and/or amended by mutual agreement of the session and the teaching elder with the concurrence of the Commission for Congregational Life.

This covenant may be terminated by the session or the teaching elder with 14 days written notice. The Presbytery may terminate this covenant at any time.

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.

Certification of Covenant

By the Session

This covenant has been approved by the Session of the McNair Presbyterian Church of Washington Court House Ohio.

Date of Action June 21, 2020

Signature

Shardyn A. Bank
Clerk of Session Acting Clerk

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 Teaching Elder

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

Date of Acceptance June 21, 2020

Signature

Elizabeth B. Maurath
Teaching Elder

[NOTE: Three copies of the covenant are to be prepared and signed by the clerk of the session and the teaching elder. Deliver the signed covenants to the Presbytery of Scioto Valley stated clerk. Following presbytery action, copies will be distributed to the candidate, the contracting session, the presbytery of care/present membership (if other than Scioto Valley), and the Presbytery of Scioto Valley.]

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

Call to an Installed Pastoral Relationship as

Pastor

The Indianola Presbyterian Church of Columbus, Ohio, a congregation in the Presbyterian Church (U.S.A.) organized by the authority of the Presbytery of Scioto Valley (G-1.02), functioning under the Church's constitution (G-1.02) and governed by ordained presbyters who come together in Councils in regular gradation (F-3.0203) called Session, Presbytery, Synod, and General Assembly (G-3.0101), 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 calls you, teaching elder

Charles Edward (Trip) Porch III

to undertake service as Pastor of this congregation, and promises you in the discharge of your duty all proper support, encouragement, and allegiance in the Lord.

Your service shall begin on July 20, 2020 and continue until dissolved by the Presbytery under the provisions of G-2.09. This call is for 100 percent of full-time.

This call is issued under provisions set forth in the Presbyterian Church (U.S.A.) Book of Order (G-2.08), and the Book of Order shall govern all relationships established herein.

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 time of your being and continuing in the pastoral relationship set forth in this call the following compensation, stated in annualized amounts, to be paid in regular monthly or semi-monthly payments, and the following specified professional expense reimbursements:

Effective Salary for Pension Calculation

Cash Salary	<u>32,500</u>
Fair Rental Value of Manse	
Housing Allowance	<u>35,000</u>
Utility Allowance	
Deferred Compensation	
Other Pensionable Comp.	

Professional Expense Reimbursements*

Auto Expense (current IRS rate)	<u>0.575/mi</u>
Business/professional expense	<u>3,000.00</u>
SECA Supplement (up to 50%)	<u>5,163.75</u>
Continuing Education	<u>1,550.00</u>
Other Allowances	<u>660.00</u>

Total Effective Salary \$ 67,500

Moving Costs

(Additional terms are set forth on an attachment. Yes ☒ No ☐)

as approved by
Session

Paid vacation leave (in weeks) 4

Paid continuing education leave 2 weeks, cumulative up to 2 weeks.
After six continuous years of service the teaching elder is eligible for three months Sabbatical Leave, per presbytery policy.

*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.

We will also pay regularly in advance to the board responsible for benefits, a sum equal to that requisite percent of your compensation which may be fixed by the General Assembly of the Presbyterian Church (U.S.A.) for participation in the Benefits Plan of the Presbyterian Church (U.S.A.), including both pension and medical coverage, during the time of your being and continuing in the pastoral relationship set forth in this call.

It is further mutually agreed that this call and the terms thereof, including the performance of your service and the adequacy of this compensation, will be reviewed with you on an annual basis.

You, the called teaching elder, by signing the acceptance of this call, assert that you have voluntarily joined the fellowship of believers (F-1.0302a), voluntarily become an active member of the Presbyterian Church (U.S.A.) by profession of faith, reaffirmation of faith or transfer of certificate (G-1.0302), voluntarily submitted to the government of this Church (G-1.0402), been ordained as a Teaching Elder (aka Minister of the Word and Sacrament) under the provisions of the Book of Order (G-2.0403, W-4.4000), expressed as a candidate or applicant understanding of the questions required at ordination (W-4.4003), and have responded affirmatively during ordination or the recognition of your ordination to the constitutional questions as set forth in the Book of Order (W-4.4003).

You, the called teaching elder, by signing the acceptance of Pastoral Call, do acknowledge, accept and agree to fulfill the responsibilities and duties of this ordered ministry as set forth in the Book of Order and further agree that any complaint relating to this call or the terms thereof, the relationship with the congregation and/or governing bodies of the Church, or any action taken by such bodies shall be made through the procedures of the Church as set forth in the Book of Order

We, the calling church, by signing this Call, agree to honor the terms of the call and to observe the responsibilities of the congregation as set forth in the Book of Order and further agree that any complaint relating to this call, the calling church's relationship with you, the called teaching elder, or to any action taken by governing bodies of the Church concerning this call and/or its relationship with you, the called teaching elder, shall be made through the procedures of the Church as set forth in the Book of Order.

In testimony whereof we have subscribed our names this 14th day of June

Marie E. Booz
[Signature]
[Signature]

Gordon D. Perkins (Clerk / Session)

Signatures of those elected by the congregation to sign the call and to present and prosecute the call before the Presbytery.

Having moderated the congregational meeting which extended this call to Rev. Trip Porch for ministerial service, I do certify that the call has been made in all respect according to the rules laid down in the "Form of Government" of the Presbyterian Church (U.S.A.) and policies of the Presbytery of Scioto Valley, and that the persons who signed the foregoing call were authorized to do so by vote of the congregation of the Indianola Presbyterian Church, a congregation of the Presbytery of Scioto Valley.

The congregation's vote on the pastoral call was:

40 Yes 2 No 0 Abstain

(Signed) Rev. Adam A. Brinkman Moderator of the Congregational Meeting

Certification of Call

This Pastoral Call 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.

By the Presbytery of Scioto Valley (The Presbytery of Call)

This call has been reviewed by the Commission for Church Professionals of the Presbytery of Scioto Valley. The Commission recommends that the Presbytery approve this call.

Date of Action _____ Signature _____
Commission Moderator

This call was approved by the Presbytery of Scioto Valley (through action taken by its Commission as authorized by "Form of Government" G-3.0307 and the Standing Rules of the Presbytery).

Date of Action _____ Signature _____
Stated Clerk

By the Presbytery of Care or Present Membership

This call has been reviewed by the properly authorized committee or commission of the Presbytery of _____ which recommends that the presbytery find it expedient to release _____ to accept this call.

Date of Action _____ Signature _____
Stated Clerk

ACCEPTANCE OF THE PASTORAL CALL

I certify that I have received this call to undertake the work of Pastor of the _____ /INDIANOLA
Presbyterian Church of _____ Columbus Ohio, and that I am familiar with and understand
the terms and conditions contained herein. I accept this Pastoral Call and the terms and conditions thereof.

Date of Acceptance 6/14/20 Signature CEL [Signature]
Teaching Elder/Candidate

[NOTE: Four (4) copies of the call are to be prepared and signed. Deliver the signed calls to the Presbytery of Scioto Valley stated clerk. Following presbytery action, copies will be distributed to the candidate, the calling congregation, the presbytery of care/present membership, and the Presbytery of Scioto Valley.]