

**THE PRESBYTERY OF SCIOTO VALLEY
TWO HUNDRED FIFTY-FIFTH STATED MEETING**

Via Zoom Video Conference
September 15, 2020

“INSPIRE, STRENGTHEN, AND CHALLENGE CONGREGATIONS FOR CHRIST’S MISSION”

STATED MEETING

The Presbytery of Scioto Valley of the Presbyterian Church (U.S.A.) held its two hundred fifty-fifth Stated Meeting via Zoom Video Conference, on Tuesday, September 15, 2020.

I. THE PRESBYTERY IS CALLED BY THE HOLY SPIRIT

Convening the Meeting

The meeting was called to order at 4:00 p.m. by moderator Rev. Mark Gauen and opened with prayer.

A. Adoption of Special Rules for Virtual Meetings

Acting Stated Clerk Jim Wilson moved the adoption of special rules for virtual meetings (**Attachment #3: Special Rules**). These rules were adopted by vote.

B. Declaration of a Quorum and the Formation of the Roll

The Interim stated clerk, Elder Jim Wilson, recognized the presence of a quorum. [“A quorum of a meeting of the Presbytery shall be 5% of the teaching elder members serving in ministries validated of the Presbytery as provided in the Manual of Operation and an equal number of ruling elders each representing a different church of the Presbytery.” (Bylaws, Section 9.03)] He moved that the roll be as established by the written sign-in sheets. The motion was approved. (**Attachment 1: The Presbytery Roll**)

C. Agenda

Interim Stated Clerk Jim Wilson presented the agenda for the meeting. (**Attachment 2: The meeting agenda as approved**). The agenda was approved by consensus as written.

II. To Worship God

The Presbytery worshipped God, featuring a video entitled *Praise Song for the Pandemic*, by The Work of the People, a spiritual visual library.

The meeting was gavelled back into order at 4:30 by Moderator Rev. Mark Gauen.

II. To Steward Christ’s Work

New ruling elder commissioners were introduced. The following Corresponding Members were seated:

- Rev. Dr. Charles “Chip” Hardwick, Executive, Synod of the Covenant.
- Rev. Chris Roseland, the Matthew 25 Initiative

The Presbytery voted to approve seating them as corresponding members.

A. Consent Agenda

Interim Stated Clerk Elder Jim Wilson presented the Consent Agenda, which may be found in **Attachment #4**.

The Consent Agenda was approved without objection.

B. Staff Reports

Executive Presbyter Rev. Dr. Jeannie Harsh reported on her work and that of the Presbytery staff.

Rev. Harsh's report concluded with an inspirational video showing a number of the church buildings of the Presbytery.

Interim Stated Clerk Elder Jim Wilson reported briefly. His detailed report may be found in **Attachment #4**.

New Synod Executive Rev. Dr. Charles "Chip" Hardwick brought greetings to the Presbytery.

C. Announcement of New Business.

No new business was submitted.

III. To Celebrate Christ's Mission

1. Commission for Presbytery Operations

Elder Jim Hines reported for the Commission.

He updated the Presbytery on Presbytery Operations during the Pandemic (See **Attachment #6: Update on Operations**

He moved a Per Capita Relief Policy for vote. (

Attachment #5: Proposed Per Capita Relief Policy

This policy was approved by electronic vote.

He presented for a First Reading a Special Per Capita Relief motion (**Attachment #7: Special 1-Year Per Capita Relief Motion (First Reading)**)

Some questions were asked for clarification.

He presented for a First Reading the 2021 Budget, with three options:

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.

This budget may be found in **Attachment #8: Proposed 2021 Budget (First Reading)**.

He presented the audit report, which may be found in **Attachment #15: Audit Report**.

2. **Commission for Nurture and Outreach**

Rev. Mary Gause reported for the Commission.
She reported actions taken on behalf of the Presbytery.

She moved the approval of the Presbytery of Scioto Valley becoming a Matthew 25 Mid-Council (see **Attachment #9: Matthew 25 Motion and Information**). This motion passed by electronic vote.

Rev. Gause made the following announcements:

- In May, CNO awarded a \$3000 Neighborhood Mission Grant to the Bloomingburg Parish for their Community Summer Park program.
- CNO will host a Sep 29 webinar on the relationship between Israel and Palestine.
- The Youth Retreat has gone Viral! It will be a virtual event on October 4.

3. **Commission for Church Professionals**

Rev. Ann Melick reported for the Commission.

Rev. Todd Tracy presented Candidate Edward Lewis for examination for ordination. Mr. Lewis read part of his Statement of Faith. Members of the Presbytery asked Mr. Lewis questions about the mission of the Church, about his background and what he brings to the Presbyterian experience, and how he got to his point.

The examination was arrested per motion, and Mr. Lewis stepped away from his computer.

The Presbytery voted to approve Mr. Lewis' ordination. He was welcomed back to the Presbytery meeting.

Rev. Melick presented for a First Reading a Full-time and Part-time Positions Policy (**Attachment #11: Proposed Full-Time and Part-Time Positions Policy**).

She presented for a First Reading an Equal Employment Opportunity Policy (**Attachment #12: Equal Employment Opportunity Policy**).

Rev. Melick presented the following actions taken on behalf of the Presbytery:

- Jon Carlisle/Covenant Pastor Services contract approved 7/6/20
- Trip Porch/Indianola Terms of Call –approved 7/6/20
- Keith Jones/Highlands Stated Supply contract approved 7/6/20
- Mark Johnson/St. Andrew CRE contract approved 7/6/20
- Dissolution Approved – Preston Shealy/Boulevard 7/6/20
- Dissolution Approved – Katherine Kinnison/Covenant 5/11/20

- Dissolution Approved – Elizabeth Wagner/Logan 8/4/20
- Dissolution Approved – Sarah Juist/Hanover 8/4/20
- Dissolution Approved – Gray Marshall/Washington Courthouse 8/4/20
- Kelsey Holderman, recommended by CPM, approved by CCP to be ready to seek a call. 5/4/20
- Bob Armstrong/Waverly Transitional contract approved as amended 3/10/20
- Edward Lewis/Bethany Stated Supply contract approved 3/10/20
- Approved for Pulpit Supply List:
 - Rev. Carol Weiss- approved for Preaching and Sacraments
 - Rev. Steven Garstad – approved for Preaching and Sacraments
 - Deb Bergmann approved for Preaching.
- Validated Ministry Policy was updated by CCP 7/6/20
- Approved Jeri-Lynne Bouterse' request to serve outside the bounds of PSV 7/6/20.
- Betsy Maurath/McNair Memorial contract approved 8/31/20
- Don Hilkerbaumer/Liberty contract approved 8/31/20
- Carson Hunt/Ironton contract approved 8/31/20
- Nathan Loudon/Lancaster Terms of Call approved 8/31/20
- Tom Billman/Hoge Memorial contract approved 8/31/20
- Dissolution Policy updated 8/31/20

Documentation of the terms of call listed above are in **Attachment #10: Calls and Accompanying Documentation**

She presented the Commission-approved 2021 Minimum Compensation Guidelines, which are in **Attachment #13: Minimum Compensation Guidelines**

These guidelines were approved by electronic vote of the Presbytery.

She presented a Commission-approved Amendment to the Dissolution of Pastoral Relationships Policy, which is in **Attachment #14: Amendment to Dissolution of Pastoral Relationships Policy**

The Rev. Preston Shealy was granted the status of Honorable Retirement and his ministry celebrated.

The Moderator turned over the moderator's virtual gavel to Vice Moderator Kae Merold

4. Commission for Congregational Life

Rev. Adam Anderson reported for the Commission regarding the 2020 technology grants given to congregations and encouraged congregations to pursue ministry in new and different ways.

5. New Business

There was no new business.

IV. The Presbytery Embodies Christ's Love

Announcements, Invitations, Joys and Concerns

- Preston Shealy announced that Rev Dr Chip Hardwick will preach at Boulevard Pres on Sep. 27.

Adjournment

On motion, the meeting was adjourned with prayer by the vice-moderator at 6:10 p.m.

The Next Called meeting of Scioto Valley Presbytery shall be at 4:00 pm on Tuesday, November 17, 2020, via Zoom Video Conference.

Respectfully submitted,

Elder Jim Wilson
Interim Stated Clerk

Attachment 1: The Presbytery Roll

Zoom Presbytery Meeting, September 15, 2020

Athens, First	Robert Martin	Teaching Elder
Bremen, Bethel PC	Judy Turner	Ruling Elder
Chillicothe, First PC	Jason Link	Teaching Elder
Circleville PC	Joel Esala	Teaching Elder
Circleville PC	Carla Mavis	Chair, Coordinating Team
Circleville PC	Steve Spicer	Ruling Elder
Columbus, Bethany PC	Edward Lewis	Worship Leader
Columbus, Bethany PC	Vann Rogers	Ruling Elder
Columbus, Broad Street PC	Jim Wilson	Stated Clerk
Columbus, Broad Street PC	Arthur Gooray	Ruling Elder
Columbus, Broad Street PC	Ann Palmerton	Teaching Elder
Columbus, Broad Street PC	Amy Miracle	Teaching Elder
Columbus, Covenant PC	Jon Carlisle	Transitional Pastor HR
	Carol Craven	Ruling Elder
Columbus, Christ	Pam Patterson	Commissioned Ruling Elder
Columbus, Glenn Echo PC	Leland Platt	Teaching Elder
Columbus, Hoge PC	Natalie Alter	Ruling Elder
Columbus, Highlands PC	Kathy Isern	Ruling Elder
Columbus, Indianola PC	Trip Porch	Teaching Elder
Columbus, Indianola PC	Edwin C Kinschner	Ruling Elder
Columbus, Korean PC	Joon Lee	Teaching Elder
Columbus, Overbrook PC	Mary Gause	Teaching Elder
	Bill Gause	Teaching Elder
	Tina Johnson	Ruling Elder
	Stephen Coy	Guest
Columbus, Ramseyer PC	Justice Ofosuhenne	Teaching Elder
Columbus, St. Andrew	Mark Johnson	Commissioned Ruling Elder
	Chris Cvar	Ruling Elder
Columbus, Westminster PC	Doug Browne	Teaching Elder
	Jim Benney	Ruling Elder
	Jerry Ridenour	
	Bob Bethge	
Delaware , Liberty PC	Kyle Doeblor	Teaching Elder
Delaware, Concord PC	Virginia Teitt	Teaching Elder
Delaware, First PC	Deb Patterson	Teaching Elder
Delaware, Old Stone PC	Adam Anderson	Teaching Elder
Delaware, West Berlin PC	Robert Gustafson	Commissioned Ruling Elder
Fredericktown, First PC	Christine Burns	Commissioned Ruling Elder
	Susan Cunningham	Ruling Elder

Gahanna, Mifflin PC	David Bubb	Teaching Elder
Gahanna, Mifflin PC	Kathi Bubb	Ruling Elder
Gahanna, Mifflin PC	Marquell Segelken	Ruling Elder
Gallipolis, First PC	Mark Parsons	Teaching Elder, Stated Supply
Granville, First PC	Bill Acklin	Commission for Presbytery Operations
Grove City, First PC	Robert Tolar	Teaching Elder
	Jeff Ledbetter	Ruling Elder
Groveport	Chris Piper	Commissioned Ruling Elder
Hilliard PC	John Birkner	Teaching Elder
Iberia PC	Charlsie Ramsey	Teaching Elder HR
Jackson, First PC	Shelley Wiley	Teaching Elder, Transitional Pastor
Lancaster, First PC	Nathan Loudon	Teaching Elder
London, First PC	Desiree Youngblood	Teaching Elder
London, First PC	Lee Dodge	Ruling Elder
Logan, Firt PC	Jimmy Meyer	Ruling Elder
Marion, Lee Street PC	Scott Schnapp	Teaching Elder
Marysville, First PC	Jeff Schooley	Teaching Elder
	Kathleen Kinney	Ruling Elder
	Dick Mickley	Commissioned Ruling Elder
	Mary Ann Edwards	
Mt. Gilead PC	Mike Porter	Ruling Elder
Mt. Vernon PC	Ross Slaughter	Teaching Elder
Nelsonville First PC	Peter Galbraith	Teaching Elder
New Albany, Rose Run PC	Frank LeBlanc	Teaching Elder, Transitional
	Sarah Underhill	Ruling Elder
Newark,First	Steven Brand	Teaching Elder
Newark, First	Priscilla Hare	Ruling Elder
Newark, Hanover PC	Ron McLeish	Ruling Elder
Newark, Second PC	Todd Tracy	Teaching Elder
Ostrander	Ron Bott	Teaching Elder
Patakskala, First PC	Janet Hufford	Teaching Elder
Patakskala, Outville PC	Kae Merold	Commissioned Ruling Elder
	Cathie Ritchie	Ruling Elder
Plain City PC	Alice Phillips	Teaching Elder
Pickerigton, Prince of Peace	Charlotte O'Neil	Teaching Elder
	Dave Coons	Ruling Elder
Portsmouth, Second PC	Allison Bauer	Teaching Elder
Reynoldsburg, Unity	Pat Parry	Ruling Elder
Sunbury, Condit	Ann Melick	Teaching Elder
Utica	Nelson Blue	Ruling Elder
Washington CH, First PC		Ruling Elder
Washington CH, McNair PC	Betsy Maurath	Teaching Elder
Waverly, First PC	Barbara Pettit	Ruling Elder

Waverly, First PC	Robert Armstrong	Teaching Elder, Transitional, HR
Waverly, First PC	Barbara Pettit	Ruling Elder
Waverly, First PC	Bob Patterson	
Westerville, Central College	Malcolm Davis	Teaching Elder
Westerville, Central College	John Gray	Ruling Elder
Westerville, First PC	Mark Gauen	Teaching Elder
Westerville, First PC	Jim Hines	Commissioner, CPO Chair
	John McElhaney	Ruling Elder
Worthington PC	Thomas Rice	Teaching Elder
Worthington PC	Betsy Rice	Teaching Elder, Stated Supply
Worthington PC	Kathy Mead	Ruling Elder
Worthington PC	Julia Piermont	Teaching Elder
Worthington PC	Dennis Piermont	Ruling Elder
	Mary Gene Boteler	Teaching Elder, HR
	Joe Fields	Teaching Elder, HR
	Steven Garstad	Teaching Elder, Member at Large
	Don Hilkerbaumer	Teaching Elder HR
	Jeannie Harsh	Teaching Elder, Executive Presbyter
	Skip Jackson	Teaching Elder, HR
	Katie Kinnision	Teaching Elder, Member at Large
	Debbie Lewicki	Teaching Elder HR
	Patricia Moats	Teaching Elder HR
	Myong Kim	Teaching Elder, Member at Large
	Paul Kim	Teaching Elder, Validated Ministry
	Steve Merold	Teaching Elder, HR
	Rick Nutt	Teaching Elder, HR
	Cynthia Holder Rich	Teaching Elder, Validated Ministry
	Les Sauer	Teaching Elder, HR
	Preston Shealy	Teaching Elder, HR
	Rudy Smith	Teaching Elder, HR
	Michael Wilson	Teaching Elder, Member at Large
	Mike Woods	Teaching Elder Validated Ministry
Other Participants:	Chip Hardwick	Teaching Elder, Synod of the Covenant
	Chris Roseland	Teaching Elder, G.A. Mission Agency
Excused:		
	Sharon Sauer	Teaching Elder, HR
	Jeff Schooley	Teaching Elder, Marysville, First
	Joon W. Lee	Teaching Elder, Columbus, Korean PC
	Rebecca Tollefson	Teaching Elder, HR
	Alice Phillips	Teaching Elder, Plain City PC
	Steven Hill	Commissioner, Columbus, Boulevard PC
	Steven Watters	Commissioner, London, First PC

Participants with no contact information:

Susan Johnson
Stephen Hills
Rebecca Sorrell
Ron and Tessie
Connie Price
David Ginter

Attachment 2: The meeting agenda as approved

AGENDA

The Presbytery of Scioto Valley
Presbyterian Church (U.S.A.)
Two Hundred and Fifty Fifth Stated Meeting
Tuesday, September 15, 2020, 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.

Attachment #3: Special Rules

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.

Attachment #4: Consent Agenda

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

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

Attachment #5: Proposed Per Capita Relief Policy

2nd READING – PER CAPITA RELIEF: This motion had its 1st reading 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 church's 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.

Attachment #6: 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;***
 - ***(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.***

Attachment #7: Special 1-Year Per Capita Relief Motion (First Reading)

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.
 - 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.

Attachment #8: Proposed 2021 Budget (First Reading)

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. Woman		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

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
4.1.0010	Per Capita - Presbytery		281,046		265,740		289,169
4.1.0011	Per Capita - GA		105,521		93,509		93,509
4.1.0012	Per Capita - Synod		38,330		33,842		33,842
4.1.0015	Basic Mission - Presby. Women		2,158		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		124,678		124,678
5.1.6011	Synod Per Capita (at collected rate)		38,017		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		1,500		1,500
4.1.0045	Youth Winter Retreat Income		13,577		12,600		12,600
4.1.0046	Youth Fall Rally Income		-		500		500
4.1.0048	Older Adult Ministry Income		330		-		-
4.1.0060	Mission Work Trip Income		4,111		5,500		5,500
4.1.0062	Print & Media Resources Inc		4,277		6,000		6,000
4.9.0044	PIE Event Transfers		380		500		500
4.9.0045	Youth Winter Retreat Transfers		-		3,400		3,400
4.9.0046	Youth Fall Rally Transfers		-		500		500
4.9.0051	Campus Ministry Transfers		13,303		10,000		10,000
4.9.0060	Cong Endorsed Mission Fund Transfer		1,175		0		-
Total Receipts			69,298	63,750	40,500	40,500	40,500
Expenses:							
5.1.1004	Session Endorsed Mission Grant		9,750		8,000		8,000
5.1.1006	Global Mission Projects		500		500		500
5.1.2005	CN Events/Resources		1,569		1,000		1,000
5.1.2007	PIE Event Expense		1,738		2,000		2,000
5.1.2008	Youth Winter Retreats		12,762		16,000		16,000
5.1.2009	Youth Fall Rally		-		500		500
5.1.2010	Older Adult Events Expense		1,221		1,500		1,500
5.1.2011	Mission Work Trip Expenses		4,111		5,000		5,000
5.1.1500	CNO Meeting Exp		183		500		500
5.1.2202	Youth Trisunium Accrual Exp		32,786		3,000		3,000
5.1.3015	Print & Media Resources Exp		6,039		6,000		6,000
5.1.4005	Campus Ministry		23,303		2,000		2,000
5.1.400x	Higher Education		-		10,000		10,000
5.1.3500	New Growth and Development		-		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		-		-		-
4.9.0058	Church Development Transfers		17,500		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		1,500		1,500
5.1.4702	Demographic Studies		4,116		5,000		5,000
5.1.4500	New Worshipping Communities		-		-		-
5.1.4501	Bethany		-		-		-
5.1.4520	Other churches		17,500		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%

Account #	Account Name	2019	2020
		Actual	Budget
5.1.4904	Congregational Support	1,008	3,000
5.1.4940	Ministry Initiative Expense	-	0
5.1.4950	Ministry Initiative Grants	-	0
Total Expenses		22,794	252,500
Net Congregational Life		(5,294)	(17,500)

Church Professionals

Receipts:			
4.1.0042	Church Professionals Event Fees	-	8,000
4.1.0053	Healthy Boundaries Event Fees	750	400
Total Receipts		750	9,400
Expenses:			
5.1.5002	Church Professionals Meeting	883	600
5.1.5202	Inquirer/Candidates	994	4,000
5.1.5204	Commissioned Ruling Elders	451	3,000
5.1.5404	Church Professionals Retreat	16,554	18,000
5.1.5602	COM - Background Checks	895	1,500
5.1.5604	Pastors Programming	-	2,500
5.1.5802	Healthy Boundaries Training	2,488	3,000
5.1.5804	Bereavement Exp	239	500
5.1.5806	Pastoral Support	2,797	10,000
Total Expenses		25,301	43,100
Net Church Professionals		(24,551)	(33,700)

Net Commission Activities

		(55,047)	(67,450)
Total Net Receipts		\$ 306,568	\$ 289,611

Presbytery Operating Expenses

5.1.7701	Salary - Exec Presbyter	42,327	45,861
5.1.7702	Salary - Stated Clerk	16,048	20,240
5.1.7703	Salary - Administrative Asst	51,043	52,370
5.1.7704	Salary - Financial Asst	18,436	21,130
5.1.7705	Salary - Treasurer	6,150	6,000
5.1.7706	Deferred Compensation	600	600
5.1.7707	Housing - Exec Presbyter	40,000	40,000
Total Staff Salaries		184,604	186,201
5.1.7711	BOP - Exec Presbyter	30,461	31,769
5.1.7713	BOP - Administrative Asst	23,257	25,068
5.1.7715	Med. Reimb. - Exec Presbyter	1,647	1,674
5.1.7717	Med. Reimb. Administrative Asst	1,021	1,047
Total Employee Benefits		56,386	59,558
5.1.7720	Staff Services Contingency	1,265	2,000
5.1.7721	Payroll Processing Expense	2,202	2,100
5.1.7722	FICA Expense	7,039	7,630
5.1.7724	SECA	6,298	6,568
5.1.7729	BWC Insurance Expense	172	557
Total Payroll Costs		16,976	18,855
Total Salaries, Benefits & Taxes		257,966	264,614
5.1.7732	Travel - Stated Clerk	1,909	3,000
5.1.7733	Travel - Treasurer	132	2,000
5.1.7734	Travel - Exec Presbyter	10,710	12,000
5.1.7736	Travel - PYO Staff	194	500
5.1.7742	Court Ed. - Staff Training	653	500
5.1.7744	Court Ed. - Exec Presbyter	1,248	2,000
5.1.7746	Court Ed. - Stated Clerk	-	800
5.1.7748	Court Ed. - Treasurer	-	500
5.1.6001	Moderator Meeting Expenses	1,468	4,000
5.1.6005	Administrative Commissions Exp	-	500
5.1.6006	Nominating Mtg Exp	364	200

2021			
No Increase	\$2.25 Increase	Per Capita Relief	
8,000	8,000	8,000	
600	600	600	
8,000	8,000	8,000	
65,100	65,100	65,100	
(15,100)	(15,100)	(15,100)	
8,000	8,000	8,000	
400	400	400	
8,400	8,400	8,400	
900	900	900	
3,000	3,000	3,000	
2,000	2,000	2,000	
15,800	15,800	15,800	
2,000	2,000	2,000	
1,500	1,500	1,500	
5,000	5,000	5,000	
500	500	500	
9,000	9,000	9,000	
39,700	39,700	39,700	
(31,300)	(31,300)	(31,300)	
(63,900)	(63,900)	(63,900)	
\$ 272,670	\$ 296,099	\$ (131,701)	
44,468	44,468	44,468	
10,120	10,120	10,120	
46,658	46,658	46,658	
18,780	18,780	18,780	
3,000	3,000	3,000	
-	-	-	
40,000	40,000	40,000	
163,026	163,026	163,026	
21,752	21,752	21,752	
17,972	17,972	17,972	
1,689	1,689	1,689	
951	951	951	
42,364	42,364	42,364	
4,258	4,258	4,258	
2,100	2,100	2,100	
6,168	6,168	6,168	
6,462	6,462	6,462	
495	495	495	
19,483	19,483	19,483	
224,873	224,873	224,873	
2,700	2,700	2,700	
1,800	1,800	1,800	
10,800	10,800	10,800	
450	450	450	
450	450	450	
1,800	1,800	1,800	
720	720	720	
450	450	450	
1,500	1,500	1,500	
200	200	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

Attachment #9: 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.

**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 D. Armstrong

to undertake work as Transitional Pastor of this congregation, for a period of one (1) year beginning
per year
This covenant is for 19 hours percent of full time. This covenant may be
renewed with the concurrence of the session, the Presbytery of Scioto Valley Commission for Congregational
Life, and the teaching elder. This covenant may be terminated by the session or the teaching elder with thirty
(30) days' written notice. The Presbytery may terminate this covenant at any time.

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

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

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

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

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

The transitional pastor will fulfill the following responsibilities:

1. Preaching and leading Sunday Worship Special Services Sunday 9AM-1pm
2. Participating in Christian Education
3. Moderating Session, meeting with Committee Week 9-7pm
4. and Deacons, facilitating further ministerial 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 Son

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 Mellett
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
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 H.M.3 & Randy
4. Office Hours (Hogalanes as base), Committee connection with each
5. Supervise staff (Phil, Tim)
schedule pulpits, give, & distribute, 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		Professional Expenses Reimbursements	ALLOWANCE
Cash Salary	\$3000.00	Auto Expense (current IRS rate)	up to 2,000.00
Housing Allowance	\$1500.00	Business/professional expense	
Utility Allowance	0	SECA Supplement (up to 50%)	
Deferred Compensation	0	Continuing Education	
Other Compensation	0	Other Allowances	
Total Effective Salary	\$ 18,000.00		
Paid vacation leave	4	Weeks	16 HOUR WEEK
Paid continuing education leave	2	weeks	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 HOPE MEMORIAL Church of COLUMBUS Ohio.

Date of Action 9/6/20

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 Hamilton
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:

- Up to 24 hours of service per (circle one: week month) at the \$1,000/week ~~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 Hellerbauer
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

Total Effective Salary

\$400./week

\$ 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

Paid continuing education leave

3 Weeks

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 First Presbyterian Church of Ironton Ohio.

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

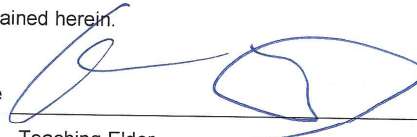
By the Teaching Elder

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		Professional Expenses Reimbursements*	
*Cash Salary	\$25,300.00	Auto Expense (current IRS rate)	_____
Fair Rental Value of Manse	_____	Business/professional expense	_____
*Housing Allowance	_____	SECA Supplement (up to 50%)	_____
Utility Allowance	_____	Continuing Education	_____
Deferred Compensation	_____	Other Allowances	_____
Other Pensionable Comp.	_____		_____
Total Effective Salary	\$25,300.00	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 Kandi 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 Lewis 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.

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 9th day of August 2020:

<u>James F. Callahan</u>	<u>Ronald J. Aronson</u>
<u>Cheri E. Johnson</u>	<u>Dana M. ...</u>
<u>Susan L. ...</u>	
<u>Jessie ...</u>	

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 **Reverend Nathan Loudon** 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 Presbyterian Church, a congregation of the Presbytery of Scioto Valley. The congregation's vote on the pastoral call was:

102 Yes 0 No 0 Abstain

(Signed) Stan R. Santos 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 _____

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 2020
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. Bork
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.	

Total Effective Salary \$ 67,500

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

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>

Moving Costs 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 A. Kenner (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 Poth 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 _____
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.]

Attachment #11: Proposed Full-Time and Part-Time Positions Policy

PRESBYTERY OF SCIOTO VALLEY
Commission for Church Professionals

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.

Questions and suggestions can be sent to pastor@conditchurch.org.

Attachment #12: Equal Employment Opportunity Policy

PRESBYTERY OF SCIOTO VALLEY
Commission on Church Professionals

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.

Attachment #13: Minimum Compensation Guidelines

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

¹In 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.

Attachment #14: Amendment to Dissolution of Pastoral Relationships Policy

**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.

Attachment #15: Audit Report

- AUDIT - HW&Co. | CPAs & Advisors (the Presbytery's outside audit firm) completed their audit of the Presbytery. This year's audit was done "virtually" with a lot of email communications between HW&Co., John Wyckoff, Jim Wagner, Jim Hines and others.
 - Their final report was issued on August 17, 2020

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of The Presbytery of Scioto Valley as of December 31, 2019 and 2018, and the results of its operations and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

HW&Co.

Columbus, Ohio
August 17, 2020

- The full audit report is available for your review. Please contact Jim Hines, CPO Chair; John Wyckoff, Financial Assistant or Dagmar Romage, Administrative Assistant if you would like to review the full audit report.
-