



**Inspire, Strengthen, and Challenge Congregations for
Christ's Mission**

The Presbytery of Scioto Valley
Presbyterian Church (U.S.A.)
258th Stated Meeting
Tuesday, May 18, 2021, 3:30 P.M.
Via Zoom

Zoom Sign In Information will be Available via E-mail from Dagmar Ramage
(dagmar@psvonline.org)

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New Commissioners Orientation

As a new commissioner to the presbytery, we welcome you! The information below is provided for your orientation to the presbytery meeting and its activities. The meetings of presbytery are designed to provide opportunities for the community to worship and discuss issues together, as well as do the necessary presbytery business. Because of COVID, we have been meeting virtually for several months now. This will be our fourth regular meeting held via Zoom video conference, but we understand it may be your first. So, please take a look at the special rules for virtual meetings (page 7) to learn more about how to register, be recognized, and vote during the meeting.

Presbytery meets from 3:30 – 6:00 p.m., but because we are meeting virtually, this meeting will likely be shorter than most. The meeting will begin with worship designed by the Presbytery worship committee.

Before worship, the Presbytery Moderator will:

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

Following worship, the Presbytery Moderator will:

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

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

Below are some terms, abbreviations, and guidelines to help you be an effective participant in this meeting.

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

Commissions/Committee with Common Abbreviations and Acronyms

BOP	Board of Pensions
CCL	Commission for Congregational Life
CCP	Commission for Church Professionals
CNO	Commission for Nurture and Outreach
CPO	Commission for Presbytery Operations
CT	Coordinating Team
NC	Nominating Committee

Commissions/Committee with Common Abbreviations and Acronyms (cont.)

COA	Committee for Overtures and Amendments
PJC	Permanent Judicial Commission
COR	Committee on Representation
FDN	Presbyterian Foundation
GA	General Assembly
HR	Honorably Retired (teaching elder)
PCUSA	Presbyterian Church (U.S.A.)
PILP	Presbyterian Investment and Loan Program
PMA	Presbyterian Mission Agency
PSV	Presbytery of Scioto Valley
PWUM	Presbyterian Westside Urban Ministry
TE	Teaching Elder
CRE	Commissioned Ruling Elder
RE	Ruling Elder

Guidelines for Participating in Presbytery Meetings

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

Seeking to Be Faithful Together: Guidelines for Presbyterians During Times of Disagreement
In a spirit of trust and love, we promise we will...

Give them a hearing...listen before we answer (John 7:51 and Proverbs 18:13)

1. *Treat each other respectfully so as to build trust, believing that we all desire to be faithful to Jesus the Christ;*
 - we will keep our conversations and communications open for candid and forthright exchange,
 - we will not ask questions or make statements in a way which will intimidate or judge others.
2. *Learn about various positions on the topic of disagreement.*
3. *State what we think we heard and ask for clarification before responding, to be sure we understand each other.*

Speak the truth in love (Ephesians 4:15)

4. *Share our concerns directly with individuals or groups with whom we have disagreements in a spirit of love and respect in keeping with Jesus' teachings.*
5. *Focus on ideas and suggestions instead of questioning people's motives, intelligence or integrity;*
 - we will not engage in name-calling or labelling of others prior to, during, or following the discussion.
6. *Share our personal experiences about the subject of disagreement so that others may more fully understand our concerns.*

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

7. *Indicate where we agree with those of other viewpoints as well as where we disagree.*
8. *Seek to stay in community with each other though the discussion may be vigorous and full of tension;*
 - we will be ready to forgive and be forgiven.
9. *Follow these additional guidelines when we meet in decision-making bodies:*
 - urge persons of various points of view to speak and promise to listen to these positions seriously;
 - seek conclusions informed by our points of agreement;
 - be sensitive to the feelings and concerns of those who do not agree with the majority and respect their rights of conscience;
 - abide by the decision of the majority, and if we disagree with it and wish to change it, work for that change in ways which are consistent with these Guidelines.
10. *Include our disagreement in our prayers, not praying for the triumph of our viewpoints, but seeking God's grace to listen attentively, to speak clearly, and to remain open to the vision God holds for us all.*

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

AGENDA

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

Two Hundred and Fifty Eighth Stated Meeting

Tuesday, May 18, 2021, 3:30 p.m.

Via Zoom Video Conference

Moderator: Commissioned Ruling Elder Kae Merold

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

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

Convening the Meeting

Adopt Special Rules for Virtual Meetings

Declaration of a Quorum and Formation of the Roll

Adoption of the Meeting Agenda

To Worship God

“May Peace Become You” from Work of the People

To Steward Christ’s Work

Seating of Corresponding Members

Rev. Charles B. “Chip” Hardwick, Synod of the Covenant

Rev. Douglas Portz, PCUSA Board of Pensions

Consent Agenda

Staff Reports

a. Rev. Dr. Jeannie Harsh, Executive Presbyter

b. Rev. Bill Gause, Stated Clerk

Announcement of New Business (must be emailed to statedclerk@psvonline.org by end of staff reports)

To Celebrate Christ’s Mission

Commission and Committee Reports

1. Nominating Committee – Rev. Peter Galbraith

- Nomination for Ministry Initiative Board, Class of 2023

RE Art Gooray, Columbus, Broad Street

2. Commission for Congregational Life – Rev. Lee Platt

- Information items

3. Commission for Presbytery Operations – RE Jim Hines

- Information items
- Treasurer’s Report

4. Commission for Nurture and Outreach – RE Kathi Bubb

- Information items

5. Commission for Church Professionals – Rev. Ann Melick

- Report of Actions Taken on Behalf of Presbytery
- Report of Committee on Preparation for Ministry – Rev. Dr. Jeff Jaynes
Examination of Bruce Miller for candidacy.
- Motion from CCP to Approve the 2022 Minimum Salary Requirements.
- Service of Commissioning – CRE Kae Merold
Ann Moody, CRE for Service to the Hanging Rock Area.
- Board of Pensions updates - Rev. Douglas Portz

6. Coordinating Team – RE Jim Wilson

- Nominations for Presbytery Nominating Committee
RE Libby Wetherholt, Columbus, Broad Street
Rev. Trip Porch, Columbus, Indianola
RE Jim Hamilton, Columbus, Covenant

7. Discernment and Design Team Request – Rev. Frank LeBlanc

8. Ministry Initiative Board Report – CRE Christine Burns

Greetings from the Synod Executive, Rev. Dr. Charles B. “Chip” Hardwick

New Business (if any)

Evening Prayer

Adjournment

Special Standing Rules for a Virtual Presbytery Meeting

The following special standing rules have been developed for virtual meetings of the presbytery and will be presented for use at the May 18, 2021 meeting of the Presbytery of Scioto Valley, to be conducted virtually at 3:30 pm via Zoom video conference. Please read all of these rules beforehand as this virtual meeting will work differently than other Zoom meetings.

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

As used herein, “Commissioners” means teaching elder members, ruling elder commissioners, and other voting members.

1. Commissioners may participate using any of the following: a computer with internet connection and webcam, a smartphone with internet connection, or a telephone. Commissioners are encouraged to use a computer or smartphone if at all possible, to facilitate better communication and voting.
2. The Recording Clerk shall serve as Zoom host for this meeting. The Presbytery Executive Moderator, Recording Clerk, Registrar, Vice Moderator, and Technical Assistants shall serve as a co-host.
3. Access will be provided through an email link or by dialing a number. The call to the meeting will be issued electronically through the Presbytery email list.
 - i) Change your Zoom name to the following format: First Name Last Name, TE or RE or CRE (Teaching Elder, Ruling Elder, Commissioned Pastor), Church, City. This will make it easier for us to identify you. The easiest way to change your Zoom name prior to the meeting is to not click on the link, but rather, log into Zoom with the meeting ID and password; you will then be given the opportunity to change your name before entering the meeting.
4. The meeting shall open an hour prior to the scheduled start time, and commissioners should log in to the meeting as soon as they are able. This will allow the Host and Co-Host to check in our commissioners virtually through the waiting room. The Presbytery reserves the right not to admit attendees who do not identify themselves, or to move them to the waiting room if they do not change their Zoom name within a reasonable grace period or do not identify themselves.
5. Commissioners should mute microphones when not speaking. This will reduce background noise. Laptop and smartphone users may mute and unmute themselves by clicking on the microphone or telephone icon on your picture of yourself. Dial-in participants may use *6 to mute and unmute or use the mute button on your telephone.

Participants who do not mute themselves upon request may find themselves muted by the host. In that event, the chat function is the appropriate method to request to be unmuted.

6. To be recognized by the Moderator, Commissioners should click “raise hand” in the bottom center of the Zoom screen. If you don’t see a “raise hand” icon, click on “Participants” and “raise hand” should be a choice on the menu. Commissioners should only lower their own hands if they no longer wish to speak.

- a. Windows users can also use the Alt+Y keyboard shortcut to raise a hand.
- b. Mac users can also use the Option+Y keyboard shortcut to raise a hand.
- c. Dial-in participants may use *9 to raise a hand.
- d. If none of these options are working, type “raise hand” in the chat function.

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

7. Commissioners shall identify themselves and their church as in any other Presbytery meeting.

8. For the purposes of this meeting, there will be no formal timekeeping; however, the Moderator may ask a Commissioner to end her or his comment after giving a thirty-second warning.

9. Commissioners may make a motion orally as during an ordinary meeting, i.e. when recognized by the Moderator. If making a motion or speaking to the motion, commissioners shall unmute the microphone and make sure the video feed is on.

10. A motion may be submitted in writing using the chat function on the right side of the screen. Commissioners may also use the chat function to indicate if they are having technical difficulties or to gain recognition if are unable to raise a hand. No other use of the chat function shall be permitted.

11. The presence of a quorum will be determined by the number of participants in the meeting as reported by the Registrar and certified by the Stated Clerk.

12. Votes shall be taken and counted in the following manner:

- i) For matters that would, in a face-to-face meeting, be a voice vote, a vote will be announced by the Moderator and participants will be able to click “yes” or “no” located on the Participants tab. Participants via phone may:
 - (a) text the Stated Clerk at 614-565-9554; or
 - (b) use the “raise hand” function (*6) to cast a vote.

The Moderator will ask whether all participants have voted to ensure everyone has had an opportunity to vote. The host and co-host shall assist the moderator in determining that all have had an opportunity to vote. Results will be shared with all meeting participants by the Stated Clerk once they are available.

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

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

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

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

Consent Agenda

A. Review and Approval of the Minutes from the 257th Stated Meeting held via Zoom video conference, on February 16, 2020, available for review at the Presbytery website.

B. That the Presbytery of Scioto Valley confirm appointment of Rev. Patti Moats, Rev. John Carlisle, Rev. Phyllis Heffner, Elder Bill Lucas, Elder Yvonne Gustafson, Elder Margaret Ann Cottrill, and Elder Bill Acklin to an Administrative Commission for the closure of Groveport Presbyterian Church of Groveport, Ohio, to act on Presbytery’s behalf, with the powers to:

1. Meet with the Session and members of the congregation, including calling a meeting of the Session and/or of the congregation, as necessary,
2. Arrange for the pastoral care of the members,
3. Publicize the dissolution of the congregation,
4. Ascertain the financial status and outstanding financial obligations of the congregation,
5. Secure the Session records,
6. Secure the legal rights to all property (real or personal) held by or for the benefit of the congregation,
7. Dispose of the moveable personal property of the congregation,
8. Secure the building and property,
9. Attend to matters of insurance,
10. Dispose of the building and grounds (subject to any guidelines established by the Presbytery) or convey the building and grounds to the Presbytery of Scioto Valley of the Presbyterian Church (U.S.A.),
11. Plan and conduct a Service of Witness,
12. Secure the assistance of other individuals, as appropriate, to assist with its work, and
13. Generally to do such things and take such actions, for, in the name of, and on behalf of the Presbytery as shall be reasonably necessary to accomplish the general purpose of this resolution.

Nominating Committee

Report to Presbytery – May 18, 2021

To elect Art Gooray, Columbus Broad Street, to the Mission Initiative Board, Class of 2023.

Commission for Congregational Life

Report to Presbytery - May 18, 2021

Liaison List Update – The congregational liaison list has been updated.

Churches in Transition – 18 Scioto Valley churches are in transition.

Updates

Circleville –Rev. Dr. Jeri-Lynne Bouterse has begun as Interim Pastor. Next step is forming a PNC.

Waverly –Interviewing another potential candidate.

Washington Court House –PNC has completed their MIF. MIF has been approved by Session and by CCL.

Hilliard – They are working on finding Pulpit Supply.

Jackson, First – PNC to finalizing their MIF.

Portsmouth, First –Revising MIF. Struggling to find Pulpit Supply.

Logan, First – They have an Interim Pastor, who will begin on May 23rd.

Prince of Peace – Natalie & Lee gave update. Jon Carlisle will serve as an Interim Pastor for May and June. Another Interim has been tentatively identified for the balance of the year.

Rose Run – PNC has been trained and the MIF is essentially complete..

Wilkesville – Rev. Dr. Jeannie Harsh, Rev. Dr. Jason Link, and Rev. Lee Platt participated in the Baptism of great grandson of the longtime Clerk of Session. Twenty people from the e community participated.

Old Stone –. MIF is almost complete. W Session Meeting on May 12 to discuss ¼ time Stated Supply position.

Groveport –. The Administrative Commission to close Groveport has been trained. Closing will be on July 11 at 2 p.m.

Hanover Continuing to review PIF's.

Church Subsidies – In June CCL will meet with Operations to discuss guidelines for subsidy support through Church Development.

Upcoming Meeting Dates --July -2nd Monday, May 12, 1 pm; September – Moved to August 30 at 3 pm.

Commission for Presbytery Operations

Report to Presbytery – May 18, 2021

OPERATIONS and STAFF:

- **PRESBYTERY OFFICE OPERATIONS** - The Presbytery staff continues to operate in a hybrid mode with staff working part-time from home and part-time from the office. Staff is still available via phone and email for anyone needing assistance. The Presbytery continues to follow the lead of Overbrook Presbyterian (our host church) and will continue operating in a hybrid mode until Franklin County's COVID status is YELLOW for at least 2 consecutive weeks.
- **NEW TREASURER** – Bob Patterson, our new Treasurer, officially started as PSV Treasurer on April 1. Bob has met with outgoing Acting Treasurer Bob Gustafson and members of the CPO and Presbytery staff to get up to speed. Many thanks to Bob Gustafson for stepping up and serving as our Acting Treasurer during our search for a new treasurer.

PROPERTY and LOANS:

- **REYNOLDSBURG, FIRST** – Presbytery closed on the sale of the Reynoldsburg First Presbyterian property which was sold for - **\$232,122.50**.
- **BROOKWOOD** – sale pending to National Church Residences – NCR is working to resolve permitting issues with the City of Columbus.
- **KINGSTON-WISLER** – sale pending. Working to resolve title issues.
- **HOMER** – sale pending. Working to resolve title issues.

PRESBYTERY OF SCIOTO VALLEY
Operating Fund- Combined Mission and Per Capita Budgets
Preliminary Unaudited Financial Statement
April 30, 2021

PRESBYTERY REVENUE	Annual Budget	Revenue to Date	Budget Variance
Basic Mission	\$ 100,000	\$ 27,434	\$ 72,566
Basic Mission-Presbytery Women	2,000	913	1,087
Per Capita - Presbytery	265,740	113,575	152,165
Per Capita - GA	93,509	39,462	54,047
Per Capita - Synod	33,842	14,330	19,512
Recaptured Per Capita from Separated Churches	-	-	-
Nuture & Outreach Event Fees	40,500	343	40,157
Congregational Life Event Fees	50,000	11,667	38,333
Church Professional Event Fees	8,400	275	8,125
Coordinating Team Income	-	-	-
Donated Expenses	-	-	-
Revenue from Other Sources	800	191	609
<i>Total Revenue</i>	<u>\$ 594,791</u>	<u>\$ 208,191</u>	<u>\$ 386,600</u>
PRESBYTERY EXPENSES	Annual Budget	Expense to Date	Budget Variance
1 Commission for Nurture & Outreach	\$ 58,000	\$ 1,855	\$ (56,145)
2 Commission for Congregational Life	65,100	20,372	(44,728)
3 Commission for Church Professionals	39,700	3,741	(35,959)
4 Coordinating Team	5,900	200	(5,700)
5 Commission for Presbytery Operations	484,344	136,384	(347,960)
<i>Total Expenses</i>	<u>653,044</u>	<u>162,552</u>	<u>(490,492)</u>
Surplus (Deficit) *	<u>\$ (58,253)</u>	<u>\$ 45,639</u>	<u>\$ (103,892)</u>

***Surplus" is an accounting term applicable to the stated time frame of the yearly budget;
it does not indicate an excess of cash funds available beyond the budget

Presbytery of Scioto Valley Contribution Summary as of April 30, 2021					
	Basic Mission		Per Capita	Per Capita	Per Capita
Church	Paid		Owed	Paid	Due
Amanda	-		982	982	-
Amesville	-		680	-	680
Athens, Alexander	-		2,416	-	2,416
Athens, First	2,113		9,702	2,426	7,276
Bloomington, First	-		1,435	-	1,435
Bremen, Bethel	527		1,925	500	1,425
Chillicothe, First	1,500		6,531	3,000	3,531
Circleville	-		8,796	2,199	6,597
Columbus, Bethany	-		2,643	-	2,643
Columbus, Boulevard	-		7,512	-	7,512
Columbus, Broad Street	6,000		30,464	7,616	22,848
Columbus, Brookwood	-			-	-
Columbus, Christ	400		1,397	-	1,397
Columbus, Covenant	9,367		17,592	8,796	8,796
Columbus, Crestview	-		944	944	-
Columbus, Eastminster	-			-	-
Columbus, Fairmoor	-			-	-
Columbus, Glen Echo	525		2,152	538	1,614
Columbus, Highlands	335		2,982	-	2,982
Columbus, Hoge Memorial	-		1,548	387	1,161
Columbus, Indianola	1,600		4,870	4,870	-
Columbus, Korean	-		4,341	-	4,341
Columbus, Old First	1,728		642	-	642
Columbus, Overbrook	3,000		16,837	16,837	-
Columbus, Ramseyer	-		6,644	-	6,644
Columbus, Shady Lane	-			-	-
Columbus, St. Andrew	-		3,020	3,020	-
Columbus, Westminster	-		2,039	2,039	-
Delaware, Concord	-		2,114	529	1,585
Delaware, First	3,667		9,513	3,171	6,342
Delaware, Liberty	750		51,604	5,000	46,604
Delaware, Old Stone	250		5,587	1,397	4,190
Delaware, West Berlin	2,000		2,227	2,227	-
Dublin	-		5,247	5,247	-
Frankfort	-		3,888	3,888	-
Frankfort, Concord	-		906	-	906
Fredericktown, First	-		1,850	-	1,850
Gahanna, Mifflin	-		12,646	12,646	-
Gallipolis, First	-		3,096	1,500	1,596
Galloway	-		2,643	1,071	1,572
Granville, First	905		17,969	5,085	12,884
Greenfield-Pisgah, Mt. Pleasant	-			-	-
Grove City, First	-		6,984	-	6,984
Groveport	-		982	-	982
Harrisonville	-		831	868	(38)
Hilliard	-		5,700	-	5,700
Iberia	500		1,510	1,510	-
Ironton, First	-		491	-	491
Jackson, First	800		2,982	994	1,988
Johnstown	-		8,116	2,705	5,411
Kingston, Mt. Pleasant	-		566	-	566
Kingston, Whisler	-			-	-
Lancaster, First	-		11,929	-	11,929
Lithopolis, Bloom	-		906	300	606
Logan, First	1,500		6,267	1,567	4,700
London, First	-		10,721	10,721	-
Marion, Forest Lawn	-			-	-

Presbytery of Scioto Valley Contribution Summary as of April 30, 2021					
	Basic Mission		Per Capita	Per Capita	Per Capita
Church	Paid		Owed	Paid	Due
Marion, Lee Street	-		1,208	1,208	-
Marysville, First	-		7,928	1,893	6,035
McArthur	-		302	-	302
Middleport, First	-		717	-	717
Mt. Gilead, First	-		2,378	591	1,787
Mt. Vernon, First	-		3,888	2,807	1,081
Nelsonville	-		1,699	-	1,699
New Albany, Rose Run			3,247		3,247
Newark, First	-		5,361	-	5,361
Newark, Hanover	260		3,662	915	2,747
Newark, Second	-		7,739	3,869	3,870
Newark, Woodside	-		604	-	604
Oak Hill, Bethel	-		566	566	-
Oak Hill Horeb	-		1,812	-	1,812
Oak Hill, Moriah	-		604	604	-
Oak Hill, Sardis Welsh	100		453	-	453
Oak Hill United	-		2,529	-	2,529
Ostrander	-		1,321	1,321	-
Pataskala, First	-		3,247	-	3,247
Pataskala, Jersey	-		491	415	76
Pataskala, Outville	1,510		3,058	3,058	-
Pickerington, Prince of Peace	-		3,058	490	2,568
Plain City	750		4,983	-	4,983
Portsmouth, First	600		3,586	717	2,869
Portsmouth, Second	-		5,474	-	5,474
Reynoldsburg, First	-		-	-	-
Reynoldsburg, Parkview	-			-	-
Reynoldsburg, Unity	-		11,438	-	11,438
Sedalia, Midway	-		1,548	-	1,548
Sunbury, Condit	-		3,133	784	2,349
Utica	-		1,359	920	439
Washington Court House, First	1,500		7,512	7,512	-
Washington Court House, McNair Memorial	-		755	755	-
Waverly, First	882		2,076	-	2,076
Wellston, First	-		2,152	538	1,614
Westerville, Central College	-		47,490	1,918	45,572
Westerville, First	500		10,193	2,548	7,645
West Rushville, Rushcreek	709		1,661	1,661	-
Wilkesville, First	-		378	378	-
Worthington	-		46,168	15,389	30,779
TOTALS	44,278		521,139	165,437	355,702
Loose Offerings	-			38	
Grace Fellowship	-			-	
Relief Granted			2,982		
	44,278		524,121	165,475	

Commission for Nurture and Outreach

Report to Presbytery, May 18, 2021

CNO has no items requiring action at this meeting.

Upcoming Events

Extraordinary Time: Coming Out of COVID with Vitality

Saturday, June 5th, 10-11:30 a.m The Rev. Carlton Johnson, Associate Director for Vital Congregations will be the speaker. We will reflect on our call to follow Christ at this moment in time. As our churches go back to in-person worship and we find ourselves doing more than “going back to normal” we face an opportunity to follow God in amazing adventures.

Register in advance for this meeting:

<https://us02web.zoom.us/meeting/register/tZlpf-6qrjMjHtCpJg0BemssRjZqxU4Bgp6w>

Curriculum Idea Exchange: Looking at resources for children, youth and adults

Thursday, May 20 from 7:00 - 8:30 pm

Register in advance for this meeting:

<https://us02web.zoom.us/meeting/register/tZAsdeuurzgtHdaWLiVd1ImfjUzMRI9a129Y>

Youth Ministry Idea Exchange: Sharing ideas about resources and programming for grades 6 - 12

Thursday, June 17 from 7:00 - 8:00 pm

Register in advance for this meeting:

https://us02web.zoom.us/meeting/register/tZYkcOupqDwuGtw7dioMXlIM_yZlgYScTCKY

PW Summer Gathering August 28

Reports

Neighborhood Mission Grants

Global Mission

Vital Congregations

Presbytery YouTube Channel

Commission for Church Professionals

Report to Presbytery, May 18, 2021

I. Actions taken on behalf of the Presbytery*:

1. Charlsie Ramsey/Iberia – Stated Supply Contract approved 3/1/21
2. Bob Armstrong/Waverly – Transitional Pastor Contract approved 3/1/21
3. Keith Jones/Highlands - Stated Supply contract approved 3/1/21
4. CRE Cynthia McKay approved to serve communion at Logan on April 4 and Mount Gilead on May 2.
5. Approved Bruce Kreutzer request to be dismissed from membership in PSV as he has moved to Charleston Atlantic Presbytery, action taken April 4, 2021.
6. Approved Wayne Morrison/Worthington Parish Associate contract, action taken April 4, 2021.
7. Approved Betsy Rice/Worthington Stated Supply contract, action taken April 4, 2021.
8. Approved Amy House/Old Stone Contracted Pastor, action taken April 4, 2021.
9. Approved Jeri-Lynne Bouterse/Circleville Transitional Pastor contract, action taken April 4, 2021.
10. Approved Kemper Huber request to minister outside the bounds of the Presbytery, action taken April 4, 2021.
11. Approved Elizabeth Maurath/Indianola Parish Associate contract, action taken April 4, 2021.
12. On 3/18/21 approved the request for CRE Cynthia McKay to serve communion at Logan on April 4 and Mount Gilead on May 2.
13. CRE Ann Moody – approved request to be commissioned as CRE to Hanging Rock area churches for Sacraments and Moderating Session, action taken April 4, 2021.
14. CRE Dick Mickley/Marysville – request to moderate Session at Marysville in Rev. Schooley's absence approved on April 4, 2021.
15. Renewed the 3 year commission of CRE Judith Baker for Presbytery-wide Pastoral Service, action taken April 4, 2021.
16. Renewed the 3 year commission of CRE Cynthia McKay for Presbytery-wide Pastoral Service, action taken April 4, 2021.
17. Renewed the 3 year commission of CRE Peggy Holcomb for Presbytery-wide Pastoral Service, action taken April 4, 2021.
18. Jon Carlisle/Prince of Peace, Covenant for Contracted Pastoral Service, approved May 3, 2021
19. Approved the transfer of Rev. John Hart to Charlotte Presbytery, action taken 5/5/21.

20. Approved the transfer of Rev. Rebecca Hart to Charlotte Presbytery, action taken 5/5/21.
21. Approved the transfer of Rev. Bruce Kreutzer to Charleston Atlantic Presbyter, action taken 5/5/21.
22. Approved the transfer of Rev. Preston Shealy to Foothills Presbytery, action taken 5/5/21.
23. Approved the transfer of Rev. Elizabeth Wagner to Presbytery of Philadelphia, action taken 5/5/21.
24. Approved Diane Baldwin/Logan Transitional Pastor contract, May 5, 2021.

II. Examination – Bruce Miller, for candidacy. – Jeff Jaynes

III. Policy Approval – 2022 Minimum Salary Requirements

IV. Commission Ann Moody - Kae Merold

V. Doug Portz – Board of Pensions updates

VI. Announcements

1. Healthy Boundaries course offered through the Synod was approved to meet the requirements for PSV church professionals.
2. We will be highlighting the importance and benefit of Sabbatical Leaves for both pastors and congregations.
3. A connection group for Transitional Pastors began meeting monthly on Zoom.

* Please see Appendix A (pg. 27) for all recently approved covenants and contracts.

Preparing for a Candidacy Examination

1. What does it mean to move to Candidacy?
 - This examination is intended to determine if the individual being examined has completed the Inquiry phase and is ready to move onto the Candidacy phase of the ordination process.
 - The purpose of the inquiry phase is to provide an opportunity for the church and those who believe themselves called to ordered ministry as ministers of the Word and Sacrament to explore that call together so that the presbytery can make an informed decision about the inquirer's suitability for ordered ministry. (G-2.0603)
 - This candidacy examination, therefore, is to determine if the individual can articulate a clear sense of calling to ordained ministry, and that their sense of calling has been corroborated by their interaction with the church.

2. Preparing for a Candidacy Examination
 - Before the presbytery meeting, please read the inquirer's Statement of Call.
 - Consider the following:
 - Where does the inquirer see God at work in their life?
 - What has been their experience with the church, and with the PC(USA)? How does this affect their sense of call?
 - Does the inquirer recognize both gifts and challenges in their call to ministry?

3. Asking Questions on the Floor
 - Remember that the inquirer is in the process of discerning a call to ministry. This examination is just one step in that process. Please try to ask questions that will encourage them to grow and think more deeply but not be discouraged from continuing in the process. This does not mean that the questions must all be softball questions, but rather that all questions should be asked in a spirit of collegiality.
 - Here are examples of the kind of questions that are helpful for the inquirer:
 - Can you tell us more about your experience at your field education site and how that helped to affirm your sense of calling?
 - Can you tell us one way that your mentor has helped to affirm your sense of calling?
 - Have you had any experiences that made you question your call to ordained ministry, and if so, how have those moments helped you grow into your sense of calling?
 - Who do you discuss your sense of calling with most often?
 - How has your home church supported you as you discern this calling?
 - Theological questions are out of bounds for this examination (they will be allowed and encouraged at the examination for ordination). Some examples of inappropriate questions for a Candidacy evaluation might be:
 - What do you believe about the sacraments?
 - Who is Jesus?
 - Who is your favorite theologian?
 - What role does the Holy Spirit play in Presbyterian worship?

I was baptized and raised in the First Presbyterian Church of Grove City. My childhood was typical of a midwestern, suburban environment, and the church was a central part of my childhood.

After graduating college, I drifted away from the church for nearly fifteen years. Although I never rejected my faith, I failed to grasp God's importance in my life until I found myself in a broken marriage with the associated mental challenges. Through counseling and self-discovery, I addressed my struggles by putting them in God's hands and following God's direction.

In 2007, embracing my renewed life, I recommitted myself to God. Along the journey to being restored, I discovered a relationship with Jesus, which has compelled me to learn more about theology, faith, and especially myself. I owe my very life to God.

Through the next ten years, my faith deepened, which transformed my character. My career thrived, and I discovered a passion for servant leadership. I engaged in designing mentoring and staff development programs. I saw the power of good leadership on the organization and in society. These programs became powerful tools supporting increased engagement, building collaboration, and fostering a range of improvements. Through this passion for leading, encouraging, and empowering each individual's unique story, my call to ministry came into focus.

Driven by this passion, I connected the natural relationship with the Gospel in serving and inspiring people. I also embraced the ability to impact lives by sharing my story. I noticed that my honesty and vulnerability encouraged others to share their own struggles. As a result, I found that the most significant way for me to preach the Gospel was through service and sharing the practical realities of how Jesus reconciled me in the present.

Recognizing the connection between my profession and my work in the church and experiencing God moving between the two, I entered Seminary in January 2020. I began serving at Circleville Presbyterian Church through a school-directed learning program where I worked with their pastor in a parish setting. Most recently, I was assisting them with pulpit supply while they were seeking an interim minister. As a worship planner and leader, I received positive feedback affirming my connection with people even through a virtual format. People resonated with my style as I hit on essential aspects, offering them encouragement and hope, along with challenging them to spread the Gospel in light of all the turmoil across the globe.

In the summer of 2020, I worked as a chaplain at Nationwide Children's Hospital for my Clinical Pastoral Education (CPE) unit. Attending to people and being present with them affirmed how my compassion and encouragement for people aided them in facing their challenges, struggles, and grief. Walking alongside people in these situations was not easy but vitally important.

Since beginning this journey, I have discerned God calling me to serve a congregation as a parish minister. Reflecting on my business administration strengths, passion for leadership, combined with my growing teaching and preaching capabilities, I will bring a diverse set of skills to a parish. However, as I've continued to explore this calling deeper, and based on my own experience, I am further called to bring about a grief and healing ministry. People hurt and struggle against the challenges of our societies and life trauma. I foresee a real lostness and disconnectedness in our current society that separates people from their community and themselves. The Gospel is a means to reach people in their circumstances, helping them find healing and reconnection in the present.

**The Presbytery of Scioto Valley
Budget and Planning Information
Minimum Compensation Guidelines for 2022**

(Terms approved by Commission for Church Professionals on behalf of PSV, May 3, 2021 and approved by Presbytery [Insert Date Approved])

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

Cash, Salary, Housing, Utilities	\$51,308 (1.4% increase)
Automobile Reimbursement	IRS Rate for 2022
Pastor's Participation Plan ¹	37% of Effective Salary ² (Subject to change by BoP)
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	\$51,308 (1.4% increase)
Automobile Reimbursement	IRS Rate for 2022
Minister's Choice Plan ¹	10% of Effective Salary ² (Subject to change by BoP)
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 2022
Minister's Choice Plan ¹	10% of Effective Salary ² prorated (Subject to change by BoP)
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 Package

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

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 \$41,046. 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.

Sabbatical Leave

Unless otherwise negotiated in terms of call, ministers with six continuous years of service (with at least three years of continuous service to their current congregation) shall be eligible for a Sabbatical. Sabbatical Leave may be repeated at six-year intervals thereafter. Sabbatical Leave shall last for a period of at least three months, containing thirteen consecutive Sundays. Pastors who complete a Sabbatical shall assure the session of continued service to that congregation for at least one full year after the conclusion of the Sabbatical. Sabbatical Leave is qualitatively different from vacation or study leave for the minister, in that there is a plan for personal and professional restoration. Thus, neither vacation nor study leave should be affected by Sabbatical Leave – however, vacation time or study leave may be taken in conjunction with the Sabbatical Leave, adding no more than four additional weeks of time away. For budgeting purposes, the Session should plan to cover the expense of pastoral services for the time that the minister is away on Sabbatical Leave. (See Sabbatical Leave Policy for more information at psvonline.org.)³

Notes

¹ The Board of Pensions offers various 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. If the pastor has a comparable alternate plan available, permission may be granted by CCP to use that.

² The definition of effective salary as it appears in Section 2.1(p) of the Benefits Plan follows: Any compensation received during a Plan Year by a Plan Member from an employer, including but not limited to any sums paid as a housing (including utilities and furnishings) allowance. Effective Salary shall also include (1) any deferred compensation (funded or unfunded) credited to or contributed on account of a Member by an employer during a Plan Year, with the exception of any amounts contributed as an employer contribution to the Retirement Savings Plan under a matching contribution program that is available to at least all employees of the employer in the same

employment classification, and (2) any salary reduction contributions to a plan or other arrangement providing a tax-favored benefit. Effective Salary does not include amounts received for reimbursement of professional expenses through an accountable reimbursement plan or Social Security amounts up to fifty percent (50%) of a minister's Self-Employment Contributions Act (SECA) obligations. With respect to a Member eligible for a housing allowance, the amount for housing is calculated as follows: If a Manse is provided, the amount shall be at least thirty percent (30%) of all other compensation described above; if no Manse is provided, the amount shall be the actual housing allowance. The plan year is January 1 to December 31.

³ The rationale for adding the Sabbatical Leave portion is so that the practice of taking a Sabbatical becomes more normative. We continue to see pastors reach the point of burnout before they seek help and this may alleviate some of that experience. It also gives churches a reminder each year to plan for this. Some congregations may even want to put 1/6 of the cost of covering pastoral services in their budget each year and build a fund. A generous church might even add funds to that to cover some of their pastor's additional travel expenses during Sabbatical.

Ann Moody -- Biographical Statement

I am 68 years old and a Commissioned Ruling Elder for the Presbytery of Scioto Valley. I was born and reared in Gallipolis, Ohio. I attended undergraduate studies at Capital University and graduated with a B.S. degree in Elementary Education, and then continued my education at Marshall University, earning a M.A. degree in Educational Administration/Supervision. I also did post graduate work and attained Reading Specialization and Gifted Education Certification. I have taught various grade levels in the Gallia County Local School District, the Gallipolis City School District, and the University of Rio Grande. I retired as Coordinator for Gifted Education with Gallipolis City Schools in 2011.

By then, I had become interested in the Commissioned Ruling Elder program offered by our Scioto Valley Presbytery. I completed classes, my field experience at Middleport First Presbyterian Church, and subbed for several local ministers around the area. I finished the CRE program in March 2016, after three years of study.

I have been a member of the First Presbyterian Church in Gallipolis, Ohio since 1977. I have always played and sang locally and was organist for First Presbyterian for 40 plus years. I also served at different times on Deacons and Session there. The last three years, I was also Coordinator for Christian Education. I enjoy music, reading, walking, and writing as hobbies. Family and church have always been most important to me. I have been married to Rick, a retired coal miner, for 40 years. We have five grown children, 13 grandchildren, and 1 great-grandchild which keep us busy. We are now raising one of those grandchildren, Brayden, four years old.

On Sunday, May 1, 2016, I was commissioned to Wilkesville First Presbyterian Church in Wilkesville, Ohio. Then on Sunday, July 2, 2018, I was also commissioned to Middleport First Presbyterian Church in Middleport, Ohio. I served both churches until December 2020, when I resigned after family situations changed for me and Rick. In the last year and a half, both sets of parents have passed away, leaving estates that had to be settled. I had to be made guardian of my younger brother, who has frontal lobe dementia, and put him in a nursing home. One of our daughters has been in and out of drug rehab, (presently out and sober now) but we are raising her youngest child. We also sold our home in Gallipolis of 33 years and moved outside of town in a newer, one-story home in the country.

For the last six years, I have written a weekly children's sermon, published in the Gallipolis Daily Tribune newspaper called "God's Kids' Korner." I have continued these weekly submissions as they seem to be well-read and used by several local churches for their children.

As you probably realize, ministers are in short supply everywhere, but especially in Southeastern Ohio, the Hanging Rock area. I am asking to be commissioned to the Hanging Rock area, so if there is a need for someone to moderate Session meetings or the Sacraments and no one else if available, I could be available to help. I am not interested in taking on a church and congregation again but am willing to help when necessary.

Thank you for your consideration.

Ann S. Moody, CRE

Coordinating Team
Report to Presbytery – May 18, 2021

The Coordinating Team nominates the following to the Nominating Committee, Class of 2023

Ruling Elder Libby Wetherholt, Columbus, Broad Street

Rev. Trip Porch, Columbus, Indianola

Ruling Elder Jim Hamilton, Columbus, Covenant.

Evening Prayer from The Book of Common Worship
Presbytery of Scioto Valley, May 18, 2021

Opening Words:**Cynthia McKay**

The Spirit of God renews the earth.

Bless the name of the Lord!

Scripture: Romans 8:22-27**Cynthia McKay**

We know that the whole creation has been groaning in labor pains until now; and not only the creation, but we ourselves, who have the first fruits of the Spirit, groan inwardly while we wait for adoption, the redemption of our bodies. For in hope we were saved. Now hope that is seen is not hope. For who hopes for what is seen? But if we hope for what we do not see, we wait for it with patience.

Likewise, the Spirit helps us in our weakness; for we do not know how to pray as we ought, but that very Spirit intercedes with sighs too deep for words. And God, who searches the heart, knows what is the mind of the Spirit, because the Spirit intercedes for the saints according to the will of God.

This is the Word of the Lord.

Thanks be to God.

Special Offering: The Pentecost Offering**Kathi Bubb****Litany for Pentecost (from Book of Common Worship)****Peggy Holcomb**

Maker of all things, in the beginning, you created heaven and earth. In the fullness of time, you restored all things in Christ. Renew our world, this day, with your grace and mercy. **Lord, hear our prayer.**

Life of the world, you breathed life into the flesh you created. Now, by your Spirit, breathe new life into the children of earth. Turn hatred into love, sorrow into joy, and war into peace. **Lord, hear our prayer.**

Lover of concord, you desire the unity of all Christians. Set aflame the whole church with the fire of your Spirit. Unite us to stand in the world as a sign of your love. **Lord, hear our prayer.**

Source of peace, your Spirit restores our anxious spirits. In our labor, give us rest; in our temptation, strength; in our sadness, consolation. **Lord, hear our prayer.**

Come, Holy Spirit! Rain upon our dry and dusty lives. Wash away our sin and heal our wounded spirits. Kindle within us the fire of your love to burn away our apathy. With your warmth bend our rigidity, and guide our wandering feet; through Christ our Lord we pray. **Amen.**

Blessing:

Peggy Holcomb

May the God of hope fill us with all joy and peace through the power of the Holy Spirit. **Amen.**

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

Worship Leaders:

Peggy Holcomb, and Cynthia McKay; Commissioned Ruling Elders (CREs) who have been renewed as commissioned to pastoral service Presbytery-wide.

Kathy Bubb, Elder, Commission on Nurture & Outreach

Appendix A: Covenants and Contracts

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 Logan
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

Diane Baldwin

to undertake work as Interim Pastor of this congregation, for a period of one (1) year beginning
May 23, 2021 This covenant is for 100 percent of full-time. This covenant may be
renewed with the concurrence of the session, the Presbytery of Scioto Valley Church Professionals
Care Commission, 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 Interim Pastor is accountable to the presbytery through the Church
Professionals Care Commission 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 Interim Pastor is not eligible to be called as Pastor. (G-2.0504b)

The primary goals for this interim ministry are to work with the congregation on the five "developmental
tasks" of interim 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 interim pastor will fulfill the following responsibilities:

1. Lead worship every Sunday including special holiday services, and officiate at weddings and funerals.
2. Do pastoral calling in coordination with the Deacons.
3. Plan and moderate Session and Congregational meetings.
4. Work with boards and committees to assist them to carry out assigned tasks.

5. Train newly elected officers and lead continuing education of officers.
6. Provide administrative leadership, and supervise the church office.
7. Lead new member classes.
8. Be available for personal counseling with members of the congregation.

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

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

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

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

Effective Salary		Professional Expenses Reimbursements*	
Cash Salary	<u>\$28,000.00</u>	Auto Expense (current IRS rate)	<u>\$400.00</u>
Fair Rental Value of Manse	<u> </u>	Business/professional expense	<u>\$500.00</u>
Housing Allowance	<u>\$27,000.00</u>	SECA Supplement (up to 50%)	<u> </u>
Utility Allowance	<u> </u>	Continuing Education	<u>\$1,500.00</u>
Deferred Compensation	<u> </u>	Other Allowances	<u> </u>
Other Pensionable Comp.	<u> </u>		<u> </u>
Total Effective Salary	\$ <u>\$55,000.00</u>	Moving Costs	<u>Up to \$6,000.00</u>

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 First Presbyterian Church of Logan Ohio.

Date of Action 4/14/21

Signature

Masha Trip

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 May 5, 2021

Signature

Rev. Ann Melick

Rev. Ann Melick (May 5, 2021 12:47 EDT)

Commission Moderator

Date of Action May 6, 2021

Signature

Rev. William Gause

Rev. William Gause (May 6, 2021 12:24 EDT)

Stated Clerk

By the Teaching Elder

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

Date of Acceptance

4/14/21

Signature

William M. Ballew

Teaching Elder

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

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

The Session of the Circleville Presbyterian Church of Circleville
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. Dr. Jeri-Lynne Bouterse

to undertake work as Transitional Pastor of this congregation, for a period of **12 months** beginning 05/03/2021. This covenant is for 75 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. Weekly worship, preaching and sacraments
2. Moderating Session meetings
3. Providing pastoral care as needed and allowed (i.e. funerals and weddings)
4. Administrative responsibilities
5. _____
6. _____

7. _____

8. _____

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

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

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

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

Effective Salary		Professional Expenses Reimbursements*	
Cash Salary	<u>50,000</u>	Auto Expense (current IRS rate)	<u>1,300</u>
Fair Rental Value of Manse	<u>0</u>	Business/professional expense	<u>0</u>
Housing Allowance	<u>see above</u>	SECA Supplement (up to 50%)	<u>0</u>
Utility Allowance	<u>0</u>	Continuing Education	<u>0</u>
Deferred Compensation	<u>0</u>	Other Allowances	<u>0</u>
Other Pensionable Comp.	<u>19,400**</u>		<u>0</u>
Total Effective Salary	\$ <u>69,400 / yr</u>	Moving Costs	<u>3,000</u>

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.

** Other pensionable compensation includes \$18,500 for medical and \$900 for dental.

Certification of Covenant

By the Session

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

Date of Action Apr 8, 2021

Signature *Carla Mavis*
[Carla Mavis \(Apr 8, 2021 09:53 EDT\)](#)
Clerk of Session

By the Commission for Church Professionals

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

Date of Action Apr 8, 2021

Signature *Ann Melick*
[Ann Melick \(Apr 8, 2021 10:22 EDT\)](#)
Commission Moderator

Date of Action Apr 8, 2021

Signature *William P. Gause*
[William P. Gause \(Apr 8, 2021 13:34 EDT\)](#)
Stated Clerk

By the Teaching Elder

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

Date of Acceptance Apr 8, 2021

Signature *Jer Lynne Bouterse*
[Jer Lynne Bouterse \(Apr 8, 2021 14:19 EDT\)](#)
Teaching Elder

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

The Presbytery of Scioto Valley of the Presbyterian Church (USA)

Covenant for
Contracted Pastoral Services

The Session of the Prince of Peace Presbyterian Church of Pickerington, Ohio, organized by the authority of the Presbytery of Scioto Valley (G-1.02), functioning under the Church's constitution (G-1.01) 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 25th day of April, 2021 approved contracting with teaching elder

Rev. Jonathan T. Carlisle

to provide pastoral services for the church effective May 3, 2021.

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

1. Worship Leadership and Preaching
2. Moderate Session Meetings
3. Pastoral Care
4. Resource Session Committees
5. Resource Board of Deacons
6. Training for Church Officers
7. Communication
8. Church Finances

The terms of this covenant are:

- Up to 80 hours of service per month at the current presbytery-approved rate of \$25.00 (Hours of service 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)
 - Presbytery standard, \$150.00 per church service
 - Moderating session meetings, \$25.00 per hr. + travel
 - All other services (pastoral care, committee meetings, etc.), \$25.00 per hr. + travel

An accounting of hours worked, mileage and other reimbursable expenses will be presented to Treasurer Ed Eblin monthly 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 2 months through June 27, 2021, 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 Prince of Peace Church of Pickerington, Ohio.

Date of Action April 25, 2021

Signature: *Kent Higgins*

Clerk of Session

By the Commission for Church Professionals

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

Date of Action May 3, 2021

Signature

Rev. Ann Melick

Commission Moderator

By the Teaching Elder

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

Date of Acceptance April 25, 2021

Signature *Rev. Jonathan T. Carlisle*

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 a Temporary Pastoral Relationship for Ruling Elder Commissioned
to Presbytery-wide Pastoral Service

The Commission for Church Professionals hereby requests, with concurrence of the Presbytery of Scioto Valley that Ruling Elder Cynthia McKay, be commissioned for limited pastoral services to serve in the Presbytery of Scioto Valley, for a period of three (3) year(s), beginning 4-5-2021.

This Covenant may be renewed by the Commission for Church Professionals (CCP) with the concurrence of the Presbytery of Scioto Valley. This Covenant may be terminated by the CRE with sixty (60) days' written notice. The Commission for Church Professionals (CCP) may terminate this covenant at any time.

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

Presbytery-wide Service.

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.

***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 mileage IRS rate.

Pulpit Supply \$150 for one service, or \$200
for two services, plus mileage IRS.

Certification of Covenant

By the Presbytery of Scioto Valley

This Covenant for Temporary Pastoral Relationship has been approved by the Presbytery of Scioto Valley.

William Gause

William Gause (May 10, 2021 17:13 EDT)

Signature of Stated Clerk

May 10, 2021

Date of Action

By the Commission for Church Professionals (CRE)

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

Ann Melick

Signature of CCP Commission Moderator

4/5/21

Date of Action

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.

Cynthia McKay

Cynthia McKay (May 10, 2021 16:40 EDT)

Signature of Commissioned Ruling Elder

May 10, 2021

Date of Acceptance

[NOTE: One copy of the covenant is to be prepared and signed by Stated Clerk and the commissioned 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 commissioned ruling elder and the presbytery.]

***Minimum Compensation Guidelines for 2021** (Terms approved by Commission for Church Professionals on behalf of PSV, August 3, 2020, and approved by Presbytery September 15, 2020.









Cynthia McKay CRE Covenant 5.4.2021

Final Audit Report

2021-05-10

Created:	2021-05-07
By:	William Gause (statedclerk@psvonline.org)
Status:	Signed
Transaction ID:	CBJCHBCAABAA_n803lqkbJyW4v9y1D3qJLHXFsMNFloM

"Cynthia McKay CRE Covenant 5.4.2021" History

-  Document created by William Gause (statedclerk@psvonline.org)
2021-05-07 - 7:18:08 PM GMT- IP address: 108.86.3.31
-  Document emailed to Cynthia McKay (cam1600@juno.com) for signature
2021-05-07 - 7:19:01 PM GMT
-  Email viewed by Cynthia McKay (cam1600@juno.com)
2021-05-10 - 8:38:43 PM GMT- IP address: 74.125.213.26
-  Document e-signed by Cynthia McKay (cam1600@juno.com)
Signature Date: 2021-05-10 - 8:40:46 PM GMT - Time Source: server- IP address: 74.129.183.47
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2021-05-10 - 8:40:47 PM GMT
-  Email viewed by William Gause (statedclerk@psvonline.org)
2021-05-10 - 9:13:23 PM GMT- IP address: 162.196.217.57
-  Document e-signed by William Gause (statedclerk@psvonline.org)
Signature Date: 2021-05-10 - 9:13:46 PM GMT - Time Source: server- IP address: 162.196.217.57
-  Agreement completed.
2021-05-10 - 9:13:46 PM GMT

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
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 G. Armstrong

to undertake work as Transitional Pastor of this congregation, for a period of one (1) year beginning
March 15, 2021 This covenant is for 19 hours per week. 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. Provide weekly Sunday worship leadership, including preaching, design of services, in conjunction with Session.
2. Provide leadership for mid-week worship and special services
3. Provide leadership for Session and its committees and deacons, in cooperation with committee chairs.
4. Provide leadership development for Session and committees.
5. Provide pastoral care (with the assistance of retired clergy in congregation) including crisis care, counseling, new
visitor followup, and community outreach.
6. Resource the mission study committee and support the PNC as needed

7. Supervising staff and administrative functions of the church.

8. _____

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

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

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

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

Effective Salary

Cash Salary	<u>\$30,000</u>
Fair Rental Value of Manse	_____
Housing Allowance	_____
Utility Allowance	_____
Deferred Compensation	_____
Other Pensionable Comp.	_____

Total Effective Salary \$ \$30,000

Professional Expenses Reimbursements*

Auto Expense (current IRS rate)	_____
Business/professional expense	_____
SECA Supplement (up to 50%)	_____
Continuing Education	_____
Other Allowances (travel, study & technical expenses)	<u>\$3600 (pd \$300/month)</u>
Moving Costs	_____

~~Full medical, pension, disability and death benefit coverage under the Board of Pensions not required at 19 hrs/wk~~

Paid vacation leave 4 weeks Weeks (One week per quarter)

Paid continuing education leave 2 weeks weeks 1.5

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

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

Certification of Covenant

By the Session

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

Date of Action February 17, 2021

Signature Chaine Alex Zingg
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 3/1/21

Signature Rev Ann Melick
Commission Moderator

Date of Action 3/8/2021

Signature Will [Signature]
Stated Clerk

By the Teaching Elder

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

Date of Acceptance 2/20/21

Signature Robert G. [Signature]
Teaching Elder

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

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

The Commission for Church Professionals hereby requests, with concurrence of the Presbytery of Scioto Valley that Ruling Elder Judith Baker, be commissioned for limited pastoral services to serve in the Presbytery of Scioto Valley, for a period of three (3) year(s), beginning 4-5-2021.

This Covenant may be renewed by the Commission for Church Professionals (CCP) with the concurrence of the Presbytery of Scioto Valley. This Covenant may be terminated by the CRE with sixty (60) days' written notice. The Commission for Church Professionals (CCP) may terminate this covenant at any time.

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

Presbytery-wide Service.

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.

***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 mileage IRS rate.

Pulpit Supply \$150 for one service, or \$200
for two services, plus mileage IRS.

Certification of Covenant

By the Presbytery of Scioto Valley

This Covenant for Temporary Pastoral Relationship has been approved by the Presbytery of Scioto Valley.

Signature of Stated Clerk

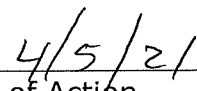
Date of Action

By the Commission for Church Professionals (CRE)

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



Signature of CCP Commission Moderator



Date of Action

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.

Signature of Commissioned Ruling Elder

Date of Acceptance

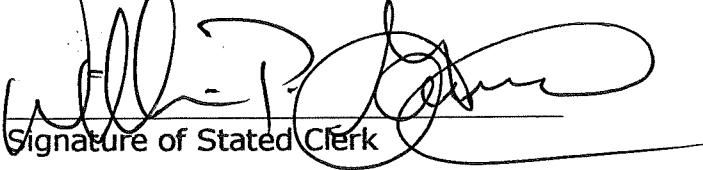
[NOTE: One copy of the covenant is to be prepared and signed by Stated Clerk and the commissioned ruling elder. Deliver the signed copies to the presbytery stated clerk for presbytery approval. When all signatures are completed, copies will be distributed to the commissioned ruling elder and the presbytery.]

***Minimum Compensation Guidelines for 2021** (Terms approved by Commission for Church Professionals on behalf of PSV, August 3, 2020, and approved by Presbytery September 15, 2020.

Certification of Covenant

By the Presbytery of Scioto Valley

This Covenant for Temporary Pastoral Relationship has been approved by the Presbytery of Scioto Valley.


Signature of Stated Clerk

4/19/2021
Date of Action

By the Commission for Church Professionals (CRE)

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

Signature of CCP Commission Moderator

Date of Action

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.


Signature of Commissioned Ruling Elder

4-11-2021
Date of Acceptance

[NOTE: One copy of the covenant is to be prepared and signed by Stated Clerk and the commissioned 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 commissioned ruling elder and the presbytery.]

***Minimum Compensation Guidelines for 2021** (Terms approved by Commission for Church Professionals on behalf of PSV, August 3, 2020, and approved by Presbytery September 15, 2020.

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 Circleville Presbyterian Church of Circleville
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. Dr. Jeri-Lynne Bouterse

to undertake work as Transitional Pastor of this congregation, for a period of **12 months** beginning
05/03/2021 This covenant is for 75 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. Weekly worship, preaching and sacraments
2. Moderating Session meetings
3. Providing pastoral care as needed and allowed (i.e. funerals and weddings)
4. Administrative responsibilities
5. _____
6. _____

7. _____

8. _____

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

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

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

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

Effective Salary		Professional Expenses Reimbursements*	
Cash Salary	50,000	Auto Expense (current IRS rate)	1,300
Fair Rental Value of Manse	0	Business/professional expense	0
Housing Allowance	see above	SECA Supplement (up to 50%)	0
Utility Allowance	0	Continuing Education	0
Deferred Compensation	0	Other Allowances	0
Other Pensionable Comp.	19,400**		0
Total Effective Salary	\$ 69,400 / yr	Moving Costs	3,000

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.

** Other pensionable compensation includes \$18,500 for medical and \$900 for dental.

Certification of Covenant

By the Session

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

Date of Action Apr 8, 2021

Signature Carla Mavis
Carla Mavis (Apr 8, 2021 09:53 EDT)
Clerk of Session

By the Commission for Church Professionals

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

Date of Action Apr 8, 2021

Signature Ann Melick
Ann Melick (Apr 8, 2021 10:22 EDT)
Commission Moderator

Date of Action Apr 8, 2021

Signature William P. Gause
William P. Gause (Apr 8, 2021 13:34 EDT)
Stated Clerk

By the Teaching Elder

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

Date of Acceptance Apr 8, 2021

Signature Jen-Lynne Bouterse
Jen-Lynne Bouterse (Apr 8, 2021 14:19 EDT)
Teaching Elder

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

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

The Commission for Church Professionals hereby requests, with concurrence of the Presbytery of Scioto Valley that Ruling Elder Peggy Holcomb, be commissioned for limited pastoral services to serve in the Presbytery of Scioto Valley, for a period of three (3) year(s), beginning 4-5-2021.

This Covenant may be renewed by the Commission for Church Professionals (CCP) with the concurrence of the Presbytery of Scioto Valley. This Covenant may be terminated by the CRE with sixty (60) days' written notice. The Commission for Church Professionals (CCP) may terminate this covenant at any time.

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

Presbytery-wide Service.

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.

***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 mileage IRS rate.
Pulpit Supply	\$150 for one service, or \$200 for two services, plus mileage IRS.

Certification of Covenant

By the Presbytery of Scioto Valley

This Covenant for Temporary Pastoral Relationship has been approved by the Presbytery of Scioto Valley.

Signature of Stated Clerk

Date of Action

By the Commission for Church Professionals (CRE)

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

Don Melick
Signature of CCP Commission Moderator

4/5/21
Date of Action

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.

Signature of Commissioned Ruling Elder

Date of Acceptance

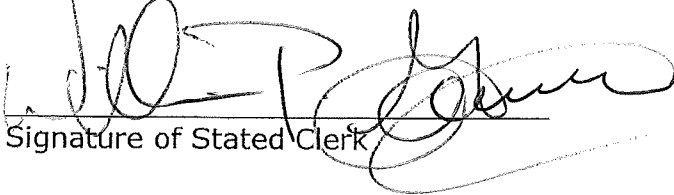
[NOTE: One copy of the covenant is to be prepared and signed by Stated Clerk and the commissioned ruling elder. Deliver the signed copies to the presbytery stated clerk for presbytery approval. When all signatures are completed, copies will be distributed to the commissioned ruling elder and the presbytery.]

***Minimum Compensation Guidelines for 2021** (Terms approved by Commission for Church Professionals on behalf of PSV, August 3, 2020, and approved by Presbytery September 15, 2020.

Certification of Covenant

By the Presbytery of Scioto Valley

This Covenant for Temporary Pastoral Relationship has been approved by the Presbytery of Scioto Valley.


Signature of Stated Clerk

4/19/2021
Date of Action

By the Commission for Church Professionals (CRE)

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

Signature of CCP Commission Moderator

Date of Action

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.


Signature of Commissioned Ruling Elder

4/13/2021
Date of Acceptance

[NOTE: One copy of the covenant is to be prepared and signed by Stated Clerk and the commissioned 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 commissioned ruling elder and the presbytery.]

***Minimum Compensation Guidelines for 2021** (Terms approved by Commission for Church Professionals on behalf of PSV, August 3, 2020, and approved by Presbytery September 15, 2020.

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

The Session of the Old Stone 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 17th day of March 20 21
approved contracting with teaching elder

The Reverend Amy House

to provide pastoral services for the church, effective March 15, 2021.

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

1. See Attached Sheet

2. _____

3. _____

4. _____

5. _____

6. _____

7. _____

8. _____

The terms of this covenant are:

- Up to 20 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)
 - See Attached Sheet
 - _____
 - _____
 - _____

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

Sharon Baxter (title) Chruch Treasurer

(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.

W-2

Semi-Monthly (i.e., 15th and last day of each month)

This contract is for a period of 26 weeks ~~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 Old Stone Presbyterian Church of Delaware Ohio.

Date of Action March 17, 2021

Signature Tracy J. Plouck
Tracy J. Plouck (Mar 19, 2021 12:43 EDT)
Clerk of Session

By the Commission for Church Professionals

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

Date of Action 4/5/21

Signature Ann Melick
Commission Moderator

By the Teaching Elder

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

Date of Acceptance Mar 18, 2021

Signature Amey House
The Rev Amey House (Mar 18, 2021 11:36 EDT)
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.]

Attachment:

**Additional Terms for the Interim Pastor Contract
between
Rev. Amy House and Old Stone Presbyterian Church**

The following activities will receive priority during Reverend House's typical 20-hour work week:

- 1) Preparation for and participation in Sunday services, including sermon development, communication with the Music Director and/or Worship & Music Committee representatives, and development of written materials for the services (e.g., service outline, bulletin content);
- 2) Planning and communication activities necessary to moderate Old Stone's Session;
- 3) Activities to facilitate baptisms or funerals, as necessary;
- 4) Participation in Session and special evening services (e.g., Maundy Thursday, Good Friday) will be incorporated into the typical work week as needed based on planning agreements with the Worship & Music Committee;
- 5) Activities to support consistent messaging for Old Stone staff, committees and the broader church community; and
- 6) Support for Deacons and other pastoral care activities (if time permits).

Reverend House may work from home as appropriate (e.g., sermon preparation, etc.) and use Old Stone's Zoom account to engage in meetings remotely (e.g., Session meetings, planning discussions). Old Stone offers two in-person Sunday services, at 9am and 11:30am, with the first video recorded and posted online for virtual access. Individuals who attend in person are required to adhere to Old Stone's policy on COVID-related precautions. Reverend House's in-person attendance is requested to lead Sunday worship and any funerals or other services over which she might preside.

Old Stone's Session meets on the third Wednesday of each month at 7pm. Meetings typically last from 1-2 hours. Reverend House will work with the Clerk of Session to prepare the meeting agenda and manage any email votes that may need to occur between meetings. At this time, Session meetings are conducted via Zoom.

Compensation will be paid twice per month, on the 15th and the last days of each month. Reverend House will submit any receipts for reimbursement to Old Stone's Treasurer, Sharon Baxter, by the fifth day of the month. This will enable reimbursement for allowable expenses to be issued with the paycheck that is provided on the 15th of the month.

During this interim period, Reverend House will facilitate Sunday services within the style of worship that has been established by Old Stone's Worship and Music Committee, as the flow of Sunday service has been revised to accommodate for both seamless videotaping and COVID-related precautions.

Old Stone's Session acknowledges that Reverend House may become a candidate for the permanent pastor position when that position is posted by Old Stone's PNC. Both parties acknowledge that the Presbytery of Scioto Valley has a process for this circumstance, and, if that process is employed, Reverend House will be considered for the permanent position fairly along with any other candidates

who may be considered by the PNC. In other words, the existence of this interim contract does not ensure a competitive advantage relative to Old Stone's PNC process.

Either party may terminate the contract with 14 days' notice. If the contract is terminated prior to the end of six months, compensation for the non-worked remaining weeks and any remaining unobligated balances on cell phone, mileage, professional supplies and/or continuing education will remain with Old Stone and will not be paid out in a lump sum. Unused vacation and pastor study leave will be paid out, per Presbytery guidelines.

Financial terms for the 26-week contract will be as follows:

Compensation for an average of 20 hours/week for 26 weeks <ul style="list-style-type: none"> • Compensation must be 90% of former full time pastor's compensation (\$57,556 x 90% = \$51,800) or Presbytery minimum (\$50,600), whichever is higher • Prorated \$51,800 to half time appointment (~20 hours/week) = \$25,900 • Prorated to 26 weeks (half a year) = \$12,950 • Paid twice/month for 6 months, this is \$1,079 per pay period • Inclusive of salary & housing allowance – the mix will be made explicit by Session per feedback from Rev. House 	\$12,950
2 weeks' vacation, paid as portion of compensation above <ul style="list-style-type: none"> • Presbytery requires 4 weeks/year and this is a half year contract 	
1 week of pastor study leave, paid as portion of compensation above <ul style="list-style-type: none"> • Presbytery requires 2 weeks/year and this is a half year contract 	
Automobile expense <ul style="list-style-type: none"> • Old Stone will reimburse mileage at the current federal rate (\$0.56/mile) up to a total of \$1,000. Mileage will NOT be reimbursed between home and the church, but may be applied to Presbytery meetings for which in-person attendance is required, pastoral care visits, etc. 	\$1,000
Continuing Education, Professional expenses & supplies <ul style="list-style-type: none"> • Old Stone will reimburse professional expenses with a receipt up to \$250 • Prorated from \$2000/year Presbytery minimum 	\$1000
Cell phone <ul style="list-style-type: none"> • Treasurer needs a copy of the phone bill for reimbursement. Old Stone will pay up to \$83/month OR more than \$83/month (if bill exceeds that amount) until the \$500 is exhausted 	\$500
Pension & major medical <ul style="list-style-type: none"> • Old Stone will work with Board of Pensions to finalize details, but assuming 37% of compensation as the rate (i.e., amount shown is approximate) 	\$4,810
Total	\$20,260

Reverend House will consult with Sharon Baxter to work out a few details related to financial terms for the months of April and May, during which time Reverend House is receiving her final severance payments from Unity Presbyterian Church. Specifically, Old Stone will pay Unity Presbyterian for

Reverend House's pension & major medical during that two-month period as well as a portion of Reverend House's compensation. This will reimburse Unity Presbyterian for expenses related to Reverend House's severance package during the half time that she is working for Old Stone. Sharon Baxter and Reverend House will consult with Unity and the Board of Pensions as needed in order to work out logistics.

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, 2021 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 scheduled Session meetings 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 home 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	-0-	Auto Expense (current IRS rate)	\$0.56
Fair Rental Value of Manse	-0-	Business/professional expense	\$500.00
Housing Allowance	\$17,800.00	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	\$17,800.00	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

2/9/21

Signature

Kathleen Isen

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

3/1/21

Signature

Rev. Ann Melick

Commission Moderator

By the Teaching Elder

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

Date of Acceptance

2/8/2021

Signature

[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**

Parish Associate

The Session of the _____ Indianola _____ 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 _____ 24th _____ day of _____ March _____ 20 21 _____,
approved the request of the congregation's installed or transitional pastor, _____ Rev. Trip Porch _____
to enter into a covenant with teaching elder _____

Elizabeth Maurath

to serve as parish associate to the pastor and for the church, effective _____

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

1. _____ Pastoral Liaison to the Board of Deacons _____
2. _____ Visitation and Pastoral Care _____
3. _____ Occasional Worship Support _____
4. _____

The parish associate serves at the pleasure of the installed or transitional pastor but only for such time as the current installed or transitional pastor is and continues to be in relationship with the congregation. The parish associate relationship may be renewed with a subsequently installed or transitional pastor with the approval of session and the concurrence of the Commission for Church Professionals. The parish associate relationship may be terminated at such time as may be mutually agreeable.

This covenant will be reviewed annually by session and may be renewed and/or amended by mutual agreement of the parish associate, the installed or transitional pastor, and the session and the concurrence of the Commission for Church Professionals.

The parish associate pastoral relationship is not subject to compensation. Session may provide for an honorarium or for reimbursable professional expenses as follows:

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 Installed or Transitional Pastor

I have asked teaching elder Elizabeth Maurath to serve as Parish Associate for the
Indianola Presbyterian Church of Columbus Ohio.

Date 3/24/21

Signature

[Signature]
Teaching Elder

By the Session

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

Date of Action

March 24, 2021

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

4/5/21

Signature

[Signature]
Commission Moderator

By the Teaching Elder

I hereby accept this covenant to serve as Parish Associate and the terms and conditions contained herein.

Date of Acceptance

3/28/2021

Signature

[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 for Ruling Elder Commissioned
to Presbytery-wide Pastoral Service

The Commission for Church Professionals hereby requests, with concurrence of the Presbytery of Scioto Valley that Ruling Elder Ann Moody, be commissioned for limited pastoral services to serve in the Presbytery of Scioto Valley, for a period of three (3) year(s), beginning 4-5-2021.

This Covenant may be renewed by the Commission for Church Professionals (CCP) with the concurrence of the Presbytery of Scioto Valley. This Covenant may be terminated by the CRE with sixty (60) days' written notice. The Commission for Church Professionals (CCP) may terminate this covenant at any time.

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

The Presbytery of Scioto Valley Hanging Rock Congregations.

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.

***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 mileage IRS rate.
Pulpit Supply	\$150 for one service, or \$200 for two services, plus mileage IRS.

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

The Commission for Church Professionals hereby requests, with concurrence of the Presbytery of Scioto Valley that Ruling Elder Ann Moody, be commissioned for limited pastoral services to serve in the Presbytery of Scioto Valley, for a period of three (3) year(s), beginning 4-5-2021.

This Covenant may be renewed by the Commission for Church Professionals (CCP) with the concurrence of the Presbytery of Scioto Valley. This Covenant may be terminated by the CRE with sixty (60) days' written notice. The Commission for Church Professionals (CCP) may terminate this covenant at any time.

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

The Presbytery of Scioto Valley Hanging Rock Congregations.

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.

***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 mileage IRS rate.
Pulpit Supply	\$150 for one service, or \$200 for two services, plus mileage IRS.

Certification of Covenant

By the Presbytery of Scioto Valley

This Covenant for Temporary Pastoral Relationship has been approved by the Presbytery of Scioto Valley.

Signature of Stated Clerk

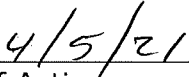
Date of Action

By the Commission for Church Professionals (CRE)

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



Signature of CCP Commission Moderator



Date of Action

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.

Signature of Commissioned Ruling Elder

Date of Acceptance

[NOTE: One copy of the covenant is to be prepared and signed by Stated Clerk and the commissioned 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 commissioned ruling elder and the presbytery.]

***Minimum Compensation Guidelines for 2021** (Terms approved by Commission for Church Professionals on behalf of PSV, August 3, 2020, and approved by Presbytery September 15, 2020.)

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

The Session of the Worthington Presbyterian Church of Worthington
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 1st day of March 2021,
approved the request of the congregation's installed or transitional pastor, Rev. Dr. Julia Wharff Piermont
to enter into a covenant with teaching elder

The Rev. Wayne Morrison

to serve as parish associate to the pastor and for the church, effective January 1-June 30, 2021

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

- Primary responsibility for delivery of pastoral care:
 - keeping member care information organized, current, and available
 - making hospital and emergency visitation
 - coordinating visitation for other pastors
 - supervising Deacons in their visitation responsibilities
 - maintaining a system of serving communion to homebound
- Guide the Deacons in their mission, including training
- Undertake premarital guidance and wedding ministry, shared with other pastors
- Provide pastoral leadership for funeral and memorial services, as coordinated with pastoral staff
- Lead congregational corporate worship, as shared and coordinated with other pastors. Under the current worship configuration, this will include preaching between 2 and 4 times per year.
- Voice, but not vote on Session. Not required to attend meetings.

The parish associate serves at the pleasure of the installed or transitional pastor but only for such time as the current installed or transitional pastor is and continues to be in relationship with the congregation. The parish associate relationship may be renewed with a subsequently installed or transitional pastor with the approval of session and the concurrence of the Commission for Church Professionals. The parish associate relationship may be terminated at such time as may be mutually agreeable.

This covenant will be reviewed annually by session and may be renewed and/or amended by mutual agreement of the parish associate, the installed or transitional pastor, and the session and the concurrence of the Commission for Church Professionals.

The parish associate pastoral relationship is not subject to compensation. Session may provide for an honorarium or for reimbursable professional expenses as follows:

A 12- Month Contract for Half-time Stated Supply Call, considered approximately 25 hours per week

- Position title: Parish Associate for Visitation
- \$15,213 Housing Allowance
- Board of Pensions post-retirement dues of 12% of effective salary
- Professional Expense allowance (includes mileage) of \$1,100.

- Study Leave Expense allowance of \$325
- Two weeks vacation and one week study leave
- If desired, and with approval of the Senior Pastor: a maximum of 5 Sundays to be released from WPC in order to preach for other churches in the Presbytery of Scioto Valley.

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 Installed or Transitional Pastor

I have asked teaching elder Rev. Wayne Morrison to serve as Parish Associate for the Worthington Presbyterian Church of Worthington Ohio.

Date February 11, 2021

Signature

Julia W. Piermont
Teaching Elder

By the Session

This covenant has been approved by the Session of the

Worthington Ohio.

Worthington Presbyterian Church of

Date of Action March 1, 2021

Signature

Stephanie M. Head
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

4/5/21

Signature

Ann Melick
Commission Moderator

By the Teaching Elder

I hereby accept this covenant to serve as Parish Associate and the terms and conditions contained herein.

Date of Acceptance

2/23/2021

Signature

Wayne Morrison
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
Stated Supply Pastor

The Session of the _____ Iberia _____ Presbyterian Church of _____ Iberia, _____
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

Reverend Charlise Barnes Ramsey

to undertake work as Stated Supply Pastor of this congregation, for a period of one (1) year beginning
January 1, 2021 . This covenant is for _____ 40 _____ 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)~~ ^{thirty (30)} days' written notice.

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

1. _____
Administer the sacraments as required by the Presbyterian Church.
2. _____
Preside over session meetings monthly to address church issues.
3. _____
Attend as many church functions as possible (VBS, youth gatherings, etc.)
4. _____
Visit the sick and elderly and administer to their needs.
5. _____
Be available to meet with members at the church office by appointment.
6. _____
Keep an open line of communication with Presbytery.
7. _____
Be a leader for our spiritual growth and help build our congregation.
8. _____
Become familiar with our church history.
9. _____
Perform weddings and funerals as needed.
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

Cash Salary	_____
Fair Rental Value of Manse	_____
Housing Allowance	<u>\$ 20,240.00</u>
Utility Allowance	_____
Deferred Compensation	_____
Other Pensionable Comp.	_____

Total Effective Salary	\$ 20,240.00
-------------------------------	---------------------

Professional Expenses Reimbursements*

Auto Expense (current IRS rate)	<u>*Unlimited*</u>
Business/professional expense	<u>\$ 200.00</u>
SECA Supplement (up to 50%)	_____
Continuing Education	<u>\$ 600.00</u>
Other Allowances	_____
Moving Costs	_____

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 Iberia Presbyterian Church of Iberia, Ohio.

Date of Action 1/27/2021 Signature [Signature]
Clerk of Session

By the Committee on Ministry

This covenant has been approved by the Committee on Ministry of the Presbytery of Scioto Valley.

Date of Action 3/1/21 Signature Rev. Ann Melick
COM Moderator

By the Teaching Elder

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

Date of Acceptance Jan 27, 2021 Signature Kas Charles Ramsey
Teaching Elder

[NOTE: Three copies of the covenant are to be prepared and signed. When all signatures are completed, copies are distributed to the teaching 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 Worthington Presbyterian Church of Worthington
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*

The Rev. Elizabeth "Betsy" Rice

*to undertake work as Stated Supply Pastor of this congregation, for a period of **12 months** beginning
January 1, 2021 This covenant is for 50% 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:

- Secondary responsibility for delivery of pastoral care
- Oversee Stephen Ministry
- Oversee prospective member ministry and new member assimilation
- Oversee "back door" ministries, noticing members who have stopped participating and coordinating re-engagement
- Guide the Membership & Fellowship Committee in their mission
- Undertake premarital guidance and wedding ministry, shared with other pastors
- Provide pastoral leadership for funeral and memorial services, as coordinated with pastoral staff.
- Lead congregational corporate worship, as shared and coordinated with other pastors. Under the current worship configuration, this will include preaching between 2 and 4 times per year.
- Member of Session, attendance expected 6 times per year.

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:*

TERMS:

- Half-time Stated Supply Call, considered approximately 25 hours per week
- Position Title: Pastor for Member Ministries
- Effective Salary: \$30,425
- Participation in the Minister's Choice Board of Pensions program (death and disability insurance; temporary disability and pension). Note: Rev. Rice receives full PC(USA) BOP health coverage through her husband, Dr. Tom Rice, WPC Pastor for Discipleship.
- Employer 403b contribution equal to 7% of salary (\$2,130)
- Employer FSA contribution of \$500.
- Professional Expense allowance (includes mileage) of \$1,500.

- Study Leave Expense allowance of \$650.
- Four weeks of vacation and two weeks of study leave
- If desired, and with approval of the Senior Pastor: a maximum of 2 Sundays to be released from WPC in order to preach for other churches in the Presbytery of Scioto Valley.

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 Worthington Presbyterian Church of Worthington Ohio.

Date of Action March 1, 2021

Signature

Lathaniel M. Meach

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

4/5/21

Signature

Ann Melick

Commission Moderator

By the Teaching Elder

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

Date of Acceptance

Feb. 17, 2021

Signature

Elizabeth B. Rice

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.]