

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

Via Zoom Video Conference

May 18, 2021

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

STATED MEETING

The Presbytery of Scioto Valley of the Presbyterian Church (U.S.A.) held its two hundred fifty-eighth Stated Meeting via Zoom Video Conference, on Tuesday, May 18, 2021.

I. THE PRESBYTERY IS CALLED BY THE HOLY SPIRIT

Convening the Meeting

The meeting was called to order at 3:30 p.m. by moderator Elder Kae Merold and opened with prayer.

A. Adoption of Special Rules for Virtual Meetings

Stated Clerk Rev. Bill Gause moved the adoption of special rules for virtual meetings (**Attachment #3: Special Rules**).

The motion was seconded, and the rules were adopted by common consent.

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

The stated clerk, Rev. Bill Gause, recognized the presence of a quorum [“A quorum of a meeting of the Presbytery shall be 5% of the teaching elder members serving in ministries validated of the Presbytery as provided in the Manual of Operation and an equal number of ruling elders each representing a different church of the Presbytery.” (Bylaws, Section 9.03)] and declared that the roll will be established by the Zoom meeting registration.

(**Attachment 1: The Presbytery Roll**)

C. Agenda

Stated Clerk Rev. Bill Gause presented the agenda for the meeting. Adoption of the agenda was moved and seconded. (**Attachment 2: The meeting agenda as approved**). The agenda was adopted by common consent as written.

II. To Worship God

The Presbytery worshipped God, featuring a video entitled *May Peace Become You*, found in The Work of the People, a spiritual visual library.

The meeting was gaveled back into order at 3:42 pm by Moderator Kae Merold.

II. To Steward Christ's Work

The following requested to be seated as Corresponding Members:

- Rev. Dr. Charles "Chip" Hardwick, Interim Executive, Synod of the Covenant.
- Rev. Dr. Douglas Portz, PCUSA Board of Pensions

There was no objection to their being seated. Moderator Kae Merold declared them to be corresponding members with voice but no vote.

1. Consent Agenda

Stated Clerk Rev. Bill Gause presented the Consent Agenda, (which may be found in **Attachment #4**) and moved its adoption. The motion was seconded, and the Consent Agenda was adopted by common consent.

2. Staff Reports

Executive Presbyter Rev. Dr. Jeannie Harsh reported that all presbytery staff positions are now filled. She also thanked pastors and session for their good work during the COVID pandemic and spoke on the need for a "safety first" approach as we begin returning to in-person worship and activities.

Stated Clerk Rev. Bill Gause reported that he will be available for presbytery business 9:00 a.m.-11:00 a.m., Monday – Thursday, and other times by appointment and/or as time and scheduling allow.

3. Announcement of New Business.

No new business was submitted.

III. To Celebrate Christ's Mission

1. Nominating Committee

Rev. Peter Galbraith reported for the Committee.

- The name of Ruling Elder Art Gooray, of Columbus, Broad Street, was placed in nomination for the Ministry Initiative Board, Class of 2023. Mr. Gooray was elected by vote of the presbytery.

2. Commission for Congregational Life

On behalf of the commission, Rev. Lee Platt reported the following:

- There are 18 churches currently in transition around the presbytery.
- Technology grants to facilitate online worship are still available to congregations. Having received a grant previously does not preclude a congregation from reapplying for a second grant.

The commission had no action items for the Presbytery.

3. Commission for Presbytery Operations

On behalf of the commission, Elder Jim Hines reported the following:

- Presbytery of Scioto Valley (PSV) Office staff is complete.
- Welcome new Treasurer Elder Bob Patterson thanks to CP Bob Gustafson for serving as Acting Treasurer during the time the Presbytery was between treasurers.
- The sale of the Reynoldsburg First property has closed and the sales of the Kingston, Whisler and Homer properties are still in process.
- Presbytery expenditures are running below budget and income is slightly above budget so there are no immediate financial concerns. He directed commissioners to the financial reports for more information.

(Attachment #5: Treasurer's Report).

Moderator Kae Merold invited questions from commissioners and there were none.

The commission had no action items for the Presbytery.

4. Commission for Nurture and Outreach

On behalf of the commission, Elder Kathi Bubb reported the following:

- CNO has several sponsored events coming up:
 - Thursday, May 20 from 7:00 p.m. - 8:30 p.m.: Curriculum Idea Exchange
 - Saturday, June 5th, 10:00 a.m.-11:30 a.m.: Extraordinary Time: Coming Out of COVID with Vitality.
 - Thursday, June 17 from 7:00 p.m. - 8:00 p.m.: Youth Ministry Idea Exchange

Links to these events will be in the PSV Midweek E-News email update.

- Neighborhood Mission Grants are still available to help congregations do ministry in their communities. Applications are available on the PSV website.

Rev. Les Sauer reported on Global Mission programs, and the highly successful Mission Engagement 101 program, and thanked the participants.

Elder Kathi Bubb reported that the Global Missions programs and many other presbytery events and resources can be viewed on the PSV YouTube Channel: Youtube.com/sciotovalleypresbytery

Rev. Katie Kinnison and Rev. Amy House reported on the Vital Congregations program. The Presbytery has been accepted into the 3rd wave of the Vital Congregations program which will provide PSV with resources, coaches, cohorts, and more. Rev. House and Rev. Kinnison will serve as trained facilitators for Vital Congregations in PSV and would be glad to visit sessions to discuss the Vital Congregations program.

The commission had no action items for the Presbytery.

Moderator Merold passed responsibility for moderating the meeting to Vice-Moderator Robert Gustafson at this time.

5. Commission for Church Professionals (CCP)

On behalf of the commission, Rev. Ann Melick reported the following:

- The commission has taken several actions on behalf of the Presbytery, including approving contracts and terms of call. **(Attachment #6: Terms of Call)**.

Rev. Melick then recognized Rev. Jeff Jaynes who presented Inquirer Bruce Miller for examination for candidacy.

- The Presbytery asked Mr. Miller questions regarding his call, after which the Presbytery voted to advance Mr. Miller to Candidacy.
- Commissioned Ruling Elder (CRE) and PSV Moderator Kae Merold asked Mr. Miller the constitutional questions and he answered in the affirmative.
- CRE Merold then declared Mr. Miller a candidate and issued a charge.
- Rev. Jaynes then offered a prayer.

Rev. Melick presented a motion from CCP to approve the 2022 Minimum Salary Requirements **(Attachment #7: 2022 Minimum Compensation Guidelines for 2022.)**

The motion was adopted by unanimous vote conducted via Zoom poll.

On behalf of the CRE Task Team, Commissioned Ruling Elder, and PSV Moderator Kae Merold led a brief commissioning service to commission Ruling Elder Ann Moody as a Commissioned Pastor for Presbytery service in the Hanging Rock area.

- Presbytery Moderator Kae Merold asked the constitutional questions of Elder Moody and the presbytery commissioners. Elder Moody and the presbytery answered in the affirmative.
- Moderator Merold offered a prayer and then declared Elder Moody to be a Commissioned Ruling Elder to serve in the Hanging Rock area and welcomed her.
- Moderator Merold and Executive Presbytery Rev. Dr. Jeannie Harsh then issued a charge.

Rev. Dr. Doug Portz of the PC(USA) Board of Pensions brought greetings from the Board and brought information about the benefits offered by the Board.

Rev. Melick made the following announcements:

- Healthy Boundaries course offered through the Synod was approved to meet the requirements for PSV church professionals.
- We will be highlighting the importance and benefit of Sabbatical Leaves for both pastors and congregations.
- A connection group for Transitional Pastors began meeting monthly via Zoom on the second Tuesday of each month at 1:00 p.m.

6. Coordinating Team

Ruling Elder Jim Wilson presented the following nominations for Presbytery Nominating Committee:

- RE Libby Wetherholt, Columbus, Broad Street
- Rev. Trip Porch, Columbus, Indianola
- RE Jim Hamilton, Columbus, Covenant

Elder Wilson moved that we close nominations and vote on the slate as presented. The motion was seconded and by a unanimous vote via Zoom poll, the motion was adopted.

Vice-Moderator Bob Gustafson declared the three nominees elected.

7. Design and Discernment Team Request

On behalf of the Design and Discernment Administrative Commission, Rev. Frank LeBlanc moved that the Presbytery extend the date for reporting to the May 2022 stated meeting of the Presbytery.

The motion was seconded and adopted by a 56-4 vote via Zoom poll.

8. Ministry Initiative Board Report (MIB)

Rev. Mark Gauen spoke as chair of the MIB and indicated that the scheduled presenter was absent and requested time on the docket to

report at the September stated meeting of presbytery. Vice-Moderator Gustafson noted the request.

The Board had no action items for the Presbytery.

9. Greetings from the Synod

Rev. Dr. Charles "Chip" Hardwick reported on a number of Synod programs and urged presbyters to take advantage of these programs. These include College Scholarships, Racial Justice training, Emotional Intelligence assessments, and preaching classes.

Details of these programs may be found at <http://www.synodofthecovenant.org>.

10. New Business

There was no new business.

IV. The Presbytery Embodies Christ's Love

The Presbytery worshipped God with an evening prayer service that included a video featuring Erin Tolar, a Young Adult Volunteer program alumna from Grove City First and Columbia Theological Seminary speaking about the program, which is supported by the Pentecost Offering.

Adjournment

On motion, the meeting was adjourned with prayer by common consent at 5:45 p.m.

The Next Called meeting of Scioto Valley Presbytery shall be at 3:30 p.m. on Tuesday, September 21, 2021, via Zoom Video Conference.

Respectfully submitted,

Rev Bill Gause
Stated Clerk

Attachment 1: The Presbytery Roll

Zoom Presbytery Meeting, May 18, 2021

Athens, First PC	Robert Martin	Teaching Elder
Board of Pensions	Doug Portz	Teaching Elder
Bremen, Bethel PC	Judy Turner	Ruling Elder
Circleville, First PC	Carla Mavis	Ruling Elder
Columbus, Bethany	Vandadean Rogers	Ruling Elder
Columbus, Boulevard PC	Charlotte O'Neil	Teaching Elder
Columbus, Broad Street PC	Jim Wilson	Ruling Elder
Columbus, Broad Street PC	Art Gooray	Ruling Elder
Columbus, Broad Street PC	Amy Miracle	Teaching Elder
Columbus, Broad Street PC	Jeffrey Jaynes	Teaching Elder, Validated Ministry
Columbus, Broad Street PC	Ann Palmerton	Teaching Elder
Columbus, Covenant PC	Joel Esala	Teaching Elder
Columbus, Covenant PC	Frank Croft	Ruling Elder
Columbus, Glenn Echo PC	Bill Lucas	Ruling Elder
Columbus, Glenn Echo PC	Leland Platt	Teaching Elder
Columbus, Highlands PC	Kathy Isern	Ruling Elder
Columbus, Hoge Memorial PC	Natalie Alter	Ruling Elder
Columbus, Indianola PC	Ed Kinschner	Ruling Elder
Columbus, Indianola PC	Trip Porch	Teaching Elder
Columbus, Indianola PC	Betsy Maurath	Teaching Elder
Columbus, Korean PC	Joon Lee	Teaching Elder
Columbus, Overbrook PC	Bill Gause	Teaching Elder, PSV Stated Clerk
Columbus, Overbrook PC	Steve Ryan	Ruling Elder
Columbus, Overbrook PC	Mary Gause	Teaching Elder
Columbus, Ramseyer PC	Rev. Justice A. Ofosuhene	Teaching Elder
Columbus, St. Andrew PC	Amy Paulin	Ruling Elder
Columbus, St. Andrew PC	Mark Johnson	Commissioned Ruling Elder
Columbus, Westminster PC	Doug Browne	Teaching Elder
Columbus, Westminster PC	James Benney	Ruling Elder
Delaware, Concord PC	Ginny Teitt	Teaching Elder
Delaware, West Berlin PC	Robert Gustafson	Commissioned Ruling Elder
Delaware, Liberty PC	Kyle Doeblar	Teaching Elder
Delaware, Liberty PC	Kemper Huber	Teaching Elder
Delaware, Old Stone	Amy House	Teaching Elder
Dublin PC	Jennifer Hinkle	Teaching Elder
Dublin PC	Peggy Holcomb	Commissioned Ruling Elder
Gahanna, Mifflin PC	George Ritter	Ruling Elder
Gahanna, Mifflin PC	Kathi Bubb	Certified Christian Educator, PSV CNO Chair
Gahanna, Mifflin PC	Julie Oswalt	Candidate
Gahanna, Mifflin PC	David Bubb	Teaching Elder
Gahanna, Mifflin PC	Marquell Segelken	Ruling Elder

Gallipolis, First PC	Mark Parsons	Teaching Elder
Gove City, First PC	Bruce Miller	Inquirer
Granville, First PC	Bill Acklin	Ruling Elder, PSV CPP
Grove City, First PC	Robert Tolar	Teaching Elder
Groveport PC	Christina Piper	Commissioned Ruling Elder
Hilliard PC	Brad Patch	Ruling Elder
Iberia PC	Charlsie Ramsey	Teaching Elder, HR, Stated Supply
Ironton PC	Carson Hunt	Commissioned Ruling Elder
Jackson, First PC	Shelley Wiley	Teaching Elder
Logan, First PC	Diane M. Baldwin	Teaching Elder, Transitional
Logan, First PC	Linda Hayward	Ruling Elder
London, First PC	Steve Watters	Ruling Elder
London, First PC	Désirée Youngblood	Teaching Elder
Marysville, First	Jeff Schooley	Teaching Elder
Mt. Gilead, First PC	Gary Brose	Teaching Elder
Nelsonville, First PC	Peter Galbraith	Teaching Elder
New Albany, Rose Run PC	Frank LeBlanc	Teaching Elder
Newark, Second PC	Todd Tracy	Teaching Elder
Pataskala, First	Janet Hufford	Teaching Elder
Pataskala, Outville PC	Kae Merold	Commissioned Ruling Elder, PSV Moderator
Pataskala, Outville PC	Cathy Ritchie	Ruling Elder
Pickerington Prince of Peace PC	Jon Carlisle	Teaching Elder, HR, GAP Pastor
Presbytery of Scioto Valley	Jeannie Harsh	Teaching Elder, Executive Presbyter
Reynoldsburg, Unity PC	Steven Garstad	Teaching Elder
Reynoldsburg, Unity PC	Ellen Bennett	Ruling Elder
Reynoldsburg, Unity PC	Mary French	Ruling Elder
Sunbury, Condit PC	Annie Melick	Teaching Elder
Synod of the Covenant	Chip Hardwick	Teaching Elder, Synod Executive
Washington CH, First PC	Katie Kinnison	Teaching Elder
Washington CH, First PC	Dick Glass	Ruling Elder
Waverly, First PC	Barbara Pettit	Ruling Elder
Waverly, First PC	Bob Armstrong	Teaching Elder, HR, Transitional
Westerville, Central College	Bob Patterson	Ruling Elder, PSV Treasurer
Westerville, First PC	Mark Gauen	Teaching Elder
Westerville, First PC	Ann McElhaney	Ruling Elder
Westerville, First PC	Jim Hines	Ruling Elder, PSV CPO Chair
Westerville, First PC	Rob Rankin	Guest
Worthington PC	John Gray	Ruling Elder
Worthington PC	Tom Rice	Teaching Elder
Worthington PC	Betsy Rice	Teaching Elder
Worthington PC	Julia Piermont	Teaching Elder
Worthington PC	Kathy Mead	Ruling Elder
Worthington PC	Cynthia Burse	Teaching Elder, HR

David Worthen	Teaching Elder HR
Emily Corzine	Teaching Elder, Validated Ministry
Joe Fields	Teaching Elder, HR
Les Sauer	Teaching Elder, HR
Martha Pool	Ruling Elder, PW
Mary-Gene Boteler	Teaching Elder HR
Myong Kim	Teaching Elder MAL
Patricia Moats	Teaching Elder, MAL
Rick Nutt	Teaching Elder HR
Rudolph Smith	Teaching Elder HR
Skip Jackson	Teaching Elder HR

No church identified

Cindy
 Candra Brown (Laura)
 Pat Weidner (First
 Presbyterian Church)?
 Tom
 Carol Waddle
 Tessie Swain
 Joy Schroeder
 Scott Jacobs
 Rob Rankin
 Steve Hilditch (Steve Hilditch)

Excused from the Meeting:

Delaware, First
 Marysville, First

Deb Patterson	Teaching Elder
Dick Mickley	Commissioned Ruling Elder
Sharon Sauer	Teaching Elder HR
Rebecca Tollefson	Teaching Elder HR

Attachment 2: The meeting agenda as approved.

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. Dr. Charles B. "Chip" Hardwick, Synod of the Covenant

Rev. Dr. 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

Attachment #3: Special Rules

Special Standing Rules for a Virtual Presbytery Meeting

The following special standing rules have been developed for our Special Presbytery meeting on February 16, 2021, to be conducted virtually at 3:30 p.m. via Zoom technology. Please read all of these rules beforehand as this is our first virtual Presbytery meeting and it will work differently than other Zoom meetings.

Please note that the meeting will open at 3:00 p.m. 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 p.m. 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 do not 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. 9

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

The Moderator shall recognize commissioners to the floor based on raised hands.

The Vice Moderator and Recording Clerk will assist the Moderator in looking for raised hands.

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

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

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

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

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

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

i) For matters that would, in a face-to-face meeting, be a voice vote, a vote will be announced by the Moderator and participants will be able to click "yes" or "no" located on the Participants tab. Participants via phone may:

(a)text the Stated Clerk at 614-565-9554; or

(b)use the "raise hand" function (*6) to cast a vote.

The Moderator will ask whether all participants have voted to ensure everyone has had an opportunity to vote. The host and co-host shall assist the moderator in determining that all have had an opportunity

to vote. Results will be shared with all meeting participants by the Stated Clerk once they are available.

ii) Votes may also be taken by general/unanimous consent as per Robert's Rules of Order, at the discretion of the Moderator. The Moderator will ask if there are any objections a motion by general consent. Commissioners shall state an objection by raising a hand. If there are objections to the vote by general consent, the Moderator may call for a vote using the "yes" and "no" buttons as specified above.

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

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

Attachment #4: Consent Agenda

- 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.

Attachment #5: Treasurer's Report

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>
<i>Surplus (Deficit) *</i>	<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
Bloomingsburg, 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	

Attachment #6: Terms of Call

Actions taken by the Commission for Church Professionals 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.

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

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

Paid vacation leave 4 Weeks

Paid continuing education leave 2 weeks

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

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

Certification of Covenant

By the Session

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

Date of Action 4/14/21 Signature Martha T. Tipp
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
Commission Moderator

Date of Action May 6, 2021 Signature Rev. William Gause
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. Ball
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 *Jan Lynne Butters*
Jan Lynne Butters (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 Servi.ce.

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.

Aun Melite
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
-  Document emailed to William Gause (statedclerk@psvonline.org) for signature
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 \$30,000

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) \$3600 (pd \$300/month)

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 1.75

*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 Clairae Ann 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 2/24/21 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

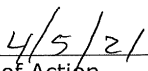
Date of Action

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

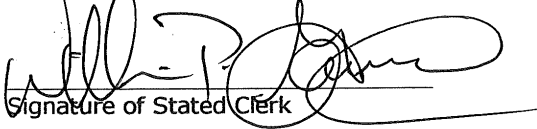
[NOTE: One copy of the covenant is to be prepared and signed by Stated Clerk and the commissioned ruling elder. Deliver the signed copies to the presbytery stated clerk for presbytery approval. When all signatures are completed, copies will be distributed to the commissioned ruling elder and the presbytery.]

***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 ☒ 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 Jerry Lynne Ruterse
Jerry Lynne Ruterse (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).]

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.

Rann Melnick

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.

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.

Rann 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 Rev Amy Houck
The Rev Amy Houck (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 Presbyterian 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 Presbyterian 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"> • Presbyterian 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"> • Presbyterian 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 Presbyterian 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 Presbyterian 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 _____ Church of
Highlands
Columbus _____ Ohio.

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.

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.

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 Presbyterian Church of

Worthington Ohio.

Date of Action March 1, 2021

Signature

Katherine 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 Charlsie 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)~~ days' written notice.

thirty (30)

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	\$ 20,240.00
Utility Allowance	_____
Deferred Compensation	_____
Other Pensionable Comp.	_____
Total Effective Salary	\$ 20,240.00

Professional Expenses Reimbursements*

Auto Expense (current IRS rate)	*Unlimited*
Business/professional expense	\$ 200.00
SECA Supplement (up to 50%)	_____
Continuing Education	\$ 600.00
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 1/21/2021 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 Karl 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

Matthew M. Inad
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.]

Attachment #7: Minimum Compensation Guidelines for 2022

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 37% of Effective Salary² (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 10% of Effective Salary² (Subject to change by BoP)
Member Only Medical Plan (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 10% of Effective Salary² 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.