

Whitewater Valley Presbytery -- Stated Meeting -- Wednesday, June 6, 2007

Second Presbyterian Church, 7700 N. Meridian St., Indianapolis, IN 46260
317-253-6461

INDEX – FIRST POSTING

These postings are the equivalent of a First Class Mailing.

In response to feedback regarding on-line Presbytery papers, all action items are incorporated within the docket. However, all relevant documentation and complete reports are posted as reflected on the Index page.

**It is your choice which reports you print and bring to the meeting,
Remember that you may simply want to read longer, non-action items on line.
You have the ability to pick and choose which specific papers you want to print.
Extra sets of papers are not normally available at the meeting.**

<u>PAGE #</u>	<u>DOCUMENT</u>	<u>NOTE</u>
1	History of Second Presbyterian	INFORMATION
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Second Presbyterian Church
7700 N. Meridian St.
Indianapolis, IN 46260

Second Presbyterian Church is a Christ-centered, centrist, and welcoming congregation of over 4,300. Five or six services, depending on the time of year, are held on Sundays, with multiple church and community activities every day of the week. Second is home to the Center for Family Life Ministries counseling service and the Children's Circle preschool. We also host men's Bible Study Fellowship, Boy Scout Troop-Pack 18, the Indianapolis Great Banquet and other community organizations.

Established in 1838 with 15 charter members, Second Presbyterian was a New School church formed from the parent Old School congregation, First Presbyterian. The Rev. Henry Ward Beecher was the first pastor of the church; he later became a nationally-known preacher. Beecher set the tone for the church's theology, the application of Scripture to the daily life of the congregation.

From the beginning, Second's music and Christian education were important elements in church life. Mission and social action have also been important functions of the congregation. Today, Second Church is deeply involved in mission locally, nationally, and internationally. From Westminster Neighborhood Ministries to hurricane relief work to Quintana Roo to medical missions in Kenya, members of the congregation serve in God's name. Our music and education ministries also reach beyond our own congregation, with concerts, the annual Festival of Faith, and Sunday and Wednesday night education programs.

The North Meridian building is the fourth the church has occupied; it was built on donated land and dedicated in 1959, after the city of Indianapolis purchased the old site at Vermont and Pennsylvania for the War Memorial mall. The congregation first met in an unfinished building of Marion County Seminary. In 1840, the church completed a new home on the Circle; as the congregation grew, a new home was needed and the Vermont Street building was completed in 1870. Congregational growth has continued, with membership spread across the city and suburbs. The current building has been expanded three times; our most recent addition was dedicated May 6, 2007. The new addition provides more space for our ministries in youth, mission, Christian education, and music and fine arts.

When Dr. William Enright retired in 2004, Dr. Lewis Galloway became our Senior Pastor. Under Dr. Galloway's direction, the church has conducted a process of strategic planning and developed a new mission statement. *The Mission of Second Presbyterian Church is to be a welcoming community of faith where Jesus Christ transforms lives: through worship, as we praise and glorify God; through mission, as we embody God's love in service to the world; through study, as we listen for God's Word; through giving, as we express gratitude to God; through fellowship, as we love and care for one another.*

PROPOSED DOCKET

Whitewater Valley Presbytery – Stated Meeting -- 10:00 a.m. Wednesday, June 6, 2007

Second Presbyterian Church, 7700 N. Meridian St., Indianapolis, IN 46260

PHONE: 317-253-6461

THESE ITEMS NEED YOUR ATTENTION

1. ONLINE PAPERS

All action items are incorporated within the docket. However, all relevant documentation and complete reports are posted as reflected on the Index page. ***It is your choice whether or not to print the reports and bring them to the meeting with you.***

2. MEALS Meals are **\$6.00 per person.**

3. ELECTRONIC PRESENTATIONS AT THE PRESBYTERY MEETING

Please note that the time prior to the Call to Order and during the lunch break is reserved for scrolling **announcements** and other previously approved presentations.

4. MAJOR ITEMS OF BUSINESS

5. WHAT'S NEW ON THE WEB HOME PAGE www.whitewatervalley.org

DOCKET

9:00 AM Clerk of Session Training – Rev. Kim Leech, Stated Clerk

9:30 AM Registration

10:00 AM Call To Order – Moderator, Elder Betty-Alice Almeida

Call to Worship & Opening Hymn

Scripture: Acts 1:8

Music: Second Presbyterian Church

Opening Prayer – Moderator Betty-Alice Almeida

Witness sharing

Presbytery Meeting

Establishment of Roll by registration and establishment of quorum

Introduction of new pastors by COM, Rev. Alan Thames

Placing Calls in the hands of New Ministers

Introduction of new Elder Commissioners

Seating of Corresponding Members

Moderator's Report on Installations/Ordinations

Welcome by host Church & Church History **[SECOND POST]**

Joys & Concerns of the Presbytery

APPROVAL OF DOCKET **[FIRST POST PAGES 1-3]**

ACTION

Presentation of CONSENT AGENDA MOTION - STATED CLERK **[FIRST POST PG 4]**

10:15 Congo Helping Hands – Woody Collins, Director

10:25 Coordinating Council Report

(The Coordinating Council has all the powers provided by the Constitution of the Presbyterian Church (USA) and may act as a Commission of the Presbytery between Presbytery meetings. They have general oversight of the programmatic and mission work of the Presbytery and recommend each year's budget. They nominate the Nominating Committee for election by the Presbytery, assure an orderly review of Session records and establish teams, networks, task forces, partnerships and committees.)

Personnel – Bill Smiley – Election of Treasurer, Mr. Eric Herzog

Finance – Bill Howell

- Review & Receive Finance Reports [**SECOND POST**]

ACTION – Recommended & Reported Actions - Receive Report [**FIRST POST PP 5-7**]

ACTION – 2007 Parity Report - Kim Leech [**FIRST POST PG 8**]

- Standing Rules – First Reading [**FIRST POST**]

- Visioning - Donna Madewell

11:00 Hispanic Ministry Lead Team –

Mission Venture Report & Commissioning of NQR Mission Workers

11:10 Committee on Ministry

(This is an ecclesiastical committee and an administrative commission of Presbytery authorized to act regularly on behalf of the Presbytery in matters permitted by the Book of Order that includes approving pastoral calls, examinations, receiving and dismissing pastors, ordinations & installations, transferring and receiving ministers, establishing Terms of Call, recommending Honorable Retirements and working with individual churches as needed.)

- Recognition of D.Min. Graduates -- Rev. Dr. Linda Philabaun
Rev. Dr. Vern Farnum

- Lake Fellow Program Presentation

- **ACTION** - Terms of Call Approval [**FIRST POST**]

- **ACTION** – Union City Administrative Commission Scope of Powers Revision
[**SECOND POST**]

- Reported Actions of Committee on Ministry – Receive Report [**SECOND POST**]

- Sexual Misconduct Response Team – Receive Report [**FIRST POST PG 9**]

11:20 Committee on Preparation for Ministry

(This is an ecclesiastical committee and administrative commission of Presbytery authorized to act regularly on behalf of the Presbytery in matters permitted by the Book of Order that include the care of inquirers and candidates for ordination to the office of minister of the word and sacrament.)

ACTION – Ordination Examination – Lori Neff [**FIRST POST PG 10**]

11:30 Worship & Blessing of Meal

- Rev. Barbara Sloop – Recognition of Retirement – Rev. Glenn McDonald
- Witness Sharing
- Music: Second Presbyterian Church
- Elder Martha McDonald – Recognition of Christian Education Certification
- Blessing of Meal

11:50 **LUNCH** - \$6:00 per person1:00 MITER Presentation – Craig Shaw - Brochures will be available at meeting1:05 Stated Clerk's Report **[FIRST POST PG 13]**ACTION - Session Records Review **[FIRST POST PP 14-15]**1:10 Pyoca Camp & Conference Report – Rich Swartwood, Director1:15 Closing Worship

- Meditation – Sharing our Witness
- Music – “Improv Choir”
- Prayers of the People
- Pentecost Offering
- Hymn

1:45 Adjourn

THE NEXT STATED MEETING OF PRESBYTERY WILL BE SATURDAY, SEPTEMBER 8
First Presbyterian Church, Anderson

CONSENT AGENDA

1. Approve the report of the Session Records Committee. (First Post)
2. From the Committee on Ministry: Approve the 2007 ministers' terms of call. (First Post)
3. Sexual Misconduct Response Team Report (First Post)
4. Committee on Ministry Reported Actions (Second Post)

RECOMMENDED ACTIONS TO THE JUNE 6, 2007 PRESBYTERY MEETING

The Coordinating Council, from its meeting May 2, 2007 **RECOMMENDS THE FOLLOWING ACTIONS TO THE PRESBYTERY:**

1. Indianapolis-Washington Street Property
THAT THE DISTRIBUTION OF FUNDS FROM THE SALE OF THE INDIANAPOLIS-WASHINGTON STREET CHURCH BE DISBURSED AS FOLLOWS:
\$25,000 for the Hispanic Ministry 1.5 Generation Church;
\$12,500 for Promise of Tomorrow Campaign, specifically Church Development/Redevelopment;
\$12,500 for a Presbytery Mission Endowment (see reported actions of Council below, # 5)
Note: These amounts will be proportionately reduced to compensate for legal fees relating to the sale.
2. Presbytery Treasurer
THAT ERIC HERZOG BE ELECTED AS THE PRESBYTERY TREASURER, effective June 4, 2007 and with the following terms:
Up to 20 hours per week, \$25 per hour (a Position Description was approved by the Personnel Committee and is available by request).
3. Minister-Elder Parity
That the **2007 MINISTER-ELDER PARITY BE APPROVED FOR THE PRESBYTERY.**
4. Standing Rules – First Reading
That the **REVISED STANDING RULES BE RECEIVED AS A FIRST READING WITH THE SECOND READING AND RECOMMENDED APPROVAL SEPTEMBER 9, 2007.**

#

REPORTED ACTIONS OF THE COORDINATING COUNCIL MAY 2, 2007

1. MINUTES APPROVAL
The Coordinating Council Minutes of February 7, 2007 were APPROVED.
The Presbytery Minutes of March 3, 2007 were APPROVED.
2. Temple of Refugee Church of Christ Loan
By recommendation of the Board of Directors, the Council APPROVED refinancing the Refugee Church of Christ loan in the amount of \$37,492.15 at 3.5%, 10-year amortization.
3. Funds from Sale of Property
By recommendation of the Board of Directors, the Council APPROVED a request to appoint a team for the purpose of creating a theological rationale for the distribution of funds from the sale of property when a church is dissolved.
4. Richmond-Reid Memorial
By recommendation of the Board of Directors, the Council APPROVED a request to appoint team to assist Reid Memorial Presbyterian Church as it explores the sale of their property/church building.
5. Establish a Presbytery Mission Endowment Fund
By recommendation of the Finance Committee, the Council APPROVED establishing a Presbytery Mission Endowment Fund.
6. Policy Manual Changes
By recommendation of the Stated Clerk, the Council APPROVED the following revisions to the Presbytery Policy Manual:

Section I - PRESBYTERY MEETING POLICIES

F. Consent Agenda

Items for Presbytery action from any Presbytery entity may be placed in a consent agenda, which will be presented for Presbytery action with a simple motion and affirmative vote. Ordinarily, items for the consent agenda shall be deemed routine and lacking potential for debate. Once the motion to adopt the consent agenda is made, seconded, any item may be removed by request from any commissioner for discussion and debate at a later time in the meeting.

G. Docket and New Business

The Coordinating Council shall determine the docket for a stated meeting of the Presbytery. After the Council has set the docket, any new business should be presented to the Stated Clerk as a proposed amendment to the docket. Any such addition to the docket shall require a two-thirds affirmative vote by the commissioners present at the Presbytery meeting. If the item of new business is approved, the Presbytery moderator shall determine the placement of the new business on the docket.

H. Balancing Elder and Minister Commissioners

The Stated Clerk shall annually present to Presbytery a prescription for maintaining a balance of elder and minister commissioners for the meetings in that year. That formula shall include the provisions of the Presbytery's standing rules and the number of elder commissioners shall be representative of the size the of the elder's church of membership. Minister Commissioners shall be the continuing members of the Presbytery.

OTHER HIGHLIGHTS

MITER (Ministry Technology Resources) Initiative

The Council reviewed the MITER Initiative brochure. The initial focus will be to invite churches who don't have a website to participate. Craig Shaw, Presbytery tech staff, will take this project to the field with a per hour rate that will reflect significant savings to churches. A MITER presentation will be docketed for the June Presbytery meeting.

Finance Committee

The Finance Committee will explore and determine the appropriate amount of money to retain in the Reserve Funds account. The audit is nearly complete and looks very favorable. An accounting manual is being developed. Summaries of operation and mission statements were reviewed. Shared Mission Pledges and 2007 Per Capital Analysis reports were distributed.

Personnel

The Personnel Committee conducted annual reviews with all staff members April 26. All reviews were very positive.

The committee approved changes in the Presbytery's Personnel Policies:

- the Presbytery office will be closed Christmas week;
- the Flexible Spending benefit may be rolled over to the following year per IRS guidelines;
- in consultation with the Head of Staff, up to five vacation days may be rolled over into the next year.

Executive Presbyter Search

Rev. Carol McDonald, Synod Executive, reviewed a potential timeline for the Executive Presbyter search. To assist moving the process forward, a Mission Direction Team has been appointed: Donna Madewell, moderator; Bob Madsen, Bob McAulay, Evelyn Miller and Laura Sherwood.

Mission Support Unit

Focus on Mission Events planned: Oct 13 (Fort Wayne-First); Oct. 20 (Muncie-First); Oct. 27 (Indianapolis area). PC(USA) Mission Challenge '07 will raise awareness of connection to Presbyterian missionaries. Bill Yoder, a Thailand missionary, will visit our presbytery Oct. 12-19.

Hispanic Ministry Lead Team

Continues to work on 1.5 Generation Church CIF and inviting people to serve on PNC. VBS Blitz preparations continue. A five-year strategy and plan for NQR partnership will be rolled out at the September Presbytery meeting.

2007 Minister-Elder Parity for Presbytery Meetings

Total Ministers January 1, 2007	175
Elders on Council, with vote	11
Total Churches, January 1, 2007	67

<u>Church Membership</u>	<u>Elder Commissioners</u>
Over 4,000	10
Over 1,000	6
Over 500	5
Over 300	4
Over 200	3
138-199	2
Remaining churches	1

Elder Commissioners/Church (Based upon membership as of 12/31/05)

Anderson, First	4	Indpls, Orchard Park	6
Avon, Whitelick	2	Indpls, Second	10
Bluffton, First	3	Indpls, Southminster	2
Boggestown, First	1	Indpls, Southport	6
Brookville, Mt. Carmel	1	Indpls, St. Andrew	2
Clayton	1	Indpls, Tabernacle	5
College Corner, First	1	Indpls, Wallace Street	2
Connersville, First	2	Indpls, Westminster	1
Decatur, First	1	Indpls, Witherspoon	3
Edinburgh, First	1	Jonesboro, First/Grant Co.	1
Elwood, First	1	Knightstown, Bethel	1
Fishers, New Hope	5	Lewisville, Ebenezer	1
Fort Wayne, Calvary Third	4	Lewisville, First	1
Fort Wayne, First	6	Liberty, First	1
Fort Wayne, Grace	3	Marion, Westminster	4
Fort Wayne, Trinity	2	McCordsville, Christ	2
Fort Wayne, United Faith	1	Muncie, First	5
Franklin, First	3	Muncie, St. Andrew	1
Franklin, Hopewell	3	New Castle, First	4
Greenfield, First	1	Noblesville, First	4
Greensburg, First	3	Ossian, First	3
Greensburg, Kingston	1	Plainfield, Hope	2
Greensburg, Springhill	1	Portland, First	2
Greenwood, Center Grove	4	Richmond, First	3
Greenwood Presbyterian	3	Richmond, Reid Memorial	1
Hartford City, First	1	Rushville, First	1
Indpls, Fairview	3	Rushville, Trinity	1
Indpls, Faith	5	Shelbyville, First	3
Indpls, First-Meridian Hghts	4	Tipton, First	1
Indpls, Immanuel	1	Union City, First	1
Indpls, Irvington	5	Westfield, Crossroads	1
Indpls, John Knox	4	Winchester, First	1
Indpls, Korean	1	Zionsville Presbyterian	6
Indpls, Northminster	5		

SEXUAL MISCONDUCT REPORT TO PRESBYTERY

Larry Moslener, Moderator

The following pastors attended the Sexual Misconduct Training required by the Committee on Ministry on Thursday, May 10, 2007:

Richard Baker
Ashley Beaty-Perry
Judith A. Cook
Scott Hauser
David Jewett
Sandra Martin

Cheryl Montgomery
L. Bryant Parker
Katherine Rieder
Robert (Mick) Saunders
Gretchen Schneider
R. Patrick Smith

Two people requested and were granted excused absences and will be required to attend the 2008 training:

Eleanor (Bunny) Alexander
Steve Crane

Lori A. Neff
Statement of Faith
Member, First Presbyterian Church, Franklin

I believe in one sovereign and triune God; God the Creator, God the Redeemer and God the Sustainer. This God alone is the living God, infinite in being and eternal in time. God the Creator, while being of no particular form and substance, can be seen in all creation and all creation exists to glorify God. God is the protector of the meek, the liberator of the oppressed, the defender of equality, the lover of all that is good, and the knower of all things. Acting and interacting in, through and with history in ways that are beyond human comprehension and which defy human understanding, God's love of and devotion to all of humanity is demonstrated through generous blessing, dutiful protection, and firm discipline. The God of the Christian faith seeks justice and righteousness through stern and compassionate means, punishing the disobedience of humanity and extending mercy to the faithful through the atoning death of Christ, God's son.

I believe in God the Redeemer, Jesus the Christ, the only Son of God, fully human and fully divine. Christ is God made flesh: the living demonstration of God's grace. Christ came to know us, teach us and lead us in our journey to live out our faith in God. The living example of God's desire to protect, liberate, defend, love and know; Jesus Christ consistently taught the importance loving our neighbor and ministering to the other. Our sins have been justified by Christ's death, and our eternal life has been sealed by his resurrection. Through his life, death and resurrection, Christ has taken our place and carried the burden of the sins for humanity, so that we may enjoy the glory of life eternal.

I believe in God the Sustainer, the Holy Spirit; the means by which God is ever present with us. It is through the presence of the Holy Spirit in our lives that we can come to know God and to discern God's Word and will for us. The Spirit opens our hearts to receive the Father and the Son and provides support, sustaining us in our earthly journey. Through the power and the presence of the Holy Spirit in our lives, we are able to hear God speak to us... through the Word, through whispers to our souls, and through an awareness of God's presence in the world. The Holy Spirit empowers us to use the gifts that God has given us to glorify our Lord and to work for justice and reconciliation in the world.

In addition to the gift of the Holy Spirit, God has given us other means by which to experience God's presence in our lives. The Church universal provides us the opportunity to come together in corporate worship, to minister to those in need of hearing the Word and of being reminded of the presence of God in the world. The Bible has been given to us so that we may better know God and it is the authoritative witness of God's presence and work in the world. The Word of God exists in scripture, but the Word has also existed before scripture and will exist after the time of revelation, and will live in our hearts for eternity. Through the sacraments of Baptism and Holy Communion given to us by Christ, we are uniquely able to commune with God through the presence of the Holy Spirit. In Baptism, our sins are cleansed and we are adopted into the family of God. In Holy Communion, the body and blood of Christ are present with us, symbols of God's grace and life eternal.

Stated Clerk's Report

S. Kim Leech

1. Ministers' 2007 terms of call are due.
2. Every church in the Presbytery is urged to develop a sexual misconduct policy. To not have such a policy places a church in a liability position. Call the Rev. Larry Moslener (317-251-9489) or the Rev. Kim Leech (317-815-9294) to obtain information and assistance.
3. Ministers who have a Sprint cell phone are eligible for a slight discount. Call 888-328-4252, indicate that you are a Presbyterian minister and are eligible for a discount, and then cite PC (U.S.A.) Hierarchy #0025412391.
4. The stated clerk is in receipt of a letter from Dr. Clifton Kirkpatrick, Stated Clerk of the Presbyterian Church (U.S.A.), acknowledging and praising the Presbytery for its "full support for 2007 per capita apportionment as a tangible sign of commitment to [that vision of faithful witness to the Presbyterian Church (U.S.A.)], and I am extraordinarily grateful."

Session Records Review Committee

John Current, Moderator

The Session Records Review Committee recommends the approval of the minutes of the following churches:

1. Brookville, Mt. Carmel	Without exception
2. McCordsville, Christ	Without exception
3. Lewisville, Ebenezer	Without exception
4. Indianapolis, Orchard Park	Without exception
5. Richmond, First	Without exception
6. Boggstown, First	Without exception
7. Knightstown, Bethel	Without exception
8. Greensburg, First	Without exception
9. Fort Wayne, Grace	Without exception
10. Indianapolis, Wallace Street	Without exceptions
11. Greensburg, Kingston	Without exception
12. New Castle, First	Without exception
13. College Corner, First	Without exception
14. Greensburg, Springhill	Without exception
15. Decatur, First	With exceptions; noted by the committee
16. Muncie, St. Andrew	Without exception
17. Tipton, First	Without exception
18. Hartford City, First	Without exception
19. Fort Wayne, United Faith	Without exception
20. Ossian, First	Without exception
21. Grant County, First	Without exception
22. Portland, First	Without exception
23. Indianapolis, Southport	Without exception
24. Muncie, First	Without exception
25. Fort Wayne, Calvary-Third	Without exception
26. Indianapolis, Westminster	Without exception
27. Franklin, First	Without exception
28. Connersville, First	Without exception
29. Indianapolis, Northminster	Without exception
30. Greenfield, First	Without exception
31. Plainfield, Hope	Without exception
32. Shelbyville, First	Without exception
33. Edinburgh, First	Without exception
34. Indianapolis, Fairview	Without exception
35. Anderson, First	Without exception
36. Indianapolis, John Knox	Without exception
37. Indianapolis, Tabernacle	Without exception
38. Indianapolis, Faith	Without exception
39. Liberty, First	Without exception
40. Noblesville, First	Without exception
41. Indianapolis, Second	Without exception
42. Indianapolis, Southminster	Without exception
43. Avon, Whitelick	Without exception
44. Clayton, Clayton Presbyterian	Without exception
45. Greenwood, Center Grove	Without exception

46. Fishers, New Hope Without exception
47. Marion, Westminster With exception
- Church register not presented
48. Elwood, First Without exception
49. Rushville, First With exceptions
- No Presbytery approval of property transaction.
 - Full financial review absent.
50. Westfield, Crossroads With exception
- Current Secretary of State church corporation status absent.
51. Indianapolis, Immanuel With exception
- No full financial review
52. Bluffton, First With exception
- No full financial review
53. Zionsville, Zionsville Presbyterian With exceptions
- Data for pastors' compensation missing
 - Pastors' housing allowance missing
 - Per capita apportionment data from Presbytery missing
54. Fort Wayne, Trinity With exceptions
- Date of most recent approval by Presbytery of session minutes missing
 - Current bylaws missing
 - Current Secretary of State church corporation status absent
 - Marriages not recorded in the church register
 - Names of deacons, elders, and pastors not recorded in the church register
55. Indianapolis, Korean Presbyterian With exception
- No annual statistical report
56. Franklin, Hopewell With exception
- Current Secretary of State church corporation status absent
57. Indianapolis, First-Meridian Heights With exceptions
- Current Secretary of State church corporation status absent
 - Full financial review missing
58. Indianapolis, St. Andrew Without exception, but with comment
- Annual statistical report was done but not recorded in the minutes.
59. Richmond, Reid Memorial With exceptions and comments

Exceptions:

- Only one person was elected to perform the full financial review (G-10.0401d)
- Only one elder—not the required two—was designated for the church's nominating committee (G10.0201b)
- The annual review of the adequacy of compensation for all staff was not mentioned in the minutes (G-10.0102n)
- Missing from the 2007 budget is a line item indicating the pastor's 403b expenditure

Comments:

- The session moderator is a member of session and should not be listed, "also in attendance."
- The annual budget and the pastor's terms of call should be approved and not received.
- The annual meeting of the session and board of deacons was not held (G-6.0405).

Note: If a church has been inadvertently omitted, please contact Kim Leech or John Current 260-497-9092.

STANDING RULES
OF
THE PRESBYTERY OF WHITEWATER VALLEY

FIRST READING: JUNE 6, 2007
SECOND READING and ACTION TO APPROVE: SEPT. 8, 2007

COUNCIL MEETING MAY 2, 2007

The Presbytery Council reviewed this document.
Major changes, where words were added and/or portions significantly
changed, are ***bolded AND italicized.***

Grammatical and editing/consistency revisions are not highlighted
per direction of the Council.

**STANDING RULES
PRESBYTERY OF WHITEWATER VALLEY**

ARTICLE I - GENERAL PROVISIONS

- A. This document shall be known as the Standing Rules of the Presbytery of Whitewater Valley of the Presbyterian Church (U.S.A.).
- B. These Standing Rules are created by the action of the Presbytery of Whitewater Valley as authorized by the Constitution of the Presbyterian Church (U.S.A.). Should any provision of the Standing Rules be in conflict with that Constitution, the Constitution shall prevail. It is the purpose and intent of these Standing Rules to avoid repetition of the provisions of the Constitution, and to provide such additional governance as may be required or appropriate. The Presbytery may delegate any power permitted by the Constitution.
The meetings of the Presbytery and its related organizations shall be conducted in accordance with the most recent edition of Robert's Rules of Order, Newly Revised except in those cases where the Constitution or these Standing Rules provide otherwise. (G-9.0302)

- C. The Presbytery shall include all particular churches of the Presbyterian Church (U.S.A.) within the following counties of the State of Indiana:

Adams	Franklin	Jay	Shelby
Allen	Grant	Johnson	Tipton
Blackford	Hamilton	Madison	Union
Decatur	Hancock	Marion	Wayne
Delaware	Hendricks	Randolph	Wells
Fayette	Henry	Rush	

1. And the Zionsville Presbyterian Church within Boone County as of January 1, 1999 per General Assembly action in 1998.
 2. All networks, organizations, committees, and governing units of the Presbytery shall seek (wherever practical, feasible, and appropriate) geographic diversity from within the Presbytery.
- D. Members of Presbytery:
1. Membership shall be as provided for in the Constitution (G-11.0101)
 2. An elder representing a church shall become a **commissioner** member of Presbytery when a certificate, signed by the Moderator of Session or Clerk of Session, and bearing the date of election, is presented to the Stated Clerk of Presbytery. Such elder shall continue to be a member of Presbytery until another elder is so certified to the Stated Clerk. Such certificate should also bear the name of elected alternates who may be enrolled if a principal is absent. Churches may elect "*rotating commissioners*" (different Elder for each meeting), but must so indicate when signing in for each specific meeting of Presbytery.
 3. The Moderators of Presbyterian Men and Presbyterian Women
 4. Elders elected to the Coordinating Council shall be at-large commissioners to Presbytery.
 5. The most recently elected Coordinating Council and At Large members of the Board of Directors elected by the Council shall constitute the membership of the Corporation of the ***Presbytery of Whitewater Valley, Inc.***

- E. Priorities of Presbytery. ***The Coordinating Council shall engage the Presbytery once every three years in the process of defining the three major priorities for Presbytery.*** These priorities shall guide the Coordinating Council in defining programmatic and mission emphases during that period.
- F. Effective Date
All officers, members, and commissioners shall serve on a calendar year basis.

ARTICLE II - MEETINGS

- A. By September 30th of each year, the Presbytery shall establish the dates, times, and places for stated meetings of Presbytery during the coming year. Details of, and docket for, Presbytery meetings shall be determined by the Coordinating Council (or its designated representatives) and the Stated Clerk. There shall be at least two stated meetings per year.
- Special Meetings may be called according to the provisions of the Book of Order or by the Coordinating Council in a manner consistent with G-11.0201
- B. A member of Presbytery is either present at a meeting or absent. No list of excused absences shall be kept for attendance at Presbytery meetings.
- C. The Presbytery may give a non-member the privilege of the floor by a (simple) majority vote, provided such privilege does not restrict the rights of members to participate in debate or voting.
- D. Consistent with G-11.0202, a quorum for meetings of Presbytery shall be 10% of the total of eligible Ministers and Elder Commissioners. The quorum must be registered and present. (Dec. 2000)

ARTICLE III - OFFICERS

- A. Presbytery shall have the following officers, with the indicated duties and terms of service. ***The terms of office will begin upon their installation, ordinarily the last stated Presbytery meeting of the calendar year.*** If the Moderator is a minister, the Vice-Moderator shall be an elder; if the Moderator is an elder, the Vice-Moderator shall be a minister ***or Commissioned Lay Pastor with an active Commission.*** The Vice-Moderator shall Moderate Presbytery in the absence or incapacity of the Moderator.
1. Moderator
The term shall be for one year. In addition to the duties provided in the Constitution, the Moderator shall be the Vice-Moderator of the Coordinating Council.
 2. Immediate Past Moderator
The term shall be one year following service as Moderator. The Immediate Past Moderator shall Moderate the Coordinating Council.
 3. Vice-Moderator
The term shall be one year

4. Stated Clerk

The duties shall be those indicated in the **Constitution of the Presbyterian Church (USA)**, the Standing Rules and the Presbytery-approved *position* description. The Presbytery shall elect the Stated Clerk for a three year term and the Stated Clerk may be re-elected for additional terms at Presbytery's pleasure. The Stated Clerk may appoint one or more assistants as needed.

Recording Clerk: The Stated Clerk may appoint a Recording Clerk whose term shall run concurrently with the Stated Clerk. This clerk shall take the minutes of the meetings of Presbytery and of the Presbytery Council and provide a copy of them to the Stated Clerk as soon as possible following each meeting. This person is not a member of Council. This person may be an Administrative Assistant on the staff of the Presbytery.

5. Treasurer

The Treasurer shall be responsible for seeing that an accurate record is kept of all income and disbursements, that all bills are paid in a timely fashion once authorized by a properly-executed voucher, and for submitting timely financial reports to the Presbytery. The Treasurer (or the Treasurer's appointed representative) shall serve as staff to the Board of Directors and the Finance Committee.

Financial Assistance for the Treasurer

The Presbytery may contract for additional financial management personnel and resources. The Coordinating Council shall determine such need, create a position description, establish compensation and, through the Personnel Committee, employ/terminate an individual to fulfill this position.

6. Board of Directors

The Board of Directors shall consist of two members of the Coordinating Council (appointed by the Moderator of Council, one designated as President and one as Vice-President) and four at-large members nominated by the Nominating Committee of Presbytery and elected by the Coordinating Council at the first meeting of Council after January 1, or as vacancies occur, convened as the Corporation for the purpose of elections. For legal purposes, at-large members shall become members of the Corporation but not of the Council. At Large Directors shall be elected for staggered four year terms and are not eligible for reelection. The Moderator of Council shall be an advisory member of the Board.

The Board shall elect from its membership a Secretary of the Corporation who will work in consultation with the Stated Clerk as needed. The Secretary of the Board of Directors may direct the Stated Clerk of the Presbytery to serve in her/his stead in his/her absence.

The Treasurer shall serve as a member of the Board of Directors but without vote. The Board of Directors is a Mission Focus Unit and it's responsibilities are outlined in Article VII A.3.

B. Officers and Directors shall hold office for the designated term or until their successor is elected.

ARTICLE IV - STAFF

The Personnel Committee shall, from time to time, recommend to the Presbytery, through the Coordinating Council, the need for specific administrative, executive and contract staff positions. When doing so, they shall present a staffing rationale and a position description for specific positions. Once approved by Presbytery, these positions shall continue until such time as the Personnel Committee recommends abolition of the position.

Temporary Contract Staff positions may be created by the Coordinating Council's Executive Committee and Personnel Committee. These actions shall be reported to the Coordinating Council between meetings.

ARTICLE V - MEMBERSHIP NETWORKS

- A. The Presbytery shall be divided into three "Membership Networks." Congregations shall be grouped into such networks based on a combination of factors, such as membership, worship attendance, and potential for development/redevelopment. The churches in the Presbytery shall be divided into a Large Membership Network a Medium Membership Network, and a Small Membership Network as shall from time to time be defined by the Coordinating Council. Networks shall be responsible:
1. For clarifying the needs and opportunities of churches of their particular size and for developing mission and programmatic goals for responding to those needs and taking advantage of those opportunities.

To provide opportunities for Service Delivery Teams to respond to the needs and goals of each Membership Network.
 2. For assisting in New Church Development.
 3. For assisting in creating, managing, validating and engaging in Mission Partnerships.
 4. For electing representatives to the Coordinating Council.
Each year, each Membership Network shall elect one Elder and one Minister to a single four year term to the Coordinating Council and shall elect replacements as necessary.
- B. Membership Networks shall meet at least once yearly and may organize themselves in any manner they believe will best enable them to broker the services needed by their congregations. This includes, among others, when, where and how often they meet, number of representatives from each congregation, whether to have officers (and if so, what kind).

ARTICLE VI - THE COORDINATING COUNCIL

- A. The Presbytery Coordinating Council membership, with vote, shall be composed of the following:
1. The Moderator of Presbytery (who is Vice-Moderator of Council).
 2. The Vice-Moderator of Presbytery.
 3. The Immediate Past Moderator of Presbytery (who is Moderator of Council).
 4. Thirty two (32) members. Each member shall serve one, four-year term and is not eligible for reelection until at least two years have intervened. There shall be four "classes" of members, each with 8 members. Each Membership Network shall elect four Ministers and four Elders to serve on the Coordinating Council, one minister and one elder to each class. In addition, the Nominating Committee shall nominate one minister and one elder to each class; paying special attention to maintain diversity on the Council consistent with G-4.0403 and with the Presbytery's commitment to geographic representation within the Presbytery. New Council members take office effective at the close of the Membership Network Meeting or Presbytery Meeting at which they are elected.

5. The executive staff of Presbytery, including the executive directors and program staff, as approved by Coordinating Council **annually**.
6. ***The Chair of the Finance Committee, if not otherwise a member of Council, shall become a member of Council.***

B. Ex-Officio without vote

1. ***Chairs of ecclesiastical committees, at the discretion of the Coordinating Council.***
 2. ***Any person serving any entity of the General Assembly at the discretion of the Coordinating Council .***
- C. Duties of the Coordinating Council shall include all of the general and specific powers provide for in the Constitution {G-11.0103(v)}, and it shall be understood that these Standing Rule grant the Coordinating Council all of these powers. The Coordinating Council shall have the following additional duties, functions and powers, but shall not be limited to the following:
1. Referred Business
To consider and act upon such business as has been referred to it by the Presbytery and the Membership Networks, including but not limited to, the reading and approval of the Minutes of Presbytery meetings.
 2. Meetings
To meet at times and places designated in an annual schedule recommended by the Executive Committee or for special meetings as determined by the Executive Committee.
 3. General Oversight
To have general oversight of the programmatic and mission work of the Presbytery including implementing priorities, goals, strategies, and programs to enable the Presbytery and Networks to fulfill their mission.
 4. Recommendations
To submit recommendations to Presbytery on matters requiring the Presbytery's attention.
 5. Budget Recommendations
To present to the stated meeting of Presbytery in September a per capita budget for the following calendar year, the rate of per capita apportionment required to support it, and a Presbytery mission budget for the following year to be supported by voluntary giving by each church.
 6. Session Records
To assure the annual examination of session records by the Session Records Committee and their approval by Presbytery
 7. Service Teams (including Development) and Mission Partnerships:
To establish and dissolve teams, task forces, partnerships, and committees that fulfill the presbytery's priorities, responsibilities and goals as determined by the Presbytery and its Membership Networks. Additional individuals may be co-opted to serve on these teams, task forces, partnerships, and committees.

8. Nominate the Nominating Committee

To nominate members for the Nominating Committee of Presbytery.

D. MEETINGS

The Coordinating Council shall meet at least four times each year.

E. QUORUM

A quorum for meetings of the Coordinating Council shall be 12 members (provided each Membership Network is represented by at least one person and there is one Member At Large)

F. EXECUTIVE COMMITTEE OF THE COORDINATING COUNCIL COUNCIL

1. The Executive Committee of the Coordinating Council shall **be elected at the Council's first meeting** and consist of the Moderator, Vice-Moderator, Moderator of Council, Executive Staff, members elected by and from the Coordinating Council (one from each class with election being held at Orientation and Planning Retreat in January of each year)with due consideration given to G-4.0403 & 9.0104a.

The Executive Committee shall meet at the call of any three members of the Executive Committee. It shall expedite the work of the Presbytery and Coordinating Council and act for them on matters for which a Presbytery Coordinating Council meeting is not expedient (or when action is required between meetings of the Presbytery or Council)--provided that any decision made or action taken be reported at the next Council meeting. **The Executive Committee shall communicate to the Coordinating Council any actions it has taken in their stead between meetings.**

2. In the event Presbytery becomes a respondent or complainant in a remedial case, the Executive Committee is empowered to designate a committee of counsel on behalf of Presbytery, reporting its action at the next meeting of Presbytery through the Coordinating Council. (D-6.0700)
3. The Executive Committee shall develop the docket of meetings for Presbytery.
4. **Administrative Commissions are elected by the Presbytery. When expedience is required, the Executive Committee of the Coordinating Council may nominate persons to an administrative commission. The nominees shall be elected at the next Stated Meeting of the Presbytery along with the approval of the Administrative Commission's scope of Powers (G-90502).**

G. POLICY MANUAL

The Coordinating Council shall maintain a Policy Manual which shall include all policies established by all sub-units of the Presbytery. Such policies must be approved by the Coordinating Council before they may be included in the Manual. The Stated Clerk shall keep such manual current and provide copies as requested.

ARTICLE VII - MISSION FOCUS UNITS

The Coordinating Council shall be composed of three "Mission Focus Units" for the purpose of fulfilling the Council's responsibilities.

A. Mission Operations Focus (7 Council Members)

Shall be responsible for the ecclesiastically or organizationally mandated operational/"maintenance" functions of the Presbytery. Council members (including the Coordinating Council Moderator, are assigned by the Moderator of Council; members are appointed by the Presbytery Moderator, with the concurrence of the Coordinating Council.

1. Personnel Committee

- a. The Personnel Committee shall consist of two members of Council and four classes of one member each. The chair must be a member of Coordinating Council and shall be Presbytery's representative to Synod's equivalent Committee.
- b. The Personnel Committee shall review, recommend to Coordinating Council, and implement all personnel and administrative policies pertaining to employees of the Presbytery. This duty shall include, but not be limited to, oversight (in appropriate consultation with representatives of other governing bodies) of new or revised job descriptions, changes in annual salaries, performance reviews, and changes in employment status of all applicants or currently employed Presbytery personnel. The Committee shall be available to the elected officers of Presbytery and the Executive staff for consultation and advice on the personnel aspects of their responsibilities.
- c. The Personnel Committee shall maintain the Personnel Policies of the Presbytery, submitting any changes to the Coordinating Council for the Council's approval.

2. Session Records Review Committee

The Session Records Committee shall consist of two members of Council and four classes of one member each and the Chair shall be a member of the Coordinating Council. The Session Records Review Committee will be responsible for reviewing the records of the sessions of congregations within the Presbytery and for reporting on its review and recommendations of Session records to the Coordinating Council and to the Presbytery

3. Finance Committee

- a. The Finance Committee shall consist of two members of Council and four classes of one member each. The Chair, ***if not a member of Council, shall become a member of the Coordinating Council.*** No member of the Finance Committee shall have had a business relationship with the Presbytery during the previous 4 years and may not have any business relationship with the Presbytery during and for 4 years following their term of office.
- b. Responsibilities include:
 - 1) Budget preparation, budget management, investment management, counsel to the Treasurer.
 - 2) Prepare of and recommend to Coordinating Council the annual Mission and Per Capita Budgets--and recommend the level of per capita required to support the Operating Budget.
 - 3) Determine with the Treasurer how financial information shall be displayed and reported.
 - 4) Advise the Treasurer regarding the management of all Presbytery financial holdings/investments.
 - 5) Provide oversight and advice regarding management of the Operating and mission Budgets and Accounts.

- 6) Create, monitor, and maintain a written set of accounting policies and operating procedures (including internal controls)
 - 7) Maintain an understanding of all restricted contributions and ensure expenditures are made appropriately.
 - 8) Monitor the status of all loan guarantees [approved by Board of Directors
 - 9) Develop and provide oversight for the “whistleblower policy” in the Presbytery’s Personnel Manual.
- c. The Finance Committee shall be the “Audit Committee” of the Presbytery.
 - d. Provide for an annual, independent audit of the Presbytery’s financial records.
4. Bills and Overtures
Bills and Overtures is considered a Committee of the Mission Operations focus of the Coordinating Council, but its membership and duties are defined in **Article X.3 in this document.**
 5. Board of Directors
The Board of Directors is a body of the Mission Operations focus of the Coordinating Council and its membership is defined in Article III.6

Duties of the Board of Directors shall be:
 - a. To maintain the Corporation of the Whitewater Valley Presbytery under the laws of the State of Indiana;
 - b. To hold title to all property of Presbytery and to serve as agent for receiving and disposing of property (including enforcement of G-8.0201);
 - c. To be the official agent of Presbytery in all corporate matters;
 - d. To examine, and make recommendations on all instruments involving legal transactions where Presbytery approval is required.
- B. Mission Support Focus (10 Council members)
Responsible for the Mission efforts and outreach of the Presbytery
1. Mission Partnerships
Congregations, clusters of congregations, or ecumenical clusters of congregations (involving at least one congregation of this Presbytery), may apply to the Presbytery for a “partnership”. Partnerships may involve ecclesiastical, financial, leadership, or other forms of support by the Presbytery with the congregation(s) providing the initiative, people, and oversight of the actual project. Normally, Partnerships will only be directly supported up to three years.
 2. Presbytery Mission
Certain Mission undertakings will involve all (or nearly all) congregations of the Presbytery—both for support and participation. These projects must be validated as such by the Council and may be funded on a regular, year to year basis. The Council may initiate such Missions as they may emerge from Networks or congregations.

- C. Mission Delivery Focus (15 Council Members)
Responsible for programmatic efforts, strategic planning, and service delivery to Networks and congregations.
1. The Mission Delivery Focus shall be responsible for implementing Presbytery and Membership Network priorities and goals, new church development, congregational redevelopment, awareness of and services involving communication and technology, and provide oversight of special ongoing task groups (e.g. “*Peacemaking*” and “*Self-Development of People*”). These tasks will normally be carried out by Service Delivery Teams, constituted for a specific, time defined task, and then dissolved when the task is completed.
 2. Certain Task Groups may from time to time be created by the Coordinating Council to carry out ongoing responsibilities of the Presbytery. The Chair of such groups shall be appointed by the Coordinating Council and ad hoc members recruited based on interests, skills, and commitment. Such ad hoc members may serve indefinite terms. Examples: providing Mission Studies when a church is without a pastor; providing ongoing support to a New Church Development until it is chartered; providing technical, computer, communication support to congregations.
- D. Electronic Meetings
Mission Focus Units and their Committees/Sub-Committees/Task Forces/or their other properly constituted sub-group, may conduct any or all meetings by electronic means (teleconference, video conference, email, or any other commonly available means of electronic communication), provided
1. Documentation of all decisions is made and is circulated to all members and the decisions summarized for the constituting body;
 2. That in groups with fewer than 9 members, any one individual may request a face to face meeting and no action may be taken until such meeting is held. In groups of 9 or more, 2 members must request a face to face meeting (with no action taken until such meeting is held).
 3. Options are (made) available for those without access to the electronic form of communication being used.
 4. Robert’s Rules applies regarding voting, with a favorable vote by the majority of the group’s actual membership being required for action.

ARTICLE VIII - ECCLESIASTICAL COMMITTEES

Ecclesiastical Committees are those mandated by the Book of Order, elected by the Presbytery, and are directly accountable to Presbytery.

A. Committee on Ministry (COM) – Twenty-seven elected members

1. The Committee on Ministry shall be responsible for carrying out those responsibilities delegated to it by the Book of Order.

The Committee on Ministry is an administrative commission of Presbytery authorized to act regularly on behalf of the presbytery in all matters permitted by G-14.0500 and G-11.0502h relating to calling, examining, receiving, and dismissing members, and on matters relating to retirement (G-14.0507c & G-11.0412)

2. Quorum. A quorum for the Commission on Ministry shall be at least 1/3 of the members with not fewer than five elders.

B. Committee on Preparation for Ministry (CPM) - 12 elected members

1. This committee is responsible for the care of persons received as inquirers and candidates for ordination to the office of minister of the Word. The responsibilities of the committee are listed in the Book of Order (G-11.0103L G-14.0300 - 14.0400) and the committee is granted commission powers relating to enrolling Inquirers (G-14.0303(e)).
2. This committee shall also be responsible for the care of persons seeking certification as Certified Christian Educators in the Presbyterian Church (U.S.A.).

C. Committee on Nominations and Representation - 6 elected members
1/3 laywomen, 1/3 laymen, 1/3 ministers

1. This committee's membership criteria and responsibilities are listed in the Book of Order (G-9.0800).
2. All nominations shall be made at the year's final **stated** meeting of Presbytery, except that, when vacancies occur, nominations shall be made at the next succeeding stated meeting.
3. As far as is practical and possible, the committee shall nominate persons representing the diversity of the Presbytery (including geographical considerations).
4. The Nominating Committee shall be one name only for each office, except for commissioners to General Assembly, for which two names are to be presented for each available position. {see Policies for additional guidelines}. Printed biographical material in lieu of nominating speeches shall be presented for Commissioners to General Assembly and for the office of Moderator and for the office of Vice-Moderator.
5. Nominations from the floor are always in order, but shall include prior agreement that the individual will serve and prior arrangement for distribution of biographical material to members of Presbytery.

D. Committee on Representation (COR)

The function of this committee is to advise the Presbytery with respect to the principles of participation and inclusiveness to ensure fair and effective representation in the decision-making process (as provided for in Book of Order).

The Nominating Committee of the Presbytery shall reserve time to act as the Committee on Representation with all responsibilities and duties charged to a "Committee On Representation" by the Book of Order G-9.0105 and shall provide specific information on representation when requested by the Council or Presbytery.

ARTICLE IX - THE PERMANENT JUDICIAL COMMISSION

There shall be a Permanent Judicial Commission (PJC) composed of four elders and five ministers charged with the responsibilities defined in the Rules of Discipline. In even-numbered years the Permanent Judicial Commission shall meet at the Presbytery's last stated meeting of the year for the purpose of electing a moderator and clerk, and conducting any other business necessary.

A. Investigating Committees

1. The Moderator of Presbytery shall normally nominate persons for the Investigating Committee (D-10.0103 and .0200) and Presbytery or Council (or its Executive Committee) shall elect them.
2. When the Presbytery, (normally) through the Stated Clerk, receives information upon which there is reason to believe that an offense may have occurred which should be investigated for the purpose of possible discipline as provided for in the Rules of Discipline, and no meeting of the Presbytery is scheduled within 21 days, then the Coordinating Council (or its Executive Committee if the Council does not meet within 21 days) is authorized to appoint an Investigating Committee, with the full powers provided for in the Rules of Discipline, and to report such action to the next meeting of Presbytery or Council.

ARTICLE X - COMMISSIONERS TO HIGHER GOVERNING BODIES

A. Commissioners to General Assembly

1. Commissioners shall be elected at Presbytery's last stated meeting of the year ***in the year immediately preceding a General Assembly meeting*** and according to the policies & procedures established by the Presbytery. Such election shall be contingent upon the individuals completing an orientation for commissioners including the duties and privileges of commissioners, organization of General Assembly, familiarity with the documents of General Assembly and knowledge of the representative form of government. Elected persons who have completed such orientation are deemed to be adequately prepared to fulfill the commission, and the Moderator and/or Stated Clerk are authorized to sign the commissions by order of the Presbytery.
2. Commissioners shall report on actions of the General Assembly at the first stated meeting of Presbytery following the adjournment of the Assembly.
3. Commissioners to the General Assembly shall be Presbytery's Committee on Bills and Overtures. They shall serve in this capacity from the close of the Assembly to which they were elected until the beginning of the next stated meeting of the Assembly. They shall meet, normally before leaving the Assembly, and elect a chairperson and a secretary, and announce the names of those persons to the meeting of the Presbytery at which they present their report of the actions of the Assembly.

The Committee shall be placed organizationally in "Mission Operations" of the Coordinating Council but is accountable only to Presbytery.

4. All overtures to and from the General Assembly shall be referred to this Committee for its advice and recommendation and normally reported at the Presbytery's last stated meeting of the year.

ARTICLE XI - RESIGNATIONS

Presbytery representatives to Synod, and members of Coordinating Council (and Council Committees), and Ecclesiastical committees who are absent three consecutive meetings (four total if a group meets more than six times per year) may be asked to resign ***in consultation with the Stated Clerk and the Presbytery/Council and will fill the vacancy through the Nominating Committee process.***

ARTICLE XII - PROCEDURES AND POLICIES

- A. The Presbytery and Coordinating Council may develop policies and principles of operation and procedure. They shall be presented to Presbytery and adopted by a majority vote and preserved by the Stated Clerk in a "Policy Manual" of the Presbytery. They may be changed by Presbytery at any time, provided that the Coordinating Council has had an opportunity to study the proposed changes and Presbytery has heard the Council's recommendation.
- B. Ecclesiastical Committees may develop their own principles of operation and procedure in consultation with, and with the approval of, the Coordinating Council. If these are to become policies of Presbytery, they must be adopted by Presbytery by a majority vote, Presbytery having first heard the recommendation of the Coordinating Council. Changes in such policy may be made at any meeting of Presbytery provided that the Committee and the Coordinating Council have studied the proposed changes and Presbytery has heard the recommendation of each.

ARTICLE XIII - AMENDMENTS

These Standing Rules may be amended according to the following procedure:

- A. Any commissioner to this presbytery, congregation of this presbytery, or group constituted by this Presbytery or these Standing Rules, may present a proposed amendment at any stated or adjourned meeting of Presbytery, or at any meeting specifically called for that purpose. Upon receiving a second, questions and answers are in order, but it shall not be debated at that meeting, but shall immediately be referred to the Coordinating Council for study and recommendation. The text of the proposed change(s) shall be included with the call for the next meeting of the Presbytery.
- B. At its next stated meeting the Presbytery shall hear the report of the Coordinating Council, together with its recommendation either for or against adoption.
- C. Amendments to the language of the proposed amendment shall be governed by Robert's Rules of Order.
- D. An affirmative vote of two-thirds of the Ministers and Elder Commissioners registered at that meeting shall be necessary for adoption.

ARTICLE XIV - SUSPENSION OF STANDING RULES

- A. Any of these Standing Rules except this one may be suspended for a particular purpose stated in the motion at any meeting of Presbytery by an affirmative vote of two-thirds of the Ministers and Elder Commissioners registered at that meeting.
- B. Presbytery may suspend two readings of proposed Amendments to the Standing Rules only if such action is proposed by the Council and the motion to suspend the second reading is approved by three-fourth's of those registered at that Presbytery meeting.

Appendix of Book of Order notation:

The Work of the Council: (G.....v.) to establish and superintend the agencies necessary for its work, including a presbytery council, providing for the regular review of the functional relationship between presbytery's structure and its mission. The presbytery may, by its own established rules, assign to its council responsibility for action between meetings of presbytery on such specific areas of its responsibilities as it shall deem appropriate, assign to its committee on ministry those powers specified in G-11.0502h, and assign to its committee on preparation for ministry authority to dismiss candidates, enroll inquirers, and certify candidates as ready for examination for ordination; with the provision that all such actions be reported to the next stated meeting of the presbytery (G-9.0403, G-14.0310a; G-14.0507);

NAME OF PASTOR, POSITION	2000	2001	2002	2003	2004	2005	2006	2007
ROBERT C. ANDERSON, INTERIM EXEC PRESBYTER								
Effective Salary							79,849.00	
Mileage Reimbursement								
SS Offset							3,100.00	
Medical Deductible							3,317.96	
Professional Development							1,200.00	
Other							6,000.00	
WILLIAM ARTHUR, TEMPORARY SUPPLY PASTOR								
Effective Salary		6000	7200	7,800	8,400	8,400.00		
Mileage Reimbursement								
SS Offset								
Medical Deductible								
Professional Development								
Other								
D. WILLIAM AZBELL, ASSOCIATE PASTOR								
Effective Salary					50,000	51,900	53,268	56,508
Mileage Reimbursement					1,500	1,500	1,500	1,500
SS Offset								
Medical Deductible					1,500	1,557	1,651	1,695
Professional Development					1,000	1,000	1,000	1,000
Other					250	250	250	
RICHARD BAKER, THEOLOGIAN IN RESIDENCE								
Effective Salary						74,200		
Mileage Reimbursement						2,000		
SS Offset								
Medical Deductible								
Professional Development						1,200		
Other						1,500		
JASON BANTZ, PASTOR								
Effective Salary	33,202	36,270	37,470	37,550	40,430	42,360	45,623	46,311
Mileage Reimbursement	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500
SS Offset	2,540	2,447	2,544	2,600	2,900	2,677	2,136	2,211
Medical Deductible	910	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Professional Development	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Other								
DOUGLAS BARNES, PASTOR								
Effective Salary	39,000	41,500	41,500	42,000	42,000	42,000	42,000	42,000
Mileage Reimbursement	3,600	3,600	3,600	3,600	3,600	3,600	3,600	3,600
SS Offset								
Medical Deductible			674.96	674	674	674	674	674
Professional Development	2,500	2,500	2,500	2,500	2,500	2,500	2,500	2,500
Other								
JEANIE BARNES, ASSOCIATE PASTOR								
Effective Salary					55,000			
Mileage Reimbursement					IRS Rate			
SS Offset								
Medical Deductible					775			
Professional Development					1,000			
Other					3,525			
WILLIAM BARRETT, SPECIALIZED MINISTER								
Effective Salary								
Mileage Reimbursement								
SS Offset								
Medical Deductible								
Professional Development								
Other								
JUNE BARROW, ASSOCIATE PASTOR								
Effective Salary	35,000	40,250	41,256	42,081	45,971	45,971	48,050	49,492
Mileage Reimbursement		1,575	3,400		2,500	2,500	2,500	2,500
SS Offset								
Medical Deductible		748	812	1,200	1,218	1,309	1,543	1,640
Professional Development	1,000	1,575	1,200	1,000	1,000	1,000	1,000	1,000
Other	1,250	1,050	1,200	1,500	1,500	2,300	2,300	2,300
KEVIN BAUSMAN, ASSOCIATE PASTOR								
Effective Salary	55,624	59,518	61,006	62,226	64,093	64,093	66,977	68,986
Mileage Reimbursement		3,150	3,400	3,300	2,500	2,500	2,500	2,500
SS Offset								
Medical Deductible	FP, Dental	915	993	1,500	1,488	1,746	1,886	1,998
Professional Development	1000	1,575	1,200	1,000	1,000	1,000	1,000	1,000
Other	750	1,050	1,200	1,500	1,500	2,300	2,300	2,300

2007 TERMS OF CALL

NAME OF PASTOR, POSITION	2000	2001	2002	2003	2004	2005	2006	2007
W. GLEN BELL, PASTOR								
Effective Salary	52,900	55,100	59,100	60,100	62,075	63,000	63,000	66,550
Mileage Reimbursement	1,410							
SS Offset	4,850	4,985	5,300	5,500	5,650	5,750	5,750	6,080
Medical Deductible	1,500	1,500	1,500	1,500	2,000	2,000	2,000	2,000
Professional Development	2,810	3,000	3,000	3,000	3,000	4,000	4,000	4,000
Other - 403(b) Retirement Savings	3,500	3,600	3,600	4,200	4,200	4,200	4,200	4,800
DAVID BERRY, ASSOCIATE PASTOR								
Effective Salary			55,000					
Mileage Reimbursement			2,000					
SS Offset								
Medical Deductible								
Professional Development			800					
Other			750					
KEVIN R BOYD, PASTOR								
Effective Salary	42,304			50,700	53,235			29,850
Mileage Reimbursement	Full				Full			IRS Rate
SS Offset								
Medical Deductible								
Professional Development	1,000				1,000			1000
Other								
JAMES CAPPS, PASTOR								
Effective Salary	75,200	80,464	82,000	83,640	86,149	86,149	90,026	92,727
Mileage Reimbursement		3,150	3,400	3,300	2,500	3,600	4,200	4,200
SS Offset								
Medical Deductible	FP, Dental	748	993	1,500	1,488	905	977	1,050
Professional Development	1,000	1,575	1,200	1,000	1,000	1,000	1,000	1,000
Other	2,500	3,025	4,600	5,100	5,100	5,100	5,100	5,100
WILLIAM CARR, PASTOR								
Effective Salary					33,387	38,437		
Mileage Reimbursement					250	250		
SS Offset								
Medical Deductible								
Professional Development					1,000	1,000		
Other					3,500	3,500		
DAVID CHADDOCK, SPECIALIZED MINISTRY								
Effective Salary								
Mileage Reimbursement								
SS Offset								
Medical Deductible								
Professional Development								
Other								
DAVID W. COMSTOCK, PASTOR								
Effective Salary	53,732	56,920	57,710				59,325	
Mileage Reimbursement	2,500	3,000	2,000				2,000	
SS Offset								
Medical Deductible	2,500	2,500					3,600	
Professional Development	1,000	1,250	1,250				1,200	
Other							1,300	
LISA CRISMORE, CLP								
Effective Salary							26,522	
Mileage Reimbursement							1,000	
SS Offset								
Medical Deductible								
Professional Development							500	
Other							500	
DAVID CROWLEY, PASTOR								
Effective Salary							21403	21988
Mileage Reimbursement							1600	1600
SS Offset								
Medical Deductible							200	250
Professional Development							1500	1500
Other							100	100
SALLY EARL, CLP								
Effective Salary								
Mileage Reimbursement								
SS Offset								
Medical Deductible								
Professional Development								
Other								

NAME OF PASTOR, POSITION	2000	2001	2002	2003	2004	2005	2006	2007
STEVE EBLING, PASTOR								
Effective Salary				72,000		73,560	75,767	75,767
Mileage Reimbursement				2,500		3,000	2,350	2,350
SS Offset				5,508		5,627	5,796	5,796
Medical Deductible				3,000		2,000	3,000	4,000
Professional Development				1,500		1,000	582	500
Other				1,000		1,500	888	900
M. REX ESPIRITU, PASTOR								
Effective Salary					54,720	58,906	58,906	60,673
Mileage Reimbursement					2,500	2,500	2,500	2,575
SS Offset								
Medical Deductible					2,189	2,356	2,356	2,427
Professional Development					1,200	1,200	1,200	1,236
Other								
LYLE EWING, PASTOR								
Effective Salary	44,500	46,150	46,150	48,150	48,150	48,150	49,950	49,950
Mileage Reimbursement	1,800	1,800	1,800	1,800	1,800	1,800	2,500	2,500
SS Offset								
Medical Deductible	0	0	0	0	0	2,000	2,000	1,000
Professional Development	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Other	1,600	1,600	1,600	1,800	1,800	1,800	1,000	1,000
VERN FARNUM, ASSOCIATE PASTOR								
Effective Salary					50,000	50,750	50,750	53,950
Mileage Reimbursement					3,000			
SS Offset					4,350	4,425	4,425	4,680
Medical Deductible					1,500	1,500	1,500	1,500
Professional Development					2,000	4,500	4,500	
Other, 403(b) retirement savings					1,000	1,000	1,000	1,000
F. JAMES FRIEDEWALD								
Effective Salary	47,000	51,700				42,547		
Mileage Reimbursement	2,625	2,900				1,950		
SS Offset	3,596	3,955				3,145		
Medical Deductible		1,600				2,000		
Professional Development	1,794	2,552				1,000		
Other								
ERIC GALE, PASTOR								
Effective Salary	45,784.50	48,528.56	46,438	46,438	50,141.03	47,641.58	50,023.25	56,534.00
Mileage Reimbursement	1,200	1,200	1,300	1,300	1,000	1,000	1,000	1,000
SS Offset	3,318.91	3,528.86	3,549	3,549	3,836.40	3,644.58	3,826.75	4,325.00
Medical Deductible	1,373.54	1,555.87	2,000	2,000	2,000	2,000	2,100	2,500
Professional Development	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Other	1,000	2,200	1,000	1,000	1,500	1,000	2,380	1,000
LEWIS GALLOWAY, PASTOR								
Effective Salary					130,000			
Mileage Reimbursement					2,500			
SS Offset								
Medical Deductible								
Professional Development					10,000			
Other								
GREGORY GLOVER, PASTOR								
Effective Salary				41,500			44,619	46,838
Mileage Reimbursement				2,500				
SS Offset				3,175			3,467	3,583
Medical Deductible				1,245			2,060	2,163
Professional Development				1,000			1,077	1,077
Other				250			539	539
JOY GOEHRING, PASTOR								
Effective Salary	30,050	32,500	34,125	36,500	37,230	40,000	43,000	45,150
Mileage Reimbursement	1,000	2,500	2,500	2,500	2,500	2,500	2,750	2,785
SS Offset								
Medical Deductible								
Professional Development	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Other	700	800	800	800	800	800	800	800
DAWN GOLD, PASTOR								
Effective Salary			55,200	56,160	37,284	35,400	36,600	37,800
Mileage Reimbursement			2,500	2,500	2,500	2,500	2,500	2,500
SS Offset								
Medical Deductible					331	331	331	331
Professional Development			3,500	3,750	4,000	4,000	4,000	4,000
Other			50	50	50	50	50	50

NAME OF PASTOR, POSITION	2000	2001	2002	2003	2004	2005	2006	2007
DAVID GOOD, PASTOR								
Effective Salary				40,000	48,000	49,639	49,280	50,000
Mileage Reimbursement				2,500	2,500	2,500	2,500	2,500
SS Offset								
Medical Deductible				1,500	2,500	3,200	3,200	4,211
Professional Development				2,500	2,500	2,500	2,500	2,500
Other								
KENNETH GREEN, ASSOCIATE PASTOR								
Effective Salary			30,000					
Mileage Reimbursement			2,000					
SS Offset								
Medical Deductible								
Professional Development			800					
Other			750					
TASSIE GREEN, ASSOCIATE PASTOR								
Effective Salary			30,000					
Mileage Reimbursement			2,000					
SS Offset								
Medical Deductible								
Professional Development			800					
Other			750					
BETTY GILBERT GRIFFIN, PASTOR								
Effective Salary							37,840	38,881
Mileage Reimbursement							2,500	2,500
SS Offset							2,895	2,974
Medical Deductible							1,514	1,555
Professional Development							2,000	2,000
Other							400	400
BYEONG CHEOL HAN, ASSOCIATE PASTOR								
Effective Salary					48,500			
Mileage Reimbursement								
SS Offset								
Medical Deductible					1,355			
Professional Development					1,000			
Other					325			
ROBERT HEIMACH, PASTOR								
Effective Salary	40,500	44,000	45,760	46,675	65,500	67,465	68,139	70,184
Mileage Reimbursement	2,500	2,500	2,500	1,050	3,000	3,000	3,000	3,000
SS Offset	3,098	3,366	3,501	3,571				
Medical Deductible	2,620	2,760	2,930	2,930	2,620	2,700	2,725	2,810
Professional Development	1,000	1,000	1,000	1,100	1,000	1,000	1,000	1,100
Other	700	700	800	800	675	675	800	750
GARY HUFFMAN, PASTOR								
Effective Salary	46,020	47,631	49,536.24	51,528	52,713	56,600	58,298	
Mileage Reimbursement	5,111	5,290	5,501.60	5,667	5,800	3,600	3,600	
SS Offset	3,516	3,639	3,784.56	3,899	3,989	4,302	4,431	
Medical Deductible	2,232	2,310	2,310	2,630	2,700	2,700	2,700	
Professional Development	1,250	1,250	1,250	1,250	1,250	1,250	1,250	
Other								
JOYCE HUNN, ASSOCIATE PASTOR								
Effective Salary								
Mileage Reimbursement								
SS Offset								
Medical Deductible								
Professional Development								
Other								
ROBERT HUNTER, SPECIALIZED MINISTER								
Effective Salary	90,800							
Mileage Reimbursement	2,500							
SS Offset								
Medical Deductible	1,800							
Professional Development	2,000							
Other	1,000							
MICHAEL IRELAND, ASSOCIATE PASTOR								
Effective Salary	45,509	47,500	48,500	50,100	54,223	55,973	57,174	
Mileage Reimbursement	2,600	2,600	2,600	2,600	2,600	2,600	2,600	
SS Offset								
Medical Deductible	2,399	3,028	3,056	2,424				
Professional Development						1,500	1,500	
Other	1,000	1,079	1,489	1,500	1,500			

NAME OF PASTOR, POSITION	2000	2001	2002	2003	2004	2005	2006	2007
PETER JESSEN, PASTOR								
Effective Salary	40,189.10	43,713	45,425	45,425	46,638	47,338	48,767	
Mileage Reimbursement	3,500	4,000	4,000	4,000	4,400	4,620	4,800	
SS Offset	3,006	3,359	3,451	3,451	3,595	3,622	3,731	
Medical Deductible	2,548	2,528	2,412	2,412	3,426	3,750	3,900	
Professional Development	4,000	1,500	1,000	1,000	1,000	1,000	1,000	
Other								
DAVID JEWETT, ASSOCIATE PASTOR								
Effective Salary							50,000	50,000
Mileage Reimbursement							IRS Rate	IRS Rate
SS Offset							3,825	3,825
Medical Deductible							2,153	2,153
Professional Development							1,500	1,500
Other								
MARTHA JORDAN, PASTOR								
Effective Salary						40,974	40,974	42,203
Mileage Reimbursement						2,500	2,500	2,575
SS Offset						2,140	2,140	2,204
Medical Deductible								
Professional Development						1,000	1,000	1,000
Other						100	100	100
ROBERT JORDAN, ASSOCIATE PASTOR								
Effective Salary	55,791	58,023			81,144	84,227	87,466	90,530
Mileage Reimbursement	500	500			1,500	1,500	1,500	1,500
SS Offset								
Medical Deductible	1,674	1,133			2,434	2,527	2,422	2,715
Professional Development	2,800	2,800			1,000	1,000	1,000	1,000
Other	1,700	1,700			500	500	500	
SOON KANG, PASTOR								
Effective Salary								
Mileage Reimbursement								
SS Offset								
Medical Deductible								
Professional Development								
Other								
BARBARA KENLEY, PASTOR								
Effective Salary	35,300	37,800	39,000	39,780	42,693	42,693	41,949	41,949
Mileage Reimbursement	2,500	2,600	2,600	2,600	2,500	2,500	2,500	2,500
SS Offset					2,272	2,195	3,209	3,209
Medical Deductible					1,708	1,708	1,678	1,678
Professional Development	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Other								
RICHARD KIMMER, PASTOR								
Effective Salary	67,141	72,420	74,400	74,046	74,046	77,372	79,745	
Mileage Reimbursement	2,500	2,500	2,500	3,250	3,250	4,480	4,480	
SS Offset	4,348	4,685	5,000	5,000	5,000	5,000	5,185	
Medical Deductible	1,760	1,800	2,800	3,000	3,000	4,357	4,710	
Professional Development	1,000	1,000	1,000	750	750	750	750	
Other	600	800	800	500	500	500	500	
JOHN KOPPITCH, PASTOR								
Effective Salary	56,000	58,250	60,000	60,000	62,100	63,340	63,650	65,820
Mileage Reimbursement	1,000	1,000	1,000	500	600	700	1,000	1,000
SS Offset	2,150	2,500	2,750	2,750	2,850	2,950	3,000	3,000
Medical Deductible	1,700	1,750	1,800	1,800	1,850	1,900	1,900	1,000
Professional Development	1,000	1,250	1,250	1,250	1,500	1,500	1,500	1,500
Other	750	750	750	750	500	500		500
KAREN LANG, ASSOCIATE PASTOR								
Effective Salary							55,000	
Mileage Reimbursement							2,000	
SS Offset								
Medical Deductible							450	
Professional Development							1,200	
Other							1,500	
DAVID LAYMAN, PASTOR								
Effective Salary	52,300	54,800	56,000	57,120	57,120	58,262	59,426	59,426
Mileage Reimbursement	2,767	2,900	3,000	3,000	3,000	3,000	3,500	3,600
SS Offset								
Medical Deductible								
Professional Development	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Other								

NAME OF PASTOR, POSITION	2000	2001	2002	2003	2004	2005	2006	2007
DAVID E. LEE, PASTOR								
Effective Salary	39,585	41,600	43,225	43,680	44,070	45,833	46,185	46,185
Mileage Reimbursement	2,500	2,500	3,000	4,400	3,900	4,050	3,500	3,500
SS Offset								
Medical Deductible	750	750	750	1,500	800	1,000	1,850	1,850
Professional Development	1,250	1,250	1,300	1,500	900	900	1,000	1,000
Other								
MYUNG KU LEE								
Effective Salary			28,392	30,701	31,315	31,252	39,000	39,780
Mileage Reimbursement							2,500	IRS Rate
SS Offset								3,043
Medical Deductible								1,743
Professional Development							1,500	1,500
Other								
S. KIM LEECH								
Effective Salary								20,800
Mileage Reimbursement								IRS Rate
SS Offset								1,591
Medical Deductible								
Professional Development								2,400
Other								
TRISH LISA, ASSOCIATE PASTOR								
Effective Salary					39,000	36,344		
Mileage Reimbursement					2,500	2,000		
SS Offset								
Medical Deductible								
Professional Development					1,500	1,500		
Other					3,500	1,500		
ERIC LOHE, PASTOR								
Effective Salary				44,000	37,000	37,000	38,800	40,300
Mileage Reimbursement				2,000	2,000	2,000	2,500	2,500
SS Offset					3,000	3,000	3,200	3,300
Medical Deductible					500	500	750	750
Professional Development				1,000	1,000	1,000	1,500	1,500
Other					500	500	2000	2000
DONNA MADEWELL, CLP								
Effective Salary							26,265	
Mileage Reimbursement							2,500	
SS Offset								
Medical Deductible							1,050	
Professional Development							1,000	
Other							1,250	
ROBERT MADSEN, PASTOR								
Effective Salary							52,400	50,422
Mileage Reimbursement							3,000	2,000
SS Offset							0	3,978
Medical Deductible							3,000	3,000
Professional Development							1,000	1,000
Other							164	
JOAN MALICK, EXECUTIVE PASTOR/HOS								
Effective Salary								
Mileage Reimbursement								
SS Offset								
Medical Deductible								
Professional Development								
Other								
DEBBIE MANSELL								
Effective Salary					15,600	15,600		
Mileage Reimbursement								
SS Offset								
Medical Deductible								
Professional Development								
Other								
WILLIAM FRANKLIN MANSELL III, PASTOR								
Effective Salary				46,850	48,256	50,143	51,573	52,605
Mileage Reimbursement				2,500	2,500	3,000	3,300	3,300
SS Offset				3,431	3,539	3,835	3,945	4,024
Medical Deductible				1,640	1,930	2,006	2,063	2,104
Professional Development				1,000	1,000	1,200	1,200	1,200
Other					1,000	1,000	1,250	1,250

NAME OF PASTOR, POSITION	2000	2001	2002	2003	2004	2005	2006	2007
SANDRA MARTIN, CLP								
Effective Salary							19,076	27,750
Mileage Reimbursement							5,000	5,000
SS Offset							1,431	1/2 SS Tax
Medical Deductible								
Professional Development							1,000	1,000
Other								
FELIPE MARTINEZ, ASSOCIATE EXECUTIVE PRESBYTER								
Effective Salary				21,387	43,524	47,277	54,875	56,521
Mileage Reimbursement				750	1,500	1,500	1,500	1,500
SS Offset								
Medical Deductible				855	1,741	1,891.08	2,195	2,261
Professional Development				1,250	2,500	1,250	1,250	1,250
Other								
STEVEN MATTHIES, ASSOCIATE PASTOR								
Effective Salary			50,000	51,000	52,530	52,530	54,894	56,541
Mileage Reimbursement					2,500	2,500	2,500	2,500
SS Offset								
Medical Deductible			1,500	1,500	1,488	1,746	1,886	1,998
Professional Development			1,200	1,000	1,000	1,000	1,000	1,000
Other			1,200	1,500	1,500	2,300	2,300	2,300
ROBERT MCAULAY								
Effective Salary			26,053	26,053				
Mileage Reimbursement			IRS Rate	IRS Rate				
SS Offset								
Medical Deductible								
Professional Development			1,000	1,000				
Other								
GLENN MCDONALD, PASTOR								
Effective Salary	101,341	105,395			120,916	125,511	129,440	133,157
Mileage Reimbursement	3,500	3,500				2,500	2,500	2,500
SS Offset								
Medical Deductible	3,040	942			2,652	2,730	2,699	3,995
Professional Development	1,000	1,000			1,000	1,000	1,000	1,000
Other	1,350	1,350						
CARRIE JO MILLER, CLP								
Effective Salary					17,100	17,100	19,000	19,570
Mileage Reimbursement					IRS Rate	IRS Rate	IRS Rate	IRS Rate
SS Offset								
Medical Deductible								
Professional Development							1,500	1,500
Other								
CHERYL MONTGOMERY, DESIGNATED PASTOR								
Effective Salary							47,000	
Mileage Reimbursement							2,500	
SS Offset								
Medical Deductible							1,880	
Professional Development							1,000	
Other							250	
RUTH CHADWICK MOORE, ASSOCIATE PASTOR								
Effective Salary				37,768	38,523	39,679	40,869	45,704
Mileage Reimbursement				IRS Rate	IRS Rate	IRS Rate	IRS Rate	IRS Rate
SS Offset				2,889	2,947	3,035	3,127	3,496
Medical Deductible				1,511	1,541	1,587	1,635	1,828
Professional Development				1,000	1,000	1,000	1,000	1,000
Other				800	800	800	800	800
LARRY MOSLENER, ASSOCIATE PASTOR								
Effective Salary				48,250	49,215	50,691	52,212	55,609
Mileage Reimbursement				IRS Rate	IRS Rate	IRS Rate	IRS Rate	IRS Rate
SS Offset				3,692	3,765	3,878	3,994	4,254
Medical Deductible				1,500	1,541	2,028	2,088	2,224
Professional Development				1,000	1,000	1,000	1,000	1,000
Other				800	800	800	800	800
RONALD NAYLOR, PASTOR								
Effective Salary	67,872	70,052	72,154	74,319	76,549	80,376	83,189	85,685
Mileage Reimbursement	IRS Rate	IRS Rate	IRS Rate	IRS Rate	IRS Rate	IRS Rate	IRS Rate	IRS Rate
SS Offset	5,233	5,359	5,520	5,685	5,856	6,149	6,364	6,555
Medical Deductible	2,209	2,269	2,330	3,200	3,296	3,461	3,582	3,690
Professional Development		1,000	1,500	1,500	1,500	1,500	1,500	1,500
Other								

NAME OF PASTOR, POSITION	2000	2001	2002	2003	2004	2005	2006	2007
STEPHEN P. OGLESBEE, PASTOR								
Effective Salary	48,305	50,533	52,628	54,220	55,463	57,235	58,968	61,365
Mileage Reimbursement	2,500	3,300	3,472	3,900	3,900	4,500	4,500	4,000
SS Offset	3,695	4,186	4,630	4,469	4,243	4,381	4,511	4,695
Medical Deductible	1,500	2,000	2,000	2,000	2,000	2,000	2,360	2,455
Professional Development	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Other					3,000	3500	3500	3500
CURTIS PAGE, PASTOR								
Effective Salary			68,800	72,800	74,000	76,200		
Mileage Reimbursement			3,000	3,000	3,000	3,000		
SS Offset			5,340	5,450	5,450	5,450		
Medical Deductible			2,500	2,500	2,500	2,500		
Professional Development			2,000	2,000	2,000	2,500		
Other			3,451	3,290	3,437	3,589		
ALAN PAREIS, INTERIM PASTOR								
Effective Salary							36,012	36,012
Mileage Reimbursement							31,057	31,057
SS Offset								
Medical Deductible							4,500	4,500
Professional Development							1,000	1,000
Other								
JOHN STEPHEN PARK, ASSOCIATE PASTOR								
Effective Salary	47,500							
Mileage Reimbursement	3,200							
SS Offset								
Medical Deductible	663							
Professional Development	1000							
Other	325							
L. BRYANT PARKER, PASTOR								
Effective Salary								60,000
Mileage Reimbursement								5,000
SS Offset								4,590
Medical Deductible								
Professional Development								2,000
Other								2,500
JOHN PAULSON, CLP								
Effective Salary			18,500	18,500		30,030	31,231	
Mileage Reimbursement						IRS Rate	IRS Rate	
SS Offset								
Medical Deductible								
Professional Development			500	500		500	500	
Other			250	750		750	750	
LEONEL PECH								
Effective Salary								
Mileage Reimbursement								
SS Offset								
Medical Deductible								
Professional Development								
Other								
LINDA E. PHILABAUN, PASTOR								
Effective Salary		31,265	32,500	34,190	34,674	35,238	39,000	41,422
Mileage Reimbursement		2,500	2,500	2,500	2,500	2,500	2,500	2,500
SS Offset								
Medical Deductible							1,560	348
Professional Development		1,000	1,000	1,000	1,000	1,000	1,000	1,000
Other		500	500	500	500	500		
DONNA POLLARD, CLP								
Effective Salary								
Mileage Reimbursement								
SS Offset								
Medical Deductible								
Professional Development								
Other								
JAMES RILEY, ASSOCIATE PASTOR								
Effective Salary								
Mileage Reimbursement								
SS Offset								
Medical Deductible								
Professional Development								
Other								

NAME OF PASTOR, POSITION	2000	2001	2002	2003	2004	2005	2006	2007
ROBERT (MICK) SAUNDERS, CLP								
Effective Salary							22,140	22,144
Mileage Reimbursement							2,500	2,500
SS Offset								
Medical Deductible								
Professional Development							1,000	1,000
Other								
GRETCHEN SCHNEIDER, PASTOR								
Effective Salary							46,500	
Mileage Reimbursement							2,500	
SS Offset								3,557
Medical Deductible							1,860	
Professional Development							1,000	
Other							330	
GALEN SCHWARZ, ASSOCIATE PASTOR								
Effective Salary	44,362	45,168	49,523	51,009	52,028	53,590	54,126	55,749
Mileage Reimbursement	6,200	6,200	3,200	3,000	3,000	3,000	3,200	3,200
SS Offset								
Medical Deductible	1,830	1,831	1,985	2,040	2,081	2,045	2,165	2,230
Professional Development	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Other	300	300	300	300	500	500	500	500
TIM SHAPIRO								
Effective Salary						100,000	106,000	
Mileage Reimbursement								
SS Offset								
Medical Deductible								
Professional Development								
Other								
SCOTT SHELTON, ASSOCIATE PASTOR								
Effective Salary	43,998	46,550			52,856	56,027	58,395	60,635
Mileage Reimbursement	1,500	1,500			1,500	1,500	1,500	1,500
SS Offset								
Medical Deductible	1,320	1,337			1,586	1,726	1,797	1,819
Professional Development	1,000	1,000			1,000	1,000	1,000	1,000
Other	1,450	1,450			250	250	250	250
LAURA M. SHERWOOD, PASTOR								
Effective Salary						36,900	36,900	37,000
Mileage Reimbursement						400	400	400
SS Offset						2,830	4,025	4,025
Medical Deductible						385	385	385
Professional Development						500	500	500
Other						1,200	1,200	1,200
DAVID R. SMITH, PASTOR								
Effective Salary	31,121	33,197	36,099	37,543	40,974	42,408	43,843	45,648
Mileage Reimbursement	2,500	2,500	2,500	2,500	2,500	2,658	2,800	Full
SS Offset	2,381	2,540	2,762	2,872	3,135	3,244	3,358	3,492
Medical Deductible	1,005	1,072	1,083	1,126	1,229	1,696	1,756	1,826
Professional Development	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Other								
R. PATRICK SMITH, ASSOCIATE PASTOR								
Effective Salary							74,000	76,240
Mileage Reimbursement							1,500	
SS Offset								
Medical Deductible							2,220	2,215
Professional Development							1,000	
Other							1,700	
FABIO SOCARRAZ, CLP								
Effective Salary							33,000	
Mileage Reimbursement								
SS Offset								
Medical Deductible							1,320	
Professional Development							500	
Other								
SCOTT SOLEATHER, PASTOR								
Effective Salary	39,496	42,656	42,656	42,656	42,656	43,510	43,510	46,510
Mileage Reimbursement	2,500	2,700	2,700	2,700	2,700	2,700	3,375	3,375
SS Offset	3,021	3,263	3,263	3,263	3,263	3,328	3,329	3,329
Medical Deductible	1,185	1,280	1,280	1,280	1,280	1,306	1,306	1,306
Professional Development	1,000	1,000	2,000	2,000	2,000	2,000	1,000	1,000
Other								

NAME OF PASTOR, POSITION	2000	2001	2002	2003	2004	2005	2006	2007
ERIK SPENCER, INTERIM PASTOR								
Effective Salary	31,143	31,143	32,077	34,277			43,335	40,518
Mileage Reimbursement	2,500	2,500	2,500	2,500			2,000	2,000
SS Offset								
Medical Deductible	1090	1,090	1,165	1,200			2,000	2,000
Professional Development	1,000	1,000	1,000	1,000			1,800	1,800
Other	1,000	250	250	250			1,000	1,000
JAMES SPLITT, CO-PASTOR								
Effective Salary						28,571	28,572	29,429
Mileage Reimbursement						2,500	2,500	2,500
SS Offset						2,891	2,186	2,251
Medical Deductible								
Professional Development						1,200	1,200	1,200
Other						337		75
KATHLEEN SPLITT, CO-PASTOR								
Effective Salary						28,571	28,572	29,429
Mileage Reimbursement						2,500	2,500	2,500
SS Offset						2891	2185.71	2251.29
Medical Deductible								
Professional Development						1,200	1,200	1,200
Other						337		75
DANIEL SUTHERIN, PASTOR								
Effective Salary		40,000	41,200	43,260	44,460	45,350	45,350	45,350
Mileage Reimbursement		2,600	2,600	2,600	2,600	2,600	2,600	2,600
SS Offset		3,000	3,090	3,245	3,410	3,470	3,489	3,489
Medical Deductible		1,500	1,500	1,500	1,600	1,600	1,600	1,600
Professional Development		1,000	1,000	1,000	1,000	1,000	1,000	1,000
Other		300	500	500	500	500	500	500
T. ALAN THAMES, PASTOR								
Effective Salary	46,465	47,115	50,211	50,500	52,000	52,310	55,300	52,000
Mileage Reimbursement	2,500	2,400	2,400	2,500	2,500	2,500	2,500	2,400
SS Offset								
Medical Deductible	2,000	2,000	2,070	2,567	2,850	2,910	1,500	1,500
Professional Development	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000
Other				500	500	500	500	500
HAL THOMAS, PASTOR								
Effective Salary	40,958	42,187	43,453	44,105	44,105	44,987		44,987
Mileage Reimbursement	2,500	2,500	2,500	2,500	2,500	2,500		2,500
SS Offset								
Medical Deductible	2,119	2,119	2,119	2,175	2,175	2,175		2,175
Professional Development	1,000	1,000	1,000	1,000	1,000	1,000		1,000
Other	200	200	200	200	200	200		200
JOHN THOMAS, VALIDATED MINISTER								
Effective Salary	#####					106,063.64	106,063.64	112,427.46
Mileage Reimbursement								
SS Offset								
Medical Deductible								
Professional Development								
Other								
TERI THOMAS, PASTOR								
Effective Salary			75,000	77,250	78,795	81,158	83,594	87,355
Mileage Reimbursement			IRS Rate	IRS Rate	IRS Rate	IRS Rate	IRS Rate	IRS Rate
SS Offset			5,362.50	5,909	6,028	6,209	6,395	6,683
Medical Deductible			1,900	1,500	3,152	3,246	3,344	3,494
Professional Development			1,500	1,500	1,000	1,000	1,000	1,500
Other			750	750	800	800	800	800
DENA VITTORIO, PASTOR								
Effective Salary						34,500	37,900	39,227
Mileage Reimbursement						1,000		
SS Offset								
Medical Deductible								
Professional Development						500		
Other								
MELODIE WAGER, PASTOR								
Effective Salary							37,710	38,891
Mileage Reimbursement							48	50
SS Offset							2,000	2,000
Medical Deductible							500	500
Professional Development							2,000	2,000
Other								

NAME OF PASTOR, POSITION	2000	2001	2002	2003	2004	2005	2006	2007
RACHEL WANN, PASTOR								
Effective Salary						35,950		
Mileage Reimbursement						800		
SS Offset								
Medical Deductible								
Professional Development						1,000		
Other								
JAMES WOOTEN, PASTOR								
Effective Salary			96,500					
Mileage Reimbursement								
SS Offset								
Medical Deductible			100					
Professional Development			3,325					
Other								
GARY ZIEGLER, PASTOR								
Effective Salary	71,507	76,000	78,469	81,012	88,875	93,459	96,093	
Mileage Reimbursement	3,193	2,875	2,875	2,875	1,875	2,875	2,875	
SS Offset								
Medical Deductible	3,261	3,396	3,497	3,497				
Professional Development						1,150	1,150	
Other	1,138	1,150	1,150	1,150	1,150			
PETER ZINN, PASTOR								
Effective Salary								
Mileage Reimbursement								
SS Offset								
Medical Deductible								
Professional Development								
Other								