

WHITEWATER VALLEY PRESBYTERY
Stated Assembly Meeting DOCKET
Wednesday, May 1, 2024
First Presbyterian Church, Muncie
LIVE INTO HOPE

GATHERING THE ASSEMBLY

Call to Worship and Order

Rev. Charlotte Lohrenz, Moderator

Welcome from the Host Pastor

Rev. Daren Hoffman

Opening Prayer

Let us pray . . . **Live into hope!**

Declaration of a Quorum

Rev. Terry Epling, Stated Clerk

Adoption of the Docket

Hymn #772

Live Into Hope

Transitional Lead Presbyter Report

Rev. Dr. Erin McGee

Stated Clerk Report and Consent Agenda

Rev. Terry Epling

Assembly Minutes, February 24, 2024

Financial Statements, December 2023 and March 2024

Commission Reports

Session Records Review

THE WORD FOR THE ASSEMBLY

Scripture

Old Testament Scripture: Isaiah 61:1-3

New Testament Scripture: Luke 4:16-20

Interpretation of the Word.

Reach It!

Rev. Jonathan Reinink

RESPONSE OF THE ASSEMBLY

Overture to General Assembly Proposal

Rev. Kevin Boyd

Affirmation of Faith

Ruling Elder Ron Snow, Vice Moderator

Adapted from the *Confession of Belhar*

One: Let us now affirm our hope and trust in God by declaring together in one voice

All: We believe that God has entrusted the church with the message of reconciliation in and through Jesus Christ. We believe that the church is called to be the salt of the earth and the light of the world. We believe that the church is called blessed because it is a peacemaker.

We believe that the church is witness both by word and by deed to the new heaven and the new earth in which righteousness dwells. Amen.

Commission Reports

Coordinating Council Commission

Amistad Recommissioning

Rev. Deb Mitchell

Personnel Committee – TLP Job Description Update

Rev. Trish Lisa

Community Engagement – Invitation for Indy PRIDE

Ruling Elder Jenni Heimach

Prayer of Dedication

Vice Moderator Snow

Gracious and loving God, we come before You with hearts full of thanksgiving. You have blessed us abundantly with resources—both financial and in personnel—that enable us to carry out Your work in this world. Help us to use Your gifts wisely and teach us to share them generously as we seek to extend Your kingdom here on earth. It is in Your holy name that we dedicate our resources and our efforts. Amen.

Commissioning to General Assembly

Moderator Lohrenz

As many of you as were baptized into Christ have clothed yourselves with Christ, **There is no longer Jew or Greek, there is no longer slave or free, there is no longer male and female, for all of you are one in Christ Jesus.** We are called by God to be the church of Jesus Christ, a sign in the world today of what God intends for all humankind. . . . God has called you to particular service as commissioners to the General Assembly. Show your purpose by answering these questions:

- Who is your Lord and Savior? **Jesus Christ is my Lord and Savior.**
- Will you be Christ's faithful disciple, obeying his word and showing his love? **I will.**
- Do you welcome the responsibility of this service because you are determined to follow the Lord Jesus, to love neighbors, and to work for the reconciling of the world? **I do.**
- Will you serve the people with energy, intelligence, imagination, and love, relying on God's mercy and rejoicing in the power of the Holy Spirit? **I will, with God's help.**

To the gathered Assembly:

- Do we, members of Whitewater Valley Presbytery, accept these our commissioners to General Assembly chosen by God through the voice of the church, to guide us in the way of Jesus Christ? **We do.**
- Do we promise to support and encourage them as they seek to fulfill their responsibilities in this ministry? **We do.**

Unison Prayer

Almighty God, in Jesus Christ you called disciples and, by the Holy Spirit, made them one church to serve you. Be with the members of the General Assembly. Help them to welcome the new things you are doing in the world and to respect the old things you keep and us. In their deliberation, being what is best for us and all people. As they meet, let your Holy Spirit guide so that the whole church may be joined in love and service to Jesus Christ, who, having gone before us, is coming to meet us in the promise of your kingdom. Amen.

Commission on Ministry

Ruling Elder Sandra Shearer

Beginnings

Tyler Brinks to Bridge Pastor, Springhill and Kingston, Greensburg
Katherine Rieder to Interim Pastor, First, New Castle (Renewed)
Ye In Park, to Designated Associate Pastor, Korean of Indianapolis
Kelly Jepson to Pastor, John Knox, Indianapolis

Conclusions

David Park from Pastor, Korean of Indianapolis
Shannon Burford from Pastor, Springhill and Kingston, Greensburg
Shelly Wood from Pastor, Orchard Park, Carmel
Kemper Huber from Interim Pastor, New Hope, Fishers
Beth Wagner from Interim Pastor, John Knox, Indianapolis

Anniversaries of Ordination

William Enright	1/23/1963	61
(anniversary missed in last year's report)		
Melodie Carter Wager	4/30/1989	35
George R. Jackson	5/7/1954	70
Arthur C. Whitaker	5/31/1964	60
L. Vern Farnum	5/13/1979	45
Elsworth W. Morack	6/28/1964	60
David Sooho Bae	6/17/1974	50
Theodore M. Dorman	6/10/1984	40
James Windsor Riley	6/24/1979	45
Michael L. Lindvall	7/14/1974	50
Martin Garcia	7/10/1994	30
Eleanor H. Alexander	7/22/1979	45

Commission on Preparation for Ministry

Rev. Rex Espiritu

Receiving a Candidate Under Care: Sandy Garcia

- Do you believe yourself to be called by God to the ministry of Word and Sacrament also known as Teaching Elder? **I do.**
- Do you promise in reliance upon the grace of God to maintain a Christian character and conduct, and to be diligent and faithful in making preparation for this ministry? **I do.**
- Do you accept the proper supervision of the presbytery in matters that concern your preparation for ministry? **I do.**
- Do you desire now to be received by this presbytery as a candidate for the ministry of Word and Sacrament in the Presbyterian Church (USA)? **I do.**

To the gathered Assembly:

- Do we promise to support and encourage Sandy as she seeks to fulfill her responsibilities and continue to discern God's call as a candidate for the ministry of Word and Sacrament in the Presbyterian Church (USA) **We do.**

Scripture: 1 Timothy 4:7b-12

Unison Prayer

God of prophets and apostles, you have chosen leaders to train your people in the way of Jesus Christ. We thank you that in our day you are still claiming men and women for special work within the church. As Sandy has dedicated herself to you, let us pledge ourselves to her, so that, surrounded by affection and hope, she may grow in wisdom, mature in love, and become a faithful worker, approved by Jesus Christ our Lord. Amen.

Other business

Sacrament of the Lord's Supper

Rev. Daren Hoffman

Invitation to the Table

Great Prayer of Thanksgiving

One: The Lord be with you.

All: And also with you.

One: Lift up your hearts.

All: We lift them to the Lord.

One: Let us give thanks to the Lord our God.

All: It is right to give our thanks and praise.

Lord's Prayer

Words of Institution

Serving the Bread and Cup

Prayer after Communion

Holy God, giver of wine and bread, send us from your table in confidence that we are your own children, born of your Spirit, fed at your table, filled with your grace, sent to speak your truth and offer your love to the world, in Christ's name. Amen.

Hymn #79

Light Dawns on a Weary World

THE ASSEMBLY IS SENT TO SERVE

Charge and Benediction

Adjourn

12:00 LUNCH - Conversations on Hope

FUTURE ASSEMBLIES

Saturday, August 3, 2024, Virtual Gathering

Wednesday, November 6, 2024, Faith Presbyterian Church, Indianapolis

**Presbytery of Whitewater Valley
Stated Assembly Meeting,
Saturday, February 24, 2024
MINUTES**

CONVENING THE MEETING**Call to Order**

Whitewater Valley Presbytery met by Zoom video conference for a stated meeting on Saturday, February 24, 2024. The Moderator, Rev. Charlotte Lohrenz, called the meeting to order at 10:00 a.m.

Opening Prayer

The Moderator opened the meeting with prayer.

Adoption of the Docket

The Docket was provided electronically in advance of the meeting. The Moderator called for amendments to the proposed docket. There being no amendments, the docket was approved by consent.

New Business

The Moderator instructed presbyters to submit items of new business to the Stated Clerk by 10:30 a.m. for consideration later in the gathering.

Quorum

The Stated Clerk, Rev. Terry Epling, confirmed that a quorum was present. The attendance report is included at the end of these minutes. [ADDENDUM I]

Consent Agenda

The Stated Clerk introduced the items included in the consent agenda.

The minutes of the November 1, 2024, Stated Assembly were approved without amendment.

A report from the Coordinating Council Commission was received for entry into the record. [ADDENDUM II]

Committee on Representation

The Committee on Representation reported the resignation of Vice-Moderator Jason Knapp and recommended the election of Ruling Elder Ron Snow as Vice Moderator of the Presbytery. There were no nominations from the floor. Presbytery approved the election by acclamation. Mr. Snow was installed to the office with prayer.

Following the installation ceremony, Presbytery sang *Let Us Build a House, All Are Welcome*.

Commission on Ministry

Ruling Elder Sandra Shearer, Moderator of the Commission on Ministry moved the commission's recommendation that Presbytery adopt the policy *Ministry Together* and include it in the Presbytery's *Manual of Administrative Operations*. [ADDENDUM III]

Following an opportunity for discussion, presbyters voted using the electronic poll feature of Zoom. The policy was adopted.

Confession and Assurance of Forgiveness

Moderator Lohrenz led presbyters in a moment of confession of sin and assured us of the forgiveness and mercy of God.

Bearing Witness to God's Word

The Rev. Dr. Erin McGee, Transitional Lead Presbyter, read Hebrews 10:24-25 and preached a sermon titled *God's Community of Whitewater Valley Presbytery*.

Transitions Within the Presbytery

COM Moderator Sandra Shearer reported the following transitions within the Presbytery since our last Assembly.

1. Beginnings

Rev. Dr. William [Bill] Smutz to Interim Pastor, Tabernacle Presbyterian Church, Indianapolis

2. Conclusions

Rev. Dr. Kevin Buchanan from Interim Pastor, Grace Presbyterian Church, Fort Wayne

3. Ordination Anniversaries (July to September)

Winterbourne L. Harrison-Jones	10 years
Jonathan Herman Reinick	10 years
Sara Ann Hayden	15 years
Carol F. Johnson	45 years
Glenn McDonald	45 years
Quinton N. Small	60 years

Ordination Examination

Moderator Lohrenz introduced Ye In [Paul] Park, a Certified Candidate under care of the Presbytery and First Presbyterian Church, Fort Wayne. Mr. Park was presented with a call as Designated Associate Pastor of Korean Presbyterian Church of Indianapolis. He was examined for membership and goodness of fit by the Commission on Ministry. His statement of faith was distributed electronically with the call papers.

The Moderator opened the floor for examination for ordination and invited COM Moderator, Sandra Shearer, to ask the first question. There were ten (10) questions from the floor.

A motion was made, seconded, and approved to arrest the examination.

The Moderator put the question, shall the examination be sustained and the candidate approved for ordination, and invited discussion. There was no discussion. The motion was approved by electronic poll without dissent.

Mr. Park was welcomed and congratulated. Having been approved for ordination and installation, he will be ordained and installed by the Presbytery on April 14, 2024, at Korean Presbyterian Church of Indianapolis by a commission of the presbytery to be appointed by the Moderator.

Rev. Youngsoo An, Associate Pastor, First Presbyterian Church, Fort Wayne, prayed a prayer of thanksgiving and blessing.

Stated Clerk Report

Statistics

The Rev. Terry Epling, Stated Clerk, thanked the Clerks of Sessions for their faithful reporting of annual statistics. The Presbytery statistical report is included in these minutes. [ADDENDUM IV] Rev. Epling reported a net loss in membership of 373 in 2023. He highlighted that congregations also reported 1,491 Friends of the Congregation encompassing regular participants who have not become members, a growing population in some congregations.

Session Records Review

The Clerk reported dates for Session Records Reviews in March at four locations.

Smock Foundation

The Clerk reported correspondence from the Smock Foundation regarding its 2023 grantmaking including nearly \$900,000 in grants awarded in Indiana of which \$314,000 was awarded in Whitewater Valley Presbytery. Administrative costs were only \$41,000. The endowment is now nearly \$17,000,000. Ruling Elder Steve Wisner, First Presbyterian Church, Fort Wayne, is the Distribution Advisory Committee chair. The Rev. Bob Heimach and Ruling Elder Lisa Crismore are members of the committee. Ruling Elder Suzanne Rowe, First Presbyterian Church, Fort Wayne, is the Administrator. [ADDENDUM V]

Transitional Lead Presbyter Report

The Rev. Dr. Erin McGee, Transitional Lead Presbyter, reported on her first two months of service in the Presbytery.

Prayer of Dedication

The Rev. Terry Epling, Stated Clerk prayed a prayer of dedication of our work.

Adjournment

There being no further business, the Moderator declared, without objection, that the meeting would be adjourned with the closing hymn.

The next stated meeting was announced for Wednesday, May 1, 2024, at First Presbyterian Church, Muncie.

The benediction was given by the Rev. Lohrenz.

The assembly was adjourned with the closing hymn *Jesus, Be With Us* at 11:25 a.m.

Rev. Terry L. Epling, Stated Clerk

ATTENDANCE ROLL [ADDENDUM I]

Location	Church Name	Commissioner/s
Anderson	First	Carol Wolfe
Avon	White Lick	Annetta Davis Virginia Sheets
Bluffton	First	Ted Smith
Boggs town	Boggs town	
Brookville	Mount Carmel	
Clayton	Clayton	
Connersville	First	Fred Sess
Edinburg	First	Lois Steel
Elwood	First	
Fishers	New Hope	Carolyn Kendall
Fort Wayne	United Faith	
Fort Wayne	Grace	Cynthia Bowers
Fort Wayne	First	Carolyn Krebs Marj Sapp Sandy Shearer
Fort Wayne	Trinity	
Franklin	First	
Greensburg	First	Darleen Fox
Greensburg	Kingston	
Greensburg	Springhill	
Greenwood	Greenwood	Judith Lovejoy Geraldine Sullivan-Clark
Hartford City	First	Dan Borgenheimer
Indianapolis	Korean	
Indianapolis	Irvington	Lynda Dunlevy T. J. Hengst
Indianapolis	Second	Rebecca Hagarty Ron Snow
Indianapolis	Fairview	Rick Bogigian
Indianapolis	Northminster	Jeff Schmahl
Indianapolis	Tabernacle	Dan Hursh
Indianapolis	Orchard Park	James Burnett Pat Cowall-Hanover Cynthia Muse Dan Muse
Indianapolis	Faith	Susan Pfeil Davidsen
Indianapolis	Southminster	
Indianapolis	John Knox	Patricia McKinnon Robert Wistendahl
Indianapolis	First Meridian Heights	
Indianapolis	Witherspoon	
Jonesboro	First PC of Grant County	
Knightstown	Bethel	Samuel Frost

Lewisville	First	
Liberty	First	
McCordsville	Christ	Jill Lyon
Muncie	First	Alleen Howard
		Michelle Kaitchucl
		Jerald Wire
Muncie	St Andrew	Sue Brose
New Castle	First	
Noblesville	First	Jeffrey Nickloy
Ossian	First	
Portland	First	Mary McCord
Richmond	First	
Richmond	Reid Memorial	
Rushville	Trinity	Larry Scott
Rushville	First	
Shelbyville	First	Mike Whitfield
		Dawn Whitfield
Tipton	First	
Westfield	Crossroads	Cindy Rouse-Baird
Winchester	Winchester	
Zionsville	Zionsville	Barry Sumner
		James Cochrane
		Catherine Coscia
		Jane Burgess
		Amanda Stricker
		Sharon Pierce

Minister Member	Present	Minister Member	Present
Eleanor H. Alexander		Ramona L. Dale	X
Robert A. Amon		Henry S. Date	
Youngsoo An	X	Dennis R. Davenport	
Sharon Azbell		Benjamin Davison	
David Sooho Bae		Jeremy L. Deck	
Kevin G. Bausman		Janet M. DeVries	
Warren Glen Bell	X	Sara Ann Dingman	
David A. Berry		Theodore M. Dorman	
Kevin Boyd	X	Sara Biggs Dorrien-Christians	
Beau Brown	X	Lee A. Dorsey	
Shannon R. Burford		Kevin A. Doty	
David A. Chaddock		Donald R. Durrett	
William Bennett Christians		Edwin Dykstra	
Robert B. Clark		Janet L. Dykstra	
Judith A. Cook		Steven J. Ebling	
Merrill S. Cook		William G. Enright	
Shawn Michael Coons	X	Anne Bain Epling	X
Elinor Dale		Terry Epling	X

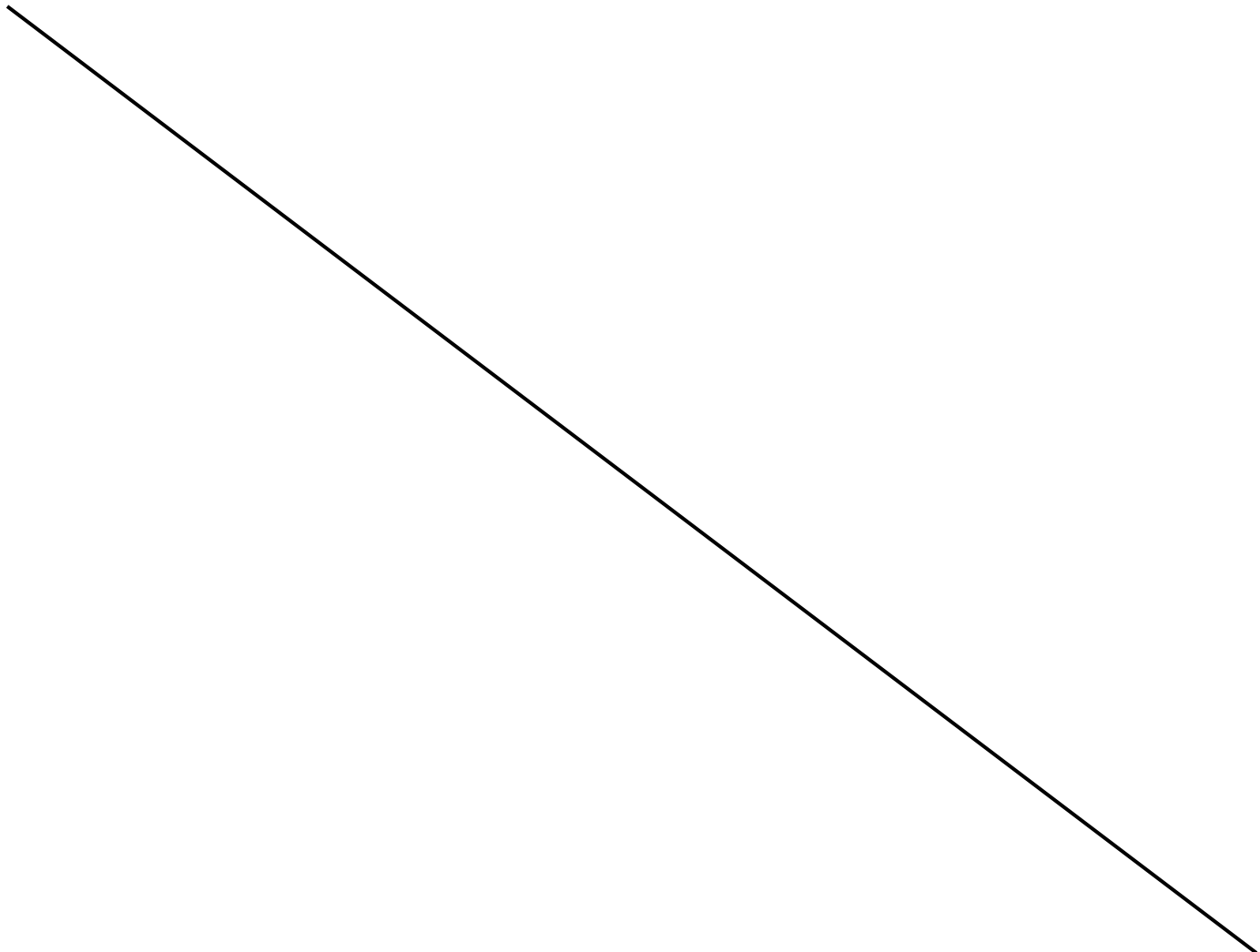
M. Rex Espiritu	X	Donald R. MacPherson	
Lyle James Ewing		Joan Bradner Malick	
L. Vern Farnum	X	Raymond J. Marquette	
Pam Fischer	X	Robert B. McAulay	
Scott Fischer	X	Alan J. McCraine	
Jillian Flynn		Roger A. McDaniel	
Laurence John Gable		Glenn McDonald	
Eric Gale	X	Alice McDowell	X
Martin Garcia	X	Erin McGee	X
Joy Bilger Goehring	X	Amy Mildenberg	
Lydia Grace Gray	X	Deborah Stark Mitchell	X
Elizabeth K. Hall		James N. Montgomery	
Karel A. Hanhart	X	Ruth Chadwick Moore	X
Winterborne L. Harrison-Jones		Elsworth W. Morack	
Sara Anne Hayden		Mark Edward Morningstar	X
Robert Heimach		Hendrik Frederick Mulder	
Christopher Henry		Maxwell Muska	X
Karen Anne Herbst-Kim	X	Ronald Naylor	
DuWayne Hintz		David F. Noble	
Daren James Hofmann	X	Kathleen O'Connell	X
Nancy A. Howard	X	Kimberly S. Olson	
Kemper John Huber		Alan V. Pareis	
Joyce Hunn		David Moon Park	
Robert Hunter		John Stephen Park	
Michael Glen Ireland		Barbara White Parker	
David E. Jackson		Grace Payne	
George R. Jackson		James Robert Pfeiffer	X
Jeffrey W. Jahn	X	Ann L. Pitman	
Peter F. Jessen	X	Patricia S. Reid	
David Blair Jewett		Jonathan Herman Reinink	X
Stanley C. Johnson		Katherine Lee Rieder	
Carol F. Johnston		James Windsor Riley	
Katie B. Johnston		Ronald Rockey	X
Kirk William Johnston		Anne L. Rose	
Won Ho Kim		Maria Lolita K. Rutland	
John Koppitch	X	Michael Samson	
Gary Lee Kornell		Gretchen S. Schneider	X
George F. LaMaster		Galen Luke Schwarz	
Karen Leigh Lang		Timothy S. Shapiro	X
Myungku Lee		Scott T. Shelton	
S. Kim Leech		Brian Sean Shivers	X
Michael L. Lindvall		Quentin N. Small	
Jennifer Lee Lipinski		David J. Smazik	
Trish Steede Lisa		Richard T. Smith	
Eric G. Lohe		Steven R. Smith	X
Charlotte Lohrenz	X	Carrie L. Smith-Coons	

Kelly Spencer		M. Elizabeth Wagner	X
Christina D. Starace		Robert A. Wauzzinski	
Paul R. Stone		Arthur C. Whitaker	
Daniel W. Sutherin		Shelly White Wood	
Taylor Alan Thames		Larimore K. Wickett	
Hal V. Thomas		Maureen Murtaugh Wilson	
Teri L. Thomas		Wallace F. Wilson	X
Terri Thorn		Carrie Winebrenner	X
Byung Sub Van		John Russell Wineman	
Madison Danielle VanVeelen	X	Laurie J. Wolcott	
Dena Vittorio		James S. Wolfe	
Garrett A. Vittorio Schindler		Elizabeth Wood	
Marena Faith Vittorio Schindler		Gary G. Ziegler	
Melodie Carter Wager		Peter S. Zinn	X

Commissioned Ruling Elder

Phil Votaw X

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ADDENDUM II

COORDINATING COUNCIL COMMISSION (CCC)
of
Whitewater Valley Presbytery

PURPOSE: The Coordinating Council Commission shall be to envision, facilitate, and evaluate the mission of the Presbytery and to administer its ongoing work. The CCC serves as the administrative body of the Presbytery. –*Whitewater Valley Presbytery, Coordinating Council Commission (CCC), Manual of Operations, Approved November 6, 2019.*

January 24, 2024 Meeting

Motion to elect Eric Herzog as Council Clerk. Approved.

Motion to elect Liz Kaznak-Hall as Council Vice Moderator. Approved.

Motion to approve 2024 Circle City Dinner Church (CCDC) budget as presented from CCDC Advisory Committee. Approved.

Receipt of Proposed Docket for February 24, 2024 Presbytery Assembly Meeting.

Receipt of Sexual Misconduct Policy from Commission on Ministry (COM). Motion for Council to approve (per recommendation of Presbytery counsel, Judy Woods). Approved. Sent to Assembly for final approval.

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Ministry Together

Minimum Requirements for Ministerial Relationships in the Presbytery of Whitewater Valley

Introduction

The relationship of a church and the ministerial staff of the church is unique. In the Presbyterian Church (U.S.A.) there is a three-way covenant between the clergy, the congregation and the presbytery. Clergy remain members of presbytery and through this relationship they are accountable to the Presbyterian Church (U.S.A.)

The relationship is also religious in nature and it is grounded in the beliefs of the Christian community. The relationships, and the policies which govern these relationships, arise from our mutual call to caring and concern for one another and God's requirement that we set by our example relationships of justice and grace for all the world. The church's employment practice "is rooted in our common call to glorify God, to make God more visible and more central in the processes of human community." (*A Theology of Compensation — A Study Paper*, 195th General Assembly) Thus, the way a church relates to its employees is a question of justice and a facet of the Great Ends of the Church wherein we are called to "the promotion of social righteousness; and the exhibition of the Kingdom of Heaven to the world."

Foundations of the Employment Relationship

(*Employment Guidance for PC(USA) Session and Session Personnel Committees*, Office of the General Assembly, Presbyterian Church U.S.A., 2021)

Congregations need healthy, thriving staff in order to be healthy and thriving themselves. Staff, in order to be healthy and thriving, need:

- Equitable and fair compensation and benefits
- Clear, honest, and up-to-date descriptions of their work
- Fair, regular, and consistent evaluation
- Employment policies that define the congregation's expectations and obligations
- Support for professional growth
- Recognition of achievements
- Safe and comfortable work environment

Congregations can make better decisions about budgets and staffing needs if they have a mission statement, vision, and/or set of goals to which they have agreed God is

calling them. Ideally, it will specify their gifts and skills and the way in which these currently intersect with their community.

Everyone, including clergy, needs a clear and specific job description that helps them understand how they are expected to spend their time and what they are expected to accomplish. It is not fair for someone to be given a poor performance evaluation if the congregation has not been clear about what it expects, nor is it fair, especially in the context of part-time agreements with pastors and other employees, to include responsibilities in the job description that exceed what can be accomplished within the position's prescribed total hours.

Job descriptions change over time and should be evaluated, modified and communicated on an annual basis.

Annual evaluations are necessary. They give both staff and the congregation the opportunity to affirm positive performance, correct problems, and recalibrate job expectations. These evaluations must be mutual in nature and their ultimate goal is to promote health and well-being within the covenant relationship.

The most important element in any employment decision is the shared understanding of mission — what God is calling to be done at this time and in this place.

The Role of the Presbytery

The Presbytery is an active participant in all calls and installations for installed pastors and provides approval and oversight in the creation of temporary pastoral relationships. The presbytery is the entity that dissolves an installed pastoral relationship after consultation with the pastor and congregation through a called congregational meeting. It also sets minimum standards to pastoral compensation, provides for transfer of pastors from other denominations, and oversees the process when they wish to be released from or no longer be engaged in pastoral ministry or when they wish to renounce jurisdiction. It prepares candidates for ministry, trains and commissions ruling elders to pastoral service, and provides for certified church service. Presbytery staff are always available to interpret *Book of Order* provisions related to employment and can make referrals to the appropriate denominational resources or staff when a congregation has a particularly challenging employment issue.

The Role of the Congregation

As the basic form of the church within the Presbyterian Church (U.S.A.) the congregation is the community through which God's people carry out the ministries of proclamation, sharing the Sacraments, and living in the covenant life with God and

each other. The members of a Presbyterian congregation put themselves voluntarily under the leadership of the session, which is responsible for guiding and governing the life of the congregation. However, they do retain some fundamental employment decisions, all with the counsel and approval of presbytery — calling an installed pastor, approving terms of call, installing a pastor, modifying terms of call as proposed by the session, and consenting or not consenting to a presbytery dissolving a pastoral relationship.

The Role of the Session

The session is a council of the Presbyterian Church (U.S.A.) and is the primary decision-making body in a Presbyterian congregation. The Book of Order organizes the duties and responsibilities of the session according to the tenets of the Reformed Church in our time with the responsibility to:

- Provide that the Word of God may be truly preached and heard,
- Provide that the Sacraments may be rightly administered and received and,
- Nurture the covenant community of the disciples of Christ.

As a council of the church the session is required to develop and implement a manual of administrative operations and a sexual misconduct policy and a child and youth protection policy.

The *Book of Order* includes a specific session responsibility for employment within the congregation. This includes the responsibilities for consultation and approval of the presbytery in matters concerning ministerial staff.

In all employment relationships the session must consider the following as employment responsibilities:

- Ensuring that the congregation has a shared mission that can be used to determine staff needs and create reasonable job descriptions.
- Adopting personnel policies that are aligned with Presbyterian polity and comply with applicable law.
- Overseeing and approving an annual evaluation of all church staff.
- Nourishing an environment in which the congregation, the session, the pastor, and all staff work with each other in a fellowship that promotes respect, safety, trust and love.

Minimum Requirements in the Presbytery of Whitewater Valley

**Presbytery of Whitewater Valley
COMMISSION ON MINISTRY
2024 MINIMUM COMPENSATION**

	2020	2021	2022	2023	2024
Minimum Salary and Housing	49,975	50,038	51,336	53,644	56,686
Minium – Manse/Utilities Provided	38,481	38,529	39,529	41,306	43,762
Prior Period Increase/Decrease	1,218	63	1,298	2,308	3,042

The Commission on Ministry requires:

1. A minimum salary plus housing allowance for pastors in the Presbytery of Whitewater Valley \$56,686 for 2024 (increase of \$3,042) **
2. If a manse and utilities are provided for pastor, the minimum cash salary is \$43,762
3. Accountable Plan – Mileage Reimbursement @ the IRS established rate – minimum \$2,800
4. Accountable Plan – Continuing Education Reimbursement – minimum \$,1500 *
5. 4 weeks Paid Vacation including 4 Sunday – 5 weeks/5 Sundays with 15 + years of experience
6. 2 weeks Paid Professional Development Leave
7. Board of Pensions Pastor’s Participation Benefits Plan (installed or contracted Teaching Elders)
8. Optional – Board of Pensions Minister’s Choice Benefits Plan with COM approval (for eligible Commissioned Ruling Elders or those in less than half-time service)
9. Moving Expenses (taxable benefit, if applicable)
10. Family Leave of at least 12 weeks as mandated by General Assembly

*Annual balance is cumulative for up to four (4) years (non-portable)

**Reflects an increase from the prior period

The following information was used to formulate the Minimum Compensation:

- The full-time median salary of PC USA pastors rose 3.5% for the subject reporting period. The Pastor Support Subcommittee of the Commission on Ministry uses 80% of the published median (\$67,100) to set the base compensation minimum for full-time pastors in the presbytery.

- The Board of Pensions of the Presbyterian Church (USA) annually tabulates the median and average effective salary information reported to it for minister members of the Benefits Plan who are serving U.S. congregations. The median salary is generally considered more representative than the average salary, since it is less influenced by very high or very low salaries.
- The Pastor Support Subcommittee applies an increase or decrease to the full-time median salary minimum using data provided by the Bureau of Labor Statistics (www.bls.gov) Consumer Price Index (CPI) – Midwest Urban Report. A 3-year rolling average is applied to the CPD reporting period to offset unusual spikes in the reported average. The data reflects an increase of 5.6% for the subject period.

FAMILY LEAVE POLICY

The covenant relationship between a congregation and its clergy is one that goes beyond the limits of secular employment. Just as a congregation looks to a pastor for spiritual and emotional support, so should a pastor be able to expect understanding, support, and generosity from his or her congregation in encountering personal responsibilities. The same sort of relationship should exist between the congregation and all of its employees. Therefore, in the spirit of love and service, it is important that a formal Family Leave policy be established for all church employees. The session may choose to extend this policy to all employees to accomplish this goal.

All pastors and other staff members, whether salary or hourly, who have been employed by the church at least six months and have accumulated at least 480 hours of service during those six months, may request family leave. Because family circumstances differ wildly, the church session (and personnel committee if so established) should be flexible and creative in meeting the needs of families involved. All family leave provides full compensation and benefits as applicable. In all cases, a person taking family leave must be able to return to his or her former position without penalty in seniority or compensation. The session may approve family leave for persons who do not meet the specific eligibility requirements as expressed in this policy.

The need for leave from church duties to care for family members may arise in many different circumstances. The birth or adoption of a child is one such circumstance. There also may be a time when leave is necessary to care for an older child, spouse or partner, aging or disabled parent, grandparent, or other relative for which they have responsibility. Family leave may also be needed to mourn a death in the family and to deal with circumstances arising from that death.

Total family leave combining the elements below may be taken for a maximum of twelve weeks (including Sundays) in any calendar year. As appropriate, it may be taken consecutively or in shorter segments. Family leave is not meant to replace or supplement personal or medical leave, vacation, or professional development leave. In other than emergency situations, family leave timing should be worked out in advance to allow for church planning. Pastoral leave must be approved by the session (or in communication to the Clerk of Session in an emergency situation with later session concurrence) or by a person designated by the session for non-pastoral staff.

Definition of Family

For the general purposes of this policy, family is defined as spouse/partner, child, parent, sibling, parent, stepparent, grandparent, grandchild, aunt, uncle, niece, or nephew whether related by blood, adoption, or marriage.

Parental Leave

In recognition and support of the church's commitment to family life and to the importance of early bonding with a child by the parents, pastors and other church employees who welcome a new child through birth or adoption may request family leave within the first calendar year of that child joining the family. Parents who adopt an older child are entitled to the same leave. When special circumstances make extended leave appropriate beyond twelve weeks, the session may approve such leave allowing the use of unused vacation to extend pay and benefits or, in the case of vacation time not being available, may grant leave beyond the required twelve weeks without pay or benefits for up to four consecutive weeks..

Family Care Leave

When a pastor or other church employee has a family member who needs assistance for reasons of physical or mental health or disability, the staff member may request family leave which may be approved consecutively or in shorter segments not to exceed a maximum of twelve weeks (including Sundays) in a calendar year. If additional leave is required by circumstances, the session may approve such leave allowing the use of unused vacation to extend pay and benefits or, in the case of vacation time not being available, may grant leave beyond the required twelve weeks without pay or benefits for up to four consecutive weeks.

Grief Leave

When a pastor or other church employee has a family member who dies, the staff member may request family leave. Family leave may also be requested to deal with circumstances arising from that death. The leave may be taken consecutively or in shorter periods in an amount not to exceed twelve weeks (including Sundays) in any calendar year. If additional leave is required by circumstances, the session may approve such leave allowing the use of unused vacation to extend pay and benefits or, in the case of vacation time not being available, may grant leave beyond the required twelve weeks without pay or benefits for up to four consecutive weeks.

Note

In all circumstances, family leave is per calendar year and not per incident.

The Congregation and Presbytery Roles

For staff other than the pastoral staff, the provision of family leave is the sole responsibility of the congregation through the governing authority and responsibility for care of the session. For pastoral staff, the provision of family leave is the primary responsibility of the congregation through the governing authority and responsibility for care of the session with the secondary assistance of the presbytery as necessary. As circumstances allow the presbytery may:

- assist the congregation in recruiting pulpit supply by any or all of the following:
Maintaining an accurate list of potential pulpit supply candidates and their current contact information,
- assist the congregation in contacting candidates and scheduling pulpit supply
- provide funding, if available, to reimburse the congregation for up to 50% of the cost of providing pulpit supply, including mileage reimbursement.
- create and maintain of a library of video sermons which may be utilized by congregations.

Pastoral care needs that arise during the time of family leave are the primary responsibility of the ruling elders in accord with their ministry of care for the congregation. In the event pastoral care needs arise that are beyond the capability of the ruling elders of a particular congregation, the presbytery staff is available to advise and assist.

Other Leave

The Presbyterian Church has always believed that a church staff member should also be an active and faithful citizen. Therefore, church staff members are eligible for paid leave in order to fulfill civic duties.

Jury Duty or Court Leave

A pastor or church staff member is eligible for up to two weeks of paid leave when summoned for jury duty. In unusual circumstances, that time may be extended by the session. Employees subpoenaed as witnesses or for cases related to work are also eligible for court leave. Court leave may not be used for personal business or because of alleged violation of the law by the employee. Employees who are compensated by a party to court action to serve as “expert” witnesses are not eligible for court leave. Employees are required to submit appropriate documentation concerning jury duty or court leave.

Time Off to Vote

A pastor or church staff member is eligible to up to three hours off with pay to vote as required in the state in which they are employed.

Sexual Misconduct Policy
for the Prevention of and Response to Instances of Sexual Misconduct

Article I. PREMISES OF THIS POLICY

Section 1.01 Theological Premises and Rationale. The theological principles that underlie this Policy include the following:

- a) To those called to exercise special functions in the church, special gifts are given. “[T]hose who undertake particular ministries should be persons of strong faith, dedicated discipleship, and love Jesus Christ as Savior and Lord. Their manner of life should be a demonstration of the Christian gospel in the church and in the world.” (See Presbyterian Church (U.S.A.) BOOK OF ORDER, G-2.0104.)¹
- b) God intends for the church to be a safe place for all to encounter God and grow into lives of service and fulfillment. We are called to be a holy community. “As the one who called you is holy, be holy yourselves in all your conduct.” (1 Peter 1:15) “Holiness is God’s gift to the church in Jesus Christ ... because in Christ the Church is holy, the Church, its members, and those in its ordered ministries strive to lead lives worthy of the Gospel we proclaim.” F.1.0302b
- c) God creates all persons in the image of God. (Genesis 1:27) The gospels tell of Jesus ministering to women, men, and children, teaching and healing all who came to him, treating them with dignity and respect. Throughout the scriptures, God calls us to honor the integrity of our neighbors and their personhood.
- d) God intends all persons to have worth and dignity in their relationships. We are one connected body, and when one part of the body is injured physically, emotionally, or spiritually, the entire body is rendered less than God intended. We are called together to responsible conduct in all aspects of life including human sexuality and to avoid conduct that violates another person’s wholeness and well-being. The scriptures witness to a God whose love brings about justice, mercy, and grace. The Church is called to express God’s love in concrete actions of compassion and healing for all God’s people.

Section 1.02 Responsible Use of Position and Power. Believing the witness of Scripture, Christ our Lord calls us to standards of responsible use of position and power. The intent of this Policy is to promote healthy relationships, create a safe environment for all God’s children, and provide protections for all, especially the most vulnerable in our midst. The basic principles of conduct guiding this policy are:

- a) Sexual misconduct is a violation of the role of pastors, employees, volunteers, counselors, supervisors, teachers, and advisors of any kind who are called upon to exercise integrity, sensitivity, and caring in a trust relationship. It breaks the covenant to act in the best interests of parishioners, clients, co-workers, and students. The ethical conduct of all who minister in the name of Jesus Christ is of

¹ Hereafter references to the Presbyterian Church (U.S.A.) are “PC(USA).”

vital importance to the Church, for through them, an understanding of God and the gospel's good news is conveyed.

- b) Sexual misconduct is a misuse of authority and power that breaches Christian ethical principles by misusing a trust relation to gain advantage over another for personal pleasure in an abusive, exploitative, and unjust manner. If the parishioner, student, client, or employee initiates or invites sexual content in the relationship, it is the pastor's, counselor's, officer's, or supervisor's responsibility to maintain the appropriate role and prohibit a sexual relationship.
- c) Sexual misconduct takes advantage of the vulnerability of persons who are less powerful to act for their own welfare, including children. It is antithetical to the gospel call to work as God's servant in the struggle to bring wholeness to a broken world. It violates the mandate to protect the vulnerable from harm.

Section 1.03 Breach of Christian Ethics and Violation of Trust. In all ministerial, pastoral, teaching, and other professional relationships within the church (such as but not limited to counselors and therapists), Sexual Misconduct is a breach of Christian ethics and a violation of a trust relationship. Engaging in Sexual Misconduct while called to ordered ministry or serving in a pastoral or professional relationship is an abuse of one's power and position.

Article II. PURPOSES AND APPLICATION OF THIS POLICY

Section 2.01 Purposes of this Policy. The purposes of this Policy are to:

- a) Safeguard and protect the members and staff of the Presbytery, the churches, congregants, members, and staff of member churches within the Presbytery, and the people served by the Presbytery and its missions, especially those who are vulnerable, against any form of Sexual Misconduct within the church.
- b) Express the Presbytery's commitment to prevent Sexual Misconduct by creating an atmosphere in our Presbytery where acts of silence, ignorance, and minimization regarding Sexual Misconduct are overcome by acts of understanding, respect, care, and justice.
- c) Promote justice, compassion, and healing for all persons and congregations affected by instances of Sexual Misconduct.
- d) Ensure the effectiveness of our Presbytery's processes for addressing instances of Sexual Misconduct so that the truth may be determined, the due process rights of those involved shall be honored, those involved may be restored within the community of faith, and wrongdoing will cease.
- e) Teach this Presbytery's standards of ministry, for those called to particular service within the life of the church, both ordained and not ordained, in relation to Sexual Misconduct to fulfill our individual and collective responsibility to preserve the integrity of those standards and our ministry.
- f) Work toward justice and compassion for all those involved or affected by Disciplinary proceedings that involve accusations of Sexual Abuse within our Presbytery.
- g) Provide definitions and resource materials useful in the identification and prevention of

Sexual Misconduct. Definitions are included in Article VIII of this policy.

Section 2.02 Application. This Sexual Misconduct Policy for the Prevention of and Response to Instances of Sexual Misconduct (hereafter this “Policy”) applies to all Minister members of the Presbytery of Whitewater Valley (the “Presbytery”), any Minister laboring within the bounds of the Presbytery, as well as any person employed by the Presbytery or serving as a paid or volunteer, full, part-time or contract staff to the Presbytery regardless of their church membership, ordination status, or other professional licensure or status.

Section 2.03 Activity Prohibited. Minister members and all persons subject to this Policy as described in Section 1.02 above shall not engage in any form of Sexual Misconduct (defined below at Section 8.01), including Sexual Abuse (defined in Book of Order D-7.0901 while called to or serving this Presbytery. This Policy applies to all forms of Sexual Misconduct. “Sexual Abuse” is a particular form of Sexual Misconduct which is a Constitutional offense defined in BOOK OF ORDER D-7.0901. Sexual Abuse is a form of, but not the only form of, Sexual Misconduct. To be clear, all forms of Sexual Misconduct are prohibited by his Policy and may result in adverse employment consequences or discipline, even if the conduct is not a Constitutional offense (i.e., Sexual Abuse).

Article III. RESPONSE TO PERSONS INVOLVED

Section 3.01 Treatment of Victims and Accusers. To meet the needs of those persons most directly involved in instances of Sexual Misconduct, the Presbytery intends for the Victim and the Accuser (if not also the Victim) that it will:

- a) Listen and take seriously their stories.
- b) Provide an advocate (see BOOK OF ORDER D-7.01001b), pastoral support, and where appropriate provide or refer them to therapeutic support.
- c) Inform them about church process, this Policy, and progress regarding the allegations or proceedings to the extent possible, while respecting confidentiality and other Book of Order requirements.
- d) Support and advocate for the Victim’s family, and provide or refer family members to pastoral, therapeutic, and economic support to as desired and appropriate.

Section 3.02 Treatment of the Accused. To meet the needs of those persons most directly involved in instances of Sexual Misconduct, the Presbytery intends for the Accused person that it will:

- a) Treat them with fairness and respect.
- b) Respect the Accused person’s right to remain silent throughout a Disciplinary process (see Book of Order D-7.1003a), but also to listen and take seriously their stories if the Accused person chooses to speak
- c) Provide an advocate (see Book of Order D-7.01003c), pastoral support, and where appropriate provide or refer the Accused person to therapeutic support.
- d) Provide counsel or assist in providing counsel if disciplinary charges are filed against the Accused person (see Book of Order D-7.01003d).

e) Inform the Accused person about church process and this Policy, and progress regarding proceedings that are not part of a disciplinary case to the extent possible, while respecting confidentiality and other Book of Order requirements.

f) Support and advocate for the accused person's family, and provide or refer family members to pastoral, therapeutic, and economic support to as desired and appropriate, recognizing that the Accused person's family members may also be victims in the situation.

Section 3.02 Treatment of Congregations. To meet the needs of those persons most directly involved in instances of Sexual Misconduct, the Presbytery intends when a Minister, member of its staff, or congregant of a church within the Presbytery is involved in an instance of Sexual Misconduct that:

a) The Stated Clerk will share with the senior Minister/head of staff (unless that person is the Accused) and the Session this Policy and the flow chart for the disciplinary process.

b) The Executive Presbyter (or their designee) will meet with the senior Minister/head of staff (unless that person is the Accused) and the Session at the earliest practical opportunity to discuss the situation and explain the role and response of the Presbytery's Sexual Misconduct Response Team (SMRT) and other Presbytery personnel or entities such as the Committee on Ministry or other liaisons from the Presbytery to the church, which may include in some instances special task groups or an administrative commission.

c) In an instance where a Minister or member of the ministerial staff of a church is the Accused person and has been placed on administrative leave (see Book of Order D-7.0902) the Executive Presbyter (or their designee) will be in contact with the senior Minister/head of staff (unless that person is the Accused) and the Session within 24 hours of the administrative leave decision by the Permanent Judicial Commission ("PJC") of the Presbytery to arrange for any necessary pastoral and other support, and in any instance where the PJC did not impose administrative leave on the Accused person, to address any restrictions that should be imposed on the Accused person. These discussions will include consideration of arrangements for paid administrative leave when it has been imposed.

d) Recognizing that the effects of an instance of Sexual Misconduct may affect many people and persist for an extended time within a congregation, throughout any situation involving instances of Sexual Misconduct, where a Minister, member of its staff, or congregant is involved, the Presbytery, acting through its Stated Clerk, Executive Presbyter, Committee on Ministry, other liaisons, and SMRT will delegate persons or teams to

e) In all instances, listen to the congregation, church leaders and staff and take their concerns seriously.

f) Offer pastoral care and support.

g) Provide information about sexual misconduct in general, PC(USA) Discipline, and related topics.

h) Provide access to or referrals to resource persons knowledgeable about PC(USA) polity and the effects of sexual misconduct in the church, consultants or therapists with knowledge and experience in dealing with sexual misconduct, or legal counsel knowledgeable about PC(USA) polity, secular (civil and criminal) law pertaining to Sexual Misconduct, Child Sexual Abuse, reporting of child abuse, or similar topics.

i) Assist the church staff or leaders in notifying and working with the church's insurers when appropriate.

Article IV. DISTRIBUTION AND ACKNOWLEDGMENT OF THIS POLICY

Section 4.01 Distribution to Presbytery Personnel. This Policy applies to everyone within the Presbytery regardless of ordination status. This Policy shall be provided to each person listed below initially upon their entry of service within the Presbytery and annually thereafter:

- All Ministers of Word and Sacrament serving within the bounds the Presbytery
- All Ruling Elders commissioned to service within the Presbytery,
- All persons in the ordination process (Inquirers and Candidates).
- All employees on the staff of the Presbytery.
- All who serve in any capacity as Presbytery leaders, members of Presbytery Committees, task forces, or commissions.

Section 4.02 Written Acknowledgment. Each of these persons shall sign a written acknowledgement of receipt of this Policy and deliver the signed receipt to the Presbytery office no later than January 31 each calendar year. Signed acknowledgments shall be kept on file by the Stated Clerk of the Presbytery.

Section 4.03 Distribution to Congregations. To help congregations understand the Presbytery's role when Ministers and Commissioned Ruling Elders are accused of Sexual Misconduct, the Stated Clerk shall distribute this Policy annually to every Clerk of Session in the Presbytery, who shall share it with each congregation's officers and make it available to members when requested. The Stated Clerk shall also make this Policy available to all persons who report or present allegations of Sexual Misconduct and to all persons against whom allegations of Sexual Misconduct are received by the Stated Clerk.

Section 4.04 Available Online. This Policy shall also be available to the public through the Presbytery website to assist congregations in forming their own Book OF ORDER mandated policies.

Article V. PREVENTION and EDUCATION

Section 5.01 Screening.

a)Reference Checks. All persons governed by this policy shall have reference checks. Pre-employment screening shall include specific questions to ascertain any history of sexual abuse or misconduct.

b)Background Checks. Criminal records background checks and sex offender reviews shall be performed on all persons covered by this Policy. Other background checks, such as motor vehicle record reports, and credit reports, may be performed as needed and appropriate to the person's responsibilities within the Presbytery.

c)Responsibility for reference and background checks. The Presbytery shall be responsible to conduct reference and background checks for the persons covered by this Policy, and the Stated Clerk shall maintain appropriate records. All records shall be

strictly confidential and may be shared only on a need-to-know basis as authorized by the Executive Presbyter and/or Committee on Ministry.

Section 5.02 Education and Training

- a) The Presbytery shall provide boundary training opportunities annually on subjects such as the recognition and prevention of Sexual Misconduct, ethical misconduct, the appropriate use of social media, financial boundaries, and other boundary related topics.
- b) Persons covered by this Policy are required to complete approved boundary training at least once every three years or more often as appropriate to the person's responsibilities, position, or circumstances or as appropriate based on changes in applicable laws, rules, standards, or the BOOK OF ORDER. Approved boundary training may include in-person, virtual, or video recorded training events offered by the Presbytery or offered by other councils or organizations and approved by the Presbytery.
- c) New minister members and newly Commissioned Elders of the Presbytery are required to attend boundary training within the first year of their arrival/commissioning.
- d) Anyone governed by this Policy who fails to comply with the training requirements will be subject to administrative and/or disciplinary action consistent with the personnel policies of the Presbytery, the authority of the Committee on Ministry and the BOOK OF ORDER.

Article VI. REPORTING ALLEGATIONS OF SEXUAL MISCONDUCT

Section 6.01 Reporting. Allegations of all Sexual Misconduct accusing Ministers of Word and Sacrament (Teaching Elders), Commissioned Ruling Elders, Inquirers and Candidates, Presbytery employees, or others working for or on behalf of Presbytery shall be made in writing and delivered to the Stated Clerk of the Presbytery in person, by mail, courier service or electronic means. In all instances of allegations of Sexual Misconduct, the Stated Clerk (working with others such as the Executive Presbyter, Committee in Ministry, members of the SMRT, or others) shall immediately provide for the safety of those directly involved in the incident.

- a) Allegations of Sexual Misconduct against a person covered by this Policy who is not a Minister of Word and Sacrament shall be reported to the Executive Presbyter and Committee on Ministry or Presbytery's Personnel Committee, as appropriate to the Accused person's position or role. The presbytery shall respond by using the personnel policies of the Presbytery and appropriate procedures from the BOOK OF ORDER Church Discipline.
- b) Once the State Clerk receives an allegation of Sexual Abuse against a Minister of Word and Sacrament, BOOK OF ORDER D-7.0902 et seq. procedures take effect. The Presbytery may impose paid administrative leave or other restrictions on any person covered by this Policy against whom an allegation of Sexual Misconduct has been made.

Section 6.02 Mandated Reporting

- (a) The State of Indiana requires that an individual who has reason to believe that a child is a victim of child abuse or neglect shall make an immediate report to local law enforcement or the Indiana Department of Child Services. See Indiana Code § 31-33-5-1.

- (b) Ministers of Word and Sacrament, Commissioned Ruling Elders, and Ruling Elders shall follow the requirements of BOOK OF ORDER G-4.03 and should consult with the Executive Presbyter or Stated Clerk for assistance in complying with G-4.03.
- (c) In any instance when there is reason to believe there is an ongoing or imminent risk of physical harm to a child the Executive Presbyter and or Stated Clerk shall be immediately notified of the situation.

Section 6.03 Documentation. BOOK OF ORDER D-7.1004 describes the responsibilities of all persons in an investigation of Constitutional offense to work cooperatively and preserve records.

Article VII. SEXUAL MISCONDUCT RESPONSE TEAM

Section 7.01 Stated Clerk. In instances of a written allegation of Sexual Abuse, the Stated Clerk shall proceed immediately in accordance with this Policy and the procedures outlined in the BOOK OF ORDER Church Discipline.

Section 7.02 Executive Presbyter. The Executive Presbyter shall direct those involved (Accused, Accuser, Victim) to the appropriate resources and when appropriate coordinates with Committee on Ministry and to initiate action with the Moderator of the SMRT.

Section 7.03 Sexual Misconduct Response Team (SMRT).

a) Purpose and Role. The SMRT is charged with providing pastoral care, support, and advocacy where needed in cases involving accusations of Sexual Misconduct within the Presbytery or a member congregation. The purpose of the SMRT is to assure that an expeditious, professional, objective, effective, and caring response is made by the Presbytery to charges of Sexual Misconduct. The SMRT shall not investigate allegations or in any way function as an investigating committee for disciplining members but shall confine itself to coordinating a process to meet the specific needs of the Accuser, the Victim and their family (if any), the Accused Person and their family (if any), employing entities, congregations, and others in the Presbytery affected by the situation. See Article III of this Policy. The SMRT shall be in contact with the Session of the church and in contact with the congregation, as needed.

b) Members. To ensure that the Presbytery is ready to meet the needs of those involved in instances of Sexual Misconduct, the Presbytery's Committee on Ministry shall (according to its process for naming committee members) name six members of the SMRT, each appointed for a three-year term and one member shall be designated as the Moderator. The SMRT shall be composed, as nearly as possible, of an equal number of clergy and ruling elders, and women and men. Members may serve no more than six consecutive years. Any SMRT member with any connection to the Accused person, Accuser, Victim, or congregation involved shall recuse themselves.

c) Confidentiality. Members of the SMRT and any individual participating in the work of the SMRT shall sign a pledge of confidentiality, copies of which shall be maintained at the Presbytery office and distributed as deemed necessary.

d) Training. All members of the SMRT shall be trained to serve on this team. Training shall be held at least annually, and as new SMRT members are appointed. Training shall

be provided by professionals who shall focus on such things as compassion, communication, listening, sensitivity to pain, feelings of guilt and anger, etc., and offering resources as needed. Records shall be kept for each SMRT members' training and maintained at the Presbytery office.

e)Activation. The SMART shall be activated whenever an allegation of Sexual Misconduct is received by the Stated Clerk, the Executive Presbyter in consultation with the Committee on Ministry deems it appropriate. In instances involving Sexual Misconduct within a congregation, the SMRT may be activated to assist administrative commissions and others working with the congregation to assist the congregation to respond to the situation in healthy ways. Others who have particular skills or experience (who are not members of the SMRT) may be co-opted to assist as needed.

f) Supportive Role and Listening Sessions. All involved parties deserve listening sessions that are separate from one another. The impact on a congregation is different from the impact on the Accuser or the person Accused. Each will have their own perspective and differing spiritual and other needs. The SMRT is not intended to be a part of alternative forms of resolution, mediation, or restorative justice processes, although it may suggest such processes to congregations and others.

g)Parallel to Disciplinary Process. Disciplinary Process and SMRT activities often will run parallel to one another. The SMRT shall not be a part of Disciplinary Process and because of confidentiality requirements, it would be inappropriate for any SMRT member to offer to, be asked to, or to provide testimony in any related Disciplinary Process. A flow chart of these processes is attached as an Appendix to this Policy.

Article VIII. DEFINITIONS

Definitions for this Policy. As used in this Policy, the following terms have the meanings set forth below:

- **Accused or Accused person** — mean the individual against whom a claim of Sexual Misconduct is made.
- **Accuser** – means the person claiming to have knowledge of Sexual Misconduct by a person covered by this Policy and who has made an allegation against another person. The Accuser may or may not be the Victim of the alleged Sexual Misconduct.
- **Advocate** – is a person who provides support and pastoral care for an Accuser, Victim, or Accused Person or a family member of one of them. The role of the Advocate is to listen and provide support, accompany the person to meetings during the process, and inform the person of procedural rights or steps, but an Advocate is not legal counsel and does not give legal advice. Legal counsel may speak for a person if asked to do by the person being represented; Advocates generally do not speak for the person.
- **Allegation** – means a written statement alleging an offense or wrongdoing that is submitted to the Stated Clerk of the Presbytery or the Stated Clerk of the congregation having jurisdiction over the individual being accused. Allegations shall include (1) a written statement of the alleged offense or offenses; and (2) facts which, if proved to be true, would likely result in adverse action under the

personnel policy of the Presbytery or this Policy, or in the case of a Constitutional offense, censure within the PC(USA). The process for filing an allegation of a Constitutional offense is outlined in Book of Order D-7.02. An allegation may pertain to a violation of this Policy and may not be a Constitutional offense as defined in the BOOK OF ORDER.

- **Child Sexual Abuse** — includes, but is not limited to, any contact or interaction between a child and an adult when the child is being used for the sexual stimulation or gratification of the adult person or of a third person. The behavior may or may not involve touching and may involve Misuse of Technology. A child may never consent to sexual behavior or sexual contact with an adult. In the Presbyterian Church (U.S.A.), the definition of Sexual Abuse includes sexual conduct with anyone under age eighteen. Civil laws generally define a child as someone under the age of eighteen but states like Indiana recognize differences with respect to consent for sexual activity when both persons are over sixteen.
- **Civil Authorities** — are the governmental bodies, whether city, county, state, or federal, that are given the responsibility to investigate, criminally prosecute, and/or bring civil charges against individuals accused of sexual crimes or offenses against adults, adults who lack mental capacity, and children. Civil laws are the laws, regulations, codes, and statutes enacted by Civil Authorities.
- **Misuse of Technology** — use of technology (computers, phones and other personal computers or smart devices, the internet) that results in sexual harassment or abuse of another person, including texting, emailing, or sending messages or images with sexual content to another person who has not consented to receive them. When this conduct includes a person under the age of eighteen, it is considered child abuse. It is never appropriate to view pornography on church property or using church owned technology or the church's internet connection. It is never appropriate to view pornography on church property. There is never an expectation of personal privacy when using technology or an internet connection supplied, owned, or maintained by a church or a church entity.
- **Sexual Abuse** — is defined in D. 7-0901 as: "Sexual abuse is any offense involving sexual conduct in relation to any person under the age of eighteen years or anyone without the capacity to consent, or any person when the conduct includes force, threat, coercion, intimidation, or misuse of ordered ministry or position. Sexual abuse is contrary to the Scriptures and the Constitution of the Presbyterian Church (U.S.A.) and is therefore always an offense for the purpose of discipline."
- **Sexual Harassment** — means unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or their continued status in the Presbytery. It is a violation of this Policy to make employment decisions based on whether a person agreed to or rejected the sexual advances or requests of a person covered by this Policy. Sexual harassment also includes unwelcome sexual jokes or comments, unwelcome or inappropriate touching, behavior or display of materials with sexual content that insults, degrades and/or exploits

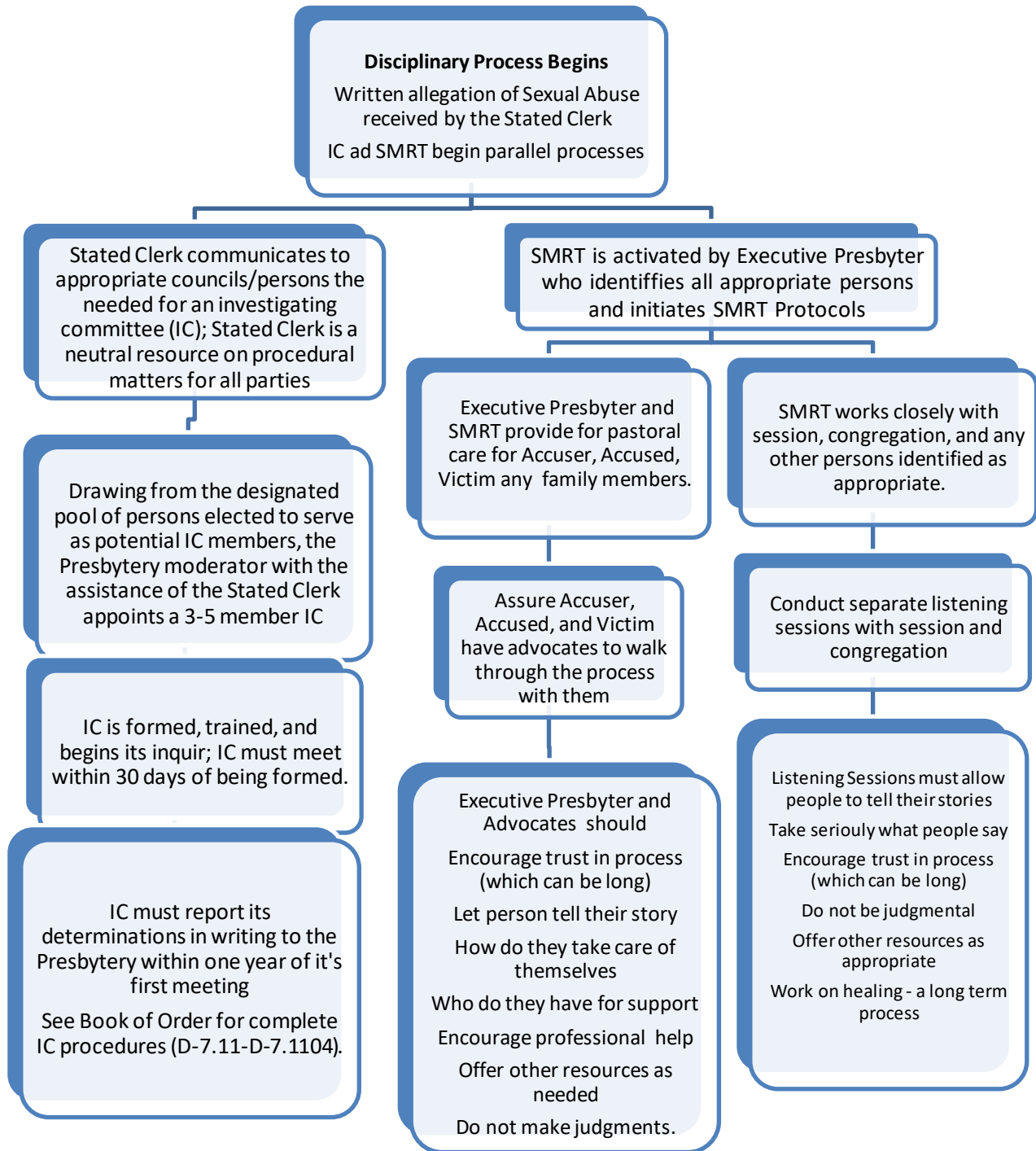
men, women, or children. Sexual harassment has the purpose or effect of unreasonably interfering with an individual's work performance by creating an intimidating, hostile or offensive working environment.

- **Sexual Malfeasance** —is defined by the broken trust relationship resulting from sexual activities within a ministerial or professional (such as counseling or therapeutic) relationship that results in misuse of the ministerial or professional office or position.
- **Sexual Misconduct** – is a comprehensive term that includes Child Sexual Abuse (defined herein), Sexual harassment (defined herein), Sexual Malfeasance (defined herein), Sexual Abuse (defined at D-7.0901), and Misuse of Technology (defined herein). As noted above, all forms of Sexual Misconduct are subject to this Policy but not every instance of Sexual Misconduct will be a Constitutional offense.
- **Victim** — a person claiming to have been harmed and/or abused by a person covered under the Policy.

Section 8.02 Definitions in the BOOK OF ORDER. Other terms used in this Policy are defined in the BOOK OF ORDER. Those definitions also apply to this Policy. Terms defined in the BOOK OF ORDER RELEVANT to this Policy include (but are not limited to):

- Allegation -- BOOK OF ORDER D-7.0201c.
- Alternative Resolution -- BOOK OF ORDER D-7.16
- Charges -- BOOK OF ORDER D-7.1503.
- Investigating Committee -- BOOK OF ORDER D-7.05.
- Mediation -- BOOK OF ORDER D-7.1604.
- Offense – Book of Order D-7.0103.
- Rights of the Accuser -- BOOK OF ORDER D-7.1001.
- Rights of the Victim -- BOOK OF ORDER D-7.1002.
- Rights of the Accused - BOOK OF ORDER D-7.1003
- Restorative Justice -- BOOK OF ORDER D-7.1603
- Sexual Abuse -- BOOK OF ORDER D-7.0901.

Flow Chart of Intersection of an IC and the SMRT in a Disciplinary Case



Conclusion

A healthy relationship between the church and its employees is a vital component of the development and maintenance of a healthy and thriving congregation. The importance of these relationships is worthy of the time, effort, prayer and caring all parties — teaching elders, ruling elders, church members and councils — give to develop and maintain the elements of trust and care that display the Kingdom of God to the world.

Addendum

How to Cover 12 Weeks of Family Leave

Covering twelve weeks of Family Leave can be difficult, especially in a smaller congregation, but it is not impossible. Within your community you have resources and abilities to make this possible with a little work and creativity. It will involve reaching both inside and outside your church walls and being open to the guiding of the Spirit.

Here is a sample of what twelve weeks might look like:

Sunday 1 — Ruling elder proclaims the Word

Sunday 2 — Invite a community partner to come and share their mission.

Sunday 3 — Music Sunday. Select a passage of scripture and a selection of music which reflects that passage.

Sunday 4 — Youth Sunday or a video sermon from the presbytery library.

Sunday 5 — Invite a mission co-worker to share their work. This takes advance planning and can happen in person or virtually. This will involve an honorarium.

Sunday 6 — Ruling elder proclaim the Word.

Sunday 7 — Men's Sunday

Sunday 8 — Do you have a retired minister off Word and Sacrament or a retired educator in your congregation? Ask them for one Sunday as a gift to the church.

Sunday 9 — Women's Sunday

Sunday 10 — Invite another community partner to come and share their mission.

Sunday 11 — Is there someone in your congregation that has a story of faith to share (or several people)? Gove them a prompt to help shape their comments.

Sunday 12 — You made it! Celebrate with a hymn sing and prepare to welcome your pastor back!

The Presbyterian Outlook publishes liturgy for each Sunday of the year, typically two weeks ahead of schedule. This is one element of worship that you may use with minimal cost. You will need to give proper credit.

Holy Humor Sunday may be celebrated any day of the year.

A candidate under the care of your presbytery may be able to fill the pulpit on a Sunday. The presbytery office can help with these arrangements.

A nearby Presbyterian seminary or a seminary of one of our partner denominations may have students or teachers who might be available. Reach out and see.

Is there someone in your congregation or a neighboring congregation who service on a presbytery or synod committee? Is there someone in your presbytery who serves on one of the denomination's national committees? Ask them to share about their work.

The bottom line is that with some creativity and thinking beyond the usual box of worship planning and execution you can make Family Leave work well for your church and your staff.

The 2024 Minimum Compensation Standards were approved by the Commission on Ministries on July 26, 2023 and adopted by the Presbytery of Whitewater Valley at its duly called regular stated meeting on August 5, 2023.

The Family Leave and Other Leave Policy was approved by Coordinating Council Commission on January 24, 2024 and adopted by the Presbytery of Whitewater Valley at its duly called regular stated meeting on February 24, 2023, and supersedes any previously adopted or amended policy on Family and Civic Leave for this Presbytery.

The Sexual Misconduct Policy was approved by Coordinating Council Commission on January 24, 2024 and adopted by the Presbytery of Whitewater Valley at its duly called regular meeting on February 24, 2023, and supersedes any previously adopted or amended policy on Sexual Misconduct for this Presbytery.

Rev. Terry Epling
Stated Clerk of the Presbytery of Whitewater Valley

ADDENDUM IV

2023 Presbytery Statistical Report

Presbytery

Whitewater Valley

Address

1100 W 42nd St Ste 210, Indianapolis, IN 46208-3300

Phone

317-542-5500

Fax

317-927-5985

Email

Web Site

www.whitewatervalley.org



Membership

Prior Active Members **11473** Adjusted membership **11461**

Gains

Certificate **103**

Youth Professions **36**

Professions & Reaffirmations **113**

Total Gains 252

Total Ending Active Members 11088

Losses

Certificate **54**

Deaths **160**

Deleted for any Other Reason **411**

Total Losses 625

Baptisms

Presented by Others **55**

At Confirmation **3**

All Other **9**

Average Weekly Worship Attendance **3501**

Friends of the Congregation **1491**

Ruling Elders on Session **377**

Do you have Deacons? Yes / No **31 / 12**

Age Distribution of Active Members

17 & Under **387**

18 - 25 **460**

26 - 40 **814**

41 - 55 **1080**

56 - 70 **1832**

Over 70 **2331**

Total Age Distribution 6904

People with Disabilities

Hearing impairment **340**

Sight impairment **94**

Mobility impairment **311**

Other impairment **321**

Gender Distribution

Women **4074**

Men **2980**

Non-Binary **7**

Youth in Congregation

Age 4 and under **272**

Elementary School (K-5th grade) **474**

Middle School (6th – 8th grade) **258**

High School (9th – 12th grade) **329**

Total Youth 1333

Racial Ethnic

Asian/Pacific Islander/South Asian **139**

Black/African American/African **275**

Middle Eastern/North African **58**

Hispanic/Latino-a **44**

Native American/Alaska Native/Indigenous **2**

White **6447**

Multiracial **76**

Total Racial Ethnic 7041

Budgeted Income 16,953,503

Budgeted Expense 18,604,244

Receipts

Regular Contributions **12,283,883**

Capital Building Fund **3,728,501**

Investment Income **2,956,147**

Bequests **1,211,302**

Other Income **3,485,682**

Subsidy or Aid **30,706**

Expenditures

Local Program **12,355,938**

Local Mission **1,671,561**

Capital Expenditures **4,127,161**

Investment Expenditures **1,944,059**

Per Capital Apprt **267,843**

Other Mission **686,499**



Frank L. and Laura L. Smock Foundation
Distribution Advisory Committee

SMOCK FOUNDATION - YEAR-END 2023 REPORT

Based on Midwest Trust statements through December 2023, the following chart shows the total amount of grants awarded during 2023, compared to the previous year.

GRANT CATEGORIES	December 2022	December 2023
Smock Deacon Funds	\$100,000	\$140,000
Facility Improvements	\$349,560	\$356,413
Individual Members	\$196,013	\$216,110
Church Programs	\$169,100	\$187,100
TOTAL AMOUNT AWARDED	\$814,673	\$899,623

The chart below shows total 2023 grants compared to 2022 representing each Presbytery.

	Ohio Valley	Whitewater Valley	Wabash Valley
DECEMBER 2022	\$170,779	\$319,496	\$324,398
DECEMBER 2023	\$312,377	\$314,011	\$273,235

DAC 2023 legal and administrative expenses

\$42,646 — 12/2022

\$41,393 — 12/2023

Smock Foundation Balance

\$15,762,613.15 - December 31, 2022

\$16,942,194.69 - December 31, 2023



Frank L. and Laura L. Smock Foundation
Distribution Advisory Committee

Current DAC members are:

Steven Weissner, DAC Chair, Ruling Elder, First Presbyterian Church of Fort Wayne

Presbytery of Whitewater Valley

Rev. Bob Heimach, retired pastor, former COM Moderator and Moderator of the presbytery

Lisa Crismore, Ruling Elder, Speedway, Indiana

Presbytery of Wabash Valley

Sheridan Hadley, Ruling Elder, Wabash Avenue Presbyterian Church

Rev. Alan Griffin, former COM moderator and current member of the Presbytery of Wabash Valley

Presbytery of Ohio Valley

Rev. Susan McGhee, Executive Presbyter

Alicia Holt, Ruling Elder, First Presbyterian Church of Greene County

Administrator

Susanne M. Rowe, Ruling Elder, First Presbyterian Church of Fort Wayne

Report submitted January 23, 2024

Susanne M. Rowe

Smock Foundation Administrator



April 12, 2024 – Coordinating Council Finance Committee Report

December 2023 Financial Reports Summary

- Mission Operations Ministry Fund
 - Ended the year with a deficit of (\$43,616) exceeding the budgeted deficit (\$27k) by \$16k. The Coordinating Council approved-unbudgeted expenses during 2023 accounted for (\$35k) of the total deficit.
 - Fund revenue exceeded budget \$10k and presbytery per capita gift receipts ended the calendar period above budget. The per capita received as a percentage of the total was 99% consistent with the prior calendar year. Interest earned on excess cash exceeded the budget forecast by \$16k reflecting the elevated interest rate environment during 2023 (nightly bank sweep 4.0%-4.6%).
 - The fund ended the year with a surplus balance of 73,818. This exceeds the \$25k minimum balance established for this fund.

- Mission Focus Units Fund
 - Ended the year with a deficit of (\$12,348) exceeding the budgeted deficit forecast (\$2k) by \$10k. Fund disbursements for 2023 were below budget by \$10k, but total resources for presbytery shared mission ended the year below budget 13% (\$23k). This reflects a decrease in shared mission gifts by several (larger) church contributions of 15%-25%.
 - The fund ended the year with a surplus balance of \$74,113. This exceeds the \$50k minimum balance established for this fund.

- **Presbytery unrestricted net assets total \$1,591,825 on December 31, 2023.** Discussions between the Finance Committee and the Board of Directors regarding investing a portion of the balance for longer-term growth are on-going.

2025 Presbytery Budgets Development Timeline (1st Read)

	1st Read	2nd Read
Budget Request Mailing	05/06/2024	08/05/2024 *Mission & Growth Only
Request Due to ECH	06/30/2024	09/30/2024
Finance Committee Meeting	07/11/2024	10/17/2024
Council Meeting	07/24/2024	10/23/2024
Assembly Meeting	08/03/2024	11/06/2024

Whitewater Valley Presbytery

2023 Per Capita Analysis As of December 31, 2023

GA (invoice)	GA Received	SOLT (invoice)	SOLT received	WWV (budget)	WWV received	Total per capita	Total Received
119,727	115,060	46,311	44,453	345,793	346,899	511,831	506,412
					12/31/2023	% Received	99%
					12/31/2022	Budget 511,080 % Received	Actual 504,429 99%

2023 Basic Mission Analysis As of December 31, 2023

WWV 2023 Budget	WWV 2023 Received	2023 Budget / Actual	12/31/2023	% Received	87%
155,712	135,265	(20,447)			
			12/31/2022	Budget 155,712 % Received	Actual 145,657 94%

Whitewater Valley Presbytery
Analysis of Res & Invest - Council_ECH
Fund: Mission Operations
January to December 2023

Accounts	YTD Actual	YTD Budget (This Year)	YTD Budget/Actual	Annual Budget (This Year)	% of Annual Budget Used	YTD Actual (Last Year)
RESOURCES						
MISSION OPERATIONS						
Per Capita-WVP	\$346,798.66	\$351,793.00	(\$4,994.34)	\$351,793.00	98.58 %	\$361,083.13
Per Capita - G/A & SOLT	\$159,512.95	\$160,120.00	(\$607.05)	\$160,120.00	99.62 %	\$151,267.21
Total MISSION OPERATIONS	\$506,311.61	\$511,913.00	(\$5,601.39)	\$511,913.00	98.91 %	\$512,350.34
OTHER RESOURCES						
Partnerships	\$16,500.00	\$16,744.00	(\$244.00)	\$16,744.00	98.54 %	\$16,500.00
Banking/Investments	\$19,923.14	\$4,000.00	\$15,923.14	\$4,000.00	498.08 %	\$3,623.36
Misc. Resources	\$485.76	\$675.00	(\$189.24)	\$675.00	71.96 %	\$409.27
Total OTHER RESOURCES	\$36,908.90	\$21,419.00	\$15,489.90	\$21,419.00	172.32 %	\$20,532.63
Total RESOURCES	\$543,220.51	\$533,332.00	\$9,888.51	\$533,332.00	101.85 %	\$532,882.97
INVESTMENTS						
Leadership	\$418,644.15	\$394,901.00	(\$23,743.15)	\$394,901.00	106.01 %	\$384,143.30
Office Services	\$60,740.67	\$55,287.00	(\$5,453.67)	\$55,287.00	109.86 %	\$46,240.25
Reimbursements/Misc. Per Capita	\$26,096.66	\$28,200.00	\$2,103.34	\$28,200.00	92.54 %	\$15,516.98
G/A Per Capita Disbursement	\$119,726.72	\$119,726.00	(\$0.72)	\$119,726.00	100.00 %	\$110,813.20
SOLT Per Capita Disbursement	\$46,310.55	\$46,311.00	\$0.45	\$46,311.00	100.00 %	\$47,015.00
Total Per Capita	\$166,037.27	\$166,037.00	(\$0.27)	\$166,037.00	100.00 %	\$157,828.20
Missions Allocations/Transfers	(\$84,682.07)	(\$83,789.00)	\$893.07	(\$83,789.00)	101.07 %	(\$81,313.81)
Total INVESTMENTS	\$586,836.68	\$560,636.00	(\$26,200.68)	\$560,636.00	104.67 %	\$522,414.92
Net Resources/Investments	(\$43,616.17)	(\$27,304.00)	(\$16,312.17)	(\$27,304.00)	159.74 %	\$10,468.05

Whitewater Valley Presbytery
Analysis of Res & Invest - Council_ECH
Fund: Mission Focus Units
January to December 2023

Accounts	YTD Actual	YTD Budget (This Year)	YTD Budget/Actual	Annual Budget (This Year)	% of Annual Budget Used	YTD Actual (Last Year)
RESOURCES						
MISSION FOCUS UNITS						
Basic Mission	\$135,264.63	\$155,712.00	(\$20,447.37)	\$155,712.00	86.87 %	\$145,656.57
Total MISSION FOCUS UNITS	\$135,264.63	\$155,712.00	(\$20,447.37)	\$155,712.00	86.87 %	\$145,656.57
Total RESOURCES	\$135,264.63	\$155,712.00	(\$20,447.37)	\$155,712.00	86.87 %	\$145,656.57
INVESTMENTS						
PRESBYTERY COUNCIL						
COMMITTEES OF COUNCIL						
MISSION & PARTNERSHIP						
Local/Regional Mission						
Camp PYOCA	\$31,000.00	\$31,000.00	\$0.00	\$31,000.00	100.00 %	\$30,999.96
WNM	\$20,400.00	\$20,400.00	\$0.00	\$20,400.00	100.00 %	\$20,400.00
Hispanic Ministries	\$8,000.04	\$8,000.00	(\$0.04)	\$8,000.00	100.00 %	\$8,000.00
Total Local/Regional Mission	\$59,400.04	\$59,400.00	(\$0.04)	\$59,400.00	100.00 %	\$59,399.96
Domestic/International Mission						
Congo Helping Hands	\$2,370.00	\$2,370.00	\$0.00	\$2,370.00	100.00 %	\$2,370.00
Total Domestic/International Mission	\$2,370.00	\$2,370.00	\$0.00	\$2,370.00	100.00 %	\$2,370.00
Mission Grants	\$11,000.00	\$11,000.00	\$0.00	\$11,000.00	100.00 %	\$11,000.00
Total MISSION & PARTNERSHIP	\$72,770.04	\$72,770.00	(\$0.04)	\$72,770.00	100.00 %	\$72,769.96
COMMUNITY ENGAGEMENT						
Total COMMITTEES OF COUNCIL	\$77,270.04	\$80,270.00	\$2,999.96	\$80,270.00	96.26 %	\$77,918.31
MINISTRY SUPPORT						
Committee on Ministry	\$18,688.11	\$18,598.00	(\$90.11)	\$18,598.00	100.48 %	\$13,937.49
Preparation for Ministry	\$3,865.00	\$7,865.00	\$4,000.00	\$7,865.00	49.14 %	\$1,365.00
Total MINISTRY SUPPORT	\$22,553.11	\$26,463.00	\$3,909.89	\$26,463.00	85.23 %	\$15,302.49
Missions Allocations/Transfers	\$47,789.04	\$45,979.00	(\$1,810.04)	\$45,979.00	103.94 %	\$45,639.00
Total INVESTMENTS	\$147,612.19	\$155,712.00	\$8,099.81	\$155,712.00	94.80 %	\$138,859.80
Net Resources/Investments	(\$12,347.56)	\$0.00	(\$12,347.56)	\$0.00	0.00 %	\$6,796.77

Accounts

ASSETS	
Current Assets	
Cash/Checking	
WVP NBI (Sweep) #9492	\$2,278,452.23
Related Ministry Checking	
028-10034-000 - CCDC NBI #0707	\$50,046.21
Amistad PNC #7133	
026-10027-000 - Amistad Cristiana PNC Checking	\$57,645.46
Total Amistad PNC #7133	<u>\$57,645.46</u>
Total Related Ministry Checking	<u>\$107,691.67</u>
Other Cash	<u>\$197.00</u>
Total Cash/Checking	<u>\$2,386,340.90</u>
Savings/Money Markets	
PNC Money Market #XXXX2862	\$16,955.15
PILP Mission MM #100004	\$812,372.34
Total Savings/Money Markets	<u>\$829,327.49</u>
Investments (> 1-year)	
New Covenant Funds (PCUSA)	\$62,635.83
Vanguard Funds	\$287,104.87
Presbyterian Foundation	\$14,400.15
Edward Jones	\$0.30
Total Investments (> 1-year)	<u>\$364,141.15</u>
Other Current Assets	
001-11100-000 - MO-Credit Card Clearing Account	\$50.90
001-11105-000 - Prepaid Insurance	\$23,533.75
020-11107-000 - HMLT Prepaid/Airfare	\$3,881.28
028-11106-000 - CCDC Prepaid Expenses	\$4,080.00
Total Other Current Assets	<u>\$31,545.93</u>
Total Current Assets	<u>\$3,611,355.47</u>
Accounts/Notes Receivable	
001-11302-000 - Synod AR-Budget Offsets	\$9,819.86
001-11304-000 - AR Vendor Refund	\$2,261.67
005-11318-000 - PYOCA Inc Insurance AR	\$20,516.00
Total Accounts/Notes Receivable	<u>\$32,597.53</u>
Fixed Assets	<u>\$412,934.32</u>
Total ASSETS	<u><u>\$4,056,887.32</u></u>

LIABILITIES, FUND BALANCE, & Restricted Funds

LIABILITIES	
Current Liabilities	
Accounts Payable (Trade)	\$24,324.80
Payroll Withholding Payable	\$300.00
Employee HRA/FSA	\$64,448.16
Other Benefits Payable	
001-20030-000 - MO Accrued Sick Leave	\$5,262.74
001-20036-000 - Prof Development Escrow - SC	\$1,646.19
Total Other Benefits Payable	<u>\$6,908.93</u>
Total Current Liabilities	<u>\$95,981.89</u>
Passthrough	<u>\$1,071.27</u>
Hispanic Ministires	<u>\$109,556.76</u>
Other Liabilities	
Other Liabilities	
001-29960-000 - Deferred Inc-SOLT Rise Up	\$11,700.00
001-29973-000 - General Assembly Meetings	\$16,416.11

Whitewater Valley Presbytery
Balance Sheet
December 2023

Accounts

010-29962-000 - Youth Triennium	\$18,385.65	
Administrative Commissions		
005-29950-000 - Presby Fnd-Hope Legacy Endmt	\$1,025,000.00	
005-29951-000 - Hope Legacy Missions	\$21,092.80	
005-29976-000 - Witherpsoon PC Carry-over Expenses	\$21,124.80	
Total Administrative Commissions	<u>\$1,067,217.60</u>	
Total Other Liabilities	<u>\$1,113,719.36</u>	
Total Other Liabilities		<u>\$1,113,719.36</u>
Total LIABILITIES		<u>\$1,320,329.28</u>
FUND BALANCE		
Unrestricted		
001-30000-000 - MO Fund Balance	\$73,817.95	
005-30000-000 - Corp. Fund Balance	\$1,443,894.15	
010-30000-000 - MFU Fund Balance	\$74,112.93	
Total Unrestricted	<u>\$1,591,825.03</u>	
Designated/Donor Restricted		
014-31000-000 - COM Smock Renewal Cking	\$21,930.00	
015-31000-000 - Committee on Ministry Fund Balance	\$7,283.44	
016-31000-000 - COM Smock Emergency Grant	\$26,203.76	
017-31000-000 - New Ministry Initiative Fund Bal	\$19,596.51	
020-31000-000 - Hispanic Ministries Fund Balance	\$99,769.31	
026-31000-000 - Amistad Cristiana Fund Balance	(\$2,636.94)	
028-31000-000 - CCDC Fund Balance	\$100,714.31	
030-31000-000 - Church Development Fund Balance	\$1,065.55	
031-31000-000 - Small Congregations Fund Balance	\$11,972.29	
032-31000-000 - Campus Ministries Fund Balance	\$1,326.50	
033-31000-000 - Mission in Congregations Balance	\$14,794.58	
035-31000-000 - Technology Grants Fund Balance	\$2,000.00	
036-31000-000 - Missional Transformation Balance	\$56,554.14	
038-31000-000 - Candidates - CPM Fund Balance	\$16,932.80	
039-31000-000 - Johnson Schships Fund Balance	\$905.27	
040-31000-000 - Pentecost Fund Balance	\$20,305.58	
041-31000-000 - Peacemaking Fund Balance	\$31,820.91	
042-31000-000 - Hunger Fund Balance	\$8,919.87	
044-31000-000 - Refugee Resettlment Fund Balance	\$1,640.00	
050-31000-000 - POT Fund Balance	\$234,250.60	
062-31000-000 - Spencer Mem Training Fund Balance	\$2,242.44	
805-31000-000 - PYOCA Capital Fund Balance	\$412,934.32	
Total Designated/Donor Restricted	<u>\$1,090,525.24</u>	
Permanently Restricted		
100-32000-000 - Michael Fund Balance	\$387.50	
101-32000-000 - Irene Johns Fund Balance	\$5,508.03	
102-32000-000 - Johnson Fund Balance	\$10,500.00	
103-32000-000 - Sanderson Paden Fund Balance	\$16,614.71	
104-32000-000 - Forest Hill Fund Balance	\$21,197.53	
Total Permanently Restricted	<u>\$54,207.77</u>	
Total FUND BALANCE		<u>\$2,736,558.04</u>
Total LIABILITIES, FUND BALANCE, & Restricted Funds		<u><u>\$4,056,887.32</u></u>



April 12, 2024 – Coordinating Council Finance Committee Report

March 2024 Financial Reports Summary

- **Mission Operations Ministry Fund**
We ended the March 2024 period with a fund surplus of \$164,057. The surplus balance will be reduced as quarterly disbursements are likely to exceed anticipated revenue for the April-December 2024 period.
Presbytery per capita gifts receipts ended the March period <1% below the percentage of per capita receipts as compared to the budget for this period last year.
Interest earnings are exceeding budget projections due to the favorable current rate environment.
We anticipate the presbytery will exceed the 2024 Cell Phone line item (\$1,500) in the budget by \$1,200-\$1,500 contingent on a Coordinating Council action.
The budget line-item Mission Allocations - 001-60202 Investment from Other Funds is subject to adjustment contingent on possible Board of Directors actions impacting the Corporation Fund balance.

- **Mission Focus Units Fund**
We ended the March 2024 period with a surplus of \$3,599 with total resources for the Basic (Shared) Mission close to budget for the period.
Quarterly mission support disbursements made to Pyoca, WNS, HMLT, Amistad, Congo HH, and Youth Triennium.

- Presbytery **unrestricted** net assets total \$1,785,151 on March 31, 2024. Discussions between the Finance Committee and the Board of Directors regarding investing a portion of the balance for longer-term growth are ongoing.

Whitewater Valley Presbytery

2024 Per Capita Analysis As of March 31, 2024

GA (invoice)	GA Received	SOLT (invoice)	SOLT received	WWV (budget)	WWV received	Total per capita	Total Received
112,435	60,550	43,712	23,540	332,720	185,356	488,867	269,446
					3/31/2024	% Received	55%
					3/31/2023	Budget 511,831 % Received	Actual 284,921 56%

2024 Basic Mission Analysis As of March 31, 2024

WWV 2024 Budget	WWV 2024 Received	2024 Budget / Actual	3/31/2024	% Received	Budget	Actual
146,000	35,811	(110,189)				
			3/31/2024	% Received		25%
			3/31/2023	Budget 155,712 % Received		Actual 36,394 23%

Whitewater Valley Presbytery
Analysis of Res & Invest - Council_ECH
Fund: Mission Operations
January to March 2024

Accounts	YTD Actual	YTD Budget (This Year)	YTD Budget/Actual	Annual Budget (This Year)	% of Annual Budget Used	YTD Actual (Last Year)
RESOURCES						
MISSION OPERATIONS						
Per Capita-WVP	\$185,356.40	\$84,680.01	\$100,676.39	\$338,720.00	54.72 %	\$195,472.58
Per Capita - G/A & SOLT	\$84,090.01	\$37,735.74	\$46,354.27	\$150,943.00	55.71 %	\$89,448.49
Total MISSION OPERATIONS	\$269,446.41	\$122,415.75	\$147,030.66	\$489,663.00	55.03 %	\$284,921.07
OTHER RESOURCES						
Partnerships	\$0.00	\$4,611.99	(\$4,611.99)	\$18,448.00	0.00 %	\$0.00
Banking/Investments	\$5,780.70	\$1,875.00	\$3,905.70	\$7,500.00	77.08 %	\$4,551.94
Misc. Resources	\$358.22	\$168.75	\$189.47	\$675.00	53.07 %	\$0.00
Total OTHER RESOURCES	\$6,138.92	\$6,655.74	(\$516.82)	\$26,623.00	23.06 %	\$4,551.94
Total RESOURCES	\$275,585.33	\$129,071.49	\$146,513.84	\$516,286.00	53.38 %	\$289,473.01
INVESTMENTS						
Leadership	\$96,957.90	\$98,271.90	\$1,314.00	\$393,087.60	24.67 %	\$97,928.07
Office Services	\$12,568.70	\$15,620.76	\$3,052.06	\$62,483.00	20.12 %	\$13,569.75
Reimbursements/Misc. Per Capita	\$6,583.01	\$8,599.98	\$2,016.97	\$34,400.00	19.14 %	\$2,693.96
G/A Per Capita Disbursement	\$28,108.85	\$28,108.74	(\$0.11)	\$112,435.00	25.00 %	\$29,931.68
SOLT Per Capita Disbursement	\$10,928.00	\$10,928.01	\$0.01	\$43,712.00	25.00 %	\$11,753.76
Total Per Capita	\$39,036.85	\$39,036.75	(\$0.10)	\$156,147.00	25.00 %	\$41,685.44
Missions Allocations/Transfers	(\$43,618.05)	(\$21,249.00)	\$22,369.05	(\$84,996.00)	51.32 %	(\$11,947.26)
Total INVESTMENTS	\$111,528.41	\$140,280.39	\$28,751.98	\$561,121.60	19.88 %	\$143,929.96
Net Resources/Investments	\$164,056.92	(\$11,208.90)	\$175,265.82	(\$44,835.60)	-365.91 %	\$145,543.05

Whitewater Valley Presbytery
Analysis of Res & Invest - Council_ECH
Fund: Mission Focus Units
January to March 2024

Accounts	YTD Actual	YTD Budget (This Year)	YTD Budget/Actual	Annual Budget (This Year)	% of Annual Budget Used	YTD Actual (Last Year)
RESOURCES						
MISSION FOCUS UNITS						
Basic Mission	\$35,811.24	\$36,500.01	(\$688.77)	\$146,000.00	24.53 %	\$36,394.44
Total MISSION FOCUS UNITS	\$35,811.24	\$36,500.01	(\$688.77)	\$146,000.00	24.53 %	\$36,394.44
Total RESOURCES	\$35,811.24	\$36,500.01	(\$688.77)	\$146,000.00	24.53 %	\$36,394.44
INVESTMENTS						
PRESBYTERY COUNCIL						
COMMITTEES OF COUNCIL						
MISSION & PARTNERSHIP						
Local/Regional Mission						
Camp PYOCA	\$7,362.51	\$7,362.51	\$0.00	\$29,450.00	25.00 %	\$7,750.00
WNM	\$4,845.00	\$4,845.00	\$0.00	\$19,380.00	25.00 %	\$5,100.00
Hispanic Ministries	\$1,899.99	\$1,899.99	\$0.00	\$7,600.00	25.00 %	\$2,000.01
Total Local/Regional Mission	\$14,107.50	\$14,107.50	\$0.00	\$56,430.00	25.00 %	\$14,850.01
Domestic/International Mission						
Congo Helping Hands	\$563.01	\$563.01	\$0.00	\$2,252.00	25.00 %	\$592.50
Total Domestic/International Mission	\$563.01	\$563.01	\$0.00	\$2,252.00	25.00 %	\$592.50
Mission Grants	\$400.00	\$3,500.01	\$3,100.01	\$14,000.00	2.86 %	\$0.00
Total MISSION & PARTNERSHIP	\$15,070.51	\$18,170.52	\$3,100.01	\$72,682.00	20.73 %	\$15,442.51
COMMUNITY ENGAGEMENT	\$1,125.00	\$1,875.00	\$750.00	\$7,500.00	15.00 %	\$0.00
Total COMMITTEES OF COUNCIL	\$16,195.51	\$20,045.52	\$3,850.01	\$80,182.00	20.20 %	\$15,442.51
MINISTRY SUPPORT						
Committee on Ministry	\$2,136.99	\$4,274.46	\$2,137.47	\$17,098.00	12.50 %	\$4,094.82
Preparation for Ministry	\$1,630.98	\$1,466.25	(\$164.73)	\$5,865.00	27.81 %	\$341.25
Total MINISTRY SUPPORT	\$3,767.97	\$5,740.71	\$1,972.74	\$22,963.00	16.41 %	\$4,436.07
Missions Allocations/Transfers	\$12,248.49	\$12,248.52	\$0.03	\$48,994.00	25.00 %	\$11,947.26
Total INVESTMENTS	\$32,211.97	\$38,784.75	\$6,572.78	\$155,139.00	20.76 %	\$31,825.84
Net Resources/Investments	\$3,599.27	(\$2,284.74)	\$5,884.01	(\$9,139.00)	-39.38 %	\$4,568.60

Accounts

ASSETS	
Current Assets	
Cash/Checking	
WVP NBI (Sweep) #9492	\$2,405,353.20
Related Ministry Checking	
028-10034-000 - CCDC NBI #0707	\$53,846.36
Amistad PNC #7133	
026-10027-000 - Amistad Cristiana PNC Checking	\$61,898.71
Total Amistad PNC #7133	<u>\$61,898.71</u>
Total Related Ministry Checking	<u>\$115,745.07</u>
Other Cash	<u>\$197.00</u>
Total Cash/Checking	<u>\$2,521,295.27</u>
Savings/Money Markets	
PNC Money Market #XXXX2862	\$16,957.24
PILP Mission MM #100004	\$817,193.64
Total Savings/Money Markets	<u>\$834,150.88</u>
Investments (> 1-year)	
New Covenant Funds (PCUSA)	\$57,716.18
Vanguard Funds	\$303,574.97
Presbyterian Foundation	\$14,400.15
Total Investments (> 1-year)	<u>\$375,691.30</u>
Other Current Assets	
001-11100-000 - MO-Credit Card Clearing Account	\$50.90
001-11105-000 - Prepaid Insurance	\$19,611.50
010-11198-000 - Other Prepaid Expenses - MFU	\$7,500.00
Total Other Current Assets	<u>\$27,162.40</u>
Total Current Assets	<u>\$3,758,299.85</u>
Accounts/Notes Receivable	
005-11318-000 - PYOCA Inc Insurance AR	\$25,645.00
Total Accounts/Notes Receivable	<u>\$25,645.00</u>
Fixed Assets	<u>\$412,934.32</u>
Total ASSETS	<u><u>\$4,196,879.17</u></u>

LIABILITIES, FUND BALANCE, & Restricted Funds

LIABILITIES	
Current Liabilities	
Accounts Payable (Trade)	\$24,285.28
Payroll Withholding Payable	\$300.00
Employee HRA/FSA	\$90,676.85
Other Benefits Payable	
001-20030-000 - MO Accrued Sick Leave	\$5,262.74
001-20036-000 - Prof Development Escrow - SC	\$1,646.19
Total Other Benefits Payable	<u>\$6,908.93</u>
Total Current Liabilities	<u>\$122,171.06</u>
Passthrough	<u>\$22.72</u>
Hispanic Ministires	<u>\$120,006.76</u>
Other Liabilities	
Other Liabilities	
001-29960-000 - Deferred Inc-SOLT Rise Up	\$11,739.13
001-29973-000 - General Assembly Meetings	\$17,416.10
005-29964-000 - PyocaPass-Thru	\$9,000.00
010-29962-000 - Youth Triennium	\$19,510.65
Administrative Commissions	
005-29950-000 - Presby Fnd-Hope Legacy Endmt	\$1,025,000.00

Accounts

005-29951-000 - Hope Legacy Missions	\$32,047.77	
Total Administrative Commissions	<u>\$1,057,047.77</u>	
Total Other Liabilities	<u>\$1,114,713.65</u>	
Total Other Liabilities		<u>\$1,114,713.65</u>
Total LIABILITIES		<u>\$1,356,914.19</u>
FUND BALANCE		
Unrestricted		
001-30000-000 - MO Fund Balance	\$237,874.87	
005-30000-000 - Corp. Fund Balance	\$1,469,563.54	
010-30000-000 - MFU Fund Balance	\$77,712.20	
Total Unrestricted	<u>\$1,785,150.61</u>	
Designated/Donor Restricted		
014-31000-000 - COM Smock Renewal Cking	\$21,272.10	
015-31000-000 - Committee on Ministry Fund Balance	\$7,040.88	
016-31000-000 - COM Smock Emergency Grant	\$25,417.65	
017-31000-000 - New Ministry Initiative Fund Bal	\$18,008.61	
020-31000-000 - Hispanic Ministries Fund Balance	\$59,169.94	
026-31000-000 - Amistad Cristiana Fund Balance	(\$25,993.77)	
028-31000-000 - CCDDC Fund Balance	\$91,619.14	
030-31000-000 - Church Development Fund Balance	\$1,033.58	
031-31000-000 - Small Congregations Fund Balance	\$10,746.59	
032-31000-000 - Campus Ministries Fund Balance	\$1,286.70	
033-31000-000 - Mission in Congregations Balance	\$14,350.74	
036-31000-000 - Missional Transformation Balance	\$54,857.52	
038-31000-000 - Candidates - CPM Fund Balance	\$16,424.82	
039-31000-000 - Johnson Schships Fund Balance	\$878.11	
040-31000-000 - Pentecost Fund Balance	\$19,696.41	
041-31000-000 - Peacemaking Fund Balance	\$30,942.97	
042-31000-000 - Hunger Fund Balance	\$7,808.27	
044-31000-000 - Refugee Resettlment Fund Balance	\$1,590.81	
050-31000-000 - POT Fund Balance	\$229,346.04	
062-31000-000 - Spencer Mem Training Fund Balance	\$2,175.17	
805-31000-000 - PYOCA Capital Fund Balance	\$412,934.32	
Total Designated/Donor Restricted	<u>\$1,000,606.60</u>	
Permanently Restricted		
100-32000-000 - Michael Fund Balance	\$387.50	
101-32000-000 - Irene Johns Fund Balance	\$5,508.03	
102-32000-000 - Johnson Fund Balance	\$10,500.00	
103-32000-000 - Sanderson Paden Fund Balance	\$16,614.71	
104-32000-000 - Forest Hill Fund Balance	\$21,197.53	
Total Permanently Restricted	<u>\$54,207.77</u>	
Total FUND BALANCE		<u>\$2,839,964.98</u>
Total LIABILITIES, FUND BALANCE, & Restricted Funds		<u><u>\$4,196,879.17</u></u>

COMMISSION ON MINISTRY (COM)

of

Whitewater Valley Presbytery

PURPOSE: The COM shall provide supervision, oversight, and counsel to all Ministers of Word and Sacrament of the Presbytery, to Commissioned Ruling Elders (CREs) providing pastoral service to churches or other ministries, and to all churches of the Presbytery in matters of pastoral staffing. When appropriate and by invitation of a Session or head of staff, the COM may provide consultation related to other staffing matters. –*Whitewater Valley Presbytery, Commission on Ministry (COM) Manual of Operations, Approved November 6, 2019.*

BEGINNINGS:

- Rev. Tyler Brinks, Bridge Pastor, Springhill and Kingston Presbyterian Churches, Greensburg, effective 3/1/24
- Rev. Katherine Rieder, Interim Pastor, First Presbyterian Church, New Castle, effective 4/1/24
- Rev. Ye In Park, Designated Associate Pastor, Korean Presbyterian Church of Indianapolis, effective 04/14/24
- Rev. Kelley Jepson, Pastor, John Knox Presbyterian Church, Indianapolis, effective 04/29/24

CONCLUSIONS:

- Rev. David Park, Pastor, Korean Presbyterian Church of Indianapolis, effective 02/12/2024
- Rev. Shannon Burford, Pastor, Springhill and Kingston Presbyterian Churches, Greensburg, effective 02/12/2024
- Rev. Dr. Shelly Wood, Pastor, Orchard Park Presbyterian Church, Carmel, effective 04/15/2024
- Rev. Kemper Huber, Interim Pastor, New Hope Presbyterian Church, Fishers, effective 4/22/24
- Rev. Beth Wagner, Interim Pastor, John Knox Presbyterian Church, Indianapolis, effective 04/28/2024

ORDINATION ANNIVERSARIES:

➤ Martin Garcia	7/10/1994	30 years
➤ Melodie Carter Wager	4/30/1989	35 years
➤ Theodore M. Dorman	6/10/1984	40 years
➤ L. Vern Farnum	5/13/1979	45 years
➤ James Windsor Riley	6/24/1979	45 years
➤ Eleanor H. (Bunny) Alexander	7/22/1979	45 years
➤ David Sooho Bae	6/17/1974	50 years
➤ Michael L. Lindvall	7/14/1974	50 years
➤ Arthur C. Whitaker	5/31/1964	60 years
➤ Elsworth W. Morack	6/28/1964	60 years
➤ George R. Jackson	5/7/1954	70 years

Whitewater Valley Presbytery Assembly May 1, 2024

COMMISSION ON PREPARATION FOR MINISTRY
REPORTED ACTIONS - CONSENT AGENDA

The Commission on Preparation for Ministry (CPM) guides, nurtures, and oversees those preparing to become ordained teaching elders in accordance with the mandates and provisions of the *Book of Order* G-2.06 and G-3.30307.

Purpose

The COPM shall provide supervision, oversight, and counsel to those enrolling/enrolled as inquirers and candidates and preparing for the office of Minister of Word and Sacrament.

April 15, 2024 meeting

The CPM approved/received:

- Moving Sandy Garcia from inquirer to candidate and favorable review of growth objectives.
- Report on attending SOLT COM/CPM Summit 2024 Gathering at 2nd Pres. Indianapolis.
- CPM Liaison updates to further inform process in formulating comprehensive listing of current inquirers and candidates under care.

Continuing Liaison assignments with CPM toward CRE/CP:

- Bart Ost (Tab; Wabash CRE Ministry Formation Program) needing LeaderWise assessment and boundary training, seeking additional equipping with mentors for specific ministry functions
- Kristen Lehr (Orchard Park; Wabash CRE Ministry Formation Program)

Adding to CRE/CP roster those in Ministry Formation Program with liaisons yet to be assigned

Remaining under care:

- Sam Locke (in discernment/decision process)
- Mary Mitchell (supervised ministry at Highland PCUSA in Louisville)
- Ian Clark (paperwork to be submitted for consultation to be scheduled)
- Sandy Garcia (supervised ministry at Bluffton PCUSA) move to candidacy

Remaining certified ready to receive a call Candidate (for MoW&S):

- Thomas Markey (2nd Pres, Indianapolis) pursuing D.Min.

NOTE: Ye In Park — ordained, Designated AP, at Korean Presbyterian Church, Indianapolis

Respectfully submitted; The Rev. M. Rex Espiritu (Portland) Moderator (2024), **CPM**.

COORDINATING COUNCIL COMMISSION (CCC)
of
Whitewater Valley Presbytery

PURPOSE: The Coordinating Council Commission shall be to envision, facilitate, and evaluate the mission of the Presbytery and to administer its ongoing work. The CCC serves as the administrative body of the Presbytery. –*Whitewater Valley Presbytery, Coordinating Council Commission (CCC), Manual of Operations, Approved November 6, 2019.*

April 24, 2024 Meeting

- Election of Rev. Terry Epling as Clerk.
- Review of the proposed Assembly Docket.
- Through Amistad AC request, the recommendation that the Presbytery amend the authority and charter of the Amistad Commission
- Through the Amistad AC request, the approval to fund the Amistad AC through 2025 as proposed, pending the concurrence of the Hispanic Ministries Lead Team.
- Through the Mission and Partnership Work Group, the approval of a grant of \$2110 to Edinburg Presbyterian Church for technology.
- Through the Community Engagement Work Group, invite congregations who are interested to participate in the Indianapolis PRIDE parade as representatives of Whitewater Valley Presbytery.
- Through the Finance Committee, the review of the 2023 Year-End and 2024 First Quarter financial reports.
- Through the Personal Committee, the report of providing reimbursement to staff for cell phone usage and the recommendation that the Presbytery amend the Transitional Lead Presbytery job description to allow permission to sign banking and other legal documents as well as note that the Transitional Lead Presbytery has all the authority and responsibilities of the Executive Presbyter.
- Receipt of information from the Transitional Lead Presbyter of upcoming strategic planning.

2023 Session Records Review

Location	Church Name	'23 Records Reviewed
Anderson	First	Approved
Avon	White Lick	Approved
Bluffton	First	Approved
Boggs town	Boggs town	
Brookville	Mount Carmel	Approved
Clayton	Clayton	Approved
Connersville	First	Approved
Edinburg	Edinburgh	Approved
Elwood	First	
Fishers	New Hope	
Fort Wayne	United Faith	Approved
Fort Wayne	Grace	Approved
Fort Wayne	First	Approved
Franklin	First	Approved
Greensburg	First	Approved
Greensburg	Kingston	Approved
Greensburg	Springhill	
Greenwood	Greenwood	Approved
Hartford City	First	Approved
Indianapolis	Korean	
Indianapolis	Irvington	Approved
Indianapolis	Second	Approved
Indianapolis	Fairview	Approved
Indianapolis	Northminster	Approved
Indianapolis	Tabernacle	Approved
Indianapolis	Orchard Park	Approved
Indianapolis	Faith	Approved
Indianapolis	Southminster	Approved
Indianapolis	John Knox	Approved
Indianapolis	First Meridian Heights	
Indianapolis	Witherspoon	Approved
Jonesboro	First PC of Grant County	Approved
Knightstown	Bethel	Approved
Lewisville	First	Approved
Liberty	First	
McCordsville	Christ	
Muncie	First	Approved
Muncie	St Andrew	Approved
New Castle	First	Approved
Noblesville	First	Approved

Ossian	First	
Portland	First	Approved
Richmond	First	
Richmond	Reid Memorial	
Rushville	Trinity	Approved
Rushville	First	Approved
Shelbyville	First	
Tipton	First	Approved
Westfield	Crossroads	Approved
Winchester	Winchester	
Zionsville	Zionsville	Approved

Recommendation

The Whitewater Valley Presbytery overtures the 225th General Assembly (2024) to:

- Call for a day of prayer and fasting on Sunday, September 22, 2024 to:
 - Pray for our nation's leaders now serving and those seeking elective office that they would embrace Truth, work for peace, devote themselves to true justice, and be blessed by God with the wisdom, courage and desire to serve which true leadership requires.
 - Pray for the citizens who will be voting in elections to see beyond labels and party and cast their votes for persons who embrace Truth, peace, justice, wisdom, courage and a humble and willing spirit to serve the people with energy, intelligence, imagination and love.
 - Pray for an end to division and a new birth of freedom and peace in our nation and world.

- Direct the Stated Clerk of the General Assembly to transmit this prophetic utterance and call to prayer and fasting to Stated Clerks and Moderators within the Presbyterian Church (USA) asking them to join us in a common day of prayer and fasting on September 22, 2024.

- Speak prophetically to the Church and to the nation beyond the Church to:
 - Reject as false doctrine the ideology and idolatry of Christian Nationalism.
 - Reject as false doctrine that any one nation, group, congregation or denomination can claim to be Christian to the exclusion of all others.
 - Call for repentance from the belief that one ideological interpretation can be proclaimed the only Christian faith and, intertwined with political power, oppress persons and deny them full freedom to exercise their conscience as God alone has granted that freedom to human individuals.
 - Proclaim that Jesus Christ is Lord. Christ has been Lord from the beginning. Christ will be Lord in the end. Even now Christ is Lord and the Lordship of Christ exceeds all human boundaries and divisions which seek to contain it.

- Direct the Stated Clerk of the General Assembly, through the Washington, D.C. Presbyterian Office of Public Witness to transmit this overture to elected officials.

Rationale

The *Book of Order* F-3.0101b says, “Therefore we consider the rights of private judgments in all matters that respect religion, as universal and unalienable. We do not even wish to see any religious constitution aided by the civil power further than may be necessary for protection and security, and at the same time, be equal and common to all others.”

The *Book of Confessions* 8.23 proclaims, “We reject the false doctrine, as though the State, over and beyond its special commission, should and could become the single and totalitarian order of human life, thus fulfilling the church’s vocation as well.”

The *Book of Confessions* 8.24 proclaims, “We reject the false doctrine, as though the church, over and above its special commission, should and could appropriate the characteristics, the tasks, and the dignity of the State, thus itself becoming an organ of the State.”

The *Book of Confessions* 9.44 warns, “Congregations, individuals, or groups of Christians who dominate, patronize their fellowmen, however subtly, resist the Spirit of God and bring contempt on the faith which they profess.”

The *Book of Confessions* 9.45 further warns, “...the church which identifies the sovereignty of any one nation or any one way of life with the cause of God denies the Lordship of Christ and betrays its calling.”

We are faced with a growing ideology that rejects these truths, seeking to intertwine, not the true faith, but a movement that usurps the name Christian as it advocates a fusion of cultural Christianity with American civic life. Christian nationalism contends that America has been and should always be distinctively “Christian” from top to bottom – in its self-identity, interpretations of its own history, sacred symbols, cherished values, and public policies. This movement of Christian nationalism is more about identity than religion. It carries with it assumptions about nativism, white supremacy, authoritarianism, patriarchy, and militarism.

Christian nationalism embraces:

- A call for the federal government to declare the United States a Christian nation.

- An embrace of authoritarian tactics to govern and demand reverence for national symbols.
- Fear and distrust of other religions or other points of view on the Christian religion if they do not conform to a strict governmentally imposed orthodoxy.
- Opposition to science and education.
- A patriarchal system of leadership by domination.
- A fusion of religious fervor and patriotism into an idolatry of nation and political power.

We recognize that the witness of the Church is being perverted, thwarted and in danger of being rendered ineffective by these alien principles. The *Book of Confessions* F-3.0104 warns "...no opinion can be either more pernicious or more absurd than that which brings truth and falsehood on a level...".

AMISTAD CHRISTANA ADMINISTRATIVE COMMISSION REPORT AND REQUEST FOR RECOMMISSIONING

INTRODUCTION, BACKGROUND, & REFINED VISION

Isaiah 43:18-20

Remember ye not the former things, neither consider the things of old. Behold, I will do a new thing; now it shall spring forth; shall ye not know it? (KJV)

Forget about what's happened; don't keep going over old history. Be alert, be present. I'm about to do something brand-new. It's bursting out! Don't you see it? There it is! (MSG)

The purpose of this report to the Assembly is to provide a backstory of Amistad/Calvary Third and its Administrative Commission, to update the report to the assembly sharing the refined vision of Amistad, and finally to request a reboot for the support of Amistad by this Assembly and its committees and councils.

The backstory

Our last report to the Assembly recounted the unfortunate events which followed the final meeting of the 2023 Administrative Commission (AC): the cold snap which caused the electrical panel/meter meltdown which caused the power cutoff which rendered the church building vacant and cold, which led to a burglary and the pipes bursting which flooded the church.

Although we are told to forget about the former things, we think it is important that the Assembly understand Amistad's beginning as a congregation to understand the need to reboot.

Calvary Third was established as a congregation on the Southeast Side of Fort Wayne ninety-eight years ago. The current building, dedicated in 1953, is the church where Alan Thames served before becoming the Executive Presbyter of Whitewater Valley. The neighborhood around Calvary Third went through decades of transition, and in the early years of 2000, found its membership out of synch with the neighborhood it served. In 2011, the presbytery established an AC with the purpose of chartering a new, multi-ethnic church that more closely served the demographics and needs of the neighborhood. They called an evangelist, Rev. Leonel Pech to lead this new worshipping community as a part-time bi-vocational pastor.

The life of this worshipping community had seasons of growth and decline. Budgets were very tight and maintenance on the 69-year-old building was completed "as needed" basis or deferred altogether. In the AC meeting minutes from 2014, the group struggled with the decision to stay in the failing building, whose maintenance exceeded the congregation's ability to support it. The Calvary Third endowment was transferred to support Amistad.

The AC recorded things, decently and in order, and there is no questioning the dedication of the AC for Amistad, the passion of the Amistad leaders and members, nor the support of the Presbytery. The bottom line is that the church never seemed to "take off." The church found itself, like many churches, surviving more on endowment funds and Presbytery support than on the donations of its membership or the engagement of the neighborhood. By 2020, the church was no closer to chartering than in 2011.

With the consensus of Rev. Pech and the AC, a search began for a full-time Designated Pastor, and in September 2020, Rev. Martin Garcia was called as Amistad's designated pastor for a 3-year term,

and Rev. Pech concluded his ministry with Amistad. The hope of the church and the AC was that with renewed passion for ministry in a multilingual church, Pastor Martin and his wife and partner in ministry, Sandy, could lead Amistad to become a chartered church. And although 2020 was an impossible year to start anything new, Amistad began to flourish. It was in 2021 that Amistad lost members to Covid and to attrition (many churches have not seen worship attendance rebound to pre-pandemic levels). There continues to be a surge of immigrants to this neighborhood, many of whom speak only Spanish. By the summer of 2023, the endowment funds were depleted. Council rightly requested a plan for Amistad to charter, or at least a plan toward self-sustainability.

As we all know, Alan retired at the end of 2023. The clerk and chair of the AC after serving more than a decade, also retired. In 2014, the AC considered leaving the building. Ten years later, the building left us. Amistad had a failed building, a crippled AC, and a nearly defeated pastor.

Update since last report

Through time-consuming negotiations with our insurance companies, we received reimbursement from the insurance company for the initial electrical panel/meter repair. The reimbursement for the loss from the break-in is awaiting a signature to complete. It is prudent to take time for discernment rather than rushing into restoring and rebuilding the structure.

Pastor Garcia is gifted in building partnerships and there were several “nesting” options for the Amistad group. Hope Lutheran, at the end of the block, invited Amistad to “nest” and by Palm Sunday, the Amistad group had a permanent/temporary church home.

We approved a budget that supports the ministry of Amistad with resources for benevolence, a youth program, worship, outreach, mission, and \$40K in a building fund to clean and secure the building. We provided the Pastor his first raise in 3 years, and we will bring him up to the Presbytery recommended minimum compensation. We have worked with the 1001 Worshipping Communities and have found grants (if approved) that will help with the Pastoral support. We have identified several General Assembly Level Grants and Fort Wayne municipal and philanthropic grants for the future.

We secured a grant for \$25000 from the Center for Congregations. That enables us to safely clean, power, and secure the building as we continue our discernment. We have already begun the cleanup operation with a capable electrical contractor and the oversight of Bill Patterson, the property manager at First Presbyterian church, Fort Wayne.

We began visioning sessions with the AC, the Amistad Group, and neighborhood leaders. We are called to “seek the welfare of the city.” There are some members, as in any church, who want to return to the church model of the last century, others are beginning to embrace the vision. Our context is a gift: where we are today is exactly where we should be to fulfill God’s mission in our life as a church and for the good of the neighborhood. We are right here, right now, for a reason. We (the AC and the members of Amistad) have a renewed energy, and a new vision, and at this point, more questions than answers about how we will move forward. We can share a few solid conclusions: buildings are supposed to support ministries, not the other way around. The church is not the building, it is the people. We continue serve the people in this neighborhood because through faith, we desire to see God glorified through lives transformed by the Gospel. We want to be a church relevant to our context. We desire to pursue the church that God intends us to be.

The refined vision

We were guided by the words of theologian Frederick Buechner, “The place God calls you to is the place where your deep gladness and the world’s deep hunger meet.”

We reviewed our deep gladness. We acknowledge with gratitude the financial gifts and support. We acknowledged our talents: those of organizing, teaching, leading, listening, open mindedness; the desire for the place we are planted to thrive. We also listed our gifts of bravery, of being able to help others find their gifts and passion, our ability to connect people to loving themselves and others.

We combined our passions (what we are best at) and what resources are available to us, with our deep gladness. We added the world’s great need in this neighborhood with God’s mission in this neighborhood. We have a vision of a spiritual hospital; a family resource center where people can find food, clothing, referrals and resources for the needs and mental health, and entrepreneurship development. Our vision is that of a center that supports abundant life, allowing us to live the Gospel where we have been planted.

We reviewed the world’s deep hunger. The Petit-Rudisill neighborhood tops the Indiana chart for infant mortality. Half live under the poverty line, and it ranks lowest in education and intact families. The needs for parenting groups, youth groups, home ownership, security (living without fear), overcoming trauma and violence, family support systems, daycare, opportunities and encouragement of creative expressions of life and faith, healthy ways of living are overwhelming. There is a deep hunger for Christ rooted hope, for peace, and for healthy sustained relationships.

Imagine a multicultural, multilingual, multi-denominational, multigenerational fellowship group which shimmers with hope and shares the love of God in one of the least served neighborhoods in our Presbytery. That is our vision for Amistad 2.0.

What this means to the Assembly is that we do not have all the answers today. It has been most frustrating for the AC and our pastor that with each question, there are a half dozen answers, each of which have a dozen more questions with multiple answers. We ask this group to come alongside as we follow where God is calling us. We have considered the physical structure and the congregational structure in our discernment.

Physical Structure

One vision for the structure is that it supports the mission of restoring abundant life to the Petit-Rudisill neighborhood. This vision takes the form of the building supporting things like a coffee shop type gathering place, a wellness center, an indoor labyrinth, remote office hook-ups, vaccination clinics, childcare, homework tutors, work permit processing center, yoga classes and worship gatherings on Sunday with the Word rightly preached and the sacraments rightly administered. It will be a modern structure, that is asbestos free, boiler free, leak free, fully accessible, and energy efficient with controllable zones of heating and cooling. We need a building equipped with mesh internet access with sufficient bandwidth, charging stations, monitors for worship and workshops. It will have a sanctuary that can accommodate multiple purposes (yoga, workshops, seminars) as well as worship. The classrooms must have 2 means of egress and will be built to exceed safety requirements for childcare and preschool. It will be fully accessible to accommodate those with physical challenges. We envision a commissary type kitchen that can be

used commercially for micro-chef entrepreneurship and for healthy cooking classes as well as enhancing fellowship. The private offices need to accommodate privacy and transparency.

The other vision is with the help and advice of those on the Board of Directors, to sell the building by the end of 2024. If this scenarios, we ask for a consideration that a generous portion of proceeds from the sale of the building or land (if that option is chosen) remains with the mission and ministries of Amistad, provided we continue our path of growth in scope and reduction in Presbytery funding reliance.

Regardless, of which vision is followed, in the meantime, the AC will ensure that the building is safe, dry, clean and secure. After it is cleaned out and the remediation work and electrical work is complete, it will be a storage area for items that are salvaged and saved for future ministry work as Amistad remains “nested” down the street at Hope Lutheran. The “nest” gives us time to make these decisions based on the vitality of the mission.

Congregational Structure

One vision is that Amistad becomes a PC USA Chartered church. That was the charge to the AC in 2011. Although Amistad met the criteria of a “Guidelines for New Faith Communities in Whitewater Valley” in April 2018 , Alan Thames noted that Amistad is a fellowship group but has not achieved the status of a PCUSA congregation because of its inability to “support a full-time pastor without the action of the AC to structure invested funds for this purpose.”

Another vision is that Amistad remains a mission of the Presbytery. We believe that “enslaving poverty in a world of abundance is an intolerable violation of God’s good creation.” (The Confession of 1967). According to the Book of Order, “the mission of the church is given form by God’s activity in the world as told in the Bible and understood by faith.” We are to be “the provisional demonstration of what God intends for all of humanity.” This is our call. “The Spirit justifies us by grace through faith, sets us free to accept ourselves and to love God and neighbor, and binds us together with all believers in the one body of Christ, the Church.” (Brief Statement of Faith). We are a church; we are a part of the one body of Christ. The challenge to this fellowship group to move “forward” to become a chartered church of the PC USA in our presbytery is mid-century thinking and systemically restrictive. Instead, we wish to recognize this group as a mission on a mission.

Our Objectives and Goals

Re-commission the AC for 2 years to actively support Amistad 2.0.

To subject everything to rational analysis reduces the awe to ashes. We urge everyone to embrace the wonder and the unknown as the AC has over the past quarter. We ask that we broaden our thinking of Amistad as a problem to be solved to include the recognition of an opportunity to BLESS our critically underserved neighbors in this critical time.

Be present. Release our nostalgic past and the “way we have always done things.”

Look for the ways God is showing us how best to serve God’s mission in our context.

Experiment. Risk trying different ministries, outreach, worship approaches, funding.

Serve building relationships with our neighbors and ministry partners, not a building.

Stand with the people whom God loves.

With that frame of mind, we balance the SMART goals.

Specific. We will re-establish the presence of a Christian mission in SE Fort Wayne.

Measurable. Chartering is not the ultimate goal, mission establishment is.

Our success will be measured in the increased number of people reached, assisted, and included in the fellowship group. This is not a Sunday morning attendance metric, rather an increase in reach and scope of a mission while reducing the budget dependence on the Presbytery as we secure other means of missional support.

Achievable. Faith and hope are wonderful things, but not a strategy.

We have already witnessed many ways that Amistad has blessed others in the first quarter. We cannot take credit for the eclipse, but the Drum Circle Neighborhood Event was a huge success. Aside from the re-introduction of Amistad to the neighborhood, we gained some great social media exposure.

Realistic. We have examples of successful church plants when the mission is well aligned with God's mission and is adequately resourced.

Time bound. We seek to achieve these goals by December 31, 2025.

Re-establish the fellowship group as a mission of the Presbytery rather than a group working toward charter. The AC will be the polity arm and steward of the resources of the Presbytery, acting as the Session of Amistad. The true missional work will be overseen by an advisory board of our fellowship group's members, denominational partners, and neighborhood leaders. It will be the AC's responsibility to navigate the work of the mission and the resources. The ministry will continue to be funded through grants, donations, and hopefully, the Presbytery.

Re-visit the prophets of the Old Testament and our learnings from Matthew 25. Seek the welfare of the city; seek justice, love kindness, and walk humbly; do for the least of our brothers and sisters. Trust but verify. (Not Jeremiah, Micah, or Matthew, but absolutely relevant). We commit to reporting our progress quarterly to demonstrate stricter accountability and to inform our Assembly of the life-saving work of this mission.

Re-boot Amistad. We encourage you to empower the Amistad Group and the Amistad AC with spiritual and financial support. For us to take advantage of grant funding, we would ask for consideration of funding through 2025 as soon as possible. Our first quarter numbers are solid, and the AC has established more rigor in our oversight of these precious resources. We want to use this new mission as a catalyst to engage members in all churches in the Presbytery to understand and help mitigate poverty, racism, and injustice. Amistad 2.0 might be a way for smaller churches to get more involved missionally, and for larger churches with youth groups safely experience other cultures and demographics.

The new thing "is bursting out. Don't you see it? There it is!"

**Proposed Charge to the Administrative Commission
For the Amistad Cristana Worshipping Community, Fort Wayne, Indiana
By the Presbytery of Whitewater Valley**

RATIONALE

Since it is the policy of Whitewater Valley Presbytery "to encourage the development of new communities of faith, especially by reaching out to immigrant/international populations" per the *Guidelines for New Faith Communities in Whitewater Valley Presbytery*,

Since the Coordinating Council Commission requested a ministry status report no later than August 2024 in order to consider future funding including the development of benchmarks and objectives,

Since in the process of considering its future and developing the needed benchmarks and objectives, a refined vision was developed and presented with SMART goals and a budget, and that refined vision included a change from the original commission assumption of a chartered congregation,

the Amistad Cristana AC is seeking a re-commission through the end of 2025.

AUTHORITY

The responsibility and power to organize a worshipping community, fellowship, or congregation a congregation is granted to Presbytery by the Book of Order.

RESOLVED: The Whitewater Valley Presbytery re-appoints an Administrative Commission to act on Presbytery's behalf, effective May 1, 2024 with the following powers and functions of:

- Assuming original jurisdiction, functioning as the Session of Amistad Cristana including approving the Terms of Call for Martin Garcia as a Designated Pastor for Amistad Cristana (one year term which may be renewed by motion of the Amistad AC within the approved budget) after it has been reviewed and approved by the Commission on Ministry annually;
- Determining the best use of the current building and property which may entail the disposal of the moveable personal property; securing the building and property; attending to matters of insurance; disposing, repairing, or rebuilding of the building and grounds (the last is subject to the approval and/or concurrence by the Board of Directors);
- Securing the assistance of other individuals, as appropriate, to assist with its work, and generally to do such things and take such actions for, in the name of, and on behalf of Whitewater Valley Presbytery as shall be reasonably necessary to accomplish the general purpose of this resolution;
- Presenting at the conclusion of its work, the report and recommendations of the Administrative Commission to the Presbytery Assembly for action, no later than the last Presbytery Assembly meeting of 2025.

MEMBERS OF THE ADMINISTRATIVE COMMISSION

- Ruling Elder Ryan Crismore, First Presbyterian Church, Bluffton
- Teaching Elder Chuck Hanhart, Retired
- Teaching Deb Mitchell, Pastor-at-large
- Ruling Elder Bill Patterson, First Presbyterian Church, Fort Wayne
- Teaching Elder Hal Thomas, Retired
- Ruling Elder Ted Smith, First Presbyterian Church, Bluffton

FUNDING – Coordinating Council Commission has approved to fund the project through 2025, as proposed below, pending the concurrence of the Hispanic Ministries Lead Team and COM.

			2024 Requested	2024 Approved	2025 Requested
INCOME				80%	
	Congregation and Friends Funding		\$ 20,000.00	\$ 20,000.00	\$ 25,000.00
	Presbytery Funding				
		WWVP from Promise of Tomorrow	\$ 55,000.00	\$ 44,000.00	\$ 50,000.00
		Hispanic Ministries Reserve Funds	\$ 33,000.00	\$ 26,000.00	\$ 25,000.00
		WWVP Mission through COM	\$ 7,500.00	\$ 7,600.00	\$ 7,500.00
		WWVP through HMLT Funds	\$ 4,500.00	\$ 4,200.00	\$ 4,500.00
		Total Presby Funding	\$ 100,000.00	\$ 81,800.00	\$ 87,000.00
	Grant Funding				
		Center for Congregations Equity Grant		\$ 25,000.00	
		PCUSA NWC Grant		\$ 30,000.00	\$ 20,000.00
		PCUSA Transformational Grant		\$ 30,000.00	\$ 20,000.00
		Presbyterian Disaster Grant		\$ 5,000.00	
		Total Grant Funding		\$ 90,000.00	\$ 40,000.00
TOTAL INCOME				\$ 191,800.00	\$ 152,000.00
EXPENSE					
	Administrative Expense 3% Fee (on net assets-fund balance)			\$ 0	\$ 1,500.00
	Personnel				
		Pastor Salary		\$ 36,846.00	\$ 37,951.38
		Pastor Housing		\$ 19,840.00	\$ 20,435.20
		Pastor Board of Pensions		\$ 22,107.54	\$ 15,181.00
		Cont. Education		\$ 1,500.00	\$ 1,500.00
		Auto/Prof Reimbursement		\$ 2,000.00	\$ 2,000.00
		Pulpit Fill		\$ 800.00	\$ 800.00
		Praise and Worship Leader		\$ 10,765.08	\$ 10,765.08
		Total Personnel		\$ 93,858.62	\$ 88,632.66
	Nesting Costs			\$ 13,500.00	\$ 18,000.00
	Program				
		VBS		\$ 200.00	\$ 500.00
		Worship		\$ 400.00	\$ 1,000.00
		Evangelism & Outreach		\$ 2,000.00	\$ 2,000.00
		Discipleship/Events/Membership		\$ 500.00	\$ 500.00
		Youth Fellowship		\$ 200.00	\$ 1,500.00
		Fellowship		\$ 500.00	\$ 1,500.00
		Children's Program		\$ 200.00	\$ 200.00
		Meals		\$ 200.00	\$ 500.00
		Sunday School		\$ 200.00	\$ 500.00
		Benevolence		\$ 5,000.00	\$ 5,000.00
		Total Program		\$ 9,400.00	\$ 13,200.00
	Administration				
		Insurance		\$ 14,680.00	\$ 18,000.00
		Security		\$ 1,500.00	\$ 600.00
		Advertising		\$ 1,000.00	\$ 1,000.00
		Bank/Other Fees		\$ 100.00	\$ 100.00
		Office Supplies		\$ 100.00	\$ 500.00
		AV/Other Equipment		\$ 1,000.00	\$ 1,000.00
		Postage		\$ 50.00	\$ 50.00
		Phones/Internet		\$ 900.00	\$ -
		Computer/Software Subscription		\$ 600.00	\$ 600.00
		Total Administration		\$ 19,930.00	\$ 21,850.00
	Building & Grounds				
		Utilities - Electric		\$ 2,400.00	\$ 1,200.00
		Utilities - Gas		\$ 1,200.00	\$ -
		Utilities - Water		\$ 800.00	\$ 1,200.00
		Utilities - Refuse Disposal		\$ 2,300.00	\$ -
		Custodial Supplies		\$ 500.00	\$ 500.00
		Landscaping/Snow Removal		\$ 2,000.00	\$ 2,000.00
		Building Maintenance		\$ 40,000.00	\$ -
		Total Building and Grounds		\$ 49,200.00	\$ 4,900.00
TOTAL EXPENSE				\$ 185,888.62	\$ 148,082.66
NET SURPLUS OR DEFICIT				\$ 5,911.38	\$ 3,917.34

WHITEWATER VALLEY PRESBYTERY
POSITION DESCRIPTION
TRANSITIONAL LEAD PRESBYTER

Pay Classification: Exempt, Full-time (40 hours/week)
Term: Designated 3-year contract with possibility for extension

Position Purpose:

- Lead strategic visionary oversight in guiding the Presbytery to where God is leading us in an ever-changing community and world.
- Equip and resource leaders to support pastors, sessions, and congregations.
- Facilitate connection and encourage all of the churches to participate with the Presbytery.

Qualifications:

- Christ-centered faith and spiritual wisdom.
- Ordained as a Ruling or Teaching Elder in the Presbyterian Church (U.S.A.).
- A Bachelor's degree or equivalent leadership experience.
- Maintain compassion and trustworthiness in leadership and models open communication.
- Endorse and cultivate diversity; is able to encourage discussion of issues with openness, grace, and respect for diverse opinions.
- Ability to communicate effectively both orally and in writing.
- Capacity to juggle multiple demands and administrative needs in a middle body setting.

Responsibilities:

- Serve as Head of Staff and is responsible for creating a healthy work environment.
- Assess Presbytery structure and align staffing needs.
- Provide ongoing assessment of the ministry and mission of the Presbytery, developing and facilitating plans to address challenges, cultivate accountability and build new strengths.
- Encourage congregations so they can impact our communities.
- Coach and foster developing connections in the work of the Presbytery by all of our churches.
- Participate in the life of the churches of the Presbytery, celebrating their successes and connecting them with the resources needed during times of conflict.
- Serve as staff resource (*or appoint appropriate staff resource*) to the Board of Directors, Coordinating Council, Committee on Ministry, Committee on Preparation for Ministry, Personnel Committee, Finance Committee, Committee on Representation, and Administrative Commission.

- *The Executive Presbyter and the Transitional Lead Presbyter are identical and synonymous roles in the Standing Rules and Manual of Operations.*
- *The Transitional Lead Presbyter shall serve as Director of the Corporation and is granted authoritative permission to sign legal documents on behalf of the Presbytery.*

Compensation and Review:

- Compensation shall be set by the Presbytery upon recommendation of the Coordinating Council after consultation with the Finance and Personnel Committees.
- This position will be reviewed and evaluated at six months, and then annually by the Personnel Committee.
- Term may be extended upon recommendation of the Personnel Committee and approval of the Presbytery.

Selection: Transitional Lead Presbyter Search Committee
Accountability: Accountable to the Presbytery through the Personnel
Committee of the Coordinating Council

*Job descriptions are intended to be guidelines for position responsibilities. As such, the employee may be asked to perform tasks outside of the duties outlined in this document.