

DOCKET
MAUMEE VALLEY PRESBYTERY
FIRST PRESBYTERIAN CHURCH
Waterville, Ohio
Tuesday, May 21, 2019

3:00 **GETTING ORGANIZED** Tom Polker
Opening Hymn and Prayer
Call to Order
Adoption of the Docket (#1a) Dean McGormley

MOTION: to approve the docket

Approval of Minutes of February 19, 2019

MOTION: to approve the minutes

Seating of Corresponding Members
MOTION: to seat as corresponding members:

Privileges of the Floor:
MOTION: to grant privileges of the floor to

Report of the Clerk
Statistical Report (#1b)
Installation Commission Minutes (#1c)
General Council Minutes (#2)
Welcome from the Host Pastor
Recognition of First Time Commissioners

3:20 **Report of Executive Presbyter (#3)**

3:30 **ITEMS FOR ACTION**

Actions Taken to the Presbytery from Nominations (#4) Rose Jones
ON MOTION that

Actions Taken to the Presbytery from General Council (#2) Jay Salvage
ON MOTION

Actions Taken to the Presbytery from Toledo Grace Commission (#5) Tom Schwartz
ON MOTION to.

Actions Taken to the Presbytery from ACDC Commission (#6) Susan Rowland Miller
ON MOTION to.

Actions Taken to the Presbytery from Hamni Commission (#7) Carole Burnworth
ON MOTION to.

Actions Taken to the Presbytery from Mt. Sinai Commission (#8) Janeane Hopkins
ON MOTION to.

4:00 **ACTIONS TAKEN ON BEHALF OF MAUMEE VALLEY PRESBYTERY**
Actions Taken on Behalf of the Presbytery by COM (#9a)

1. *Cadmus* – APPROVED the following to serve on the Commission to install Rev. Dr. Ann Marie Montgomery as Pastor of Cadmus on Sunday 28th April 2019 at 3:00 P.M.: Moderator of Commission Tom Polker (MVP Moderator), Rev. Cathy Johnson (Chaplain w/Adrian Dominican Community), Rev. Pamela Short (Tontogany), Elder Patti Smith (Huron), Elder Carl Jacobs (Cadmus). The Commission has the authority to add/replace members if needed. Approval is also given for the following to participate in the service: Rev. Sarah Grace Montgomery (Presbytery of Western North Carolina), Elder Michael Montgomery (Murray, KY), and Elder Bob Muntz (Huron, OH).
2. *Clyde* - If the way be clear, APPROVED the request of the session that CRE Rose Jones be commissioned to serve Clyde, thereafter authorizing her to administer the sacraments and appointing her moderator of their session.
3. *Milan* – APPROVED the request of the session to grant them a waiver of the limitation of terms for ruling elders serving on session under Section G-2.0404 of the Book of Order. This waiver will last for a period of one year.
4. *Monroe*- APPROVED the terms of the contract between Rev Dr Ellen McGormley and Rev Dean McGormley and the Session. The contract is for a period of one year commencing February 19, 2019. They will, between them, work 40-hours per/week and each will be paid as follows:

Salary	\$24,000
Pension 12%	2,880
Health Savings Account	1,000
Continuing Education	440
Expenses	1,400
Travel (vouchered)	<u>1,400</u>
Total	\$31,120

Vacation 4 weeks (4 Sundays) and Continuing Education 2 weeks (2 Sundays).

5. *Toledo Glendale* – APPROVED the job description between Rev. Karen VanderPloeg and the Session as a Temporary Part-Time Pastor.
6. *Toledo Glendale/Waterville* – APPROVED the terms of call between Rev Karen VanderPloeg and Waterville and the contract with the session of Glendale. Her total salary package between the two churches is \$86, 000.01 - \$64,500.01 (75%) paid by Waterville and \$21,500.00 (25%) paid by Glendale. Her contract with Glendale commenced Jan 1, 2019 and is for a period of 1 year. (The exact terms of the terms of call/contract are given in the attached list of approved Terms of Call/Contracts).
7. *Huron* – APPROVED the appointment of Rev. James Hodsdon of Norwalk as Moderator effective January 1, 2019.
 APPROVED the terms of separation between Rev. Deb Bowsher and the Session as follows:

Salary	\$11,050.00
Housing	6,211.55
Pension/Medical	6,683.15

 This will be paid on a bi-weekly basis ending May 3, 2019. These payments will cease should Rev Bowsher obtain full time employment prior to April 28, 2019.
8. *Palmyra and Blissfield* - APPROVED the requests from the sessions of both churches authorizing them to present Rev Doug Holmes to their respective congregations to be voted on as their called and installed pastor.
9. APPROVED a \$300 Scholarship for Rev. Deb Bowsher’s vocational/discernment/learning/new training.
10. APPROVED the addition of Elder Lance Wiesmann to the presbytery’s Pulpit Supply List.
11. APPROVED the addition of Nancy Berkheiser to the presbytery’s Pulpit Supply List.
12. APPROVED the transfer of Rev Annmarie Kidder to Lake Michigan Presbytery

- 13. It was noted that Rev. Jeanne Gay and Rev. Dr. Matt Zuehlke have been added to our Pulpit Supply List.
- 14. APPROVED the Pastoral Terms of Call and Contracts for 2019 that have been received so far, as detailed in the attached spread sheet. (#9b)

- 4:10 **Branch of Congregational Life (#10)** Pamela Short
 - 4:30 **Reflections from the Font** Shelby
 - 4:35 **Synod Report (#11)**
 - 4:40 **Presbyterian Women (#12)**
 - 4:45 **Reflections from the Font** Tecumseh
 - 4:50 **Restructuring (#13)**
 - 5:30 **DINNER (Fellowship Hall)**
 - 6:30 **WORSHIP** (Sanctuary)
 - 7:30 **Reflections from the Font** Camp Rejoice
 - 7:35 **CRE** Rose Jones examination
 - 8:00 **Business not completed before dinner**
- ADJOURNMENT** (prayer and time noted)

The next regular meeting of Maumee Valley Presbytery will be Tuesday, September 17, 2019 at the First Presbyterian Church, Van Wert, Ohio, beginning at 3:00 p.m.

2018 Presbytery Statistical Report

Presbytery Maumee Valley
Address 700 E Melrose Ave, Findlay, OH 45840
Phone 419-423-9073 **Fax** 419-423-9089
Email
Web Site www.maumeevp.org



Membership

Prior Active Members **6301** Adjusted membership **6287**

Gains

Certificate **35**

Youth Professions **22**

Professions & Reaffirmations **91**

Total Gains 148

Total Ending Active Members 5802

Losses

Certificate **33**

Deaths **145**

Deleted for any Other Reason **455**

Total Losses 633

Baptisms

Presented by Others **23**

At Confirmation **3**

All Other **10**

Average Weekly Worship Attendance **1976**

Female Members **3421**

Friends of the Congregation **436**

Ruling Elders on Session **325**

Do you have Deacons? Yes / No **27 / 14**

Age Distribution of Active Members

25 & Under **344**

26 - 40 **450**

41 - 55 **506**

56 - 70 **946**

Over 70 **1339**

Total Age Distribution 3585

People with Disabilities

Hearing impairment **241**

Sight impairment **59**

Mobility impairment **341**

Other impairment **92**

Christian Education

Birth - 3 **70**

Age 4 **27**

Kindergarten **40**

Grade 1 **26**

Grade 2 **22**

Grade 3 **23**

Grade 4 **34**

Grade 5 **39**

Grade 6 **37**

Grade 7 **32**

Grade 8 **40**

Grade 9 **26**

Grade 10 **34**

Grade 11 **25**

Grade 12 **33**

Young Adults **55**

Over 25 **515**

Teachers/Officers **161**

Total Christian Education 1239

Racial Ethnic

Asian/Pacific Islander/South Asian **22**

Black/African American/African **18**

Middle Eastern/North African **4**

Hispanic/Latino-a **17**

Native American/Alaska Native/Indigenous **1**

White **4407**

Multiracial **4**

Total Racial Ethnic 4473

Financial Data

Annual Income **7,099,883**

Annual Expenses **15,807,295**

Mission Expenses **2,240,084**

Personnel Expenses **9,391,572**

Facilities Expenses **2,994,834**

Minutes of the Administrative Commission
to install Rev. Dr. Ann Montgomery
as pastor for Cadmus Presbyterian Church,
Cadmus, MI
April 28, 2019 at 3:00pm

The commission met at 2:45pm in the meeting room of Cadmus Presbyterian Church and opened with prayer. A quorum was declared. The commission **voted** to proceed with the installation, **voted** to invite those listed below to participate in the service, and **voted** that the benediction at the conclusion of the service of worship be the concluding prayer of the meeting of the commission.

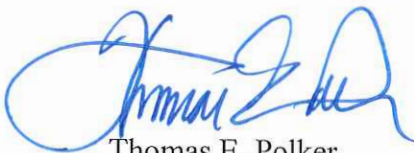
The following members of the commission were present:

Moderator of the Commission, Thomas Polker (MVP Moderator)
TE Rev. Cathy Johnson, (Adrian Dominican Community; Adrian, MI)
TE Rev. Pamela Short (Tontogany Presbyterian Church, Tontogany, OH)
RE Patti Smith (First Presbyterian Church; Huron, OH)
RE Carl Jacobs (Cadmus Presbyterian Church, Cadmus, MI)

Also participating in the service were

Rev. Sarah Grace Montgomery (Pastor, Brevard-Davidson River Presbyterian, Brevard, NC)
Presbytery of Western North Carolina
RE Michael Montgomery (Brevard-Davidson River Presbyterian, Brevard, NC)
RE Debbie Burgess (1st Presbyterian, Huron, OH)
RE Bob Muntz (Cadmus Presbyterian, Cadmus, MI)

Submitted,



Thomas E. Polker
Commission Moderator

General Presbyter Report

May 2019

I continue my work with the presbytery, and I could not be more hopeful. There is much for which to be thankful - mainly the many healthy relationships I see throughout the presbytery.

You all called me here over six months ago now, and I have spent a lot of my time getting to know you, relating to committees and commissions, and seeking to lead and encourage, challenge and foster deeper relationships. It is an exciting time, ever evolving as we seek to serve Jesus Christ in fruitful ways. Communication patterns, job duties morphing amongst office staff, and healthier rhythms for yearly work flow have been at the top of my list, as we begin to pivot to new structures and ways of tackling the work of the presbytery.

I share a few thoughts for our Common Life:

1 As instructed by the 223rd General Assembly, all mid-councils have been encouraged to begin their meetings with an acknowledgment of whose land they are meeting on and that greetings to the assembly include a welcome from those Indigenous peoples currently living on the land.

<https://www.pc-biz.org/#/search/3000375>



I will do this as part of my oral report to the presbytery, seeking to honor the Shawnee, Miami, Delaware, and Ottawa people, and other Historic Native People of Ohio who dominated the area of Maumee Valley Presbytery for a long time, well before many of us came to be in these parts.



Chief Pontiac of the Ottawa People

Big Thunder (Bedagi), late 19th century Algonquin

“The Great Spirit is in all things, is in the air we breathe. The Great Spirit is our Father, but the Earth is our Mother. She nourishes us; that which we put into the ground, She returns to us....”

Give us hearts to understand;

*Never to take from creation's beauty more than we give;
never to destroy wantonly for the furtherance of greed;*

*Never to deny to give our hands for the building of earth's beauty;
never to take from her what we cannot use.*

Give us hearts to understand

*That to destroy earth's music is to create confusion;
that to wreck her appearance is to blind us to beauty;*

*That to callously pollute her fragrance is to make a house of stench;
that as we care for her she will care for us.*

We have forgotten who we are.

We have sought only our own security.

We have exploited simply for our own ends.

We have distorted our knowledge.

We have abused our power.

Great Spirit, whose dry lands thirst,

Help us to find the way to refresh your lands.

*Great Spirit, whose waters are choked with debris and pollution,
help us to find the way to cleanse your waters.*

*Great Spirit, whose beautiful earth grows ugly with misuse,
help us to find the way to restore beauty to your handiwork.*

*Great Spirit, whose creatures are being destroyed,
help us to find a way to replenish them.*

*Great Spirit, whose gifts to us are being lost in selfishness and corruption,
help us to find the way to restore our humanity.*

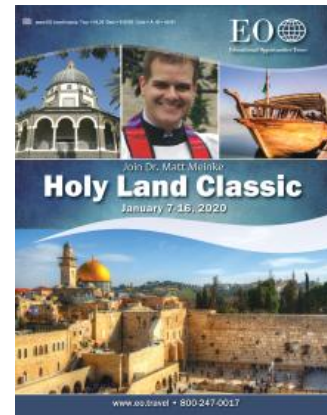
*O Great Spirit, whose voice I hear in the wind,
whose breath gives life to the world, hear me;
I need your strength and wisdom. May I walk in Beauty.*

2 Be sure you are plugged in! If you have not already signed up on the MVP newsletter list, please do so by going to www.maumeevp.org and look for the newsletter sign up button at the top.

3 The presbytery grieves the loss of one of its own since we last met: the Rev. Richard Bower who died on March 22, 2019.

4 I am leading a trip to Israel, January 7-16, 2020. This is the continuing education event of a lifetime. If you are looking for ways to transform and awaken your preaching, I believe no other event in the life of your ministry will be as impactful. Please consider joining me. mattmeinke.com/trips

Already a few of you in the presbytery have signed up. I welcome more of you! Not just clergy. This is a presbytery-wide event, a fun time of relating and vacationing with one another, while learning the Bible and walking the steps of Jesus.



5 There are so many wonderful, equipping events in this presbytery. It almost takes my breath away how committed you all are to learning and growing and resourcing one another. It is refreshing and exciting to be a part of. I particularly encourage you to seek out and register for the Joan Gray event.



Along those lines, the Matthew 25 Initiative has begun *(and those of you who are Ministers, Clerks, and Elder Commissioners should have received my email invitation on April 11 about this contact the MVP office if you need to update us on your email address – info@maumeevp.org)*. I invite you to become a Matthew 25 Church. It is a call to action and an invitation to increased mission and action. It is part of the PCUSA's 2019/2020 General Assembly focus of 1) Building congregational vitality; 2) Dismantling structural racism; and 3) Eradicating systemic poverty. To learn more and see a 3.5 minute video and other resources like curriculum for classes and toolkits, check out www.presbyterianmission.org/ministries/matthew-25

6 An EF-2 tornado ripped through Maumee Valley Presbytery, namely the town of Shelby, Ohio. Our church in Shelby was not hit, nor were any of the members displaced. But others were affected. The Shelby church became a beacon of hospitality and ministry as it responded to the tornado, ministering to first responders. Come to the presbytery meeting to hear their amazing story.

7 We will have a new element to our meeting, three "Reflections from the Font", which will be 3-5 minute celebrations/reports from three different congregations as they share the good news of things happening in the life of their church. I have already asked three churches to share, the Shelby church being one of them. Each will gather up front, maybe even around the font, and share. If something extraordinary is happening in your church, talk to me, and we will schedule you for a future presbytery meeting.

8 The 2019 Directory is available at maumeevp.org/resources/documents-forms. The password is **2019MVP** (It is case sensitive!). Feel free to download a copy to your digital device or print one out. Also help us out by looking yourself up and providing updates. We have noticed a lot of old phone numbers and emails. This makes connecting with you very difficult!



9 I recently served on the World Mission US Northeast Consultation team, part of a team from the Synod of the Covenant to the PCUSA. I was honored to be asked to be a part of this strategy process at Stony Point Center in Stony Point, NY. Held on April 4-6, 2019, it included an internal review of policies and trends with PCUSA World Mission as well as summaries of consultations with our global partners. Our review and input was added. It was a wonderful time of connecting with many of those involved in World Mission, including the Rev. Dr. Elizabeth McCormick, a former mission co-worker to the Sudan, and also one of my pastors in college. She inspired me to enter the ministry, and was asked to be a part of the consultation team like I was.



Committee on Nominations & Representation Report

Committee on Ministry – TE Margaret Fox Class of 2020 Perrysburg

Permanent Judicial Committee - TE Jim Miller Class of 2020 Pemberville

Vice Moderator for 2020 - TE David Montgomery Toledo Campus Ministry

Hanmi Covenant Administrative Commission – TE Ann Wasson

Submitted by: Rose Jones, chair

Toledo Grace Administrative Commission

Report to MVP

May 2, 2019

At a Congregational meeting on November 18, 2018, a motion was made and approved to close Grace Presbyterian Church, Toledo. The Administration Commission of Grace Presbyterian Church, after consulting with the session and church members, decided it was necessary to take original jurisdiction and they have been working with church members in sorting through records, making sure bills are paid, maintaining the property, and preparing the property for sale.

First Motion

We move that Maumee Valley Presbytery concur with the request of the Grace Presbyterian Church Congregation to close their church and direct the ACDC to work with the Grace Administrative Commission in dissolving the corporation of Grace Presbyterian Church and in supporting members as they transition into new congregational ministries.

Second Motion

We move that Maumee Valley Presbytery agree to the sale of the Grace Presbyterian Church building and property to The Tabernacle for \$160,000 with the understanding that the building will not be sold in the next five years without a portion of the proceeds going to Maumee Valley Presbytery after improvements are subtracted.

Background for Second Motion: The price was determined based on seeking a quick sale at the advice of a realtor familiar with property sales in the area. Four churches expressed interest in the property, but the Grace Administrative Commission chose to select The Tabernacle because that was the desire of the congregation as expressed in previous meetings. Our hope is that after all expenses are reimbursed to Maumee Valley Presbytery (loans that were paid by MVP, past unpaid Per capita, and other unpaid expenses) the money that is left will be used to support racial justice ministry.

Submitted by Tom Schwartz

Administrative Commission for Dismissing and Dissolving Congregations

Report to Council

April 30, 2019

On April 23, 2019, the Administrative Commission for Dismissing and Dissolving Congregations (ACDC) met and requests that the two motions noted below come to Maumee Valley Presbytery (MVP) for approval at the May 21, 2019 meeting.

Spencerville, New Salem Presbyterian Church

At the September 18, 2018 meeting of MVP, the ACDC was appointed to work with the Spencerville congregation on their request to close. The ACDC was also granted original jurisdiction. The ACDC accepted the report provided by Tom Emery stating that the members have joined other churches, all assets have been disbursed, and there is no plan by Spencerville residents or MVP to begin a new ministry in that location. The transfer of property to the Salem Township Trustees has been confirmed through the online records of the Auglaize County Recorder and the Auglaize County Auditor.

Motion: In thanksgiving for the faithful witness of New Salem Presbyterian Church for 124 years and for the many saints of that congregation who have worshipped and served for the glory of God, Maumee Valley Presbytery approves the following:

- a. the dissolution of the New Salem Presbyterian Church, effective May 21, 2019;
- b. the transfer of membership rolls, financial records, and all real property to the Presbytery;
- c. all previous property sales of the congregation;
- d. to authorize the Trustees of the Presbytery to assert claim of the Presbytery to any property of the New Salem Presbyterian Church as the beneficiary of a will or trust not known at this time;
- e. that the Ohio corporation "The Presbyterian Church of New Salem" (12815) be dissolved.

Hicksville, First Presbyterian Church

On September 18, 2018, in accordance with the approved motions of September 19, 2017, a Quit Claim Deed for the two parcels of land constituting First Presbyterian Church, Hicksville, was signed by a Trustee of the Presbytery, transferring ownership of the land to Hicksville Cornerstone Church, Inc. In September of 2019, all records will be transferred to the Historical Society of Philadelphia, and all remaining members who have not transferred their membership will be removed from the Presbytery's records.

Motion: To approve the dissolution of the Ohio corporation "The First Presbyterian Church of Hicksville, Ohio" (17074) and to authorize the Trustees of the Presbytery to assert claim of the Presbytery to any property of The First Presbyterian Church of Hicksville, Ohio as the beneficiary of a will or trust not known at this time.

-Submitted by Susan Rowland Miller, Moderator

Hamni Covenant Presbyterian Church Report of the Administrative Commission Maumee Valley Presbytery

The Maumee Valley Presbytery's commission was elected on November 14, 2017 with the following charge:

Hamni Covenant Presbyterian Church, Toledo - At the request of the pastor, **ON MOTION** that the presbytery appoint a 3 person Administrative Commission to act as the session of the church until such time as the church is able to elect its own session, **and to approve** the appointment of Rev. Luke Choi, the PC (USA)'s Manager for Korean-speaking Councils Support, as advisor. COM also recommends that Ruling Elder Carole Burnworth be elected as one of the three members of the commission. **So Ordered**

Appointed members of the Administrative Commission (AC): Elder Carole Burnworth, Elder Jack Simmons, Rev. David Aber (resigned June 2018), Rev. J. Ross Slaughter (resigned February 2019), and Rev. Luke Choi advisor. Rev. Jin Kim participated in all meetings of the AC.

The AC conducted meetings on the following dates:

February 22, 2018
March 15, 2018
April 12, 2018
May 3, 2018
June 28, 2018
July 19, 2018
August 23, 2018, and
September 11, 2018.

Rev. Luke Choi, Rev. Susan Meier, Rev. Lynn Bova, Rev. Dean McGormley also participated in several of the meetings. Hamni Steering Committee members Grace Shin, Samuel Baek, and OK Hui George also participated in several meetings.

Hamni congregation took over the current building from Covenant congregation in 2005. Rev. Kim was hired as pastor for Hamni about 10 years ago. The work of the commission over the past year includes:

- Review of Hamni budget and recommendations to reduce costs
- Listened to concerns about the building maintenance and costs of heating
- Established Rev. Kim's membership into Maumee Valley Presbytery
- Completed Rev. Kim's membership into PCUSA Board of Pensions

- Encouraged a salary and benefits package for Rev. Kim compliant with Committee on Ministry minimum terms
- Proposed terms of call and installation of Rev. Kim at congregational meeting. Hamni congregation defeated the proposal terms of call and installation for Rev. Kim on May 6, 2018
- Heard from Rev. Kim and Hamni member that the congregation is not prepared in the near future to elect elders to govern the church. The AC recognizes a significant cultural difference between Korean and PCUSA in qualifications and status of elders.

The original charge to this commission was to act as the session until Hamni is able to elect elders. Through listening to Rev. Kim and Rev. Choi, the commission has come to understand that elder election is a more distant goal for this congregation. The commission remaining the session of the church requests that the charge be changed to guidance and overseeing the work of the Hamni congregation until emerging leadership within the church is ready to elect elders.

Respectfully submitted,

Carole Burnworth, Ph.D.

Jack Simmons

Actions taken on behalf of Presbytery by the Committee on Ministry
February 23, 2019, March 26, 2019 and April 23, 2019

Cadmus – APPROVED the following to serve on the Commission to install Rev. Dr. Ann Marie Montgomery as Pastor of Cadmus on Sunday 28th April 2019 at 3:00 P.M.: Moderator of Commission Tom Polker (MVP Moderator), Rev. Cathy Johnson (Chaplain w/Adrian Dominican Community), Rev. Pamela Short (Tontogany), Elder Patti Smith (Huron), Elder Carl Jacobs (Cadmus). The Commission has the authority to add/replace members if needed. Approval is also given for the following to participate in the service: Rev. Sarah Grace Montgomery (Presbytery of Western North Carolina), Elder Michael Montgomery (Murray, KY), and Elder Bob Muntz (Huron, OH).

Clyde - If the way be clear, APPROVED the request of the session that CRE Rose Jones be commissioned to serve Clyde, thereafter authorizing her to administer the sacraments and appointing her moderator of their session.

Milan – APPROVED the request of the session to grant them a waiver of the limitation of terms for ruling elders serving on session under Section G-2.0404 of the Book of Order. This waiver will last for a period of one year.

Monroe- APPROVED the terms of the contract between Rev Dr Ellen McGormley and Rev Dean McGormley and the Session. The contract is for a period of one year commencing February 19, 2019. They will, between them, work 40-hours per/week and each will be paid as follows:

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Toledo Glendale – APPROVED the job description between Rev. Karen VanderPloeg and the Session as a Temporary Part-Time Pastor.

Toledo Glendale/Waterville – APPROVED the terms of call between Rev Karen VanderPloeg and Waterville and the contract with the session of Glendale. Her total salary package between the two churches is \$86, 000.01 - \$64,500.01 (75%) paid by Waterville and \$21,500.00 (25%) paid by Glendale. Her contract with Glendale commenced Jan 1, 2019 and is for a period of 1 year. (The exact terms of the terms of call/contract are given in the attached list of approved Terms of Call/Contracts).

Huron – APPROVED the appointment of Rev. James Hodsden of Norwalk as Moderator effective January 1, 2019.

APPROVED the terms of separation between Rev. Deb Bowsher and the Session as follows:

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Palmyra and Blissfield - APPROVED the requests from the sessions of both churches authorizing them to present Rev Doug Holmes to their respective congregations to be voted on as their called and installed pastor.

APPROVED a \$300 Scholarship for Rev. Deb Bowsher's vocational/discernment/learning/new training.

APPROVED the addition of Elder Lance Wiesmann to the presbytery's Pulpit Supply List.

APPROVED the addition of Nancy Berkheiser to the presbytery's Pulpit Supply List.

APPROVED the transfer of Rev Annmarie Kidder to Lake Michigan Presbytery

It was noted that Rev. Jeanne Gay and Rev. Dr. Matt Zuehlke have been added to our Pulpit Supply List.

APPROVED the Pastoral Terms of Call and Contracts for 2019 that have been received so far, as detailed in the attached spread sheet.

Installed Pastors - Terms of Call / Service Agreements 2019

Temp date	Church	Pastor	Status	Hours wrkd	Salary	Housing/Mansse	Bonus	SECA (1)	Retirement (2)	Medical (3)	Total Effective Salary	Pension (4)	Medical	Dental/Life	SECA (5)	Expenses (6)	Cont Ed	TOTAL	Vacation	Study	Other
	Bluffton	Rev Karol Farris	Ordained	Full Time	31,540.00	14,385.60			612.00	1,500.00	48,037.60	17,773.91			3,513.31	3,075.00	871.25	73,271.07	4 weeks	2 weeks	1 week
	Bowling Green	Rev Mary Jane Saunders	Ordained	23 hrs	21,662.00	12,000.00			5,400.00	2,100.00	41,162.00	4,528.00			2,907.00	750.00	850.00	50,197.00	5 weeks	2 weeks	
	Bowling Green (GS)	Rev Gary Saunders	Ordained	23 hrs	21,661.00	12,000.00			5,400.00	2,100.00	41,161.00	4,528.00			2,907.00	775.00	850.00	50,221.00	5 weeks	2 weeks	
	Bryan	Rev Barry Sweet	Ordained	Full Time	37,896.00	21,798.00				1,500.00	61,194.00	22,641.78		1,818.28	4,567.00	5,000.00	2,000.00	97,221.06	4 weeks	2 weeks	2 weeks
	Defiance	Rev Ann Wasson	Ordained	Full Time	27,350.00	17,297.00				2,650.00	47,297.00	17,499.89		96.00	3,075.00	875.00		68,842.89	4 weeks	2 weeks	
	Maumee Pastor	Rev Clinton Tolbert	Ordained	Full Time	49,942.00	29,550.00				7,889.00	87,381.00	32,331.00				7,359.00	1,051.00	128,122.00	4 weeks	2 weeks	
	Maumee Assoc. Pastor	Rev Emily Mitchell	Ordained	Full Time	31,046.00	21,014.00	1,000.00		1,000.00	1,340.00	55,400.00	20,498.00			4,161.00	4,413.00	1,051.00	85,523.00	5 weeks	2 weeks	
	Montpelier	Rev David Tilley	Ordained	Full Time	35,425.00	11,200.00	4,875.00				51,500.00	19,055.00						70,555.00	4 weeks	2 weeks	
	Norwalk	Rev James Hodsden	Ordained	Full Time	45,000.00	22,000.00			9,000.00		76,000.00	28,120.00				3,240.00	2,000.00	109,360.00	4 weeks	2 weeks	
	Tiffin	Rev Kathryn Treadway	Ordained	Full Time	37,454.50	21,600.00			650.00	2,456.00	62,160.50	22,999.39		4,700.00	3,853.95	2,800.00	1,200.00	97,713.84	4 weeks	2 weeks	
	Toledo Christ	Rev Tom Schwartz	Ordained	Full Time	52,021.00	34,000.00			2,345.00	3,060.00	91,426.00	33,827.62	1,724.00	1,071.00	6,851.00	5,151.00	2,040.00	142,090.62	4 weeks	2 weeks	
	Toledo Eastminster	Rev Thomas James	Ordained	Full Time	28,144.00	20,000.00				12,517.00	60,661.00	22,444.57				3,000.00	850.00	86,955.57	4 weeks	2 weeks	
	Tontogany	Rev Pamela Short	Ordained	Half Time	30,908.26						30,908.26	14,433.91				1,500.00	900.00	47,742.17	4 weeks	2 weeks	
	Upper Sandusky	Rev Kenneth Wessler	Ordained	Full Time	29,942.00	29,942.00			4,241.00		64,125.00	23,726.25				4,572.00	1,585.00	94,008.25	4 weeks	2 weeks	
	Van Wert	Rev Harold Shafer	Ordained	Full Time	60,803.00	19,293.03					80,096.03	29,634.42			4,651.43	4,000.00	1,000.00	119,381.88	4 weeks	2 weeks	
	Venedocia	Rev Tom Emery	Ordained	Full Time	31,500.00	10,990.00	2,000.00	3,132.00			47,622.00	17,620.00			1,566.00	3,250.00	871.00	70,929.00	4 weeks	2 weeks	
	Waterville	Rev Karen VanderPloeg	Ordained	3/4 time	29,684.64	9,702.99					39,387.63	14,573.42		675.00	2,658.67	4,032.75	1,312.50	62,639.97	4 weeks	2 weeks	

Temporary Pastor Contracts - 2019

	Church	Pastor	Status	Hours wrkd	Salary	Housing	Bonus	SECA (1)	Retirement (2)	Medical (3)	Total Effective Salary	Pension (4)	Medical	Dental/Life	SECA (5)	Expenses (6)	Cont Ed	TOTAL	Vacation	Study	Other
2/1/2016	Blissfield	Rev Doug Holmes	Ordained	Half Time	14,800.00	9,003.00			500.00		24,303.00	3,009.28	6,154.75	816.00		1,538.00	436.00	36,257.03	4 weeks	2 weeks	
	Cadmus	Rev Ann Marie Montgomery	Ordained	3/4 Time	34,608.00						34,608.00	4,233.36	11,000.04			2,000.00	600.00	52,441.40	4 weeks	2 weeks	
6/1/2014	Celina	Rev Nan Clancy	Ordained	20 hrs pw	23,648.00						23,648.00				1,809.07	3,000.00	850.00	29,307.07	4 weeks	2 weeks	
	Clyde	Rose Jones	CRE in training	19 hrs pw	13,000.00	12,000.00					25,000.00					1,680.00	400.00	27,080.00	4 weeks	2 weeks	
Interim 5/9/2016	Findlay First (Associate)	Rev Jessica Myers	Ordained	Full Time	48,000.00	30,000.00					78,000.00	28,860.00			5,967.00	7,000.00	850.00	119,827.00	4 weeks	2 weeks	
	Fostoria	Rev David Bartley	Ordained	Pulpit Supply	400 pm								350 pm			300 pm					
	Lima Faith	Terri Halthcock	UCC CRE	Half Time	17,580.00	12,000.00					29,580.00			900.00		3,000.00	1,000.00	34,480.00	4 weeks	2 weeks	
	McComb	Julie Fogle	CRE	25 hrs pw	14,697.00	10,000.00					24,697.00					500.00		25,197.00	4 weeks	2 weeks	
	Milan	Donald Loving	CRE	Half Time	14,891.00	10,000.00					24,891.00					3,000.00	500.00	28,391.00	4 weeks	2 weeks	
	Monroe	Revs Dean & Ellen McGormley	Ordained	40 hours	48,000.00						48,000.00	5,760.00 (12%)	2,000.00			5,600.00	880.00	62,240.00	4 weeks	2 weeks	3 wks unpaid
	Napoleon	Thomas Polker	CRE	Full Time	23,436.00	23,000.00				2,000.00	48,436.00	21,732.84				2,500.00	800.00	73,468.84	4 weeks	2 weeks	
2/1/2016	Palmyra	Rev Doug Holmes	Ordained	Half Time	14,800.00	9,003.00			500.00		24,303.00	3,009.28	6,154.75	816.00		1,538.00	436.00	36,257.03	4 weeks	2 weeks	
	Perrysburg	Rev Margaret Fox	Ordained	Full Time	24,990.00	25,000.00				4038 employer match up to \$5,137	49,990.00	18,496.30		443.40	3,825.00	3,000.00	1,000.00	76,754.70	4 weeks	5 weeks	+ 4 Sundays
	Toledo Fairgreen	Vacant/ Dr Mike Roadruck	CRE	55 hrs pm	9,900.00						9,900.00					900.00		10,800.00	none	none	
	Toledo Glendale	Rev Karen VanderPloeg	Ordained	1/4 time	9,894.88	3,234.33					13,129.21	4,857.81		225.00	886.22	1,344.25	437.50	20,879.99	4 weeks	2 weeks	
6/1/2018	W Bethesda/W Eagle Creek	Rev Mary Beth McCandless	Ordained	Full Time	29,700.00	18,000.00					47,700.00	17,649.00				4,000.00	875.00	70,224.00	4 weeks	2 weeks	
	West Unity	Rev Tom Steensma	Ordained	Part Time	25,220.00						25,220.00					4,200.00	600.00	30,020.00	5 weeks	2 weeks	

SECA (1) - SECA in excess of 50% (Employer's portion)
 Retirement (2) - Retirement Savings Account
 Medical (3) - Medical Deductible
 Pension (4) - Pension/ Medical/ Death & Disability
 SECA (5) - SECA first 50%
 Expenses (6) - Expenses inc. Travel, Technology & miscellaneous

The Branch of Congregational Life met on Thursday, April 4 at the home of moderator Rev. Pamela Short in Bowling Green, Ohio.

Present: Rev. Bob Butcher, Rev. David Montgomery, Ruling Elder Michael Cox, Rev. Lanie Sipes, Ruling Elder Gloria Box, Ruling Elder Alice Pleasnick, Rev. Pamela Short, with Rev. Dr. Matt Meinke joining per phone for portions of the meeting.

Excused: Rev. Clint Tolbert, Rev. David Bartley, Rev. Julie Kling.

The meeting began with a welcome to new member Michael Cox, followed by morning prayers led by Rev Bob Butcher, which included Psalm 13, St. Matthew 12:39-41, the canticle of Jonah and various prayers from *The Everyday Book of Hours* by William Storey.

Reports were received from the following:

Triennium: Written report from Ruling Elder Jo Salvage, MVP registrar. There are 17 youth and 8 adults attending. Each youth will receive 1/3 of their registration expense paid by the Presbytery. The other 2/3 will be shared by their home congregation and the families of the youth. In some cases, the home church has picked up the expense for the adults. Elder Salvage has requested that the remaining adult registrations be covered by the Presbytery. The Branch agreed. Vans and cars will be used instead of a bus. Maumee First Presbyterian has a van and Defiance is renting a van. They have asked that all drivers be reimbursed for the actual cost of their gasoline, rather than at the IRS mileage rate. Food, t-shirts, pins will be paid from the Presbytery budget. The projection is that the entire cost will be just under \$8,000, the budgeted amount.

Toledo Church Conversation: Written Report Rev. Susan Rowland Miller, coordinator. The Conversation was originally scheduled to be completed by June of 2019. Members of the Branch who are a part of the Conversation offered various opinions on the benefit and progress of the Conversation: Some thinking it has accomplished the goal of making connections that may now be continued without formal meetings; the other view that leadership remains a key component to these connections and that Susan's work with the Conversation should continue. Some desire for more focused outcomes was expressed. No action was taken. Further assessment will be made at the July meeting.

Spiritual Formation Team: Report by Rev. Bob Butcher, team member. Bob explained the origins of the team and their current functions. He reported on the Resurrection Retreat led by Rev. David Good, and on upcoming retreats:

- November of 2019 on Keeping Sabbath, which will be led by Nan Clancy
- Spring of 2020 led by Cathy Johnson.

Besides planning retreats, the team meets monthly and prays for the Presbytery. They also lead devotions for Council, Committee on Ministry, and the Branch of Congregational Life.

Book of Order Training: Report by Rev. Pamela Short. Rev. Dean McGormley led this training in March at the Tontogany Presbyterian Church with about 10 participants. The training was well received. Matt Meinke suggested that we offer this yearly with leadership coming from Dean, Matt or an outside person such as Rev. Kris Valarius of Miami Valley Presbytery. There is a recording of Kris's teachings available on YouTube.

Communion Training for Ruling Elders: Report by Rev. Pamela Short. Rev. Bob Butcher has agreed to teach this class on Saturday, October 19 at Tontogany Presbyterian. Pastors can also offer their own training. Materials are posted on the website if they would like resources.

Professional Misconduct Prevention: Report by Rev. Dr. Matt Meinke and Rev. Pamela Short. Pastors may choose from the following opportunities for 2019:

- May 20 through the Church of Christ, held at Heidelberg in Tiffin, Ohio. Registration is available through the Presbytery website.
- October 10 at Perrysburg First Presbyterian with Clint Tolbert and Karol Farris leading. Times to be announced.

Spiritual Leadership in a God-Powered Church: Report by Rev. Dr. Matt Meinke and Rev. Pamela Short. Saturday, June 8 at Norwalk First Presbyterian. Online registration is available via the MVP website. Matt has sent an invitation to neighboring Presbyteries. The Presbytery will cover Gray's honorarium and travel expenses and Norwalk will take care of her meals and lodging.

Restructuring of Presbytery: Report by Rev. Dr. Matt Meinke. The process of transferring from one structure to the next is fluid and ongoing. Jay Salvage referred to it as an "evolutionary process". Much of the work of the Branch of Congregational Life will fall in the category of "Discipleship". The Branch is encouraged to interface with The Committee on Preparation for Ministry, as some of the work of each will meld together over the course of time.

Minute Record Review: Due to her increased responsibilities in 2020 as Moderator of MVP, Janeann Hopkins has submitted her resignation as coordinator of Minute Record Review. The Branch accepts her resignation with regret, grateful for her many years of service. One name was brought forward for a new coordinator. Pamela Short will contact that person.

Covenant of Sacred Trust: Document adopted at the February 19, 2019 Presbytery meeting. This document will need to be reviewed regularly. It is the suggestion of the Branch that Council set this for review every 3 years.

2019 MVP Youth Retreat: November 1-3, 2019. We are hoping this is a good in-between time for sports (thinking that soccer/fall sports will probably be over and it will be right before scrimmages start for basketball). Rev. Lanie Sipes will once again lead this effort. She will check on the availability of Kirkmont for that weekend, and will be contacting people to be on the Leadership Team. Visioning and planning will begin in May or June. Consideration will be given to include both Jr. Hi and High School students.

A brief recess was taken for lunch.

Visioning: The Branch engaged with The Gospel of St. John 6:49-51, Jesus as the Bread of Life. The following questions were asked:

- What are your congregations hungry for?
- What "nutrients" do we need, even if we don't know it?
- What would it look like for the Presbytery to offer the Bread of Life to the churches?

"Hunger" and "nutrients" were listed as follows:

Generosity, community, rest, reaching out, love, compassion, worship, assurance, friendship, validation, relationship, fellowship, diversity, usefulness, acceptance, family, depth, security, empathy, grace, assurance that we are loved, peacefulness, authenticity, prayer, forgiveness, belonging, connection, hope, challenge, identity, to matter, abundance.

The Branch then chose to focus conversation around:

Belonging, Connection, Community, Identity, Forgiveness, Hope, Challenge, Abundance, To Matter, & The Word.

Visioning will continue at the July meeting.

Budget for 2020: A budget was presented, discussed, adjusted and unanimously passed to submit to Council with the caveat that the amount for Kirkmont may increase, pending consultation with Rev. David Bartley. See notes below for some explanations.

01-5317 Branch of Congregational Life	2019 budgeted	2020 proposed
5320 Beer Hymns	200	200
5322 Spiritual Dirs/Transformation	2000	2000
5323 Toledo Conversation Salary	3000	3000
5324 Toledo Conversation Mileage	700	350
5325 Toledo Conversation Program and Mission	1000	1000

5326 Minute Review Team	110	110
5327 Seminar Book of Order	250	500
5328 Communion Training	250	250
5330 Event Expense		
5331 Presbytery Events	3000	3000
5332 Sunday School Curriculum Training	200	250
5333 Youth Event/Retreat	3000	3000
5334 Triennium	8000	3500
5335 Christian Educator Retreats	1000	1000
5336 College conference-Montreat	3600	3600
5337 Summer Youth Mission/Conference	0	5000
5340 SPIRITUAL /RETREATS		
5341 Spiritual Fromation Retreats	3000	3000
5342 Branch of Congregational Life	0	0
5343 Conference Scholarship for Church Educators and Musicians	1500	1000
5344 Misconduct Prevention	1500	3400
5345 Kirkmont Support	5400	5400
Total	37710	39560

Items that may need explanation:

5323 Toledo Conversation Salary/mileage: This was placed in the budget for 2020, so that *if* the Toledo Churches wish to continue this conversation with Rev. Susan Rowland Miller, the monies will be available.

5344 Triennium: Instead of placing this in the budget once every three years, the Branch is proposing that monies be set aside each year so that there is not such a large load on the third year.

5337 Summer Youth Mission/Conference: This is intended to fund either a youth mission project or be available to send youth to a conference on the years that Triennium is not in session.

5343 Conference Scholarship for church educator and musicians: This was a new item in 2019. It is money set aside to assist educators and musicians with continuing education. More advertisement will be done soon.

5335 Christian Educator Retreats: This differs from 01-5354 in that this is intended to be a Presbytery sponsored retreat for our Christian Educators.

5344 Professional Misconduct Prevention: These monies are intended to cover the following:

Training through the Faith Trust Institute of one more person (2 are being sent in 2019).

Booklets for training

Stipends for those teaching the training within the Presbytery

5345 Kirkmont Support: Given the increase in camp costs, the Branch would like to consider increasing the amount of each scholarship from \$50.00 to at least \$75.00 or perhaps \$100.00 per camper.

The meeting was adjourned with the LORD's Prayer.

The next meeting of the Branch of Congregational Life will be Thursday, July 25, 2019.

Respectfully Submitted,
Rev. Pamela Short, moderator

**Branch of Congregational Life
Announces Upcoming 2019 Events**
See MVP website to register for these events



- May 20** **Boundaries
Training/Professional
Misconduct Prevention**
10:00 to 2:00
Presenter: Rev. Dr. David Greenhaw
President of Eden Theological Seminary, Professor of preaching and worship
Heidelberg University, 310 E. Market St. Tiffin, Ohio
Cost \$25.00
- June 8** **Spiritual Leadership in a God Powered Church**
10:00 to 2:30
Presenter: Rev. Dr. Joan Gray
First Presbyterian Church of Norwalk, 21 Firelands Blvd, Norwalk, Ohio
Cost \$10.00
- July 16 -20** **Triennium (registration closed)**
Prayer Partners Welcome!
- September 28** **Christian Educator Workshop**
Time, Place and presenters to be announced
Cost: Free as an expression of thanks for the service of our educators
- October 10** **Boundaries Training/Professional Misconduct Prevention**
Times to be announced
Presenters: Rev. Karol Farris and Rev. Clint Tolbert
First Presbyterian Church of Perrysburg, 200 E 2nd St, Perrysburg, Ohio
Cost \$10.00
- October 19** **Communion Training for Ruling Elders**
9:00 to 3:30
Teacher: Rev. Bob Butcher
Tontogany Presbyterian, 18740 Main St., Tontogany, Ohio
Cost \$10.00
- November 1-3** **Youth Retreat**
See Rev. Lanie Sipes for details
Cost \$10.00
- November 6-8** **Spiritual Formation Retreat**
Sabbath Keeping
Leader: Rev. Nan Clancy
Lial Retreat Center, 5908 Davis Rd, Whitehouse, Ohio
Cost: \$25.00, plus \$20.00 per night for those who wish to stay overnight

Attention Christian Educators and Church Musicians!

The Branch of Congregational Life has set aside a total of \$1,500 for scholarships for continuing education for our Christian Educators and our Church Musicians.

If you would like to apply to receive some of this money to offset the cost of your 2019 continuing education opportunity, you may send a letter to Rev. Pamela Short, moderator at pamelashort2002@gmail.com

Please include the following in your letter:

- ❖ Your postal address, email address and phone number
- ❖ The name of your church
- ❖ Your church volunteer or staff position
- ❖ The name of the event you will be attending
- ❖ The dates of the event
- ❖ The location of the event
- ❖ The total cost of the event
 - Please breakdown in these categories:
 - Registration fee
 - Travel
 - Lodging
 - Food
- ❖ Sources of revenue
 - The amount, if any, covered by your church
 - The amount, if any, covered by any other scholarships or grants
 - The amount you are requesting from the Presbytery
- ❖ What you hope to gain from this particular educational opportunity

Requests will be considered on a first come, first serve basis.





2018 Annual Report



Mobile Health Fairs

Read on ... Page 2

Also, on this Issue

Grants & Scholarships

PAGE 03

Leadership Committee

PAGE 04

Budget & Finance

PAGE 05

David Tilly

Presbytery of Maumee Valley

Mission to the USA

The Leadership Development Committee approved grants for Campus Ministries in Public Universities and Colleges in Ohio and Michigan with endowment funds. (Read on ... Page 2)



Leadership Committee



Mobile Health Fair Ministry

In the summer of 2018, the Synod conducted 30 free health fairs and medical screenings for 1,031 adults and children through the Mobile Health Fairs Ministry (MHF).

The MHF ministry is conducted annually in the summer by six college young adults who travel throughout Michigan and Ohio to conduct free basic and much needed health/medical screenings, and are accompanied by professional healthcare practitioners. This ministry is conducted in partnership with congregations and presbyteries and often provide for additional medical and dental referrals. The Synod is currently planning for the 2019 summer and finalizing fairs schedule and participating congregations.

For inquiries or more information please contact the synod office or send an email to:
mhf@synodofthecovenant.org

Mission to the USA

In 2018 Mission to the USA program featured the second of 3-year focus on Christian-Muslim Relations, and focused on the region of South Asia. In partnership with three congregations, the Synod welcomed and hosted three Christian leaders from Bangladesh, Pakistan, and Sri Lanka.

Christ Presbyterian Church, Toledo, Ohio, hosted The Rev. John P. Hira, Principal of St. Andrew's Theological College, the Church of Bangladesh.

Worthington Presbyterian Church, Ohio, hosted The Rev. Dr. Saman Perera, Moderator of the Presbytery of Lanka, Sri Lanka.



Canfield Presbyterian Church, Ohio, hosted The Rev. Dr. Nosheen Khan, President of the Gujranwala Theological Seminary, Pakistan.

The Synod welcomed The Rev. Dr. Steve Gorman as the new Coordinator for the Mission to the USA program, who is planning the 2019 MUSA program for the third-year theme of Christian-Muslim Relations with focus on Africa. We hope to invite 7-8 Christian leaders as International Mission Partners from 6-7 African countries. Please, welcome and connect with Steve through his email:

musa@synodofthecovenant.org

Grants & Scholarships Committee

In 2018 the Grants and Scholarships Committee had a budget of \$100,000, the Peacemaking and Justice Committee had a budget of \$120,400 and the Leadership Committee had a budget of \$66,326 seek to use the mission dollars of the Synod of the Covenant in a faithful way.

The Grants and Scholarship Network received scholarship applications from church members that are designed to help College and Seminary Students. The committee awarded a total of \$33,800 to Presbyterian applicants: 31 College Scholarships and 6 Seminary Scholarships.

The Committee awarded a total of \$36,000 in New Covenant Grants for new mission initiatives which reflect the mission priorities of our Synod. New Covenant Grants are designed to promote new mission initiatives. Projects approved in 2018 included an Addiction Coalition of New Concord, Ohio; Radical Hospitality for the Chronically Homeless in Marquette, Michigan; support of a Safety Town program at the Groveport Presbyterian Church; support of a Korean American congregation youth group outreach in Columbus, Ohio; support for a Korean American congregation Campus Ministry in Lansing, Michigan; and helping to provide a more secure space for a Daycare in Akron, Ohio.

The Committee also awarded one Racial Ethnic Program Grant of \$5,000 for the community outreach mission of the Trinity Community Presbyterian Church in Detroit, Michigan.

WELCOME ALL REFUGEES

On August 3, 2018, The Synod Assembly voted unanimously to expand our initiative to welcome all our neighbors in the form of Welcome All Refugees. The original initiative Welcome Refugees was focused on refugee families from Iraq and Syria. The expanded initiative expanded the outreach of the church in partnership with congregations and presbyteries to demonstrate hospitality and respond in practical ways to serve all immigration or asylum related needs.

Synod of the Covenant 2018 Annual Report

Committee on Representation & Inclusiveness

The Committee on Representation and Inclusiveness (CORI) held a training event for presbytery COR and Nominating Committee leadership within the Synod. Nine of the eleven Presbyteries participated. The event was led by The Rev. Molly Casteel, PCUSA Assistant Stated Clerk and Manager for Equity and Representation.

Cabinet on Ethical Church Affairs

The Cabinet on Ethnic Church Affairs (CECA) falls under the Peacemaking and Justice Committee. CECA's mission is to advocate for justice and reconciliation. In 2018, the Synod Assembly elected a new Moderator and membership, including the moderators of the five Racial Ethnic Caucuses, and continues to allocate mission for related outreach. The Moderator of the Synod's CECA is RE Ruth Azar. The synod also supported the annual Korean American Pastors and Spouses Retreat.

Leadership Committee

The Leadership Development Committee approved grants for Campus Ministries in Public Universities and Colleges in Ohio and Michigan with endowment funds. In 2018, the committee approved total grants of \$52,026. The Committee worked on renewing Covenants with the Presbyterian colleges within the bounds of the Synod, Alma College, The College of Wooster, and Muskingum University.



SYNOD OFFICE

In 2018 the Synod of the Covenant began using Zoom for all virtual meetings which added to the quality of interaction and discernment of participants, as well as contributed significantly to the stewardship of time and health of church leaders, and to the ongoing cost reduction effort. The committee structure of the Synod and maintaining a Synod office is the bulk of the Budget and Finance Committee expenses. The Ecumenical ministries of the Ohio Council of Churches are supported by the Synod of the Covenant. Administrative Commission expenses, PJC expenses, and the General Assembly sponsored Moderator's Forum are also expenses of the Budget and Finance Committee.

Budget & Finance

The Assembly budgeted \$140,030 for Synod Office expenses in 2018, which cover Synod Assembly meeting costs, committee meeting costs, and other office and administrative costs. The 2018 Budget was \$756,764. The Personnel Services Committee budget in 2018 was \$316,008.

The budget of the Synod of the Covenant is funded by the mission giving mostly of Presbyterians and congregations within the bounds of the Synod, and the faithful contributions of Presbyterian Women, Per Capita giving, interest income, and commissioners and staff contributions. In addition, Presbyterians contribute significantly through talents, time, and in-kind donations.

The mission and ministry of the Synod of the Covenant is made possible because of the gifts received, the efforts of commissioners and volunteers, and the work of the Synod Staff.

Please partner with us to love genuinely and serve faithfully. We look forward to hearing from you with feedback, inquiries, or more information:

Website: synodofthecovenant.org

COVENANT, GRACE, GRATITUDE,

Raafat Zaki

Synod of the Covenant Executive

A JUST-PEACE CHURCH



“ We, the Synod of the Covenant, in partnership with our presbyteries, congregations, the General Assembly, and other faith communions, are called and sent by God to be a living, active, and inclusive witness to the love of Christ. ”

WORKSHOPS

Schedule of Events:

Friday, July 12, 2019

4-6 p.m. Registration, Mission Project, Spirituality Center
 6:00 Welcome and Dinner
 6:45 Singing: "What Does the Lord Require of You"
 7:00 Opening Devotions and Business Meeting
 7:30 Keynote: Eugenia Gamble, *Love Carved in Stone*, Horizons
 Bible Study of the Ten Commandments
 8:15 Evening Prayers

Saturday, July 13, 2019

8:00 a.m. Registration
 8:30 Singing
 Welcome, Devotions, Candle Lighting
 Business Meeting
 9:30 Keynote: Presbyterian Mission Today, Diane Moffett
 10:45 Keynote: PW in Today's World, Carol Winkler
 12 p.m. Lunch
 1:15 Workshops, Session One
 3:00 Keynote: Hannah Estabrook, Addressing Human
 Trafficking
 4:00 Workshops, Session Two
 5:15 Dinner
 6:00 Closing Worship and Communion, Desiree Youngblood,
 Charon Barconey

Sunday, July 20, 2014

8:30, 10:00* or 11:00 a.m. Worship with the congregation of Covenant
 Presbyterian Church *Informal Worship

Accommodations:

Women are to arrange for housing for themselves. The Gathering Team has arranged special rates with the motels listed below. Call all hotels and identify as PWSOC reservation block. Only one person in a room call for reservation. Cut off date for group rate is June 12, 2019 for all hotels except Staybridge which is May 1, 2019.

La Quinta Inn Columbus-Dublin
 6145 Parkcenter Circle
 Dublin, OH 43017
 Call 614-792-8300 Option 5
 Group confirmation number is 794
 33 with 2 beds standard
 1 Handicap
 1 king standard
 \$81 plus tax

Red Roof Plus
 5125 Post Road
 Dublin, OH 43017
 Call 614-764-3993
 25 standard rooms (1-4 persons)
 \$85 plus tax
 No Continental breakfast
 (Restaurants close by)

Accommodations, continued →

Workshop Session One:

#1 – Bible Study – Eugenia Gamble will provide resources and ideas for Bible study leaders.

#2 – Earth Stewardship – Keith Mills and John McCumber will address environmental issues and ideas for earth care.

#3 – Substance Abuse Panel – Panelists Officer Ed Chung, Beth Morrison and Tracy Plouck will provide information about substance abuse from several perspectives.

Workshop Session Two:

#4 - Bible Study - Eugenia Gamble will provide resources and ideas for Bible study leaders.

#5 – Leadership – Martha Pool will discuss leadership roles with Presbyterian Women today and offer ideas and resources for leading.

#6 – Global Exchange to Indonesia – Rev. Desiree Youngblood and Erin Foche will offer stories and perspectives on their Global Exchange experiences.

In addition to the singing, daily prayers and worship and the business of our PW in the Synod, there will be some surprises during the Gathering, worship and communion on Saturday evening, and the opportunity to worship with the congregation of Covenant Presbyterian Church on Sunday morning. Register now for the best rate and plan to renew friendships and make new friends during our time together.

Accommodations, continued

Four Points by Sheraton
 8505 Pulsar Place
 Columbus, OH 43240
 Call 614-844-5888
 25 King rooms
 \$109 plus tax

Staybridge Suites OSU
 3121 Olentangy Road
 Columbus, OH
 Call 614-262-6900
 10 King rooms
 \$134.99 plus tax
 \$149.99 plus tax if only 1

Presbyterian Women in the Synod of the Covenant,
 Presbyterian Women in the Presbyterian Church (U.S.A.), Inc.
 Moderator, Patricia McBride Gathering Coordinator, Betty Kennedy

REGISTRATION FORM

Registration fee includes dinner on Friday, lunch and dinner on Saturday and programs.

June 10, 2019: Deadline for early registration, fee: \$90 or Saturday only, \$75.

After June 10 until June 28, registration fee is \$110 or Saturday only \$85.

June 30: Cancellation Deadline, 50% refund until this date. No refund after June 30.

Registration closes June 30, 2019.

Please Print

Name _____

Address _____

City _____

Phone _____ Email _____

Presbytery _____ Church _____

Name to be printed on name tag _____

Meals needed _____ Friday dinner _____ Saturday lunch _____ Saturday dinner
Special diet _____ Vegetarian _____ Gluten free _____ Other _____

Emergency contact person _____

Phone _____

WORKSHOP REGISTRATION

Session One — Saturday, 1:15 – 2:30 p.m.

1st Choice _____

2nd Choice _____

Session Two — Saturday, 4:00 – 5:15 p.m.

1st Choice _____

2nd Choice _____

Make check payable to PWSOC and send them to:

Joan Lockard, Registrar

40276 Aynesley

Clinton Township, MI 48038



**Presbyterian Women
In the Synod of the Covenant
2019 Gathering
July 12-13, 2019
Covenant Presbyterian Church
2070 Ridgecliff Road
Columbus, OH 43221**



Eugenia Gamble, author of the 2019-2020 Horizons Bible Study, *Love Carved in Stone: A Fresh Look at the Ten Commandments* will provide an overview of the study. In two workshops she will offer ideas and resources for study leaders.

Diane Moffett, Presbyterian Mission Agency president and executive director will speak about the mission of the PC(USA) today.



Carol Winkler, former Moderator of Presbyterian Women in the Presbyterian Church (U.S.A.), Inc. will share the latest from Churchwide PW where she serves ex officio.

Course Instructors are:

- Seminarians/Seminary Graduates
- Certified Christian Educators
- Those having expertise in specific business-related fields
- Level III Certified APA members
- Board of Pensions Staff
- General Assembly Staff

You're Invited!

You are invited to attend any Regional or National Conference offered by APA prior to becoming a member. Course hours that are accumulated will be kept on file for one year from date taken. Within that year, if you become a member, those hours will count toward certification.

We hope to see you soon!



Founded in 1976

Dana Bourne

President of Heartland Region

danalvndbourne@aol.com

567-208-2568 (please leave a message)

For more information about the Administrative Personnel Association (APA) Please contact -

Brook Brown

Membership Chair

brookb@fpccolumbus.org

812-603-5777



visit us at -

www.pcusaa-pa.org

Therefore I glory in Christ Jesus in my service to God.

Romans 15:17



The Administrative Personnel Association

Founded in 1976 by Joyce Bauer, The Administrative Personnel Association was formed as an organization dedicated to the education and certification of administrators that serve the governing bodies of the Presbyterian Church (USA). The Certification Program consists of three levels of education with areas of specialization in Administration and Facilities Management, Church History, Communications, Finance, Polity, and Theology.

Desiring to be acknowledged and promoted as an organization that encourages its members to see proficiency in administration, the Administrative Personnel Association sought to be, and was approved as, a certifying body of the Presbyterian Church (USA) at the 2016 General Assembly gathering.

This Association continues to grow and currently has members across the country in nine regions - Florida, Greater Midwest, Heartland, Mid-Atlantic, Mid-South, Northeast, Pacific, Rocky Mountain and Southwest. Annual national and regional



Membership

Those eligible for membership include employees of churches and other Presbyterian governing bodies in positions such as:

- Administrative Assistants
- Church Administrators
- Financial Administrators
- Office/Business Managers
- Secretaries

Why is Certification Important?

The core of APA is the Certification Program. It allows members to gain expertise in all fields associated with their position(s) within the Presbyterian Church (USA).

Continued education and personal growth increases the value of a lay professional to staff, congregation, and self. Course offerings cover a wide range of topics, including:

- Administrative skills
- Leadership development
- Technology
- Financial management

People of a variety of faiths serve the PC(USA).

Participation in the Administrative Personnel Association expands a person's understanding of Presbyterian history, theology, and polity and thereby enhances their contributions to the workplace.

Presbyteries affirm the skill and dedication of certified lay employees by providing recognition upon certification.

Certification Program

Three levels of education are offered with areas of specialization. Once these three levels of certification are completed, APA also offers general continuing education and advanced certification in concentrated studies in the areas of Administration and Facilities Management, Church History, Communications, Finance, Polity, and Theology.

Level I

Core Courses - Church History Before Reunion (A), Church History Before Reunion (B), Polity I (A), Polity I (B), Office Administration, Spiritual Growth and Discipline, Theology (A), Theology (B)

Total Core Hours - 20 hours

Total Elective Hours - 20 hours

Total Hours Required - Level I - 40 hours

Level II

Core Courses - Directory for Worship, Legal Matters, PC(USA) History Since Reunion (A), PC(USA) History Since Reunion (B), Polity II, Office Administration, Spiritual Growth and Discipline

Total Core Hours - 17.5 hours

Total Elective Hours - 27.5 hours

Total Hours Required - Level II - 45 hours

Level III

Core Courses - Book of Confessions, GA Entities, Polity III, Office Administration, Spiritual Growth and Discipline

Total Core Hours - 12.5 hours

Total Elective Hours - 37.5 hours

Total Hours Required - Level III - 50 hours

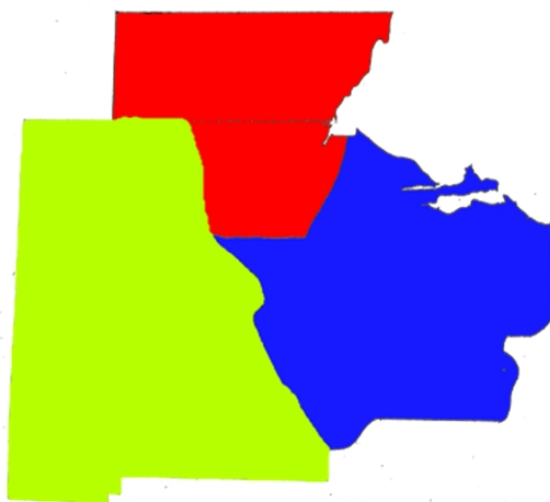
A list of elective classes and their descriptions can be found in the Council on Accreditation and Standards Handbook at www.pcusa-apa.org.

Report to Presbytery from Restructure Design Committee

Introduction:

The Restructure Design Committee was created in late 2017 after discussion during a Council meeting about the need for leadership development within local churches in MVP, particularly as the number of churches and full-time pastors has decreased significantly in recent years. The committee has met regularly since its formation to develop the design for a new structure for MVP, and this work has been reported to Presbytery members on several occasions.

Almost from the beginning, it was agreed that the new structure be formed around the areas of Leadership, Discipleship, and Mission; and that a fourth group be added (Central Support) to include those tasks such as Finance and Budgeting, Nominating, Personnel, and other required functions of Presbytery. This model has been shared with various groups of people within Presbytery, and during Presbytery meetings, and it was always affirmed that these three areas are the heart of our lives as Christians.



The other key objective of the new design was to enhance MVP's role as a resource to all churches in the Presbytery. Early on, committee members talked about the success our Committee on Ministry (COM) has had in improving communication and relationships with local churches by having individual COM members serve as liaison to a group of churches and communicating with them on a regular basis. The intent and vision of the new MVP structure is to replicate and expand the model used by COM by having members of each of the three new Teams keep in regular touch with all the churches in MVP – to generate ideas, talk about the church's activities and needs, and to determine in what ways Presbytery can be of assistance and support to them. Our hope is that no church in MVP will ever feel alone, and all will be keenly aware that help, support, and collaboration are just a phone call, text, or email away.

Following is an update on where we are today, as we near the time for implementation of the new structure.

What has been completed:

1. The new structure design – there will be four Teams: *Leadership, Discipleship, Mission, and Central Support*, which will eventually replace the existing committees of MVP.

- Each of the three Teams (excluding Central Support) will be comprised of six people.
 - The goal is that each Team will be comprised of three clergy and three non-clergy, with a minimum of four of one and two of the other.
 - Minimally, there will be one representative on each Team from each of the three regions (North, West, East) of MVP.
 - The Restructure Design committee has brainstormed a potential list of people to serve initially on the Teams, and will soon make a recommendation to the Nominating Committee regarding this.
 - Each Team will act as a resource to all churches within MVP regarding their area of work (leadership development, discipleship, and mission).
 - Teams will meet physically with local churches to improve communication, generate ideas regarding the work of the Team, and cultivate future members to serve on the Teams. Ideally, Teams will meet together with local congregations, and churches located close together geographically could come together for these meetings.
2. Identification of tasks for three of the Teams, excluding Central Support whose role is defined by the committees and experts that will comprise that Team.
- *Leadership Team:*
 - Oversee ministerial oversight and resourcing
 - Counsel churches in conflict and/or transition
 - Develop local leadership – assist in cultivating leadership in congregations
 - *Discipleship Team:*
 - Nurture spiritual life of congregations and leaders
 - Bridge congregations in faith formation and practices (e.g. how do we learn to be people of faith?)
 - Encourage and guide vocational discernment (e.g. youth, stewardship)
 - *Mission Team:*
 - Coordinate congregations in common mission
 - Empower Presbytery-wide mission, including new worship communities
 - Communicate regarding national and global denominational mission
 - *Relative to all three Teams:*
 - All could organize training experiences relative to their areas of focus
 - All are intended to resource congregations and ordained people
 - All are concerned, in various ways, with leadership development

3. The work presently being done by MVP committees was reviewed in detail and all work was distributed among the four Teams. This distribution of tasks was shared with the chairs/moderators of these committees for their feedback and advice.
4. The transition from the old structure to the new structure will not occur all at once. The six members of each of the Teams will need time to become comfortable with their mission and tasks – they will need a period of time to develop. We have placed each of the current committees in one of the Teams. COM would continue to function as it presently does as a subgroup of the Leadership Team until it is decided how the functions of COM will be distributed among the Teams in the future. Similarly, Branch of Congregational Life, CRE, and CPM would continue to function as they presently do as subgroups of the Discipleship Team until it is decided how their functions will be fulfilled in the future. As the committees continue their work, they would do so as the members of their respective Teams consider the future role, task, and process, etc. for the Team's work in order to serve as a true resource for local churches, and how best to incorporate the work presently being done into the future work they envision.
5. Central Support. The question has been: is this a Team or is it a collection of committees (e.g. Finance, Committee on Representation/Nominating, Personnel, ACDC, and various experts for tasks like MIF development)? If organized as a Team, it could possibly be comprised of one person from each of the member committees and meet periodically to assure that all corporate work is being completed properly. More discussion ahead on this.
6. Developing this report for Presbytery members with details about our progress and plan. We will review this report during the May meeting. During that meeting MVP members will be asked to meet in three break-out groups, by Region (North, East, and West), and respond to the following questions:
 - Is the envisioned structure clear to you? Is it clear that the intent of the new structure is to create more communication between local churches and Presbytery via the Teams (as they now do with COM representatives), to increase MVP's role as a resource for local churches, and to generate ideas for work in the areas of Leadership, Discipleship, and Mission through this communication between local churches and Presbytery?
 - What type of interaction would you like with the Teams?
 - How could the Teams best serve as a resource to your churches?
 - Would it be possible to have 2 – 3 churches within your Region meet together occasionally to meet with representatives of the Teams to talk about ideas and projects that the Teams could work on from a Presbytery-wide perspective?

We met in small groups during a previous Presbytery meeting. Those groups were organized around the issues of Leadership, Discipleship, and Mission, and many great

ideas were shared through those groups that will be given to the Teams once they are formed.

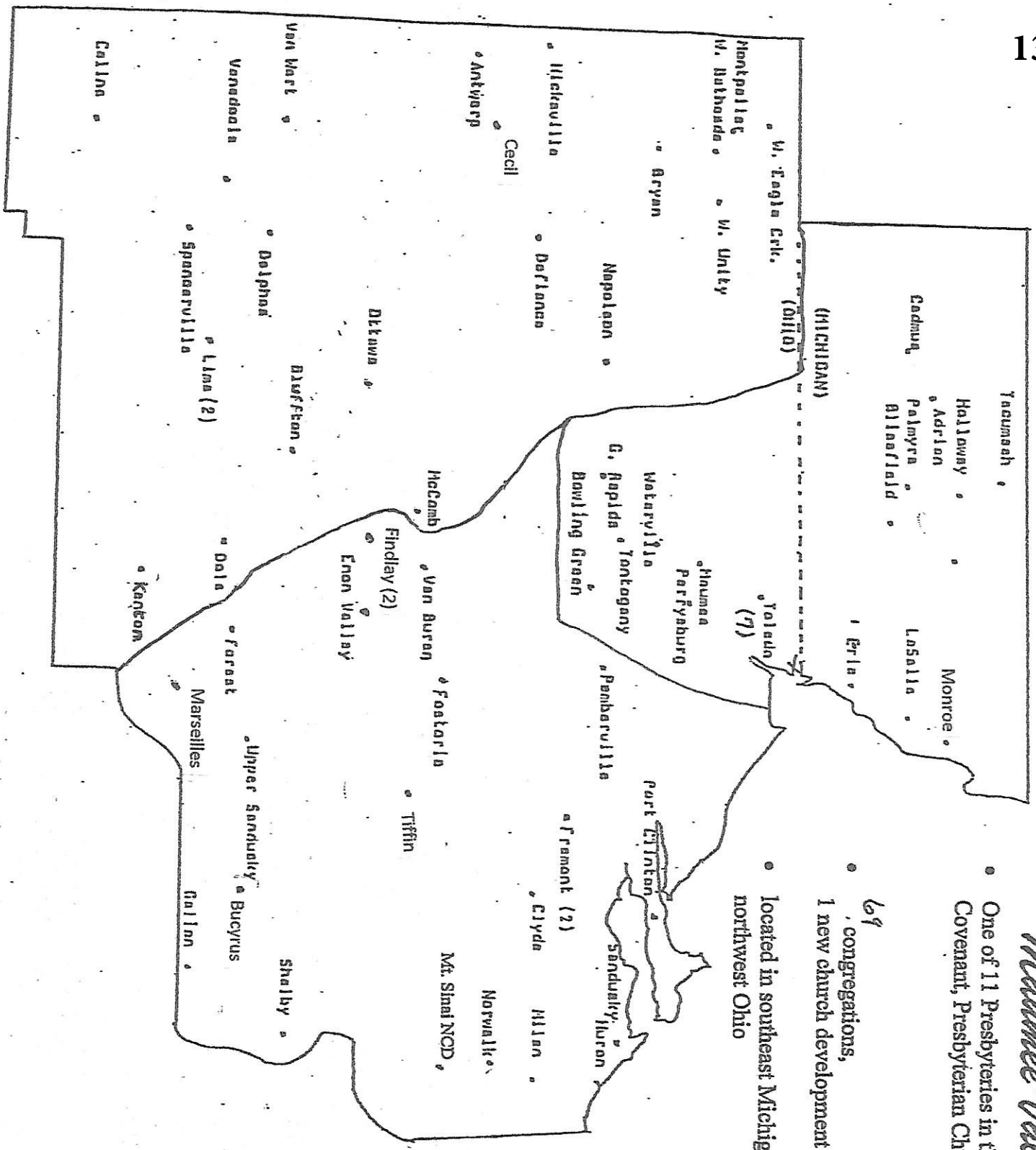


Next Steps:

1. Finalize the recommendation for the initial 18 Team members for action by the Nominating Committee. That should be completed during the committee's next meeting on May 15.
2. Finalize a timeline for implementation of the new structure, including a date for a kick-off event. This, also, is on the committee's May 15 agenda.
3. Plan the kick-off event, which will be key to creating a clear and inspiring starting point for each of the Teams with a solid understanding of their roles and tasks.
4. Decide on and create the communication plan needed with local churches, beyond the presentation to Presbytery in May.

We recognize that this process has taken a bit longer than originally thought. Each discussion has led to another discussion, and there was always the concern that none of the good work presently being done through MVP be unintentionally interrupted during the transition to the new structure. We have occasionally stopped and backed-up to revisit work already done to make sure it still made sense relative to creation of a structure that focuses on Leadership, Discipleship, and Mission, and positions MVP to be a true partner and resource to all churches in the Presbytery. The members of the committee feel pretty confident about the possibilities offered through this new structure.

Members of the Restructure Design Committee: Tom Polker, Matt Meinke, Dean McGormley, Jessie Myers, Doug Holmes, Ron Boyd, Cathi King, Margaret Fox, and Jay Salvage. Also, Adriane Weisert participated in much of the early work of the committee until she could no longer participate due to a job change.



Maumee Valley Presbytery

One of 11 Presbyteries in the Synod of the Covenant, Presbyterian Church (U.S.A.)

69 congregations,
1 new church development (NCD)

located in southeast Michigan and northwest Ohio