

DOCKET
MAUMEE VALLEY PRESBYTERY
FIRST PRESBYTERIAN CHURCH
Huron, Ohio
Tuesday, May 17, 2022

3:00 GETTING ORGANIZED

Katie Treadway

- Opening Hymn and Prayer
- Call to Order
- Adoption of the Docket

Dean McGormley

MOTION: to approve the docket

Approval of Minutes of February 15,2022 as corrected (multiple attendance corrections)

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

MVP Statistics (attachment 2)

Minister Cards

Boundary training

Approval of Minutes of Commission to install Jessica Commeret (attachment 3)

Welcome from the Host Pastor

Sara Hodsden

Recognition of First Time Commissioners

3:15 Clerk reporting of ACTIONS TAKEN ON BEHALF OF MAUMEE VALLEY PRESBYTERY

Actions Taken on Behalf of the Presbytery by Leadership

1. Approved the terms of call for the Rev. Vanlal Hruaia and First Presbyterian Church, Van Wert, OH as follows, to request his transfer from Ohio Valley Presbytery and to enroll him as a member of Maumee Valley Presbytery effective April 17, 2022:

Salary (inc. housing allowance)	\$65,508.00
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SECA (Employer's portion)	5,011.36
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Business/Professional Expenses	2,500.00
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Continuing Education	1,500.00
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Dental Insurance	1,100.00
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Travel reimbursement (vouchered) at IRS Rate

Moving costs will be covered in full.

Vacation: 4 weeks (4 Sundays), Continuing Education: 2 weeks (2 Sundays)

2. Approved renewal of Interim Pastor Contract between Cathy Johnson-Paine and Christ Church, Toledo, effective Feb 13, 2022, as follows:

Cash Salary	\$49,000.00
Housing Allowance	22,185.00
403(b)	<u>3,000.00</u>
Total Effective Salary	\$74,185.00

Board of Pensions	27,488.45
SECA	5,675.15
Professional Expenses	5,000.00
Continuing Education	2,000.00
403(b) Employee Match	3,000.00
Vision/Dental	353.44

Vacation 4 weeks (4 Sundays), Continuing Education 2 weeks (2 Sundays),
Spiritual Care 1 day and 1 night per month.

3. Approved the Commission to install the Rev. Kathryn Rivera Torea as pastor of FPC Perrysburg Ohio on Sunday, March 27 at 3 pm: Moderator TE Katie Treadway, TE David Montgomery, TE Susan Rowland Miller, RE Jay Salvage (Perrysburg), RE Dave Woodward (Waterville), with the Rev. Meredith White, member of Western Reserve Presbytery, invited to take a part in the worship service. The Commission had the authority to add members as needed.
4. Approved the half-time contract (20-25 hours per week) between the session and CRE Lance Wiesmann for a period of one year, commencing April 1, 2022 as follows:

Salary	\$10,560.00
Housing Allowance	18,000.00
Additional Mileage	1,200.00
SECA Employer's portion	2,108.34
Reimbursable expenses/ Continuing Education	1,500.00

Vacation: 4 weeks (4 Sundays), Continuing Education: 2 weeks (2 Sundays)

5. To transfer Rev. David Aber, HR, effective Feb 1, 2022, pending request from Eastminster Presbytery.
6. To transfer Rev. Lanie Sipes, effective March 28, 2022, pending request from Scioto Valley Presbytery.
7. To enroll Rev. Dennis Ladd, HR, as a member of Maumee Valley Presbytery, effective March 28, 2022, and request transfer from Scioto Valley. (at his request)
8. To enroll Rev. Alton Myers, HR, as a member of Maumee Valley Presbytery, effective March 28, 2022, and request transfer from Southeastern Illinois Presbytery. (this to correct an oversight from the past; in reviewing the roll of MVP members, Dean did not find him listed.
9. To transfer Rev Susan Meier to Chicago Presbytery, per their request, effective April 28, 2022.
10. Approved the following Commission to ordain Mary Bielen as a teaching elder on behalf of the Presbytery of The James, at First Presbyterian Church, Bowling Green, OH on Sunday, May 15, 2022 at 3 pm :
Teaching Elders:

The Rev. Dr. Matt Meinke, General Presbyter, Maumee Valley Presbytery, Findlay, OH; the Rev. David Montgomery, Teaching Elder, First Presbyterian Church, Bowling Green, OH; the Rev. Tomas Pistora, Teaching Elder, Trinity United Presbyterian Church, Kenton, OH; the Rev. Pamela Short, Teaching Elder, Honorably Retired, Camden, MI; the Rev. Kathryn Treadway, Teaching Elder, First Presbyterian Church, Tiffin, OH (Moderator); the Rev. Karen VanderPloeg, Teaching Elder, First Presbyterian Church, Waterville, OH

Ruling Elders:

Carole Burnworth, Ruling Elder, Eastminster Presbyterian Church, Toledo, OH
 Ken Krieger, Ruling Elder, First Presbyterian Church, Tiffin, OH
 Anne Moser, Ruling Elder, Tontogany Presbyterian Church, Tontogany, OH
 Marty Sloan, Ruling Elder, First United Presbyterian Church, Perrysburg, OH
 Gale Swanka, Ruling Elder, First Presbyterian Church, Bowling Green, OH

11. Approved the Administrative Commission to Install Rev Bobbie Bella as pastor at Firelands Presbyterian Church, Port Clinton, OH on May 1 at 3:30 pm with the following members: David Moore, RE Firelands, Port Clinton; Janeane Hopkins, RE Huron; Ron Boyd, RE Upper Sandusky; Dean McGormley, TE Stated Clerk of Maumee Valley Presbytery; Ann Wasson, TE Defiance; Katie Treadway, TE Moderator Maumee Valley Presbytery; inviting Rev Chip Hardwick, Miami Valley Presbytery to preach. The Commission has authority to add to or replace members as needed.

Actions Taken on Behalf of the Presbytery by Discipleship

Approved the Request from Presbytery of the James that Mary Bielen be examined on our behalf, and approved for ordination by Maumee Valley Presbytery at FPC Bowling Green, and enrolled as a Teaching Elder, and transferred to Presbytery of the James in Virginia, upon their request. (Subsequently, Mary Bielen was examined and approved for ordination by Presbytery of the James)

3:20	Good News from Churches	
3:35	Report of General Presbyter (Attachments 4, 4A, 4B, 4C, 4D)	Matt Meinke
3:45	Synod Report	Chip Hardwick
3:55	MISSION COMMISSION REPORT (Attachment 5)	Cathi King
4:10	LEADERSHIP COMMISSION REPORT (attachment 6)	Ann Wasson

Recommended Actions to the Presbytery from Leadership

1. **ON MOTION** To amend the paragraph in the Operational Procedures portion of the Manual of Operations, beginning after line 240 as follows: Leadership Commission: The Leadership Commission (formerly Committee on Ministry) shall be composed of at least nine (9) (instead of 6) members, composed of ministers and ruling elders. The general presbyter and stated clerk are ex-officio members, without vote.
2. **ON MOTION to approve** the Terms of Call and Contracts report (Attachment 6A)
3. **ON MOTION** that an exemption to G-2.0404 be granted to Community United Presbyterian Church, Palmyra, MI to allow Ruling Elder Jim Jackson to serve an additional term on session. (Jim has

already served 2 terms totaling 6 years in a row; the session asks for this exemption because of the church membership numbers and numbers of available leaders).

Comings and Goings

Presentation of Vision time

Susan Rowland Miller

4:30 Vision time with churches

5:30 DINNER

6:30 WORSHIPCommunion (attachment 7)

7:30 Central Support Report (attachment 8)

Nominations Report

Treasurer’s Report & Per Capita Team (attachments 8A, 8B, 8C, 8D, 8E)

David Montgomery

Mary Beth McCandless

David Bartley

7:45 Discipleship Report (attachment 9, 9A)

David Hammond

8:10 ADJOURNMENT (prayer and time noted)

The next regular meeting of Maumee Valley Presbytery will be Tuesday, September 20, 2022 at the First Presbyterian Church in Norwalk, Ohio, beginning at 3:00 p.m.

Items:

1. (Docket)
2. Statistical Report
3. Minutes of Commission to install Jessica Commeret
4. Report of General Presbyter
5. Mission Commission
6. Leadership
7. Worship
8. Central Support & Financials
9. Discipleship

2021 Presbytery Statistical Report

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



Membership

Prior Active Members **5128** Adjusted membership **5127**

Gains

Certificate **56**

Youth Professions **27**

Professions & Reaffirmations **40**

Total Gains 123

Total Ending Active Members 4747

Losses

Certificate **17**

Deaths **173**

Deleted for any Other Reason **313**

Total Losses 503

Baptisms

Presented by Others **30**

At Confirmation **4**

All Other **7**

Average Weekly Worship Attendance **1749**

Female Members **2813**

Friends of the Congregation **449**

Ruling Elders on Session **353**

Do you have Deacons? Yes / No **29 / 17**

Age Distribution of Active Members

25 & Under **335**

26 - 40 **425**

41 - 55 **506**

56 - 70 **1013**

Over 70 **1453**

Total Age Distribution 3732

People with Disabilities

Hearing impairment **207**

Sight impairment **103**

Mobility impairment **284**

Other impairment **270**

Christian Education

Birth - 3 **51**

Age 4 **36**

Kindergarten **37**

Grade 1 **30**

Grade 2 **29**

Grade 3 **33**

Grade 4 **26**

Grade 5 **28**

Grade 6 **33**

Grade 7 **50**

Grade 8 **23**

Grade 9 **35**

Grade 10 **37**

Grade 11 **30**

Grade 12 **26**

Young Adults **74**

Over 25 **666**

Teachers/Officers **144**

Total Christian Education 1388

Racial Ethnic

Asian/Pacific Islander/South Asian **25**

Black/African American/African **17**

Middle Eastern/North African **1**

Hispanic/Latino-a **11**

Native American/Alaska Native/Indigenous **4**

White **3765**

Multiracial **21**

Total Racial Ethnic 3844

Financial Data

Annual Income **8,801,055**

Annual Expenses **7,779,030**

Mission Expenses **455,884**

Personnel Expenses **4,543,733**

Facilities Expenses **2,545,343**

MINUTES OF THE ADMINISTRATIVE COMMISSION TO INSTALL AS PASTOR

Rev. Jessica Commeret

The Administrative Commission appointed by the Maumee Valley Presbytery met at First Presbyterian Church, Findlay, OH at 2:30 pm on August 22, 2021 to install Rev. Jessica Commeret as Pastor of First Presbyterian Church, Findlay, OH. A quorum was present.

Rev. David M. Montgomery presided as Moderator and constituted the meeting with prayer.

Present were Members of the Commission:

- The Rev. David M. Montgomery, Teaching Elder, FPC Bowling Green
- The Rev. Susan Rowland Miller, Member-at-Large, MVP
- The Rev. Tomas Pistora, Chaplain, Bridge Hospice and Pastor, Trinity United Presbyterian, Kenton
- The Rev. Dr. Matt Meinke, Teaching Elder, General Presbyter, MVP
- Pastor Lance Wisemann, Commissioned Ruling Elder at Ottawa Presbyterian
- Nancy Colpaert, Ruling Elder, FPC Monroe
- Larry Foster, Ruling Elder, FPC Findlay
- Beth Niemeyer, Ruling Elder, FPC Findlay
- Doris Glass, Ruling Elder, Celina PC

The Commission voted without dissent that all phases of Rev. Commeret's call were decent and in order.

The Commission voted that the benediction at the conclusion of the service of worship be the concluding prayer for this meeting of the commission; and that the conclusion of the worship service shall constitute completion of the presbytery's charge to the commission. Motion (Susan Rowland Miller), Second (Lance Wisemann), passed unanimously.

Respectfully Submitted,

Rev. David M. Montgomery, Moderator, Maumee Valley Presbytery

General Presbyter Report

May 2022

For our Common Life:

1 Land Acknowledgement: Highlight of the Huron People



As we meet today in Huron, Ohio, we acknowledge the many First Peoples of Ohio who inhabited these lands well before it was called Maumee Valley Presbytery. But today we especially acknowledge the Huron People, from which this city got its name. The Huron People, also known as the Wyandot, came to Ohio as a displaced people, having left their historic homes around Lake Huron and Quebec, after their defeat during the prolonged warfare with the Five nations of the Iroquois, displacing them southward.

Today many Wyandots have found their way back to Ohio and continue to reside mainly in Upper Sandusky, Ohio, along with the Wyandotte Nation in Oklahoma.

We give thanks for the Huron/Wyandot People, their stewardship of the land and their ingenuity in farming and fishing. Today we also acknowledge all the Historic Native

People of Ohio, past, present, and future, who cared for and care for this land.

The Huron People were some of the only Iroquois-speaking people in these parts. So today as we meet in part of the Huron Diaspora, let us join our hearts and minds, praying a traditional prayer of all Iroquois-speaking people whereby “the Thanksgivings” are recounted.

God of All Things, We return thanks to our mother, the earth, which sustains us. We return thanks to the rivers and streams, which supply us with water. We return thanks to all herbs, which furnish medicines for the cure of our diseases. We return thanks to the moon and stars, which have given to us their light when the sun was gone.

2 Matthew 25 Challenge

We are a Matthew 25 presbytery. Recently we celebrated our commitment to fighting systemic poverty with the Presbytery’s disbursements from the Two Cents a Meal Program to regional Food Banks around our presbytery. Fighting food insecurity has been an important piece of our ministry during this time of pandemic. I hope you have shared the Cents-ability program with your congregation by now, as we challenged you all to do back in February.



Check out:

<https://www.presbyterianmission.org/ministries/compassion-peace-justice/hunger/nationaldevelopment/what-cents-ability/> if you missed the link at our last presbytery meeting. There are so many wonderful resources there! There is a downloadable Guide for the leader of this in your congregation (39 pages). There are also Table Graces and Prayers, Hymns, and a Sharing Calendar.

Matthew 25 can take root in other ways. Consider a Mt 25 Mission Grant for this year for a new project. Last year, these provided many of our churches with the impetus needed in these challenging COVID times, to embrace some new mission initiatives. It has been a game-changer for some mission committees. Don't leave this money on the table!



3 Experimenting

Emerging from this pandemic has been a significant challenge. So many of the churches I visit are struggling with engaging their communities in profound ways, as the pressure to reclaim pre-pandemic numbers and expectations bombard us from all angles. Our churches seem to be getting stuck, or should I say “restuck”. I believe we need help in disrupting our norms, and to allow God to break us open and speak to us in profound new ways, helping us to see new paths and futures for our churches to take.

So attached to my report is a series of articles and handouts about Experimenting. If you are not familiar with this practice of experimenting, I commend it to you. I very much sense this could be a great tool to help you in your churches or in our presbytery in places where we are “stuck”.

Experimenting, which is very common in community organizing. I offer it to you to help you think creatively about how you can be a missional church. I see that many of our churches in Maumee Valley Presbytery in 2022 need to radically alter how they are going about being the church. This can seem daunting or almost impossible. With a tool like experimenting I believe we can engage in this work in small, manageable parts and begin to reengage our neighborhoods, communities, and encounter God's presence in remarkable new ways.

In the recent book *The Innovator's DNA: Mastering the Five Skills of Disruptive Innovators*, the authors (Clayton Christensen is brilliant by the way!) speak of how innovators experiment in order to generate data and also spark new insights. It is mainly questioning, observing, and networking. I am attaching a little bit in case this speaks to your leadership style.

I am also including some Experiment Ideas. This is what I really hope you peruse. If you feel an activity like this may be helpful, then explore the Experiment Criteria and Design Tool #4 which come from the Church Missional Network: www.themissionalnetwork.com

My prayer is that you have some time to familiarize yourself with experimenting if you had

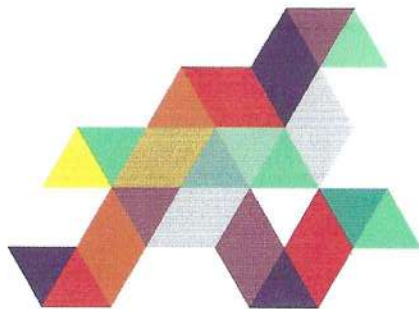
Attached to this report:

- 1) *Innovator's DNA: Mastering the Five Skills of Disruptive Innovators* – excerpt on Experimenting
- 2) Experiment Ideas – from me, Sheryl Kinder-Pyle, and Corey Schlosser-Hall
- 3) Experiment Criteria – from the Missional Network
- 4) Experiment Design Tool #4 – from the Missional Network

Updated,
with a New
Preface

THE INNOVATOR'S DNA

MASTERING
THE FIVE SKILLS OF
DISRUPTIVE INNOVATORS



JEFF DYER

HAL GREGERSEN

CLAYTON M. CHRISTENSEN

Bestselling author of *THE INNOVATOR'S DILEMMA*

4a

6

Discovery Skill #5

Experimenting

"I haven't failed . . . I've just found 10,000 ways that will not work."

—Thomas Edison

WHEN MOST PEOPLE hear the word *experiment*, they think of scientists in white coats running experiments in a lab, or of great inventors such as Thomas Edison. Like Edison, business innovators actively try out new ideas by creating prototypes and launching pilot tests. But unlike scientists, they don't work in laboratories; the world is their laboratory. And beyond just creating prototypes, they try out new experiences and take apart products and processes in search of new data that may spark an innovative new idea. Good experimenters understand that although questioning, observing, and networking provide data about the past (what was) and the present (what is), experimenting is best suited for generating data on

DISRUPTIVE INNOVATION STARTS WITH YOU

what might work in the future. In other words, it's the best way to answer our "what if" questions as we search for new solutions. Often, the only way to get the necessary data to move forward is to run the experiment. George Box, former president of the American Statistical Association, reinforced the power of experimentation in framing the future by noticing that, "the only way to know how a complex system will behave—after you modify it—is to modify it and see how it behaves." This is precisely what experimentation does for disruptive innovators. It provides key data on how well their ideas work in practice and helps them shape revolutionary business models piece by piece.

Experimenting with new business opportunities was, in fact, part of what Amazon founder, Jeff Bezos, did at D. E. Shaw, a Wall Street investment firm. In May 1994, Bezos was exploring the still-immature internet in his thirty-ninth-floor office in midtown Manhattan. As Bezos was browsing, he came across a website that claimed to measure growth in internet usage. Bezos couldn't believe his eyes. According to this site, the internet was growing at a rate of 2,300 percent a year. "It was a wake-up call," he says. "You have to keep in mind that human beings aren't good at understanding exponential growth. It's just not something we see in our everyday life." What kind of business opportunity might this new-fangled thing called the internet represent?

Bezos began asking a series of questions: What would people buy remotely? What do they prefer to purchase by mail order rather than in a store? After researching the top-twenty mail-order products, Bezos decided that people would buy standard products via the web—ones that people knew exactly what they were getting. Bezos didn't see books on the top-twenty list, which was a surprise because books seemed to meet the criteria of a standard product. After a bit of research, he discovered that there are so many books in print that it's impossible for one book catalog to contain information about them all. Such a catalogue

Experimenting

would be far too large and expensive to mail. As Bezos saw it, the internet was the ideal vehicle for offering such a catalog. He felt he had enough data to run the experiment to see if books could be successfully sold over the internet.

Within the year, Bezos launched Amazon and dubbed it "Earth's Biggest Bookstore." Using book wholesaler Ingram to warehouse and ship books, Amazon offered the largest selection of books anywhere, without having made any investment in stores, warehouses, or inventory. But Bezos had bigger dreams than simply selling books. Even before Amazon became profitable, Bezos saw an opportunity for the company to become an online discount retailer, selling a full line of products, from toys to TVs. So he made an incredibly risky bet. He decided to build a number of 850,000-square-foot warehouses around the country. The warehouses originally ran at 10 percent capacity. On the announcement, Amazon's stock tanked; analysts could not understand why the company was abandoning the original "no bricks and mortar" business model.

Today, of course, Amazon is positioned as the leading online discount store, with multiple product lines and efficient warehouse and fulfillment capabilities. More than anything else, Amazon is now a distribution company and virtual mall open to other vendors' products, a far cry from Bezos's original business idea. But Bezos isn't done experimenting with business models. In 2007, Amazon launched the electronic reader Kindle, an experiment that has successfully changed the company again. In addition to being a retailer of other companies' products, Amazon became the maker of a hot new electronic device (cornering 90 percent of the market until iPad's launch in 2010) and later introduced Alexa, the virtual personal assistant. Bezos has also reinvented Amazon with its cloud-computing services (Amazon Web Services). Amazon rents data storage and computing power to businesses at extremely low prices by leveraging its huge investment

in servers and computing equipment to run its online retailing business. By one estimate, 25 percent of small to medium-sized companies in Silicon Valley are now using Amazon's cloud-computing services.

Where did Bezos's penchant for experimenting come from? Some of it clearly has its basis in genetics. His tinkering began early when, fed up with sleeping in his crib, he tried to take it apart with a screwdriver. As a twelve-year-old, Bezos desperately wanted a new device called the Infinity Cube, a set of small motorized mirrors that reflected off one another, so that it was like looking into infinity. Bezos was fascinated by this gadget, but it was very expensive. So he bought some mirrors and other parts, and, without any instructions to follow, he constructed his own version of the Infinity Cube. Beyond his natural inclinations to experiment, Bezos credits the annual summers on his grandparents' ranch for giving him time to hone and develop his experimenting skill. "I really gained confidence in my creative ability by helping my grandfather fix things on his ranch," he told us. "He often didn't have the money to fix things, so we'd have to improvise. One time I helped him fix a Caterpillar tractor using nothing but a three-foot-high stack of mail-order manuals. You learn that when one way doesn't work, you have to regroup and try another approach."

Bezos's experience taught him that experimenting is so critical to innovation that he has, consequently, tried to institutionalize it at Amazon. "Experiments are key to innovation because they rarely turn out as you expect, and you learn so much," Bezos told us. "I encourage our employees to go down blind alleys and experiment. We've tried to reduce the cost of doing experiments so that we can do more of them. If you can increase the number of experiments you try from a hundred to a thousand, you dramatically increase the number of innovations you produce."

Three Ways to Experiment

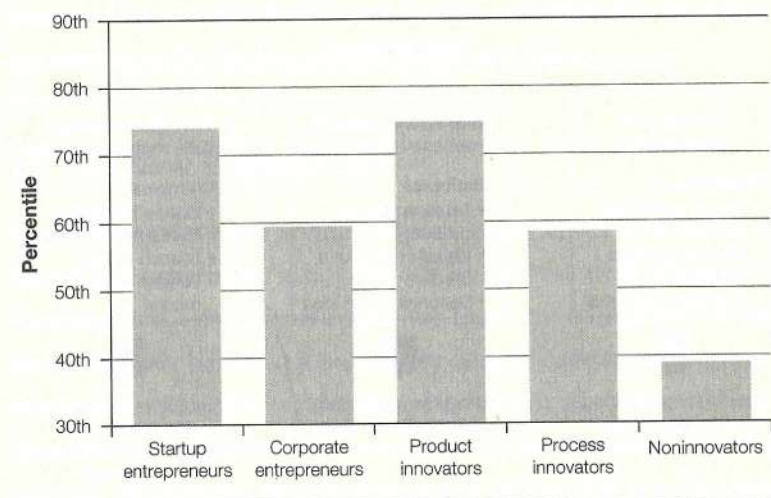
We found that innovators who start new businesses and those who invent new products are the best experimenters. (See figure 6-1.) This is not surprising, since startup entrepreneurs and product innovators tend to launch something new to the market starting from ground zero (they also score much higher on risk taking). Of all the discovery skills, we found that experimenting was the best differentiator of innovators versus noninnovators, with noninnovators scoring in only the thirty-ninth percentile on experimentation. So if you want to find someone with a penchant for creativity and innovation, evaluating his or her experimenting skills is a great place to start.

FIGURE 6-1

Comparison of experimenting skills for different types of innovators and noninnovators

Sample items:

1. Has a history of taking things apart to see how they work.
2. Frequently experiments to create new ways of doing things.

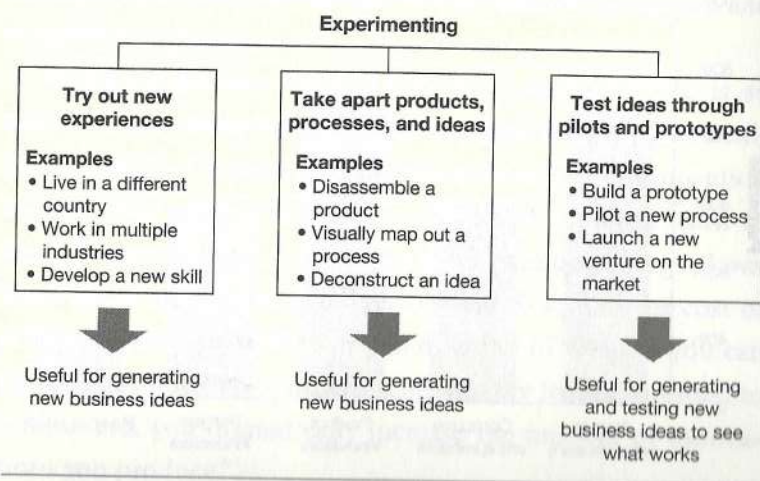


Most innovators in our study engaged in at least one of three forms of experimentation. (See figure 6-2.) The first is trying out new experiences through exploration, as Steve Jobs did when he stayed at an ashram in India or dropped in on calligraphy classes at Reed College. The second is taking things apart—either physically or intellectually, as Michael Dell did when, at age sixteen, he disassembled a personal computer (more about this later). The third is testing an idea through pilots and prototypes, as Rent the Runway cofounder Jennifer Hyman did when trying different approaches to renting designer dresses (more on this shortly). We found that innovators often generated their best ideas when engaged in one of the three different experimenting approaches.

We typically associate the word *experimenting* with the last of the three approaches. The classic laboratory approach to experimentation is to test an idea by creating a prototype to see if it will work, just as Edison did so often that he once reportedly said, “I haven’t failed . . . I’ve just found 10,000 ways that will not

FIGURE 6-2

Three ways that innovators experiment



work.” But we found that a much broader interpretation of experimenting better reflects how innovators cultivate new ideas. For example, when simply trying out a new experience, you have no explicit intention to test an idea. It’s simply an exploratory journey to see what you can learn. The same can be said for taking things apart, either physically or intellectually. When Dell disassembled his first personal computer, he wasn’t looking to create a new computer or company; he just wanted to see how it worked. Experimenting can also involve launching a pilot or prototype, and then modifying it as you go along. Bezos’s online bookstore didn’t stay where it was after its initial success. It morphed into an online discount retailer, selling a full line of products, from toys to consumer electronics. Virgin started out as a record company, but Richard Branson experimented with all types of new businesses, from Virgin Records to Virgin Atlantic to the starry-eyed Virgin Galactic, which plans to carry megarich customers into space. And Apple hasn’t stayed solely a computer company, launching successful products in music (iPod), phones (iPhone), tablets (iPad), and watches (Apple Watch), as well as unsuccessful ones in PDAs (Newton) and digital cameras (Apple QuickTake). The argument that innovators are experimenters is certainly not new; everyone knows that. But what isn’t well understood is the different ways that they experiment to ignite new ideas.

Try Out New Experiences

Many executives view trying out new experiences as a waste of time if the experience is not directly linked to a desired learning outcome. Delivery-driven executives focus on efficiently solving the problem at hand. So if an activity doesn’t have a clear connection to a current deliverable, then they view it as a waste of time. By contrast, discovery-driven executives grasp the idea that trying out new experiences means engaging in interactive learning that

may not have any obvious practical application. Indeed, from net present value logic (e.g., the size of the investment made discounted by the time horizon), the return on time invested when using any discovery skill produces a payback that is not only further into the future but also less likely to ever materialize. Steve Jobs never expected that spending time in calligraphy classes would have any practical application or payback. But the calligraphy experience turned out to be a major differentiator for the first Macintosh computer by allowing it to produce documents with beautiful typography.

Innovators understand that diversity of experience allows you to engage in divergent thinking, as you draw on a broader set of ideas when associating. "Of course, it was impossible to connect the dots looking forward when I was in college," Jobs once said. "But it was very clear looking backward ten years later. So you have to trust that the dots will somehow connect in your future . . . believing that the dots will somehow connect down the road will give you the confidence to follow your heart even when it leads off the well-worn path. And that may make all of the difference."¹ Trying out new experiences may prove worthless from a financial standpoint, but it also might be vital when searching for disruptive ideas.

Take, for instance, the example of Kristin Murdock, an entrepreneur who literally figured out how to turn cow pies (manure) into money. Murdock has done this by offering an interesting, if rather disgusting, new product that's caught interest inside and outside the United States: Cow-Pie Clocks. Not surprisingly, Murdock didn't just wake up one day and say, "I think I'll take a bunch of desert-baked cow pies, cover them with glaze, insert a clock in them, and sell them to people who want a truly unique clock." Rather, while watching her sons ride motorcycles in the desert areas of southern Utah, she stepped over some "interesting looking old petrified cow pies. So I picked one up, smelled it, and it

didn't smell bad; it was really baked," she said. "I started collecting them and brought them home and put them in the garage. It kind of freaked my kids out." She had no idea what she would do with them; she just thought they were interesting.

Within a few days, some of them started to disintegrate. So to keep them intact, she applied a glaze and liked what she saw. They were like shiny, petrified pieces of wood, and she thought they were pretty due to the color variations or the interesting rocks embedded in them. Then one night while lying in bed, she hit on the idea to insert a clock into the petrified cow pie and give it away as a gag gift. So she started inserting clocks into the cow pies and giving them to girlfriends with funny sayings, like: "You Dung Good," or "For all you do, this crap's for you." "None of my girlfriends liked them," she says. "They hated them . . . they thought it was so sick." Her big break came after she gave a clock to a relative who was a friend of entertainer Donny Osmond. Murdock said Osmond called her wanting a clock for himself, so she made one for him. A few weeks later, her relative called and said, "Turn on *Donny and Marie*," Osmond's daily talk show. There, Murdock saw Osmond showing off the clock to a nationwide audience. The calls started to flood in. She quickly set up an internet business. Each cow-pie clock comes with a display stand and a saying attached such as, "Happy Birthday, You Old Poop." Murdock will provide whatever saying the customer wants. She has lists of suggestions to choose from, with more coming in continually from customers and friends.

But she didn't stop there. She kept all of the funny sayings people sent her and created a cow-pie greeting-card line. She hired a graphic designer to create a signature cow and cow pie and sold a line of cow-pie greeting cards to Hallmark. The business has been extremely profitable because she gets paid a royalty for the ideas and cow-pie brand, but she doesn't have to actually print the cards. As in Jobs's experience with calligraphy, Murdock

had no way of knowing that collecting cow pies could lead to any practical application in her life. It all started because she was curious enough to collect a few cow pies while wandering in the desert. Murdock jokingly sums up her success saying, "I'm an entre-manure."

Innovators like Bezos and Murdock seem to intuitively understand the value that can come from trying out new experiences in new environments. Our research on innovators revealed that one of the most powerful experiments innovators can try out is living and working in different cultures. The more countries someone lives in, the more likely he or she is to leverage that experience to deliver innovative products, processes, or businesses. Individuals who live in a foreign country for at least three months are 35 percent more likely to start an innovative venture or invent a product (each additional country brings additional benefit, though there are diminishing returns after living in two countries). Moreover, if managers try out even one international assignment before becoming CEO, their companies deliver stronger financial results than companies run by CEOs without such experience, roughly 7 percent higher market performance on average.² And part of that performance premium comes from the innovation capability that a CEO has acquired by living overseas.

Former P&G CEO A. G. Lafley, for example, spent time as a student studying history in France; later on, he ran retail operations on US military bases in Japan. He eventually returned to Japan as head of P&G's Asia operations before becoming CEO. His diverse international experience served him well as the leader of one of the oldest and most innovative companies in the world. Similarly, innovator Reed Hastings's experience working for the Peace Corps in Swaziland continues to influence his innovative strategy and leadership (as founder and CEO) of highly successful Netflix.

In similar fashion, the more industries or companies someone works in, the more likely he or she is to be an innovator. Each additional industry offers an even bigger boost to innovation than living in a foreign country. Working in different company environments helps you develop deep experience with a variety of people, processes, and products. You also learn various ways to solve problems, since each company and industry tends to have distinctive approaches. P&G (at the time led by Lafley) and Google (led by founders Larry Page and Sergey Brin) understand the value of seeing how things work in diverse company environments, which is why these companies orchestrated a three-month swap of employees to see how a very different but highly successful company operates (more on this in chapter 9). These types of experiences boost a person's capacity to look at a problem from a variety of angles and perspectives.

Finally, taking the opportunity to learn new skills in different arenas—as Jobs did when learning calligraphy—can boost your innovation capability. For example, Nate Alder (inventor of the Klymit vest) decided to pick up scuba diving during a trip to Brazil. During the scuba certification, he learned about argon gas as an insulator to keep dry suits warm. He thought, "Hey, that's a cool idea. I wonder if I could put argon gas in a snowboard jacket to keep me warm?" (Alder was a snowboard instructor at the time.) This experience was the catalyst for the creation of the Klymit vest (insulated with argon gas) and a variety of other products using argon gas. As described in chapter 2, innovators tend to be T-shaped in terms of their expertise, with deep knowledge in at least one area and some expertise in a wide variety of knowledge areas. Developing new skills in new areas is a great way to build diversity of knowledge in your head.

In summary, living in a different country, working in a different industry, and learning a new skill are three ways to try out new

experiences and boost your creativity. Experimenters seek these types of experiences because they expand the diversity of their knowledge and increase their capacity to innovate.

Take Apart Products, Processes, and Ideas

In 1980, Michael Dell looked forward with great anticipation to his sixteenth birthday. However, he was most excited because his parents had finally agreed to let him purchase his own computer—an Apple II. On the day the computer arrived, Dell was so anxious to get his hands on it that he made his dad drive him down to the UPS office to pick it up. What he did next both shocked and dismayed his parents, but it also proved to be instrumental in his discovery of the “direct from Dell” business model. “After we pulled into my driveway,” Dell recalled, “I jumped out of the car, carried the precious cargo to my room, and the first thing I did was take my new computer apart. My parents were infuriated. An Apple cost a lot of money in those days, and they thought I had demolished it. But I just wanted to see how it worked.” Dell’s desire to understand what made his Apple II tick led to a variety of experiments designed to make his computer work better and faster. He bought a variety of components and add-ons to enhance his personal computer, like more memory, disk drives, faster modems, and bigger monitors. He soon learned how to make some money from his “hobby.” “I would enhance a PC the way another guy would soup up a car. Then I would sell it for a profit and do it again,” says Dell. “I was soon going to distributors and buying PC components in bulk to reduce the costs. I remember my mother complained that my room looked like a mechanic’s shop.”

Dell soon gained enough familiarity with the cost of PC components that he acquired an important insight. At the time, an IBM PC sold in a store for around \$2,500 to \$3,000. But the exact same components could be purchased for \$600 or \$700, and IBM

didn’t own the technology. Dell told us that this raised a critical question in his mind: “Why does it cost five times more to buy a PC in the store than the parts cost?” He realized that he could buy the latest components, assemble them in the exact configuration a customer wanted, and deliver it for far less than the retail price in a store. Thus, the “direct from Dell” business model was born.

Like Dell, many innovators hit on an innovative idea while taking something apart—a product, a process, a company, a technology. For example, Google’s Page is also a tinkerer who likes to deconstruct things. Page’s brother gave him a set of screwdrivers when he was nine years old, which he used to completely take apart every power tool his family had in the house. In similar fashion, Page tinkered with various ideas related to efficiently searching the web, eventually hitting on the page-ranking idea that searched the web in a way that was very different from the other search engines at the time. Another experimenter, Albert Einstein, took apart Newton’s theory of time and space—intellectually, rather than physically—to come up with his innovative theory of relativity. Einstein is reported to have generated his insights “based purely on thought experiments—performed in his head rather than in a lab.”³

In summary, experimenters love to deconstruct—products, processes, ideas—to understand how they work. In the process of taking things apart, they also ask questions about why things work the way they do. This often triggers new ideas for how things might work better.

Test New Ideas through Pilots and Prototypes

Max Levchin, cofounder of PayPal, majored in computer science during college, where he developed an intense interest in security and encryption technology. In the summer of 1998, Levchin moved to Silicon Valley to pursue his dream of starting a company

offering security software. One hot summer day, he decided to drop in on an encryption-technology lecture at Stanford University to see if he could spawn any ideas to further his dream. Only six people attended the lecture, so it wasn't hard to start up a conversation with Peter Thiel, a hedge-fund manager who was interested in using encryption technology to secure financial transactions. The two immediately hit it off and decided to start a company based on security software for handheld devices like the PalmPilot.

The initial idea was to turn the PalmPilot into a wallet, in which users could secure private information like credit-card numbers or passwords. Levchin and Thiel launched the product with great anticipation but soon learned that the market was quite small, limited to those few users of PalmPilots who cared about securing private information. So they decided to try out a different business idea: provide software that would allow a PalmPilot to store money that could be beamed from one PalmPilot to another.

So Levchin and Thiel developed software that could do such beaming. This business idea caught the attention of some top venture-capital companies in Silicon Valley, leading to PayPal's first round of financing at Buck's of Woodside, a favorite restaurant for many venture capitalists. PayPal's investors showed up with \$4.5 million preloaded on a PalmPilot that they beamed to Levchin and Thiel's PalmPilot. PayPal seemed to be on its way.

PayPal's initial growth was rapid, but the market leveled off rather quickly because it was limited to the roughly 3 million handheld (PDA) users in the United States. It didn't take long before Levchin and Thiel realized another problem with the business model. "The initial idea of beaming money between PalmPilots was basically a bad idea," Thiel told us. "I mean, if you have to meet face to face to exchange money, which you had to with the PalmPilot idea, you could just hand the other guy a check. But in the course of building out this idea, we made midcourse changes that were really interesting." These midcourse changes

were prompted in part by customers who wanted to sync their PalmPilots to their computers and send money through the internet to someone else with a computer and PalmPilot. "We came up with the idea of attaching money to an email," Thiel recalled. "Since there were 120 million email users in the United States, this made it much more viral. You didn't have to meet face to face."

Today, PayPal is the world's largest processor of email payments, but this never would have happened if its founders hadn't been willing to constantly experiment and launch earlier versions of the product. Just as the security-wallet experiment was a "failure," the original PalmPilot experiment also fell on its face. But these critical experiments generated the data necessary for PayPal's ultimate success.

The PayPal experience is not atypical for innovative entrepreneurs. They realize the importance of experimenting with prototypes and pilots to see what they can learn. Because of their bias for action, they tend to launch products or businesses as quickly as possible, almost as an experiment, to see what the market's response will be. They like to throw new product, process, and business ideas against the wall to see what will stick. PayPal's experiments were essentially launched as products to the market, and they generated important data when the products failed to gain traction.

While some innovators seem prone to quickly launch their prototypes directly to the market, others more carefully test and compare competing prototypes to see what works best. Jennifer Hyman and Jennifer Fleiss did this before launching Rent the Runway, a Netflix-type business model for renting designer dresses. During a trip home to New York City, Hyman noticed her sister, Becky—an accessories buyer at Bloomingdale's—struggling over what to wear for an upcoming wedding. Her sister wanted something stunning, but even though she had a decent salary, every designer dress was too expensive and out of reach. As Hyman watched her sister

agonize over what to do, she wondered, "If the Beckys of this world can't wear a designer dress, what hope is there for the rest of us?" She also thought that designers had a problem as well. "If designers can't get their pieces into the hands of young, fashionable women," she thought, "they are going to have a difficult time building their brands." Hyman's simple observation of a common ritual (finding a dress for a special occasion) in a familiar place (home) with a familiar person (her sister) produced an uncommon insight. Why not modify the Netflix mail-order business model and apply it to high-end fashion? Instead of purchasing designer dresses, women could rent the designer dresses online for that special occasion, for only one-tenth the cost.

So Hyman and Fleiss set up some experiments to test their idea. They bought a hundred dresses from designers like Diane von Furstenberg, Calvin Klein, and Halston and ran three experiments. The first was on the Harvard University campus; they rented dresses to Harvard undergrads, letting young women try on the dresses first. The pilot was an unqualified success. Women not only rented the dresses but returned them in good condition. This experiment demonstrated that there was a market for renting dresses and that renters would return them in good shape. But would women rent dresses they couldn't try on? To answer that question, they set up another experiment, this time on the Yale campus, allowing women to see the dresses before renting, but not allowing them to try them on. Although fewer women rented, the pilot proved successful. Finally, they took photos of dresses and ran a test in New York City where women rented a dress only from PDF photos and descriptions of how the dress would fit. This experiment would tell Hyman and Fleiss whether they could truly use a Netflix model of renting over the web, or whether they must open stores where women could see and try on dresses. The final experiment showed that roughly 5 percent of women looking for special-occasion dresses were willing to try

the service, enough to demonstrate the viability of renting over the web. And that's how Rent the Runway launched. It has proved very successful, with over six hundred thousand members and roughly fifty thousand clients trying the service in the first year. Trying different experiments was critical to designing a successful business model. As Hyman told us, "Our revenue growth is amazing. This is a dream come true."

As we studied innovators and their experiments, one thing we noticed was that the amount of experimenting required to gain new insights was almost the inverse of the amount of prior questioning, observing, and networking they had done. In other words, if you haven't done much questioning, observing, or networking (or haven't done them well), then you will have to run more experiments to gain the insights required to move forward. For example, Rent the Runway's experiments were able to be carefully crafted to generate the right data because of years of observations that Hyman, in particular, had made of the needs of young women attending special events. (Hyman had worked for years at Starwood Hotels, where she launched programs to meet the needs of wedding parties and honeymooners. She also worked at WeddingChannel and IMG, one of the world's top firms for female models.) As a result, she had a deep knowledge of the needs of fashion-oriented young women, special events, and designers and designer clothing. This allowed her and Fleiss to design better experiments to test their ideas.

The bottom line is that if you ask salient questions, observe salient situations, and talk to more diverse people, you will likely need to run fewer experiments. And the experiments you do run will be better designed to generate the data you need to take the next step. Random experimentation occurs when you know very little from your questions, observations, and networking conversations.

In the end, we've learned that even when you've effectively questioned, observed, and networked, persistent experimentation

is likely to be important for generating disruptive insights. Virtually every disruptive business that we studied evolved over time—through a series of experiments—into a business model that changed an industry. Some experiments were accidental. For example, Southwest Airlines cofounder Herb Kelleher told us that the original low-cost-airline entrant stumbled onto its quick-turnaround capability when financial pressures forced the company to service its routes with three planes instead of the four it had originally planned to use. It had to either cancel flights or figure out a way to fly a four-plane schedule with three planes. This led management to develop a new set of practices for turning planes around as quickly as possible, eventually leading to a fifteen-minute plane turnaround. This innovation completely changed Southwest's strategy and business model, as well as its bottom line.

Similarly, IKEA never intended to have knockdown kit furniture (disassembled furniture in flat parcel boxes) as a central feature of its low-cost-furniture retailing model. A serendipitous experiment early on in the company's history yielded an important insight. After completing a photo shoot for a furniture catalog, a marketing manager found not all the furniture fit back into the trucks. When a photographer suggested that they take the legs off the table and then slide the table into the truck, the lights went on: IKEA could knock down almost all its furniture to reduce shipping costs and make the customer the final assembler. This small experiment was critical to IKEA's business model as a global furniture retailer.

Innovators engage in three types of experimenting to generate data and spark new insights: trying out new experiences, taking things apart, and testing ideas by creating prototypes and pilots. *Although questioning, observing, and networking are excellent for providing data about the past and present, experimenting is the best technique for generating data on what might work in the future. In*

other words, it's the best way to answer what-if questions. Innovators also understand that when you ask salient questions, observe salient situations, and talk to the right people, you will likely need to run fewer experiments. This reduces the cost and time associated with experimenting. Finally, innovators understand—and accept—that the majority of their experiments will not turn out as planned (and indeed may turn out to be a colossal waste of time), but they know that experimenting is often the only way to generate the data required to ultimately achieve success.

Tips for Developing Experimenting Skills

To strengthen your experimenting skills, you will need to consciously approach your work and life with a hypothesis-testing mind-set. We recommend the following activities to practice and strengthen your experimenting skills.

Tip #1: Cross physical borders

Visit (or even better, take up occupancy in) a new country or some other new environment, such as a different functional area within your company or a new company in a different industry. Acquire a passport mind-set to break free of common routines. Explore the world by engaging in new activities. Join new social or professional activities beyond your normal sphere, attend a lecture by someone whose work you're unfamiliar with, or visit an unusual museum exhibit. When you try out these new activities, ask yourself questions to help produce new insights from the experience, such as: "If my work team were here, what could we learn from this experience that would lead us to do something new? If I were going to replicate one thing (product, process, and so on) from this environment in my everyday environment, what would it be?" Work to cross one border at least once every month.

Tip #2: Cross intellectual borders

Take out a new annual subscription to a newspaper, newsletter, or magazine from an entirely different context (or to help save trees, intentionally and regularly search the web for country, industry, or profession information about areas distant from your own). If you live in the United States or France, for instance, consider reading a publication from China, India, Russia, or Brazil. If you work in the oil and gas industry, read a publication from the hospitality industry. If you are trained in marketing, read a publication related to engineering or operations.

Tip #3: Develop a new skill

To gain new perspectives, create a plan to develop some new skills or acquire new knowledge. Look for opportunities in your community to take classes in acting or photography, or get some basic training in mechanics, electronics, or home building. Try out new physical activities like yoga, gymnastics, snowboarding, scuba diving, or even sky diving (if you are brave enough). Check out the menu of courses at your local university and sign up for classes that sound interesting to you, ranging from history to chemistry to calligraphy. Or closer to home, identify another function in your company, whether it be marketing, operations, or finance, and do a deep dive on how that function works in your company.

Tip #4: Disassemble a product

Look through your house for something that no longer works, or go to a junkyard or flea market to buy a few things that you can easily take apart. (This is especially fun to do with your kids.) Search for something that you've always been interested in but have never taken the time to explore. Set aside a block of time to take the objects apart piece by piece and search for new insights

into how they were designed, engineered, and produced. Draw or write about your observations in a journal or notebook.

Tip #5: Build prototypes

Identify something that you would like to improve. What would it look like if you changed it? Build a prototype of your new, improved invention from random materials in your house or office, or go on a shopping spree to obtain odd things that might work well in the prototype. Play-Doh (the children's modeling clay) is a great medium for creating prototypes. If you are feeling adventurous and want to splurge, you may even want to buy a three-dimensional printer that produces objects on demand (according to your design). Or hire an industrial designer to create a software blueprint of a product you design and get it 3-D printed at a local university.

Tip #6: Regularly pilot new ideas

Gordon Moore, the cofounder of Intel, once recalled that, "most of what I learned as an entrepreneur was by trial and error." Engage in frequent pilot tests (small-scale experiments) to try out new ideas and to see what you learn from doing something differently than you've done before. You, too, can become an experimenter when you embrace learning through trial and error, but you must have the courage to fail and learn from your failures. Make up your mind to plan and carry out a pilot test of an idea you have at work during the next month.

Tip #7: Go trend spotting

Actively seek to identify emerging trends by reading books, articles, magazines, web links, blogs, and other sources that specifically focus on identifying new trends. Read material written by individuals you believe excel at identifying trends and seeing

what's next. Try reading the work of Kevin Kelly (executive editor of *Wired* and author of *New Rules for the New Economy*), Chris Anderson (former editor in chief of *Wired* and author of *The Long Tail* and *Free*), or another author who is looking into the future. Then think about how these trends might lead to an interesting experiment with regard to a new product or service. Figure out a way to creatively conduct that experiment.



Maumee Valley Presbytery

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Experiment Ideas:

Learning objective: to discover what God is up to in your neighborhood.

1. Lawn chair experiment - put lawn chairs in your front yard instead of your backyard and pay attention to what you notice.

- Do you get to know neighbors better?
- How is God at work in your neighborhood?
- How does changing location make a difference in engaging your neighborhood?

2. Host a neighborhood BBQ or potluck this summer (in the front yard, on a street or in a community area is best)

- Make it as simple and accessible as possible
- Did you get to know any new neighbors?
- How is God at work in the lives of your neighbors?
- Are neighbors interested in doing something like this more often?

3. Go to work 15 minutes early or during lunch walk around your neighborhood and notice the context.

- What has changed?
- Where do you see God present among the people or organizations that are around your workplace?

4. Hang out in a new place - is there a place in your neighborhood that you are not as familiar with? Plan to spend 30 minutes there once a week and see what you notice.

- Who is there and what are they doing?
- How do you sense God's presence?

5. Lunchtime Experiment Worksheet - 2 Names and a Story

Worship together - Share Stories Together - Work Together

Because God is out ahead of us, we can uncover the clues about how we might join with what God is already doing through listening to the stories of others.

- Form pairs or triads with others who are part of your group. Go to lunch and intentionally learn the names of two people and listen to their story (listening for clues about what God might be up to in their life).
- Come together to reflect with other groups and share your group's two names and a story. What did you learn about how God works through this experiment?

Learning objective: To learn how to be less self-sufficient and to be more open to receiving the hospitality of others.

1. Identify one way you could make yourself dependent on a neighbor (not be totally self-sufficient)

- Could you borrow a yard tool? Ingredients for a recipe? Ask their expertise in an area you need help with?
- What is it like to be in a position of receiving from another rather than being in the position of host?
- What might God have to teach you through this?

2. Put yourself in a position to learn something new - a music lesson? A new language? A skill?

- What is it like to learn something new - notice your frustration and joy.
- What might God have to teach you through this experience?

3. Is there a program or service project your church leads or participates in that could be shifted in a way to allow for a mutual/equal relationship? A way to build authentic relationships with those you come in contact with?

- How can you tweak an existing program or project so that it does not solely focus on transactional ministry, but instead builds relationships and mutuality?
- What can you learn from those you are used to serving?

Learning objective: discover how God might be calling us to adapt to a changing culture.

1. Find out about what activities are happening in your neighborhood (that you have not participated in before) and participate: music concert, sporting events, clubs, ethnic gatherings, political forums, etc. It might be most helpful to participate in an activity that is out of your comfort zone and not something you would normally do.

- What does this activity teach you about the wider culture? What are the priorities and values?
- Notice how uncomfortable you feel and how difficult it is for you to do this (or not).

Worship together - Share Stories Together - Work Together

- How might God be at work in the people gathered?

2. Interview someone who moved into the neighborhood from somewhere very different (either a different part of the country or the globe). Ask:

- What are the differences they have noticed in our culture from where they came from?
- What does our culture value or prioritize that is different?
- What changes have they made since moving to this area?

3. The mall: a metaphor for the North American church. Go to a nearby mall and walk through the mall and consider the changes that have happened over the last decade to America's shopping habits and how it has affected malls.

- What are examples of how the mall fights against changes in the culture? How do stores try to entice people inside?
- What are examples of how the mall has adapted to changes in culture and uses it's space differently?
- How might this be a metaphor for churches? How has the church mirrored the consumer-culture in trying to attract people into our buildings? What are ways we have adapted to the changing culture in positive ways? What are the ways we may be called to adapt? How do we discern when we are called to adapt to our changing culture and when we are called to be counter-cultural?
- Look at the spectrum below after this experiment - where do you think God might be calling your congregation to be (if it is different from where you currently are)? What are steps you can take?



4. Name your culture: take time to identify your own culture (it's more difficult than you think!). Think through these questions:

- What are the values and priorities of those who live in your neighborhood? How money and time is spent is often a good indicator.
- What are the "traditions/rituals" that are practiced - the things that everyone does without thinking?

5. What is one thing in your routine that you could do differently? Drive to work a different way? Shop at a different grocery store? Eat something different for breakfast or lunch?

- What does it take to make this change? How does it make you feel?
- Have you experienced these steps and feelings in the church when trying to make changes?
- What are the implications for how we lead others through change?

Worship together - Share Stories Together - Work Together

Learning objective: to learn what is ordinary and “normal” for others and discover what God is up to in the ordinary.

1. Finish a day by writing down everything you thought was ordinary in the day.

- Where do you see God at work in the ordinary?
- Where was God present or active in these ordinary things?
- Is there a time in the day when you sensed the absence of God? What might that mean? (An Examen)

2. Shadowing people’s everyday life as pastors/leaders - pick someone who has a very different life than your own (different life stage) and ask if you can shadow them for part of a day. For example - what is it like getting to church on Sunday morning? What is a weekday morning or evening like?

- How do they (and you) sense God’s presence with them in the ordinary tasks of life?

3. Ask people to shoot a one to two minute video of an ordinary part of their day and share it with you (they can do it on their phone and text it to you) - this might be particularly interesting for any youth in the church.

- How is their ordinary life different from your own?
- Do you notice any difference in how God might be at work in their life?

4. Set up interviews with one or two lay-people in your congregation (pick people that you don’t know very well or that you have a difficult time connecting with); meet at their workplace or home if possible.

- Spend time asking questions about her/his ordinary life, getting to know her/him better
- Look for ways that God is at work in or through his/her life or the lives of those around him/her
- How is God at work in their workplace context?

5. Host an adult ed time or small group time where the focus is on listening to one another’s stories from everyday life. Ask people to explain in depth what they do on a day to day basis - each person fills 15 whole minutes (lots of ordinary details).

- What is stressful in your daily life?
- What sort of pressures do you face daily? In your work? Family life? Health? Finances?
- What brings you joy?
- How do they (and you) sense God’s presence in the ordinary?

Worship together - Share Stories Together - Work Together



Experiment Criteria

At the essence of experimenting is a willingness to learn from the experience. **Success of an experiment is considered in terms of how much WE are transformed by the experience rather than about our impact on others.**

Experiments are:

- Grounded in neighborhood listening and discerning so will be unique to your context
- Simple
- Small
- Easy wins
- Light on structure
- Requiring no expertise
- Allowed to fail
- A way of creating further curiosity
- A first step into practicing a new way of “being” church
- Challenging you to step out of what is comfortable and “normal”
- Beyond what you are already good at and have practice doing
- Ways to partner alongside people around you
- About being open and available
- About “being with” people instead of “doing for” people

Experiments are not:

- Controllable
- The “right” choices
- Initiatives that require a budget
- Complex initiatives designed to solve a problem
- Plans that lead to an expected outcome
- Initiatives that have “high stakes” attached
- Meant to address structural or organizational change
- About recruiting new members to your church
- About meeting needs in the community



Experiments Tool #4: Experiment Design

Use the following to map out the experiments you want to create around joining God in the neighborhood.

<i>Our Experiment is...</i>
<i>It is based on these elements of our listening & discerning...</i>
<i>It fits the criteria for experiments in the following ways...</i>
<i>What we plan to do over the next 3-6 months is...</i>
<i>Some specific action steps are...</i>

From: Mission Commission
Date: April 26, 2022
Subject: Updates from March 9 meeting

ACTIONS TAKEN ON BEHALF OF PRESBYTERY:

None

RECOMMENDATIONS TO PRESBYTERY:

None

INFORMATIONAL ITEMS:

1. Mission Commission supports the Maumee Church in their intergenerational urban immersion at home work project. It is sponsored by Group and up to 400 teens and adults work together in the Toledo area: July 17-23, 2022. They will be housed at the high school. More information is available at <https://groupmissiontrips.com/trip-types/home-repair/maumee-ohio>. Contact: Jason Armstrong.

2. We are looking to curate stories across the presbytery about: creative ways churches are doing collaborative mission with each other or with other non-profit groups in your area. Remember: grant funds are available see the MVP website for a copy of the application.

3. Ongoing discussions: A Maumee Valley Presbytery PDA trip for the fall, a potential Habitat Work day throughout the presbytery,

Leadership Commission Report to Presbytery

May 17, 2022

Recommendations to Presbytery for a vote:

1. This is the second reading of amendment for vote today:
To amend the paragraph in the Operational Procedures portion of the Manual of Operations, beginning after line 240 as follows:
Leadership Commission: The Leadership Commission (formerly Committee on Ministry) shall be composed of at least ~~six (6)~~ nine (9) members, composed of ministers and ruling elders. The general presbyter and stated clerk are ex-officio members, without vote.

(This would make a nine- member commission, one new member to be added to each class for nomination purposes.)

2. **To approve** the Terms of Call and Contracts report (Item # _____)
3. **To recommend** to Maumee Valley Presbytery that an exemption to G-2.0404 be granted to Community United Presbyterian Church, Palmyra, MI to allow Ruling Elder Jim Jackson to serve an additional term on session. (Jim has already served 2 terms totaling 6 years in a row; the session asks for this exemption because of the church membership numbers and numbers of available leaders).

Actions Taken on Behalf of Presbytery

1. Approved the terms of call for the Rev. Vanlal Hruaia and First Presbyterian Church, Van Wert, OH as follows, to request his transfer from Ohio Valley Presbytery and to enroll him as a member of Maumee Valley Presbytery effective April 17, 2022:

Salary (inc. housing allowance)	\$65,508.00
SECA (Employer's portion)	5,011.36
Business/Professional Expenses	2,500.00
Continuing Education	1,500.00
Dental Insurance	1,100.00

Travel reimbursement (vouchered) at IRS Rate

Moving costs will be covered in full.

Vacation: 4 weeks (4 Sundays), Continuing Education: 2 weeks (2 Sundays)

2. Approved renewal of Interim Pastor Contract between Cathy Johnson-Paine and Christ Church, Toledo, effective Feb 13, 2022, as follows:

Cash Salary	\$49,000.00
Housing Allowance	22,185.00
403(b)	<u>3,000.00</u>
Total Effective Salary	\$74,185.00
Board of Pensions	27,488.45
SECA	5,675.15
Professional Expenses	5,000.00

Continuing Education	2,000.00
403(b) Employee Match	3,000.00
Vision/Dental	353.44

Vacation 4 weeks (4 Sundays), Continuing Education 2 weeks (2 Sundays),
Spiritual Care 1 day and 1 night per month.

3. Approved the Commission to install the Rev. Kathryn Rivera Torea as pastor of FPC Perrysburg Ohio on Sunday, March 27 at 3 pm: Moderator TE Katie Treadway, TE David Montgomery, TE Susan Rowland Miller, RE Jay Salvage (Perrysburg), RE Dave Woodward (Waterville), with the Rev. Meredith White, member of Western Reserve Presbytery, invited to take a part in the worship service. The Commission had the authority to add members as needed.
4. Approved the half-time contract (20-25 hours per week) between the session and CRE Lance Wiesmann for a period of one year, commencing April 1, 2022 as follows:

Salary	\$10,560.00
Housing Allowance	18,000.00
Additional Mileage	1,200.00
SECA Employer's portion	2,108.34
Reimbursable expenses/ Continuing Education	1,500.00

Vacation: 4 weeks (4 Sundays), Continuing Education: 2 weeks (2 Sundays)

5. To transfer Rev. David Aber, HR, effective Feb 1, 2022, pending request from Eastminster Presbytery.
6. To transfer Rev. Lanie Sipes, effective March 28, 2022, pending request from Scioto Valley Presbytery.
7. To enroll Rev. Dennis Ladd, HR, as a member of Maumee Valley Presbytery, effective March 28, 2022, and request transfer from Scioto Valley. (at his request)
8. To enroll Rev. Alton Myers, HR, as a member of Maumee Valley Presbytery, effective March 28, 2022, and request transfer from Southeastern Illinois Presbytery. (this to correct an oversight from the past; in reviewing the roll of MVP members, Dean did not find him listed.
9. To transfer Rev Susan Meier to Chicago Presbytery, per their request, effective April 28, 2022.
10. Approved the following Commission to ordain Mary Bielen as a teaching elder on behalf of the Presbytery of The James, at First Presbyterian Church, Bowling Green, OH on Sunday, May 15, 2022 at 3 pm :
Teaching Elders:

The Rev. Dr. Matt Meinke, General Presbyter, Maumee Valley Presbytery, Findlay, OH; the Rev. David Montgomery, Teaching Elder, First Presbyterian Church, Bowling Green, OH; the Rev. Tomas Pistora, Teaching Elder, Trinity United Presbyterian Church, Kenton, OH; the Rev. Pamela Short, Teaching Elder, Honorably Retired, Camden, MI; the Rev. Kathryn Treadway, Teaching Elder, First Presbyterian Church, Tiffin, OH (Moderator); the Rev. Karen VanderPloeg, Teaching Elder, First Presbyterian Church, Waterville, OH

Ruling Elders:
Carole Burnworth, Ruling Elder, Eastminster Presbyterian Church, Toledo, OH

Ken Krieger, Ruling Elder, First Presbyterian Church, Tiffin, OH

Anne Moser, Ruling Elder, Tontogany Presbyterian Church, Tontogany, OH

Marty Sloan, Ruling Elder, First United Presbyterian Church, Perrysburg, OH

Gale Swanka, Ruling Elder, First Presbyterian Church, Bowling Green, OH

11. Approved the Administrative Commission to Install Rev Bobbie Bella as pastor at Firelands Presbyterian Church, Port Clinton, OH on May 1 at 3:30 pm with the following members: David Moore, RE Firelands, Port Clinton; Janeane Hopkins, RE Huron; Ron Boyd, RE Upper Sandusky; Dean McGormley, TE Stated Clerk of Maumee Valley Presbytery; Ann Wasson, TE Defiance; Katie Treadway, TE Moderator Maumee Valley Presbytery; inviting Rev Chip Hardwick, Miami Valley Presbytery to preach. The Commission has authority to add to or replace members as needed.

For Information:

The Presbytery Office can no longer contact the Board of Pensions on behalf of a church. If you need information about pension or medical plans, someone from the church needs to contact the Board directly having the church's pin number at hand. The Board contact people are very helpful and can give you or guide you through the website to find the information you need.

Matt Meinke has a few words about the Pastoral Support and Care Fund that helps clergy and church professionals with emergency needs. This is funded by the offerings we take at Presbytery Meetings and at Ordinations and Installation services, which are also meetings of the presbytery.

The Vision Team is scheduling regional gatherings of interested congregations to look at futuring, models for ministry and other ways congregations can cooperate in mission and ministry. (see Vision Team report)

COMINGS- The Rev. Vanlal Hruaia began work at FPC, Van Wert, Ohio on Easter Sunday!

Worship Plans
Maumee Valley Presbytery Meeting
May 17, 2022

This worship service is based on an outline developed by the Rev. Dr. Paul Detterman, and published as "Lift Up Your Hearts" in Reformed Worship, Issue 95, from March, 2010. It is a celebration of the ascension of our Lord. In Detterman's words, "The order of worship that follows expands the Great Thanksgiving, the beautiful creedal prayer that historically institutes the Lord's Supper, into the structure for the full liturgy. Beginning with the familiar dialogue, the order of worship continues through three sections: Gathering—giving thanks to God the Father for the ministry of creation, Proclamation—giving thanks to God the Son for the ministry of redemption, and Rejoicing—giving thanks through God the Holy Spirit for the ministry to which we are called, beginning at the Lord's Table and continuing into God's world."

Prelude

Proclamation of the Ascension Acts 1:6-14

Opening Prayer (adapted from The Prayers of Kierkegaard, by Perry LeFevre, © 1956 Phoenix Books, University of Chicago Press)

*Call to Worship (adapted from The Worship Sourcebook 1.4.66; original by Ruth Burgess in The Pattern of Our Days, alt. © Ruth Burgess)

L: The Lord be with you.

P: And also with you.

L: Lift up your hearts.

P: We lift them up to the Lord.

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

P: It is right to give God thanks and praise.

L: God of the past, who has created and nurtured us, we are here to give you thanks and praise.

P: God of the future, who is always ahead of us, we are here to give you thanks and praise.

L: God of the present, who is here in the midst of us, we are here to give you thanks and praise.

P: God of life, who is beyond us and within us, we are here to rejoice in your glory and love.

*Hymn #155

Rejoice, the Lord is King

Call to Confession (based on Psalm 139:23-24)

Prayer of Confession

Loving God, you have called us together to worship you—to remember that in your world resurrection leads to reign, and to remember that in your love we know and are known by the reigning Lord of all—our Savior, Jesus Christ.

We gladly gather to sing and pray; admiring your power and might, proclaiming your love and faithfulness, thanking you for freeing us from the death-grip of sin and from our individual desires, addictions, and weakness.

But as we praise you, we realize we have failed to follow you. We confess that our worship and witness are two different things. Our life today has not been what you desire, and so our worship this evening will not be what you deserve.

We have not been your witnesses. We have not devoted ourselves to prayer or fellowship with one another, let alone to justice, mercy, reconciliation, or sacrificial love for others in your world.

And so, we ask your forgiveness, assured by your Word and your Spirit that you have heard and answered our prayer even before it was formed or spoken.

In your mercy, loving God, empower us tonight and throughout our days to worship you by following you, to proclaim you by loving your world, and to rejoice, again and again and again, that our Savior is ascended and reigning, our Redeemer and our King!

*Sung Prayer #339 Be Thou My Vision

*Assurance of God's Love

Prayer of Illumination

Epistle Reading Ephesians 1:15-23
New Testament Reading Acts 1:8

Sermon

*Affirmation of Faith (from Our World Belongs to God, a contemporary testimony approved by the 2008 Synod of the Christian Reformed Church of North America, st. 1-2, 6)

L: As followers of Jesus Christ, living in this world—which some seek to control, but which others view with despair—we declare with joy and trust:

P: Our world belongs to God!

L: From the beginning, through all the crises of our times, until his kingdom fully comes, God keeps covenant forever.

P: Our world belongs to God!

L: Our world belongs to him! God is king! Let the earth be glad!

P: Christ is Victor; his rule has begun. Hallelujah!

L: The Spirit is at work, renewing the creation. Praise the Lord!

P: As covenant partners, called to faithful obedience and set free for joyful praise, we offer our hearts and lives to do God's work in his world.

L: With tempered impatience, eager to see injustice ended, we expect the Day of the Lord.

P: And we are confident that the light that shines in the present darkness will fill the earth when Christ appears. Come, Lord Jesus! Our world belongs to you.

Invitation to the Offering

Offertory

Doxology

Celebration of the Lord's Supper (adapted from *A Wee Worship Book*, WGRG. © 1999, Wild Goose Resource Group, Iona Community, Scotland. GIA Publications, Inc.)

Invitation

Great Prayer of Thanksgiving

Distribution of the Elements

Prayer After Communion and The Lord's Prayer

*Hymn #147 Blessing and Honor

*Charge and Blessing

Postlude

Central Support Meeting Minutes

May 19, 2022 at 1pm via Zoom

In Attendance: David Montgomery; Central Support Moderator; Cathi King; David Hamman; Chas Myers, Vice Moderator of MVP; Ann Wasson; Peter Haff, Ken Wessler; Katie Treadway, Presbytery Moderator; MB McCandless, Dane Nelson; Ex Officio; David Bartley, Treasurer, Ex Officio, Dean McGormley, Stated Clerk, Ex Officio Matt Meinke, General Presbyter,

Excused: Gary Saunders, Ed Bettendorf

Call to Order, Prayer, and Devotion – Moderator of Central Support David Montgomery

Clerk's Report – Dean McGormley

ON Motion to Approve the minutes of the January Meeting, So ordered.

LEADERSHIP COMMISSION

Ann Wasson reported on the vote coming at the May meeting to increase the Commission to nine members. This will allow of liaisons to have fewer churches. Vision continues to meet and will report at the May meeting of MVP. (Coming of new pastor at Van Wert)

MISSION COMMISSION

Cathi King reported the need to do a better job of interpretation of special offerings. Also looking at mission involvement locally at and through the Maumee church. Need to plan for youth activity to help fill the gap left from the cancellation of the Youth Triennium.

DISCIPLESHIP COMMISSION

David reported that seven people under care in preparation for ministry. Planning on way to introduce them to MVP. Camper Dave mentioned the need to have time on docket for Kirkmont this Summer.

FINANCE

Treasurer's Report - David Bartley reported that we are financially solvent and that there is a need more Mission pledges among our churches. There is a video available regarding Per Capita within the PCUSA.

NOMINATING

Needs new members and they are appointed through the Central Support, so it was approved by consensus that new members could be suggested and approved by email.

PER CAPITA

It was reported that a couple of our member churches have been able to repay all past due Per Capita and the need to celebrate that on floor of MVP

PERSONNEL

No report at this time

PROPERTY

Ken Wessler reported that the Dorr Street Property(sale already approved by MVP) is still in the closing process as the purchaser works with the city of Toledo regarding zoning.

GENERAL PRESBYTER REPORT

Matt reported on pastoral concern: Gavin Pitt out of hospital and doing better, Rev. Emery is slowly getting better from the effects of Covid, but still a long way to go, Bluffton working on maternity leave policy.

Matt also announced: Spring Retreat next week, Holyland trip Jan 10 – 20, 2023, Ordination of Mary Belin on May 15th and Installation of Bobbie Bella on May 1.

MODERATOR REPORT

David suggested that he is still suffering from Easter brain fog and no report for this meeting.

NEXT MEETING OF CENTRAL SUPPORT

It was decided by consensus that the next meeting would be an all day retreat on August 13 from 9 – 3.

Upcoming Presbytery Meeting /Other

Next Pres meeting May 17, 2022 at the Huron Church starting at 3:00 o.m.

Docket prep Still looking for special presentation for meeting

Closing Prayer

Balance Sheet

05/04/2022 10:50 AM

Consolidated - March 2022-Balance Sheet Summary

Page: 1

		Current Year
ASSETS	1000	
CURRENT ASSETS	1050	
CHECKING ACCOUNTS	1100	\$351,338.93
OTHER ASSETS	1230	43.68
CHURCH REVOLVING LOANS	1401	17,995.04
PASTORAL HOUSING LOANS	1460	100,181.27
LOANS TO STUDENTS	1471	1,264.23
Subtotal Current Assets	1050	470,823.15
NEW COVENANT TRUST	1605	1,687,740.34
TOTAL ASSETS		<u>\$2,158,563.49</u>
FUND BALANCES	3000	
UNRESTRICTED	3100	\$97,770.87
DESIGNATED	3200	
FUNDS IN CKG	3201	45,107.53
FUNDS IN FDTN	3207	368,711.08
Subtotal Designated	3200	413,818.61
MISSIONS PASS-THRU FBS	3300	
SYNOD SHARED MISSION	3313	43.68
GA SHARED MISSION	3316	-680.00
EXTRA COMMITMENT PROJECTS	3370	680.00
Subtotal Missions Pass-thru Fbs	3300	43.68
CHURCH LOAN FBS	3400	
MANDATORY 4% RESERVE FBS	3434	7,997.77
CHURCH REVOLVING FD	3438	47,746.44
PASTORAL HOUSING LOANS	3460	100,181.27
LOANS TO STUDENTS	3470	1,264.23
Subtotal Church Loan Fbs	3400	157,189.71
DONOR DESIGNATIONS	3501	45,717.08
NEW COVENANT TRUST ACCTS	3600	1,444,023.54
TOTAL EQUITY		<u>2,158,563.49</u>
TOTAL LIABILITIES AND EQUITY		<u>\$2,158,563.49</u>

Balance Sheet

05/04/2022 10:53 AM

Consolidated - March 2022-Balance Sheet

Page: 1

		Current Year
ASSETS	1000	
CURRENT ASSETS	1050	
CHECKING ACCOUNTS	1100	
Ckg - Operating Bank	1110	\$109,770.87
Ckg - Designated	1110-200	172,490.34
Ckg - Loans	1110-400	23,360.64
Ckg - Donor Designated	1110-500	45,717.08
Subtotal Checking Accounts	1100	351,338.93
OTHER ASSETS	1230	
Owed from Synod Overpaymt	1232	43.68
CHURCH REVOLVING LOANS	1401	
1st Church, Perrysburg	1448	576.53
1st Presb. Church Forest	1452-452	5,418.51
Delphos	1456	12,000.00
Subtotal Church Revolving Loans	1401	17,995.04
PASTORAL HOUSING LOANS	1460	
Pastoral Housing Asst. Lo	1461	86,668.31
Holmes, Douglas	1462-462	13,512.96
Subtotal Pastoral Housing Loans	1460	100,181.27
LOANS TO STUDENTS	1471	
Wiesmann Loan	1474	1,264.23
Subtotal Current Assets	1050	470,823.15
NEW COVENANT TRUST	1605	
Cash/Cash Equivalents	1611	90,574.00
BOND FUNDS	1615	434,409.85
EQUITIES	1620	1,162,756.49
Subtotal New Covenant Trust	1605	1,687,740.34
TOTAL ASSETS		<u>\$2,158,563.49</u>
FUND BALANCES	3000	
UNRESTRICTED	3100	
General Fund Balance	3110	\$80,746.46
Con Ed. Rollover	3111	3,940.00
HRA #2 Fb	3113	753.98
HRA #6 Fb	3114	9,330.43
Triennium Budget	3115	3,000.00

Balance Sheet

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Consolidated - March 2022-Balance Sheet

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		Current Year
Subtotal Unrestricted	3100	97,770.87
DESIGNATED	3200	
FUNDS IN CKG	3201	
Pby-Two Cents a Meal Fund	3202-232	3,316.37
Pastoral Care Fund	3203	19,784.71
Triennium Fund	3204-237	6,000.00
Presbytery Endowment Fund	3205	10,701.25
Disaster Relief	3206	5,305.20
Subtotal Funds In Ckg	3201	45,107.53
FUNDS IN FDTN	3207	
King/Dorr St. Taxes	3208	-897.32
CHURCH CLOSINGS	3209	-1,300.00
Elizabeth J. Watson Fund	3220	24,189.19
GA New Worship Com. Seed	3222	11,116.00
Zion Loan Fd - F	3226	13,554.62
Insurance	3230	16,260.11
New & Redevelopment Fund	3240-240	75,689.18
Aid to Candidates	3242-242	7,642.63
CRE Reunion Retreats	3246-246	5,297.00
Camp Sale Reserve	3250-250	217,159.67
Subtotal Funds In Fdtn	3207	368,711.08
Subtotal Designated	3200	413,818.61
MISSIONS PASS-THRU FBS	3300	
SYNOD SHARED MISSION	3313	
Synod Program & Mission	3315-315	43.68
GA SHARED MISSION	3316	
To GA - General Mission	3317-317	-680.00
GA SPECIAL OFFERING	3341	
GA Pentecost Offering	3344-344	236.00
GA Peace/Global Msn Ofg.	3346-346	-236.00
Subtotal Ga Special Offering	3341	0.00
EXTRA COMMITMENT PROJECTS	3370	
Mission Personel E132192	3371-371	680.00
Subtotal Missions Pass-thru Fbs	3300	43.68
CHURCH LOAN FBS	3400	
MANDATORY 4% RESERVE FBS	3434	
Mandatory 4% Guarantor	3435-439	6,432.16

Balance Sheet

05/04/2022 10:53 AM

Consolidated - March 2022-Balance Sheet

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		Current Year
Manadatory 4% Ch Ext.R	3436-439	1,565.61
Subtotal Mandatory 4% Reserve Fbs	3434	7,997.77
CHURCH REVOLVING FD	3438	
CH. EXT REV AVAILABLE FB	3439	29,752.64
CHURCH REVOLVING LOANS	3440	17,993.80
Subtotal Church Revolving Fd	3438	47,746.44
PASTORAL HOUSING LOANS	3460	
Pastoral Housing Asst. Lo	3461-461	86,668.31
Holmes, Douglas Fb	3462-462	13,512.96
Subtotal Pastoral Housing Loans	3460	100,181.27
LOANS TO STUDENTS	3470	
Wiesmann Loan Fb	3474-474	1,264.23
Subtotal Church Loan Fbs	3400	157,189.71
DONOR DESIGNATIONS	3501	
Conger Fund for Pastoral	3502-502	24,745.82
Triplett & Wolfe Memorial	3505-505	2,834.98
Pby-Peace/Global Miss. Fu	3506-506	16,128.70
Synod Grant- Ohio Campus	3512-512	757.58
Pby-Mobile Health Fair Fo	3514-514	1,250.00
Subtotal Donor Designations	3501	45,717.08
NEW COVENANT TRUST ACCTS	3600	
Cash/Cash Equivalents Fb	3611-611	90,574.00
Fixed Income Fb	3615-615	434,409.85
EQUITIES FBS	3620	919,039.69
Subtotal New Covenant Trust Accts	3600	1,444,023.54
TOTAL EQUITY		2,158,563.49
TOTAL LIABILITIES AND EQUITY		\$2,158,563.49

Maumee Valley Presbytery
Income and Expense Statement
 Consolidated - March 2022 Income & Expense

05/04/2022 10:59 AM

Page: 1

		Current Period	Year to Date	Annual Budget	Annual Budget Difference
INCOME	4000				
CONTRIBUTION INCOME	4010				
ADMIN & GOVERNANCE INCOME	4030				
Per Capita Receipts - Pby	4034	\$4,391.15	\$72,135.89	\$128,200.00	-\$56,064.11
Per Capita Receipts - Syn	4036	406.05	9,039.01	16,666.00	-7,626.99
Per Capita Receipts - GA	4038	1,627.45	26,014.16	46,049.44	-20,035.28
Per Capita Rece - Prior y	4040	0.00	2,384.81	15,000.00	-12,615.19
Subtotal Admin & Governance Income	4030	6,424.65	109,573.87	205,915.44	-96,341.57
PBY MISSION INCOME	4062				
Pby Progr & Mission Gifts	4068	7,246.60	26,753.78	96,000.00	-69,246.22
OTHER INCOME	4090				
Other Income-Annuual Fund	4161	35.00	667.77	5,200.00	-4,532.23
Int<Investments=drawdown	4162	0.00	0.00	57,483.00	-57,483.00
Spiritual Formation	4178-178	315.00	315.00	0.00	315.00
Zion Loan Fund Income	4226-226	0.00	0.00	542.00	-542.00
Pby -Two Cents a Meal	4232-232	0.00	248.94	0.00	248.94
Pastoral Care Income	4236-236	50.00	570.00	0.00	570.00
Camp Sale Reserve	4250-250	0.00	0.00	8,781.00	-8,781.00
Presbytery Endowment Fund	4292-292	0.00	0.00	428.00	-428.00
Subtotal Other Income	4090	400.00	1,801.71	72,434.00	-70,632.29
Subtotal Contribution Income	4010	14,071.25	138,129.36	374,349.44	-236,220.08
MISSION PASS-THRU INCOME	4300				
SYNOD SHARED MISSION	4313				
Synod Program & Mission	4315-315	156.84	976.47	0.00	976.47
GA SHARED MISSION	4316				
To GA - Theological Ed.	4316-316	33.34	852.01	0.00	852.01
To G A - General Mission	4317-317	1,411.72	8,768.34	0.00	8,768.34
Subtotal Ga Shared Mission	4316	1,445.06	9,620.35	0.00	9,620.35
GA SPECIAL OFFERING	4341				
GA One Great Hr of Sharin	4342-342	0.00	3,403.08	0.00	3,403.08
GA Pentecost Offering	4344-344	0.00	917.00	0.00	917.00
GA Peace/Global Msn Ofg.	4346-346	0.00	760.78	0.00	760.78
GA Joy Offering	4348-348	1,194.45	6,130.64	0.00	6,130.64
Subtotal Ga Special Offering	4341	1,194.45	11,211.50	0.00	11,211.50
DISASTER RELIEF	4350				
PDA General Relf DR000148	4352-352	783.00	843.00	0.00	843.00
Ukraine DR000156	4353-353	2,495.00	2,495.00	0.00	2,495.00
Subtotal Disaster Relief	4350	3,278.00	3,338.00	0.00	3,338.00
GA PRES HUNGER FUND	4361				
GA 2 cts/Cents-Ability	4364-364	0.00	124.29	0.00	124.29
EXTRA COMMITMENT PROJECTS	4370				
Park/Shin Egypt 132192	4375-371	0.00	250.00	0.00	250.00
White Ryan/Althia E132192	4376-371	0.00	250.00	0.00	250.00
Subtotal Extra Commitment Projects	4370	0.00	500.00	0.00	500.00
Subtotal Mission Pass-thru Income	4300	6,074.35	25,770.61	0.00	25,770.61

Maumee Valley Presbytery
Income and Expense Statement

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Consolidated - March 2022 Income & Expense

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		Current Period	Year to Date	Annual Budget	Annual Budget Difference
CHURCH LOAN FUNDS	4400				
CHURCH LOANS INTEREST	4401				
Mandatory Loan Reserve 4%	4405-405	11.79	24.07	0.00	24.07
Subtotal Church Loans Interest	4401	11.79	24.07	0.00	24.07
LOANS TO STUDENTS	4469				
WIESMANN LOAN	4473	35.07	35.07	0.00	35.07
Subtotal Church Loan Funds	4400	46.86	59.14	0.00	59.14
DONOR DESIGNATIONS	4501				
Conger Fund for Pastoral	4502-502	0.00	0.00	990.00	-990.00
Triplett & Wolfe Memorial	4504-505	0.00	0.00	113.00	-113.00
Pby-Peace/Global Miss. Fu	4506-506	0.00	382.22	0.00	382.22
Synod Grant- Ohio Campus	4512-512	757.58	757.58	0.00	757.58
Subtotal Donor Designations	4501	757.58	1,139.80	1,103.00	36.80
INVESTMENT INCOME	4600				
CASH/CASH EQUIVALENTS	4610				
Cash/Cash Equiv Gain/Loss	4612-612	22,173.90	-33,979.83	0.00	-33,979.83
BOND INCOME	4614				
Bond Income Gain/Loss	4616-616	-9,968.77	54,596.28	0.00	54,596.28
EQUITIES	4619				
Equities Gain/Loss	4621-621	1,493.93	-130,868.10	0.00	-130,868.10
Subtotal Investment Income	4600	13,699.06	-110,251.65	0.00	-110,251.65
TOTAL INCOME		34,649.10	54,847.26	375,452.44	-320,605.18
EXPENSES	5000				
ADMINISTRATON & GOVER. EX	5011				
PBY DIRECTED PER CAPITA P	5012				
To Synod - Per Capita	5016	\$0.00	\$4,166.50	\$16,666.00	\$12,499.50
To General Assembly-Per C	5018	0.00	11,512.36	46,049.44	34,537.08
Subtotal Pby Directed Per Capita P	5012	0.00	15,678.86	62,715.44	47,036.58
VOLUNTEER REIM. MILEAGE	5019				
Leadership Commission	5020	61.40	61.40	2,000.00	1,938.60
Discipleship Commission	5024	0.00	0.00	500.00	500.00
Moderator	5028	0.00	0.00	500.00	500.00
Central Support/ACDC	5030	0.00	0.00	700.00	700.00
Mission Commission	5036	0.00	0.00	100.00	100.00
CRE Team	5040	0.00	0.00	200.00	200.00
Subtotal Volunteer Reim. Mileage	5019	61.40	61.40	4,000.00	3,938.60
PRESBY. EXP (COUNCIL DIR)	5041				
General Assembly Commissi	5048	0.00	25.90	100.00	74.10
Commissions Expense	5050	0.00	0.00	750.00	750.00
Contingency - General	5052	0.00	0.00	1,000.00	1,000.00
Presbytery Meeting Arrang	5054	0.00	0.00	1,600.00	1,600.00
Moderator Expense	5056	0.00	0.00	800.00	800.00
Permanent Judicial Commis	5057	0.00	0.00	1,000.00	1,000.00
Subtotal Presby. Exp (council Dir)	5041	0.00	25.90	5,250.00	5,224.10

Maumee Valley Presbytery
Income and Expense Statement

05/04/2022 10:59 AM

Consolidated - March 2022 Income & Expense

Page: 3

		Current Period	Year to Date	Annual Budget	Annual Budget Difference
PERSONNEL & ADMIN	5060				
PRESBYTER EXP	5061	9,942.73	29,552.89	121,857.00	92,304.11
STAFF EXPENSE	5077	8,657.61	27,486.64	116,323.00	88,836.36
Subtotal Personnel & Admin	5060	18,600.34	57,039.53	238,180.00	181,140.47
OFFICE EXPENSE	5116				
Legal Service Fees	5117	0.00	0.00	3,000.00	3,000.00
Background Checks	5119	0.00	10.95	300.00	289.05
Audit Service Fees	5120	0.00	0.00	3,000.00	3,000.00
Office Rent	5130	1,402.33	4,206.99	16,828.00	12,621.01
TECHNOLOGY	5131	684.35	2,235.57	9,000.00	6,764.43
Stationery/Supplies	5140	469.50	1,039.82	3,000.00	1,960.18
Postage	5142	193.02	643.86	1,500.00	856.14
Resources/Subscriptions	5143	0.00	127.06	300.00	172.94
MVP Insurance	5146	438.20	1,314.60	4,382.00	3,067.40
Equipment Repair/Maint.,	5150	318.01	1,547.06	6,000.00	4,452.94
Equipment Replacement	5152	850.00	1,391.21	4,000.00	2,608.79
Checking Service Fees	5154	235.04	816.89	3,500.00	2,683.11
Paychex Service Fee & Mis	5156	62.96	273.41	500.00	226.59
Subtotal Office Expense	5116	4,653.41	13,607.42	55,310.00	41,702.58
Subtotal Administraton & Gover. Ex	5011	23,315.15	86,413.11	365,455.44	279,042.33
LEADERSHIP COMMISSION	5300				
COM Retreats/Training	5302	0.00	460.06	1,000.00	539.94
Pastoral Asst. & Sch. COM	5304	0.00	200.00	2,000.00	1,800.00
Pastor Recognition	5306	128.37	128.37	1,000.00	871.63
Subtotal Leadership Commission	5300	128.37	788.43	4,000.00	3,211.57
DISCIPLESHIP COMMISSION	5317				
Beer Hymns	5320-174	0.00	0.00	50.00	50.00
Candidate Psychological T	5321	0.00	0.00	1,700.00	1,700.00
Spiritual Dirs/Transforma	5322-178	0.00	0.00	500.00	500.00
Session Minute Review	5326	0.00	0.00	200.00	200.00
Clerk Training	5327	0.00	0.00	500.00	500.00
Communion Training	5328	0.00	0.00	250.00	250.00
Discipleship Events	5329-165	0.00	150.00	3,000.00	2,850.00
Sunday School Curriculum	5330	0.00	0.00	200.00	200.00
Youth Events/Retreat	5331	0.00	0.00	3,600.00	3,600.00
Triennium Exp. Budget	5333	0.00	3,000.00	3,000.00	0.00
Triennium Exp. Used	5334	0.00	-3,000.00	0.00	3,000.00
Christian Educator Retrea	5335	0.00	0.00	500.00	500.00
Spirt. Formation Retreats	5341	0.00	0.00	3,000.00	3,000.00
Conferences Scholarships	5343	0.00	0.00	2,000.00	2,000.00
Boundary Training	5344-176	0.00	0.00	2,500.00	2,500.00
CRE PROGRAM	5346	0.00	0.00	600.00	600.00
Subtotal Discipleship Commission	5317	0.00	150.00	21,600.00	21,450.00
MISSION COMMISSION	5368				
MT-25 Racial/Economic Jus	5374	0.00	1,000.00	10,000.00	9,000.00
Kirkmont Support	5375	1,500.00	1,500.00	6,000.00	4,500.00
Campus Ministry - Toledo	5376-148	1,000.00	1,000.00	4,000.00	3,000.00
Emerging Latinx Ministrie	5377	0.00	0.00	5,000.00	5,000.00

Income and Expense Statement

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		Current Period	Year to Date	Annual Budget	Annual Budget Difference
Subtotal Mission Commission	5368	2,500.00	3,500.00	25,000.00	21,500.00
PBY DESIGNATED EXPENSES	7200				
King/Dorr Property Taxes	7202-202	0.00	407.90	0.00	-407.90
Insurance Claims Payroll	7230-230	0.00	20.00	0.00	-20.00
Subtotal Pby Designated Expenses	7200	0.00	427.90	0.00	-427.90
MISSION PASS-THRU EXP	7300				
SYNOD SHARED MISSION	7313				
Synod Program & Mission	7315-315	156.84	976.47	0.00	-976.47
GA SHARED MISSION	7316				
To G A - General Mission	7317-317	1,411.72	8,768.34	0.00	-8,768.34
To GA - Theological Ed.	7319-316	33.34	852.01	0.00	-852.01
Subtotal Ga Shared Mission	7316	1,445.06	9,620.35	0.00	-9,620.35
GA SPECIAL OFFERING	7340				
GA One Great Hr of Sharin	7342-342	0.00	3,403.08	0.00	-3,403.08
GA Pentecost Offering	7344-344	0.00	917.00	0.00	-917.00
GA Peace/Global Msn Ofg.	7346-346	0.00	760.78	0.00	-760.78
GA Joy Offering	7348-348	1,194.45	6,130.64	0.00	-6,130.64
Subtotal Ga Special Offering	7340	1,194.45	11,211.50	0.00	-11,211.50
DISASTER RELIEF	7350				
PDA General Relf DR000148	7352-352	783.00	843.00	0.00	-843.00
Ukraine DR000156	7353-353	2,495.00	2,495.00	0.00	-2,495.00
Subtotal Disaster Relief	7350	3,278.00	3,338.00	0.00	-3,338.00
GA PRES HUNGER FUND	7361				
GA 2 cts/Cents-Ability	7364-364	0.00	124.29	0.00	-124.29
EXTRA COMMITMENT PROJECTS	7370				
Park/Shin Egypt E132192	7375-371	0.00	250.00	0.00	-250.00
White Noah/Althia E132192	7376-371	0.00	250.00	0.00	-250.00
Subtotal Extra Commitment Projects	7370	0.00	500.00	0.00	-500.00
Subtotal Mission Pass-thru Exp	7300	6,074.35	25,770.61	0.00	-25,770.61
TOTAL EXPENSES		32,017.87	117,050.05	416,055.44	299,005.39
EXCESS INCOME/EXPENSES		\$2,631.23	-\$62,202.79	-\$40,603.00	-\$21,599.79

Income and Expense Statement

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Consolidated - March 2022 Income & Expense Summary

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		Current Period	Year to Date	Annual Budget	Annual Budget Difference
INCOME	4000				
CONTRIBUTION INCOME	4010				
ADMIN & GOVERNANCE INCOME	4030	\$6,424.65	\$109,573.87	\$205,915.44	-\$96,341.57
PBY MISSION INCOME	4062	7,246.60	26,753.78	96,000.00	-69,246.22
OTHER INCOME	4090	400.00	1,801.71	72,434.00	-70,632.29
Subtotal Contribution Income	4010	14,071.25	138,129.36	374,349.44	-236,220.08
MISSION PASS-THRU INCOME	4300				
SYNOD SHARED MISSION	4313	156.84	976.47	0.00	976.47
GA SHARED MISSION	4316	1,445.06	9,620.35	0.00	9,620.35
GA SPECIAL OFFERING	4341	1,194.45	11,211.50	0.00	11,211.50
DISASTER RELIEF	4350	3,278.00	3,338.00	0.00	3,338.00
GA PRES HUNGER FUND	4361	0.00	124.29	0.00	124.29
EXTRA COMMITMENT PROJECTS	4370	0.00	500.00	0.00	500.00
Subtotal Mission Pass-thru Income	4300	6,074.35	25,770.61	0.00	25,770.61
CHURCH LOAN FUNDS	4400				
CHURCH LOANS INTEREST	4401	11.79	24.07	0.00	24.07
LOANS TO STUDENTS	4469	35.07	35.07	0.00	35.07
Subtotal Church Loan Funds	4400	46.86	59.14	0.00	59.14
DONOR DESIGNATIONS	4501	757.58	1,139.80	1,103.00	36.80
INVESTMENT INCOME	4600				
CASH/CASH EQUIVALENTS	4610	22,173.90	-33,979.83	0.00	-33,979.83
BOND INCOME	4614	-9,968.77	54,596.28	0.00	54,596.28
EQUITIES	4619	1,493.93	-130,868.10	0.00	-130,868.10
Subtotal Investment Income	4600	13,699.06	-110,251.65	0.00	-110,251.65
TOTAL INCOME		34,649.10	54,847.26	375,452.44	-320,605.18
EXPENSES	5000				
ADMINISTRATON & GOVER. EX	5011				
PBY DIRECTED PER CAPITA P	5012	\$0.00	\$15,678.86	\$62,715.44	\$47,036.58
VOLUNTEER REIM. MILEAGE	5019	61.40	61.40	4,000.00	3,938.60
PRESBY. EXP (COUNCIL DIR)	5041	0.00	25.90	5,250.00	5,224.10
PERSONNEL & ADMIN	5060	18,600.34	57,039.53	238,180.00	181,140.47
OFFICE EXPENSE	5116	4,653.41	13,607.42	55,310.00	41,702.58
Subtotal Administraton & Gover. Ex	5011	23,315.15	86,413.11	365,455.44	279,042.33
LEADERSHIP COMMISSION	5300	128.37	788.43	4,000.00	3,211.57
DISCIPLESHIP COMMISSION	5317	0.00	150.00	21,600.00	21,450.00
MISSION COMMISSION	5368	2,500.00	3,500.00	25,000.00	21,500.00
PBY DESIGNATED EXPENSES	7200	0.00	427.90	0.00	-427.90
MISSION PASS-THRU EXP	7300				
SYNOD SHARED MISSION	7313	156.84	976.47	0.00	-976.47
GA SHARED MISSION	7316	1,445.06	9,620.35	0.00	-9,620.35
GA SPECIAL OFFERING	7340	1,194.45	11,211.50	0.00	-11,211.50
DISASTER RELIEF	7350	3,278.00	3,338.00	0.00	-3,338.00
GA PRES HUNGER FUND	7361	0.00	124.29	0.00	-124.29
EXTRA COMMITMENT PROJECTS	7370	0.00	500.00	0.00	-500.00
Subtotal Mission Pass-thru Exp	7300	6,074.35	25,770.61	0.00	-25,770.61
TOTAL EXPENSES		32,017.87	117,050.05	416,055.44	299,005.39

Income and Expense Statement

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Consolidated - March 2022 Income & Expense Summary

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	Current Period	Year to Date	Annual Budget	Annual Budget Difference
EXCESS INCOME/EXPENSES	<u>\$2,631.23</u>	<u>-\$62,202.79</u>	<u>-\$40,603.00</u>	<u>-\$21,599.79</u>

Church Name	Program & Mission (Mission Cause)								Admin & Governance (Per Capita)					
	2022 Pledges				2022 Mission Total Pmts. To Date	2022 Pledge Pmts. To Date	8F 2022 Pledge Balance Due	2022 Unpledged Pmts.	PC Prior Yr Bal.Due	PC PRIOR YRS BALANCE PD	PC PRIOR YRS BALANCE DUE	2021 Assessment	2022 Asseemnt Paid to Date	Balance Due
	Pby.	Synod	GA	Total										
Adrian First	700.00	30.00	270.00	1,000.00	1,000.00	1,000.00	0.00	0.00	0.00	0.00	4,839.90	\$4,839.90	0.00	
Antwerp	1,461.25	62.62	563.63	2,087.50	2,087.50	2,087.50	0.00	0.00	0.00	0.00	1,228.59	\$1,228.59	0.00	
Blissfield First	700.00	30.00	270.00	1,000.00	500.00	500.00	500.00	0.00	0.00	0.00	1,973.19	\$1,050.00	923.19	
Bluffton Presbyterian Church	3,850.00	165.00	1,485.00	5,500.00	1,374.99	1,374.99	4,125.01	0.00	0.00	0.00	3,723.00	\$3,723.00	0.00	
Bowling Green 1st	9,899.40	424.26	3,818.34	14,142.00	3,535.50	3,535.50	10,606.50	0.00	0.00	0.00	6,887.55	\$6,887.55	0.00	
*Bryan First *	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	6,366.33	\$6,366.33	0.00	
Bucyrus First	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	8,575.75	0.00	8,575.75	37.23	\$0.00	37.23
Cadmus First	350.00	15.00	135.00	500.00	0.00	0.00	500.00	0.00	0.00	0.00	1,749.81	\$0.00	1,749.81	
Cecil First	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,629.45	0.00	11,629.45	297.84	\$0.00	297.84
Celina First	840.00	36.00	324.00	1,200.00	300.00	300.00	900.00	0.00	0.00	0.00	2,308.26	\$2,308.26	0.00	
Clyde First	350.00	15.00	135.00	500.00	0.00	0.00	500.00	0.00	0.00	0.00	2,903.94	\$0.00	2,903.94	
Defiance First	5,320.00	228.00	2,052.00	7,600.00	7,600.00	7,600.00	0.00	0.00	0.00	0.00	3,648.54	\$3,648.54	0.00	
Delphos First	100.00	0.00	0.00	100.00	100.00	100.00	0.00	0.00	5,257.24	0.05	5,257.19	409.53	\$409.53	0.00
Dola	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	670.14	\$670.14	0.00	
Erie First	1,120.00	48.00	432.00	1,600.00	0.00	0.00	1,600.00	0.00	0.00	0.00	781.83	\$781.83	0.00	
Findlay Enon Valley	700.00	30.00	270.00	1,000.00	0.00	0.00	1,000.00	0.00	0.00	0.00	1,600.89	\$1,600.89	0.00	
Findlay Faith	2,450.00	105.00	945.00	3,500.00	37.23	37.23	3,462.77	0.00	0.00	0.00	1,079.67	\$1,079.67	0.00	
Findlay First	6,000.00	1,000.00	1,000.00	8,000.00	0.00	0.00	8,000.00	0.00	0.00	0.00	11,727.45	\$11,727.45	0.00	
Forest First	140.00	6.00	54.00	200.00	0.00	0.00	200.00	0.00	0.00	0.00	335.07	\$335.07	0.00	
Fostoria	700.00	30.00	270.00	1,000.00	1,000.00	1,000.00	0.00	0.00	16,484.89	0.00	16,484.89	2,494.41	\$549.14	1,945.27
Fremont Eastside	1,680.00	72.00	648.00	2,400.00	600.00	600.00	1,800.00	0.00	0.00	0.00	781.83	\$781.83	0.00	
Fremont First	700.00	30.00	270.00	1,000.00	249.99	249.99	750.01	0.00	0.00	0.00	3,834.69	\$958.68	2,876.01	
Galion First	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,528.47	1,528.47	0.00	558.45	\$0.00	558.45
Grand Rapids First	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	7,490.32	0.00	7,490.32	297.84	\$0.00	297.84
Huron First	1,400.00	60.00	540.00	2,000.00	0.00	0.00	2,000.00	0.00	54,752.58	0.00	54,752.58	5,063.28	\$0.00	5,063.28
Kenton Trinity	560.00	24.00	216.00	800.00	0.00	0.00	800.00	0.00	0.00	0.00	1,191.36	\$0.00	1,191.36	
Lasalle First	175.00	7.50	67.50	250.00	0.00	0.00	250.00	0.00	0.00	0.00	930.75	\$930.75	0.00	
Lima Faith Christian	1,400.00	60.00	540.00	2,000.00	500.21	500.21	1,499.79	0.00	0.00	0.00	670.14	\$670.14	0.00	
Lima Market St.	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4,914.36	\$0.00	4,914.36	
Marseilles	350.00	15.00	135.00	500.00	500.00	500.00	0.00	0.00	0.00	0.00	781.83	\$781.83	0.00	
Maumee First	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	14,184.63	\$14,184.63	0.00	

Personal Mission/Individual Contributions															
Prior yr. Mission/Per Cap				0.00			0.00	\$0.00		2,384.81					
TOTAL	74,621.65	3,561.38	24,037.47	102,220.50	36,498.59	36,498.59	65,721.91	0.00	120,205.41	2,384.81	117,820.60	190,915.44	\$107,077.37	83,838.07	
Program & Mission Gifts - Pby (budget)	96,000.00				Personal Mission							Personal PC	37.23		
												Personal PC	37.23		
												Personal Pc	37.23		
					Recvd YTD	36,498.59						Recvd YTD	107,189.06		
												tfr to	0.00		
													0.00		
														collected	
Pby. Mission Pledges YTD	74,621.65												55%	of current PC	
Bal. unpledged	21,378.35							03/31/22							

From: David Hammond
Date: May 2, 2022
Subject: Discipleship Commission Report

ACTIONS TAKEN ON BEHALF OF PRESBYTERY:

1. Approved the Request from Presbytery of the James that Mary Bielen be examined on our behalf, and approved for ordination by Maumee Valley Presbytery at FPC Bowling Green, and enrolled as a Teaching Elder, and transferred to Presbytery of the James in Virginia, upon their request. (Subsequently, Mary Bielen was examined and approved for ordination by Presbytery of the James)

RECOMMENDATIONS TO PRESBYTERY:

1. None

INFORMATIONAL ITEMS:

1. Preparation for Ministry

Current People in Process

- Ready to Receive a Call
 - Mary Bielen received a call from the Presbytery of the James and has moved to VA. She is to be ordained on May 15 at FPC Bowling Green.
- Candidates
 - Amy Remaklus – She has accepted a part-time position as executive director of the Toledo Campus Ministry. She is scheduled for her Final Assessment on May 25 with plans to be examined at the September Maumee Valley Presbytery meeting.
 - Marie Louden-Hanes
- Inquirers
 - Michelle McDonald
 - Ellen Hugunin
 - Jason Armstrong

2. **Ordination Exam Readers** - We are looking for one Teaching Elder and one Ruling Elder to serve as Ordination Exams Readers in September.
3. **Presbyterian Youth Triennium 2022** – Cancelled Next Triennium – July 2025
4. **Spiritual Formation Team** – Fall Retreat Update – Mary Beth McCandless
5. **REKINDLE Youth Retreat** – Currently scheduled for the second weekend in November. David Bartley is checking with the people that staffed the retreat last year to determine if they might be available again.
6. **Kirkmont Camp Rejoice** – David Bartley, Camp Rejoice Director
Camp Rejoice is July 10 to July 16 for students who have completed 3rd through 12th grades
7. **The next meeting of the Discipleship Commission will be on Thursday, March 17, 2022, 10:30 a.m. on Zoom.**

Respectfully submitted, David Hammond (Chair), Kevin Clancy, Sara Hodsdon, Ken Krieger, Jim Miller, Karol Farris Schilling, Matt Meinke (Ex-Officio)



Fall Retreat 2022 *NEW OFFERING!*

Reframing Time: Attending to God's First Gift
October 9, 10, 11

Featuring retreat leader **Rev. Mary Beth McCandless** (whose challenging relationship with time led to her search for understanding it!) Mary Beth serves as the pastor of West Bethesda and West Eagle Creek Churches of Montpelier, Ohio.

Location: Lial Renewal Center, 5908 Davis Road
 Whitehouse, Ohio

www.lialrenewalcenter.org

Time: Sunday, October 9 @ 6pm (eat before you arrive) through Tuesday, October 11 @ 1pm

Meals: Monday breakfast—Tuesday lunch

“And the Evening and the Morning were the First Day!”

In the Genesis 1:1-5 creation narrative God created time! Whether you consider time a gift or a curse probably depends on your relationship with it. Using scripture, creative arts, and spiritual practices we'll explore different ways of understanding and reframing the concept of time: Chronos, Kairos and more!

Who should attend? *Those curious about time and new ways of appreciating time as God's gift.*

Also welcome: the harried, the hurried, and those who would rather not be!

Basic retreat cost \$25, includes all sessions and meals

Overnight: \$35 per night /per person w/ shared bathroom,

or \$40 per night/per person for private bath

Registration via the MVP website: www.maumeevp.org

Don't let the cost stop you! Scholarships available! Email matt@maumeevp.org

*“Teach us Dear LORD
 To number our days
 That we may apply our hearts to wisdom”*

Psalm 90:12