

Presbytery of Great Rivers

August 24, 2021

The Mission of the Presbytery:

“We are called to share Christ’s love

By partnering in service,

United in worship,

And risking in ministry.”

SHARING CHRIST’S LOVE

The Stated Meeting of the Presbytery of Great Rivers was called to order by Moderator Elder Diane Ludington at 9am central time zone. The purpose of the meeting was to worship. Moderator Elder Diane Ludington led the assembly in worship and the business of the Presbytery. Moderator-Elect, Rev. Chuck Goodman began the meeting with an opening prayer and instructions for the Lectio Divina that would be throughout worship today. An offering was collected for Haiti relief and for the Peace and Global Witness offering of the PCUSA’s Special Offerings.

ACKNOWLEDGMENT OF NATIVE LANDS

Stated Clerk, Rev. Elissa Bailey, gave the acknowledgment of the Native American Heritage for the lands of which our Presbytery currently resides. We acknowledge the Kiikaapoi, Peoria, Sauk, Meskwaki, Miami, and Oceti Sakowin.

WELCOME AND INSTRUCTIONS

A time of welcome and instructions were given by the moderator. As we were on zoom, it was vital to introduce the various components of how to locate items that might be needed as well as team members who would be available for assistance and their particular roles.

QUORUM

The Stated Clerk advised the Moderator a quorum was present and the Moderator declared the requirements for quorum had been met and the meeting continued.

Quorum & Roll

The roll was established by registration. “A” = absent. “E” = excused

City & Church		TE or CE serving church	RE commissioner
Adair, West Prairie	A	Mr. Jeremey Westlake	N/A
Aledo, College Ave	A	Rev. Wayne Furr	Lance Slavish
Aledo, Sunbeam		Rev. Maura McGrath Nagle (1 st listing)	Jean Harfst
Alexis, Norwood	A	CLP Gary Pullen	N/A
Athens, Indian Point		CLP Sandi Woodard	N/A
Bartonville, Trinity	A	Mr. Steve Barch	N/A
Biggsville, United		CLP Kathie Whitson (1 st listing)	Marilyn Simmons
Bloomington, Saint Luke		Rev. Andrew Gifford	John Otto

Bloomington, Second		Rev. Trey Haddon	Bill Cummins Ruth Gabor
Bushnell, First		Rev. Mark Merrill	N/A
Canton, First		Rev. Edwin Brinklow	Terry Frame
Carlinville, Federated		VACANT	Sam Meredith
Carrollton, First	A	CLP Kirby Ballard (1 st listing)	N/A
Carthage, First		Rev. Joy Ridge	N/A
Chatham, Chatham	A	Rev. James Reitz	N/A
Chenoa, First		VACANT	N/A
Clayton, First		VACANT	N/A
Clinton, Clinton		Rev. Paul Stroup	N/A
Coal Valley, First	A	Rev. Tim Snart	N/A
Danvers, First		Rev. Elissa Bailey	N/A
Delavan, First		Rev. Jean Sparks	Carrol Lewis
Divernon, First	A	Rev. Steve Smith	N/A
E. Moline, First		Rev. Rebecca Sherwood	Denise Maxwell
Edwards, Korean	A	Rev. Kyaekwang Kim	N/A
Elmwood, First		Rev. Marla Bauler (1 st listing)	N/A
Eureka, Eureka		CLP Bob Montgomery	Norma Foley
Farmington, First		Rev. Andy Sonneborn	Carol Pappas
Fountain Green, FGU	A	Mr. Mark Hanson	N/A
Galesburg, First		Rev. Kay Daniel	Susan Rinehart
Geneseo, First		Rev. Tim Doty	Steve Durian
Greenview, United		VACANT	N/A
Hamilton, Bethel		VACANT	N/A
Ipava, United	A	CLP Dan Colvin (1 st listing)	N/A
Jacksonville, First		Rev. Jonathan Warren	Dave Truesdell
Kirkwood, Westminster	A	CLP Pam Moore	N/A
Knoxville, First	A	Rev. Ken Shedenhelm	Candace Rosene
LeRoy, First		VACANT	N/A
Lewistown, First		CLP Penny Frame	N/A
Lincoln, First	E	Rev. Adam Quine	James Alexandar
Macomb, First		Rev. Rene Whitaker	N/A
Macomb, ST	A	CLP Dan Colvin (2 nd listing)	N/A
Mason City, United	A	Rev. Charlotte Poetschner	N/A
Media, Community		VACANT	N/A
Middletown, First		VACANT	N/A
Milan, First		Rev. Katie Styrt	Sue Westerfield
Monmouth, Faith	A	Rev. Brandon Ouellette	N/A
Monmouth, Sugar Tree		VACANT	N/A
Morton, First	A	CLP Mike Claver	N/A
Mt. Sterling, Mt. S	A	Mr. Richard Young	N/A
New Windsor, United		VACANT	N/A
Niota, Appanoose Faith	A	Mr. David Poland	N/A
Normal, First		Rev. Matt Wilcox Rev. Kathy Mitchell	Pat Warren

Normal, New Covenant	A	Rev. Brian Burris	N/A
Oneida, United		Rev. Linda Baldwin	Larry Lawson
Orion, Beulah	A	Rev. Tim Snart (2 nd listing)	N/A
Pekin, First	A	Rev. Samuel Gibb	N/A
Peoria, First Fed	A	Rev. David Ezekiel	N/A
Peoria, United		Rev. Debra Avery	N/A
Peoria, Westminster		Rev. Denise Clark Jones	N/A
Perry, Perry	A	Rev. John Nelson	N/A
Petersburg, Central		VACANT	Steven Territo
Pleasant Plains, Farmingdale		Rev. Lonna Chang-Ren Lee	N/A
Quincy, Ellington	A	Mr. Ron Cox	N/A
Reynolds, Hamlet Perryton		Rev. Harry Losey	N/A
Rio, Rio		Rev. Maura McGrath Nagle (2 nd listing)	N/A
Rock Island, Broadway		VACANT	N/A
Rock Island, Gloria Dei		Rev. Drew Nagle	Fiona McGrath Nagle
Rock Island, Good Shepard		Rev. James Benson	Samuel LaMere
Rock Island, South Park		Rev. Blake Severson	N/A
Rushville, First		VACANT	N/A
Seaton, Center		CLP Kathie Whitson (2 nd listing)	Marcia Duncan
Springfield, First		Rev. Susan Phillips	Mike Orr
Springfield, Hope		Rev. Chuck Goodman	LaCleta Hall
Springfield, Knox	A	Rev. Paula Carmichael	N/A
Springfield, Korean	A	Rev. Jaechul Kim	N/A
Springfield, Third	A	Rev. John Shear	N/A
Springfield, Westminster		Rev. Blythe Kieffer	Carolyn Swanson
		Rev. Christian Choi	
Stronghurst, Stronghurst	A	Mr. Phillip Cooper (2 nd listing)	N/A
Tallula, Rock Creek		Rev. Joanne Hinds	N/A
Viola, United	A	Rev. Matt Downey	N/A
Virden, First		VACANT	N/A
Virginia, First	A	Rev. Marcia Forman	N/A
Virginia, Sangamon		Rev. Timothy Bauler	N/A
Warsaw, First		CLP Diane Ludington	N/A
Washington, Washington	A	Rev. Linda Philabaun	Bill Strawbridge
White Hall, First	A	CLP Kirby Ballard (2 nd listing)	N/A
Woodhull, United		Rev. Cheyanna Losey	Vicky Carlson
Woodson, Unity	A	Rev. Robert Kerr	N/A
Yates City, Faith		Rev. Marla Bauler (2 nd listing)	Mary Watts

Total: Ministers of Word and Sacrament: 33 Ruling Elders: 34

Validated, At large, Honorably retired, other ministers present

Total: 8

Rev. Eric Vinsel, VM	Rev. Joyce Chamberlin, HR
Rev. Forrest Krummel, HR	Rev. Sterritt Collins, VM
Rev. Susan Ballard-Shephard, VM	Rev. Ryan Landino, VM
Rev. Carolyn Weber, HR	Rev. Jennifer Stakata, M@L

Administration & Visioning Team Members, Committee Chairs	Total: 1
Elder Julio Garcia, Admin Team Chair	
Moderator/Moderator-Elect, or Prior Moderator	Total: 0
Corresponding Members	Total: 1
Dianna Wright, Office of General Assembly	
Others Present – committee members with voice but no vote,	Total: 5
Elder Gary Davis	Elder Julie Bruninga, COM
Elder Karen Sams Davis, AC	Elder Gary Terpstra, AC
Elder Susan Sawers, CPM	
Others Present – ruling elders, visitors, inquirers/candidates, no voice/vote	Total: 4
Elder Kathy Welch, Alt	Elder Carolyn Garcia
Rev. Merle Fox, Alt	Dawn Craig, Visitor
Presbytery Staff	Total: 0

Total Attendance: 86

INTRODUCTIONS

- New Teaching Elders
 - Rev. Rene Whitaker, Transitional Pastor at First, Macomb
 - Rev. Eric Vinsel, Validated Minister working through Second, Bloomington and newly ordained.
 - Rev. Dr. Teri Ott, newly appointed editor of the Presbyterian Outlook and Validated Minister
- New Ruling Elder Commissioners
 - Elder Carol Pappas, First, Farmington
- Corresponding Members
 - Dianne Wright, OGA Ecclesial and Ecumenical Ministries Director
 - **MSA** to seat Dianna Wright as Corresponding Member

RISKING IN MINISTRY

Current Business

- **MSA** the docket with no corrections or changes. (Appendix Q)
- **MSA** to enter all written reports into the permanent minutes.
- **MSA** the Omnibus motion which included the following reports:
 - Report of the CLP Coordinator (Appendix A)
 - Report of the Lead Presbyter for Transformation (Appendix B)
 - Financial Report (Appendix C)

UNITED IN WORSHIP

Worship included throughout the business of the Assembly.

- Lectio Divina Movement 1: James 1:17-27:
 - Presented by Moderator Elect Rev. Chuck Goodman followed by breakout rooms to discuss thoughts, feelings, and what was heard.
- Lead Presbyter for Transformation Report, continued. Rev. Ryan Landino
 - Being human isn't easy. We are constantly in need of grace and looking forward to the changes that are coming. Ryan showed a satire video about first learning how to use a book. It was a humorous way to show us how important it is for us to understand the whole picture as we move forward. What have we discovered in ministry? What have we rediscovered in ministry?
- Lectio Divina Movement 2
- Treasurer's Report
 - **MA** to approve the 2022 budget. (Appendix C)
- Administration Team Report: presented by Chair Elder Julio Garcia (Appendix D)
 - The Admin Team presents the first reading to change the bylaws under Article VIII in which the Personnel will no longer fall under the duties of the administration team but will become listed as a separate committee under Article X.
 - This was the first reading. There was no voting.
 - The Admin Team places into nomination the following slate for the nominating committee. **MA** with no additional nominations from the floor.
 - Elder Gary Davis, Term 1, Class of 2024, Elder Larry Lawson, Term 1, Class of 2024.
- Committee on Ministry Report: presented by Chair Elder Kathie Whitson (Appendices E & F)
 - **MA** to raise the minimum effective salary by 2% for 2022 on all contracts.
 - **MA** to update section 4, part 2, point B, sub-section f, of the COM handbook to read: The PGR will provide an annual training worship on misconduct for all minister [members of Great Rivers Presbytery], candidates, and elders serving as Commissioned Lay Pastors in the PGR [including all those leading congregations], who shall be required to attend each year. Employees and volunteers of the PGR will be encouraged to attend. The Stated Clerk will report annually to PGR the names of those ministers, candidates, and elders serving as Commissioned Lay Pastors who have not attended a workshop and communicate to their session or employer their failure to attend. The content of the workshop will include at least the following...
 - Celebrations for Rev. Dr. Teri Ott as she was named the Editor of the Presbyterian Outlook, Rev. Eric Vinsel who was ordained as a Minister of Word and Sacrament, and Rev. Rene Whitaker who recently began working as the transitional pastor at First, Macomb.
- Celebration of Patti Parrish:
 - The Assembly celebrated Patti Parrish and her 16 years of work as the administrative assistant for the Presbytery. We are grateful for all she has given to the Presbytery and we wish her the best in her next endeavors. Gifts and words of encouragement were presented.

- Nominating Committee Report: presented by Chair Elder Julio Garcia (Appendix H)
 - The following slate was presented and **MA**. No nominations were offered from the floor.
 - Committee on Ministry
 - Rev. Edwin Brinklow, Term 1, Class of 2024
 - Elder John Otto, Term 1, Class of 2024
 - Rev. Kenn Shedenhelm, Term 1, Class of 2024
 - Rev. Joe Jackle-Hugh, Term 1, Class of 2024
 - Elder Shiela Sheer, Term 1, Class of 2024
 - Rev. Andy Sonneborn, Term 2, Class of 2024
 - Committee on the Preparation of Ministry
 - Rev. Rick Tindall, Term 1, Class of 2024
 - Rev. Maura McGrath Nagle, CHAIR, (in term 1), Class of 2023
 - Administration Team
 - Elder Craig Mousty, Term 1, Class of 2024???
 - Elder Sandi Woodard, Term 1, Class of 2024
 - Rev. Chip Roland, Term 1, Class of 2024
 - Visioning Team
 - Rev. Linda Baldwin, Term 1, Class of 2024
 - The committee reports the nominating process for General Assembly is underway and applications have been arriving.
- Committee on the Preparation for Ministry: Presented by Chair, Rev. Maura McGrath-Nagle (Appendix I)
 - Samuel Le Mere was presented to the Assembly for Candidacy.
 - The Assembly asked questions of Samuel regarding his sense of call.
 - **MSA** to suspend the examination.
 - **MSA** to sustain the examination and move Samuel Le Mere to candidacy status.
 - Upon Samuel's return back into the main Zoom room, the doxology was sang, a charge and blessing were given, and the candidacy questions were asked of Samuel.
- Visioning Team Report: Presented by Chair Rev. Blake Severson
 - The Visioning Team continues to be in the process of reviewing how the funds are used and how to make the funds more accessible to congregations as well as other Presbyterian organizations within the bounds of the Presbytery. The use of the funds should also lend to the Matthew 25 vision.
- Administration Commission Reports:
 - Greenview Report: presented by Rev. Andy Sonneborn: (Appendices: J, K, L)
 - **MSA** to dismiss the AC, with thanks for the work that had been placed upon them that has reached an end.
 - The AC asked for the letters to be placed into the church's file
 - Buffalo Hart Report: presented by Elder Gary Terpstra (Appendix M & N)
 - **MSA** to dismiss the AC, with thanks for the work as the church has been dismissed to ECO. A litany of thanksgiving for the Buffalo Hart Presbyterian Church was shared.
- Lectio Divina Movement 3

- CLP Coordinator Report: presented by CLP Coordinator Rev. Cheyanna Losey
 - Cheyanna spoke to the work she had been doing and the exciting work that was coming up in the ways the CLPs were able to support one another.
- C.A.R.E. By-Law Change: Presented by Moderator Elect Rev. Chuck Goodman (Appendix P)
 - The first reading of the By-Law change to add the Committee on Accessibility, Representation, and Equity was presented.
 - There was no voting at this time. Those with questions or concerns were invited to direct them towards members of the Leadership Team.
- Joys and Announcements
 - Prayers for teachers, staff, students, parents, and this new school year.
 - Rev. Kay Daniel started at Galesburg, First.
 - Prayers for the Petersburg area in the passing of Brian Satorius in a farming accident.
 - Diane Ludington's Iowa church had 10 new visitors
 - Dave Ludington diagnosed with lymphoma and awaiting more test results
 - Community of BloNo and the effects of COVID
 - All who have lost loved ones during COVID
 - Rejoicing in the ways VBS touches new hearts
 - Vaccine approvals
 - Westminster Service Week
 - Churches without pastoral leadership
- A time of prayer was given for our offering. The offerings were given online to either resources for assistance for Haiti or to the PCUSA Special Offerings of the Peace and Global Witness Offering.
- New Business
 - **MSA** to dismiss the Nauvoo AC following the completion of their work with thanksgiving for all they did.
- Closing Lectio Divina: breakout rooms for praying for one another or sitting quietly.
- A Benediction and Closing Prayer was offered by Moderator Elect Rev. Chuck Goodman and adjournment was declared at 2pm.
- The next meeting will be on Zoom on Saturday, November 13.

Respectfully submitted,

Rev. Elissa Bailey
Stated Clerk

**PGR CLP/CRE Coordinator Report to the Assembly
August 11, 2021**

The purpose of this report is to give the Assembly a summary of the work I have conducted so far as the CLP/CRE Coordinator.

I have served in this position for five months. In that time, I have been able to locate all but three of the people on the initial lists I was given. I have enlisted the help of others to communicate with those individuals. Since my last report CLP Charles Huston went home to the Lord. I had not been able to be in contact with him prior to his death, but thanks to the help of other members of the presbytery was informed of his illness. Thank you to every one who has been helping me locate information about those on my contact lists. I appreciate all the assistance I have received.

I continue to check in with all our CLP/CREs every six to eight weeks, as well as host a monthly fellowship Zoom, and I send a monthly email with announcements. I am hoping in the coming months to be able to host an in-person gathering but that will remain on hold until the COVID-19 pandemic is better contained.

I have maintained contact with the Lead Presbyter for Transformation, COM Chair, and CPM Chair (currently vacant). I have also continued to submit reports to the Personnel Committee regarding their request about evaluation of the job description. A major item of note in those reports are that given the 15-hour time frame for a month it is prohibitive for me to make in-person visits, as the closest CLP/CREs to me require 45 – 60 minutes one way to reach, while some of the CLP/CREs are 4 hours away. Given this limitation I remain thankful for Zoom technology and telephones. Another major item of note is the expressed desire to have more opportunities for connection with other CLP/CREs and Ministers of Word and Sacrament.

In the next seven months of my contract, I plan to continue to provide pastoral care and partnership to our CLP/CREs, complete the updating of contact information, and plan & provide a continuing education event.

I have enjoyed these months of work and look forward to what the fall and winter months will bring.

In Christ's Service.

Rev. Dr. Cheyanna L. Losey

Appendix B

Report of your Lead Presbyter for Transformation, 8/20/21

This report will look at my primary work as Lead Presbyter for Transformation since our last assembly.

On this phase of this pandemic: Friends, this has been blessed, holy, but challenging work. The delta variant is rampant throughout our presbytery and its membership now, taking the heaviest toll on the unvaccinated but still threatening those who have been vaccinated. As for managing the impacts of the different stages of this pandemic, there is a sense that we are already running a second marathon, even after feeling we completed a first one! We are tired, but we are enduring. Consistent with predictions from 2020, I am assisting more pastoral changes than I personally have ever seen at one time before. Across the country, pastors long considering retirement are now committing to it, and ministers doing work they did not sign up for in a pandemic are reconsidering their calls. The pandemic has been going on long enough that I am doing background checks for pastors who never once met their previous congregation in person.

This work is vital: I notice that because we have not been able to meet in person, virtual gatherings have become the norm. Because it is so much more accessible to schedule and gather, meetings have been shorter, more focused, and more regular. I am continually blown away by the momentum of this presbytery to continue to get its work done, in spite of the pandemic. The Committee on Ministry is no longer the only body in this presbytery that meets monthly, and the amount of collective volunteer work holding up this institution so congregations can get the support they need is inspiring. At the same time, because of how much we are each carrying in this moment, I have been leaning most into the troubleshooting and institutional maintenance role that comes with being your presbytery leader, especially as we navigate a particular chapter of our life that includes higher committee member/leader turnover than we may be accustomed to. This means most of my work by necessity has been providing continuity and coordination across the different bodies of the presbytery. In that, there are three targeted areas in particular that I want to name where the institutional maintenance work has been focused.

Targeted Impact Area #1. Pastoral Transitions: Perhaps unsurprisingly, there have been more pastoral transitions as changes are affecting every sphere of our lives. Fortunately, a few years ago, we changed our approach to connecting congregations with transitional pastors by beginning to use the CLC system, and now have a “Frequently Asked Questions for Transitional Pastor Searches” document on the technical details of doing a national search (previously we were mostly doing word of mouth local connections). This remains a challenge, but the approach has been WORKING. The search pool has widened, and congregations have been connecting with viable transitional pastor candidates and are establishing contracts. At the moment, there are more congregations seeking pastors than at any time I have served this presbytery, and the Transitions Subcommittee of the Committee on Ministry remains one of the hardest working bodies in this presbytery.

Targeted Impact Area #2. Committee Recruitment: Flowing from our theology and polity, the beating heart of the work of our presbytery is its servant leadership of volunteers. Serving on committees is vital not just for the operations of the presbytery, but is also valuable for isolated pastors (basically all of us) to make connections with peer colleagues, learn new approaches, and feed off of each other’s energy that we can bring back to our contexts. While the work of nominating has always been challenging regardless of there being a pandemic or not, we discovered how much the Nominating Committee was reliant on in-person gatherings to facilitate personal invitations into the work of the larger Church. Now that we’ve had one and a half years *without* personal gatherings, the Nominating Committee has needed to generate different tactics for identifying gifts in our presbytery. Surprisingly, this has ENERGIZED our search in new ways, connecting us to those eager for their gifts to be recognized. We discovered that the desire to work together on committees has *not* waned, and access to virtual meetings has actually opened up more access to participation. We are at the point where one of our smallest committees is bringing one of largest nominating slates in recent memory. One of the areas of most interest in service is on the new Committee

on Accessibility, Representation, and Equity (C.A.R.E.), for which the first reading of the bylaws will be brought before this assembly, as required by the Book of Order. People WANT to serve where they are making a difference, and because of all the changes going on, there is no better time to serve than now.

Targeted Impact Area #3. Congregations Exploring New Models: Another major effect of this pandemic is that it has fast-tracked many discussions that were already on course for specific congregations: sessions that have been discerning for many years before the pandemic whether to finally celebrate the completion of their mission are now ready to make that decision. Similarly, churches seeking new collaborative ministry options are being more collaborative, creative, and resourceful than ever before.

Based on some excellent work by Rev. James Benson from his time on COM, we have been sharing a resource sheet of 11 different options for collaborative ministries that serves as a kind of discussion guide for those no longer able to support a full time pastor. Some of these kinds of conversations are being prompted by the Committee on Ministry—others are simply springing up organically on their own. These are the moments when we need most our network of colleagues from the community to help facilitate these changes—a network sustained by a strong presbytery.

Resourcing the Staffing & Finance Taskforce and Staff Transitions: Finally, I have been working, alongside Stated Clerk Elissa Bailey, as Resource Staff for the Staffing & Finance Taskforce, similar to how national staff resource General Assembly Taskforces and Committees. (You can see more about the work of the taskforce in their own reports and communications). The immediate impact for me as Head of Staff has been working with the Personnel Committee on the hiring of a new temporary part time Office Manager, which will likely be in place before Patti's last week in August so we can receive her gracious offer to train the new staff person. I understand and trust the work of the taskforce that this shift from full time to part time staffing is a next step into a more financially sustainable future for the ministry of our presbytery. Along the way, I have really appreciated the great care the Staffing and Finance Taskforce has taken to tend our shared humanity in this work, their clarity about the financial unsustainability of our current model, and for how closely they are holding your charge to them expressed through the 2020 Vision Statement. I am not unaware that many of our congregations are navigating similar sustainability conversations.

CONCLUSION: When I started at your Lead Presbyter for Transformation, I had said institutional changes would come, but most change would be cultural, more felt than seen. While none of us anticipated a pandemic to change our world, I still cannot write on one page all of the changes we have achieved together to make us more connectional, more responsive, more organized, more efficient, and more relevant. I am proud to tell you that other presbyteries are following our lead, inspired by the kinds of conversations we are having, and asking about our approaches. This work has been hard, but it is evident to me how the Holy Spirit has been at work in you and in the lives of those we touch. Even as some structures need to be left behind, there are other tools that I know we can lean into as we move into the future, namely the 2020 Vision Statement (your expression of seven focus priorities for our life together), and we can build on the transformational work of Felipe Martinez on our last restructuring, and also Bob Reynolds' work on our last Committee on Ministry restructure. The new proposed Committee on Accessibility, Representation, and Equity will also serve as a designated space for needs that continue to arise but do not have a focused space for attention in our current structure, and the recommended changes to the new Personnel Committee will allow us to be more organized, especially as we anticipate new staff ahead.

Again and always, I affirm that GOD IS ALIVE amongst us. Honored to serve,

Ryan

Rev. Ryan J. Landino, Lead Presbyter for Transformation of Great Rivers Presbytery
Cell: 309-251-9958, rlandino@greatriverspby.org

FINANCIALS
2022 Budget Narrative

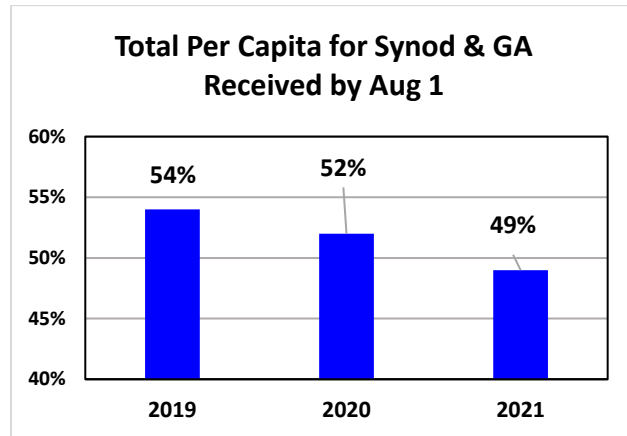
INCOME

GRP elected to maintain per capita at its current level of \$22.46. If GA and Synod maintain their levels for 2022, the total per capita would remain \$35.25. I will inform you as soon as I learn of their rates.

1. Per Capita (PC)
 - a. Membership from stats: 9,752. This number includes 38 for Green Valley which closed two years ago. Discounting that and assuming 85% covered by PC payments our expected headcount for income is 8,257 giving a per capita income of \$185,452.
2. Interest income
 - a. Our interest income is derived from the remaining CD's that we have (\$75,000 in total). We anticipate those may need to be cashed in at the end of October. Checking account level is being monitored.
 - b. Interest for 2022 will be about \$1,000.
3. Mission income.
 - a. Mission income has been falling similar to our per capita. If we ratio our mission income to the reduction in our membership, 2022 mission income is estimated to be \$61,600.
4. Dividends and Unrealized gains – from our investment account.
 - a. Although the last two years have seen investment gains of 18% and 12% and this year's gains are already 7% through June, there is no guarantee that this will continue in 2022.
 - b. The Finance Committee felt we should budget 5% of our account balance as of the end of June, making our unrealized gains for 2022 \$39,100.
5. Trust clause payments.
 - a. This is money currently being paid by Northminster Presbyterian Church for their succession from PCUSA. It runs out at the end of 2023.
6. Total budgeted income for 2022 is expected to be \$298,652.

EXPENSES

1. Presbytery Office Expenses – the total is down about \$1,850 from 2021.
 - a. Our office lease ends in April of 2022 and will need to be renewed; the increase indicates the 4% higher rent we are paying.
 - b. Communications and service agreements totals are down \$2,100 because we have finished paying for POMA (the software database for our churches and pastors).
2. Meeting Expenses – down \$900 from 2021.
 - a. We are assuming committee meetings will be about 50% Zoom and 50% in-person next year.
 - b. We reduced miscellaneous expense to more realistically reflect what has been spent in the past.
3. Administration Expense – down about \$6,000 from 2021.
 - a. The big reduction in Admin expenses is because we plan to use the Presbytery's "Review of the Books" method rather than an official audit. We will need volunteers with accounting experience to help with this effort. Please contact me if you are interested.
 - b. We are assuming there will still be many people Zooming the quarterly Assembly meetings, hence the \$800 reduction.
 - c. 2022 is a year for the General Assembly meeting and we budgeted money to pay for our commissioners to have their own rooms.
 - d. Per capita giving to Synod and GA in 2021 is running behind levels from previous years at this time and we have had several church closings and one dismissal. While GRP per capita is on track for the year, we end up paying GA and Synod for the amount that churches under pay.



As a result, the unpaid per capita carried into 2022 from 2021 giving will be about the same level as 2021: \$21,400. We ask our churches to please fulfill their per capita payments to all entities as soon as they are able.

4. Mission Programs – down \$9,000 from 2021.
 - a. We aligned the continuing education grants to what has been spent in the past for a \$2,000 reduction.
 - b. Visioning grants drop from 14% of total expenses to 13% based on the proposal from Visioning in 2020.
5. Committee on Ministry (COM) and CPM – down \$6,400 from 2021.
 - a. We aligned the projected expenses to the actual amounts spent over the past several years.
6. Personnel
 - a. While normal personnel expenses are flat for next year, the following changes are noted:
 - i. Stated Clerk: \$3,000 to attend General Assembly, increase in hours to cover some of the part time Admin work
 - ii. Admin Assist: moved to a part time position.
 - iii. Slight increases in Bookkeeper and CLP Coordinator to account for FICA which had not been included in previous year's budgets.

OVERALL

1. 2022 compared to 2021:
 - a. Income is up slightly \$2,168.
 - b. Expenses are down by \$46,399
 - c. Net Income to Expenses in 2022 of (\$28,576) is \$48,567 better than 2021.
2. It is part of our controlled descent plan that we embarked on when we realized our inability to sustain our current funding model and to give us time to “re-invent” ourselves to achieve financial sustainability.

The actual impact of the 2022 budget on the cash flow to the checking account is (\$67,676) because we generally do not sell off our investments to realize the gains shown.
Net Income (\$28,576) – unrealized gains (\$39,100) = (\$67,676)

FINANCIALS
Presbytery of Great Rivers: 2022 Budget

	Actual 2020	Budget 2021	Budget 2022	Change 22 - '21
<u>Receipts</u>				
Presbytery Per Capita	\$ 195,918	\$ 195,784	185,452	\$ (10,332)
Interest Income	3,598	1,200	1,000	(200)
Mission	65,385	65,000	61,600	(3,400)
Dividends & Unrealized Gain (Loss)	86,999	23,000	39,100	16,100
Trust Clause Payments	12,216	11,500	11,500	-
			\$	
TOTAL Budgeted RECEIPTS	\$ 364,116	\$ 296,484	298,652	\$2,168
Presbytery Per Capita	\$ 21.46	\$ 22.46	\$ 22.46	\$ -
Synod of Lincoln Trails Per Capita	3.81	3.81	3.81	-
General Assembly Per Capita	8.95	8.98	8.98	-
	\$ 34.22	\$ 35.25	\$ 35.25	\$ -
<u>Expenses</u>				
<u>Presbytery Office</u>				
Rent	17,329	14,350	14,924	574
Telephone/All Communications	1,269	6,200	1,300	(4,900)
Service Agreements	12,597	7,200	10,000	2,800
Postage	1,474	1,700	1,600	(100)
Office Supplies	3,176	3,000	3,000	-
Gifts and Celebrations	111	250	125	(125)
Equipment Purchase/Replacement	410	500	500	-
Depreciation	6,297	-	-	-
Bank Fees & Interest	87	200	100	(100)
			\$	
Total	\$ 42,750	\$33,400	31,549	\$ (1,851)
<u>Meeting Expenses</u>				
Transportation	\$ 290	\$ 1,000	600	\$ (400)
Meals	-	300	150	(150)
Miscellaneous	71	500	150	(350)
Total	\$ 361	\$ 1,800	\$ 900	\$ (900)
<u>Administration Expenses</u>				
Audit Fee	\$ 7,150	\$ 7,350	\$ -	\$ (7,350)
Payroll service	1,645	1,450	1,600	150
Insurance and Bonds	3,107	3,300	3,300	-
Assembly (PGR)	752	2,000	1,200	(800)
Moderator Training	-	1,250	1,250	-
PGR Training (Elder/Deacon, Ldrshp, AC)	-	750	750	-
Legal Fees/ IC	-	100	100	-
General Assembly (attendance)	-	-	2,000	2,000
Unpaid Per Capita	7,432	21,400	21,400	-
			\$	
Total	\$ 20,086	\$37,600	31,600	\$ (6,000)

Presbytery of Great Rivers
August 24, 2021

Mission Programs

Illinois Conference of Churches	\$-	\$ 500	\$ 500	\$ -
Clergy/CLP Continuing Education Grants	500	5,000	3,000	(2,000)
Pastoral Care/Compassion Fund	850	1,000	1,000	-
Presbytery Events	-	1,000	1,000	-
Presbytery Visioning	59,000	53,000	46,000	(7,000)

Total	\$ 60,350	\$60,500	51,500	\$ (9,000)
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Committee on Ministry

Clergy Background Checks & Evaluations	114	1,700	1,000	(700)
Crisis/Conflict/Counseling	1,000	5,000	2,500	(2,500)
Misc	37	500	50	(450)
Leaderwise	3,663	4,500	2,000	(2,500)

Total	\$ 4,814	\$11,700	\$ 5,550	\$ (6,150)
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Committee on Preparation for Ministry

Program Expense	\$-	\$ 500	\$ 250	\$ (250)
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Total	\$ -	\$ 500	\$ 250	\$ (250)
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Personnel

Workers Compensation	\$ 845	\$ 800	\$ 900	\$100
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Executive Presbyter Salary, Benefits and Expenses	\$ 108,163	\$ 121,228	121,220	\$ (8)
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Stated Clerk Salary, Benefits and Expenses	9,308	13,370	19,175	5,805
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Senior Admin Assistant Salary, Benefits and Expenses	61,359	63,233	32,871	(30,362)
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Bookkeeper	19,651	21,216	22,839	1,623
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CLP Coordinator	\$-	\$ 8,180	\$ 8,874	694
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Total	\$ 199,326	\$ 228,027	205,879	\$ (22,248)
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TOTAL Budgeted EXPENSES	\$ 327,687	\$ 373,527	327,228	\$ (46,399)
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Revenues in Excess of Expenses	\$ 36,429	\$ (77,043)	(28,576)	\$ 48,567
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PRESBYTERY OF GREAT RIVERS
STATEMENT OF ASSETS, LIABILITIES, AND NET ASSETS - CASH BASIS
CURRENT TO PRIOR YEAR COMPARATIVE
AS OF July 31, 2021

Assets	July 2020	July 2021	Increase/ (Decrease)
Cash			
Checking and CDs	\$ 277,989	\$ 210,257	\$ (67,732)
Investments	668,136	799,956	131,820
Fixed Assets, Net of Accumulated Depreciation	-	2,480	2,480
	<u> </u>	<u> </u>	<u> </u>
Total Assets	<u>\$ 946,125</u>	<u>\$ 1,012,693</u>	<u>\$ 66,568</u>
Liabilities and Net Assets			
Liabilities			
Liabilities Payable	\$ 809	\$ 13	\$ (796)
Pass Thru Liabilities	7,647	7,091	(556)
Total Liabilities	<u>\$ 8,456</u>	<u>\$ 7,104</u>	<u>\$ (1,352)</u>
Net Assets			
Unrestricted	<u>\$ 829,284</u>	<u>\$ 896,761</u>	<u>\$ 67,477</u>
Designated			
Presbytery Leaders Support	8,876	-	(8,876)
Presbyter Relocation	10,000	10,000	-
Total Designated	<u>\$ 18,876</u>	<u>\$ 10,000</u>	<u>\$ (8,876)</u>
Temporarily Restricted			
Preparation for Ministry	\$ 9,495	\$ 10,132	\$ 637
Peacemaking	13,441	16,066	2,626
Synod Pastor Support Grants	4,253	1,701	(2,552)
Synod Transformation Grant	59,104	66,512	7,408
Ministers Temporary Disability	3,110	3,110	0
Pastor Compassion Funds	-	600	600
CLP Coordinator	-	600	600
Hands & Feet Scholarships	107	107	-
Total Temporarily Restricted	<u>\$ 89,509</u>	<u>\$ 98,828</u>	<u>\$ 9,319</u>
Total Net Assets	<u>\$ 937,669</u>	<u>\$ 1,005,589</u>	<u>\$ 67,920</u>
Total Liabilities and Net Assets	<u>\$ 946,125</u>	<u>\$ 1,012,693</u>	<u>\$ 66,568</u>

PRESBYTERY OF GREAT RIVERS
STATEMENT OF SUPPORT AND REVENUES AND EXPENSES - CASH BASIS
ACTUAL TO BUDGET COMPARATIVE
YEAR TO DATE July 31, 2021

	<u>Actual</u>	<u>Annual Budget</u>	<u>(Over)Under Budget</u>	<u>Percent of Budget Used</u>
Support and Revenue				
Budgeted				
Congregational Support				
Per Capita	\$ 120,892	\$ 195,784	\$ 74,892	62%
Mission	40,421	65,000	24,579	62%
Trust Clause Payments	2,902	11,500	8,598	25%
Total Congregational Support	<u>\$ 164,215</u>	<u>\$ 272,284</u>	<u>\$ 99,471</u>	<u>60%</u>
Investment Income	61,440	24,200	(37,240)	254%
Total Budgeted Receipts	<u>\$ 225,655</u>	<u>\$ 296,484</u>	<u>\$ 62,231</u>	<u>76%</u>
Transfer to/from Designated Funds	<u>(1,092)</u>			
Unbudgeted Receipts				
Preparation for Ministry Support	\$ 694			
Presbytery Peacemaking Support	398			
Total Unbudgeted Receipts	<u>\$ 1,092</u>			
Total Support and Revenue	<u>\$ 225,655</u>			

Expenses

Budgeted				
Salaries, Benefits, Training & Taxes				
General Presbyter	\$ 64,848	\$ 121,229	\$ 56,381	53%
Stated Clerk	4,234	13,370	9,136	32%
Senior Administrative Assistant	35,491	61,923	26,432	57%
Bookkeeper	12,950	21,216	8,266	61%
CLP Coordinator	3,196	8,328	5,132	38%
Workers Compensation Insurance	846	800	(46)	106%
Total Salaries and Related Expenses	<u>\$ 121,566</u>	<u>\$ 226,866</u>	<u>\$ 105,300</u>	<u>54%</u>
Presbytery Office				
Occupancy	\$ 8,340	\$ 14,350	\$ 6,010	58%
Office Operations and Supplies	13,327	18,850	5,523	71%
Total Presbytery Office Expenses	<u>\$ 21,667</u>	<u>\$ 33,200</u>	<u>\$ 11,533</u>	<u>65%</u>

Expenses (continued)

Presbytery Administration

PRESBYTERY OF GREAT RIVERS
STATEMENT OF SUPPORT AND REVENUES AND EXPENSES - CASH BASIS
ACTUAL TO BUDGET COMPARATIVE
YEAR TO DATE July 31, 2021

	<u>Actual</u>	<u>Annual Budget</u>	<u>(Over)Under Budget</u>	<u>Percent of Budget Used</u>
Liability Insurance	3,071	3,300	229	93%
Audit Fee	7,350	7,350	-	100%
Moderator Training	-	1,250	\$ 1,250	0%
Assembly Meetings	-	2,000	\$ 2,000	0%
Per Capita Shortfall	16,754	21,000	4,246	80%
Payroll Service	909	1,450	541	63%
Legal Fees	-	100	100	0%
PGR Training (Elder/Deacon, Ldrshp)	-	750	750	0%
Total Presbytery Administration Expenses	<u>\$ 28,084</u>	<u>\$ 37,200</u>	<u>\$ 9,116</u>	<u>75%</u>
 Meeting Expense - All Teams	 <u>\$ 18</u>	 <u>\$ 1,800</u>	 <u>\$ 1,782</u>	 <u>1%</u>
 Program Expenses				
Committee on Ministry	\$ 308	\$ 11,700	\$ 11,392	3%
Committee on Preparation for Ministry	-	500	500	0%
Visioning Grants	13,372	53,000	39,628	25%
Continuing Education Grants	500	5,000	4,500	10%
Presbytery Events	-	1,000	1,000	0%
Pastoral Care/Compassion Fund	-	1,000	1,000	0%
Illinois Conference of Churches	-	500	500	0%
Disaster Relief	-	-	-	-
Total Program Expenses	<u>\$ 14,180</u>	<u>\$ 72,700</u>	<u>\$ 58,520</u>	<u>20%</u>
 Other Expenses				
Bank Fees & Expenses	25	200	175	12%
Depreciation Expense	-	-	-	#DIV/0!
	<u>\$ 25</u>	<u>\$ 200</u>	<u>\$ 175</u>	<u>12%</u>
 Total Budgeted Expenses	 <u>\$ 185,540</u>	 <u>\$ 371,966</u>	 <u>\$ 186,251</u>	 <u>50%</u>
 Unbudgeted Expenses Funded by Restricted Funds				
Pastor Support Grants	-	-	-	
	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	
 Total Expenses	 <u>\$ 185,540</u>	 <u>\$ 371,966</u>	 <u>\$ 186,426</u>	
 Excess of Support and Revenue Over Expenses	 <u>\$ 40,115</u>	 <u>\$ (75,482)</u>	 <u>(115,597)</u>	

**PRESBYTERY OF GREAT RIVERS
SHARED MISSION AND PER CAPITA SUPPORT BY CHURCH
YTD THROUGH July 30 2021**

CHURCH	MISSION			PER CAPITA		
	2021	2021	PAYMENTS (OVER) UNDER	2021	2021	BALANCE REMAINING
	PLEGGED	PAID	PLEGGE	DUE	PAID	
ADAIR - WEST PRAIRIE			-	740.25		740.25
ALEDO - COLLEGE AVENUE			-	3,736.50	949.59	2,786.91
ALEDO - SUNBEAM	1,000.00	1000	-	705.00	705.00	-
ALEXIS - NORWOOD		1,500.00	(1,500.00)	2,079.75	2,079.75	-
ATHENS - INDIAN POINT		600.00	(600.00)	1,163.25	1,163.25	-
BARTONVILLE - TRINITY		2,000.00	(2,000.00)	1,374.75	1,374.75	-
BIGGSVILLE - UNITED		75.00	(75.00)	2,326.50		2,326.50
BLOOMINGTON - SECOND			-	28,200.00	10,639.40	17,560.60
BLOOMINGTON - ST LUKE UNION			-	4,124.25		4,124.25
BUFFALO - BUFFALO HART			-	3,137.25		3,137.25
BUSHNELL - FIRST			-	2,573.25		2,573.25
CANTON - FIRST			-	3,842.25	3,842.25	-
CARLINVILLE - FEDERATED			-	1,692.00	1,692.00	-
CARROLLTON - FIRST			-	1,339.50	1,339.50	-
CARTHAGE - FIRST			-	2,820.00	2,820.00	-
CHATHAM			-	6,274.50		6,274.50
CHENOA - FIRST			-	669.75	669.75	-
CLAYTON - FEDERATED			-	282.00	282.00	-
CLINTON	2,500.00	2,500.25	(0.25)	4,018.50	4,018.50	-
COAL VALLEY - FIRST		50.00	(50.00)	5,922.00	5,922.00	-
DANVERS - FIRST			-	5,463.75		5,463.75
DELAVAN - FIRST	2,000.00	1,501.00	499.00	1,692.00	1,512.00	180.00
DIVERNON - FIRST			-	1,480.50		1,480.50
EAST MOLINE - FIRST		750.00	(750.00)	4,653.00	2,327.00	2,326.00
EDWARDS - KOREAN			-	1,727.25		1,727.25
ELMWOOD - FIRST			-	2,890.50		2,890.50
EUREKA			-	987.00	987.00	-
FARMINGTON - FIRST UNITED		350.00	(350.00)	3,666.00	1,517.13	2,148.87
FOUNTAIN GREEN - CARTHAGE UNITED			-	2,291.25		2,291.25
GALESBURG - FIRST UNITED			-	8,530.50	3,066.75	5,463.75
GENESE0 - FIRST	3,760.00	740.00	3,020.00	3,243.00	810.75	2,432.25
GREENVIEW - UNITED			-	1,410.00	1,410.00	-
HAMILTON - BETHEL			-	1,797.75		1,797.75
IPAVA - UNITED			-	1,692.00	1,692.00	-
JACKSONVILLE - FIRST		9,333.39	(9,333.39)	12,795.75	7,411.46	5,384.29
KIRKWOOD - WESTMINSTER		1,200.00	(1,200.00)	1,762.50		1,762.50
KNOXVILLE - FIRST	1,275.00	1,275.00	-	1,868.25	1,868.25	-
LEROY - FIRST			-	6,450.75	3,225.50	3,225.25
LEWISTOWN - FIRST			-	2,115.00		2,115.00
LINCOLN - FIRST	3,000.00	2,000.00	1,000.00	4,899.75	4,899.75	-

**PRESBYTERY OF GREAT RIVERS
SHARED MISSION AND PER CAPITA SUPPORT BY CHURCH
YTD THROUGH July 30 2021**

CHURCH	MISSION			PER CAPITA		
	PLEGDED	PAID	PAYMENTS (OVER) UNDER PLEGGE	DUE	PAID	BALANCE REMAINING
ADAIR - WEST PRAIRIE			-	740.25		740.25
MACOMB - FIRST	6,000.00	3,000.00	3,000.00	9,552.75	4,776.48	4,776.27
MACOMB - SCOTLAND TRINITY			-	2,150.25	300.00	1,850.25
MASON CITY - UNITED	500.00	500.00	-	2,467.50	2,467.50	-
MEDIA - U P COMMUNITY			-	387.75	387.75	-
MIDDLETOWN - FIRST			-	528.75		528.75
MILAN - FIRST	1,000.00	500.00	500.00	5,076.00	5,076.00	-
MONMOUTH - FAITH UNITED			-	8,530.50		8,530.50
MONMOUTH - SUGAR TREE GROVE		200.00	(200.00)	1,057.50	528.76	528.74
MORTON - FIRST			-	810.75	810.75	-
MT STERLING - P C OF CHRIST			-	1,163.25	1,163.25	-
NAUVOO - FIRST			-	387.75		387.75
NEW WINDSOR - UNITED		2,884.00	(2,884.00)	5,217.00		5,217.00
NIOTA - APPANOOSE FAITH			-	2,220.75		2,220.75
NORMAL - FIRST	25,000.00	14,583.35	10,416.65	16,215.00	16,215.06	(0.06)
NORMAL - NEW COVENANT COMMUNITY		400.00	(400.00)	669.75	669.75	-
ONEIDA-FIRST		649.82	(649.82)	669.75		669.75
ORION - BEULAH		50.00	(50.00)	2,256.00	2,256.00	-
PEKIN - FIRST			-	2,749.50		2,749.50
PEORIA - FIRST FEDERATED			-	11,773.50	5,886.84	5,886.66
PEORIA - UNITED		874.98	(874.98)	16,320.75	12,041.15	4,279.60
PEORIA - WESTMINSTER		3,180.00	(3,180.00)	4,406.25	2,344.00	2,062.25
PERRY			-	423.00		423.00
PETERSBURG - CENTRAL		3,140.00	(3,140.00)	3,348.75	3,313.51	35.24
PLEASANT PLAINS - FARMINGDALE		800.00	(800.00)	3,419.25	1,708.16	1,711.09
QUINCY - ELLINGTON MEMORIAL			-	3,172.50	3,172.50	-
REYNOLDS - HAMLET PERRYTON			-	2,220.75	2,220.75	-
RIO			-	3,278.25		3,278.25
ROCK ISLAND - BROADWAY			-	1,692.00		1,692.00
ROCK ISLAND - GLORIA DEI			-	775.50		775.50
ROCK ISLAND - GOOD SHEPHERD		3,000.00	(3,000.00)	6,627.00	6,309.75	317.25
ROCK ISLAND - SOUTH PARK			-	5,957.25		5,957.25
RUSHVILLE - FIRST			-	1,163.25		1,163.25
SEATON - CENTER			-	2,115.00		2,115.00
SPRINGFIELD - FIRST		1,000.00	(1,000.00)	9,905.25	3,301.75	6,603.50
SPRINGFIELD - HOPE			-	3,842.25		3,842.25
SPRINGFIELD - KNOX			-	951.75	951.75	-
SPRINGFIELD - KOREAN UNITED			-	740.25	740.25	-
SPRINGFIELD - THIRD	1,000.00	500.00	500.00	6,380.25	3,190.12	3,190.13
SPRINGFIELD - WESTMINSTER	17,000.00	8,498.00	8,502.00	37,188.75	20,288.75	16,900.00
STRONGHURST			-	528.75	528.75	-
TALLULA - ROCK CREEK			-	2,643.75		2,643.75
VIOLA - UNITED	3,320.00	3,320.00	-	2,150.25		2,150.25
VIRDEN - FIRST			-	669.75		669.75
VIRGINIA - FIRST			-	3,278.25		3,278.25
VIRGINIA - SANGAMON VALLEY			-	1,480.50		1,480.50
WARSAW - FIRST			-	3,066.75	3,066.75	-
WASHINGTON			-	3,525.00	3,525.00	-
WHITE HALL - FIRST			-	987.00		987.00
WOODHULL - UNITED	4,000.00	4,000.00	-	4,899.75	1,200.00	3,699.75
WOODSON - UNITY			-	317.25		317.25
YATES CITY - FAITH UNITED	900.00	900.00	-	1,692.00	1,692.00	-
Totals	72,255.00	76,854.79	(4,599.79)	361,488.75	178,358.41	183,130.34

\$21,220.50

Expected unpaid based on 2020 history
If you account for these then we are at
52%

Presbytery of Great Rivers—2018 vs 2022 Budget

	Budget 2018	Budget 2022	\$ Change '22 - '18	% Change '22 - '18
<u>Receipts</u>				
Presbytery Per Capita	\$ 226,000	\$ 185,452	(\$40,548)	-17.9%
Investment Income	30,000	39,100	9,100	30.3%
Mission	80,000	61,600	(18,400)	-23.0%
Misc Receipts (int)	1,200	1,000	(200)	-16.7%
Trust Clause Payments	12,200	11,500	(700)	-5.7%
TOTAL RECEIPTS	\$ 349,400	\$ 298,652	\$ (50,748)	-14.5%
Presbytery Per Capita	\$ 20.46	\$ 22.46		
Synod of Lincoln Trails Per Capita	3.81	3.81		
General Assembly Per Capita	7.73	8.98		
	\$ 32.00	\$ 35.25		
Membership of Presbytery	12,286	9,752		
<u>Expenses</u>				
<u>Presbytery Office</u>				
Rent	17,500	14,924	(2,576)	-14.7%
Utilities	2,500	-	(2,500)	-100.0%
Maintenance	1,500	-	(1,500)	-100.0%
Telephone	4,000	1,300	(2,700)	-67.5%
Service Agreements	8,600	10,000	1,400	16.3%
Internet and Web Page	1,500	-	(1,500)	-100.0%
Postage	1,500	1,600	100	6.7%
Office Supplies	3,500	3,000	(500)	-14.3%
Gifts and Celebrations	500	125	(375)	-75.0%
Equipment Purchase/Replacement	1,000	500	(500)	-50.0%
Depreciation	-	-	-	
Bank Fees & Interest	200	100	(100)	-50.0%
Total	\$ 42,300	\$ 31,549	\$ (10,751)	-25.4%
<u>Meeting Expense - All Committees, Councils, Task Forces</u>				
Transportation	\$ 1,500	\$ 600	\$ (900)	-60.0%
Meals	3,400	150	(3,250)	-95.6%
Lodging	-	-	-	
Miscellaneous	500	150	(350)	-70.0%
Total	\$ 5,400	\$ 900	\$ (4,500)	-83.3%
<u>Administration Expenses</u>				
Audit Fee	\$ 6,750	\$ -	\$ (6,750)	-100.0%
Payroll service	-	1,600	1,600	
Insurance and Bonds	3,500	3,300	(200)	-5.7%
Assembly	4,000	1,200	(2,800)	-70.0%
Misc Expense (moderator training)	1,000	1,250	250	25.0%
Legal Fees	1,000	100	(900)	-90.0%
General Assembly	1,500	2,000	500	33.3%
Unpaid Per Capita	25,000	21,400	(3,600)	-14.4%
Total	\$ 42,750	\$ 30,850	\$ (11,900)	-27.8%
<u>Council Mission Programs</u>				
Illinois Conference of Churches	500	500	-	0.0%
Educational Grants and Scholarships	3,000	3,000	-	0.0%
Pastoral Care	1,500	1,000	(500)	-33.3%
Presbytery Events	2,000	1,000	(1,000)	-50.0%
Total	\$ 7,000	\$ 5,500	\$ (1,500)	-21.4%

Committee on Ministry

Training	\$ 2,500	\$ 750	\$ (1,750)	-70.0%
Clergy Continuing Education Grants				
Clergy Background Checks & Evaluations	1,700	1,000	(700)	-41.2%
Crisis/Conflict/Counseling	3,000	2,500	(500)	-16.7%
Leaderwise		2,000	2,000	
Misc	1,000	50	(950)	-95.0%
Total	<u>\$ 8,200</u>	<u>\$ 6,300</u>	<u>\$ (1,900)</u>	<u>-23.2%</u>

Committee on Preparation for Ministry

Program Expense	500	250	(250)	-50.0%
Seminary Scholarships	2,000	-	(2,000)	-100.0%
Total	<u>\$ 2,500</u>	<u>\$ 250</u>	<u>\$ (2,250)</u>	<u>-90.0%</u>

Visioning

Visioning Program Expenses	5,000	-	(5,000)	-100.0%
Visioning Grants	70,000	46,000	(24,000)	-34.3%
Total	<u>\$ 75,000</u>	<u>\$ 46,000</u>	<u>\$ (29,000)</u>	<u>-38.7%</u>

Personnel

Workers Compensation	1,200	900	(300)	-25.0%
Executive Presbyter Salary, Benefits and Expenses	134,525	121,220	(13,305)	-9.9%
Stated Clerk Salary, Benefits and Expenses	15,000	19,175	4,175	27.8%
Senior Administrative Assistant Salary, Benefits and Expenses	60,830	32,871	(27,959)	-46.0%
Accountant Salary, Benefits and Expenses (1,200 hours/year)	57,675	22,839	(34,836)	-60.4%
CRE Dean	8,000	8,874	874	10.9%
Total	<u>\$ 277,230</u>	<u>\$ 205,879</u>	<u>\$ (71,351)</u>	<u>-25.7%</u>

TOTAL EXPENSES

\$ 460,380	\$ 327,228	\$ (133,152)	-28.9%
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Revenues in Excess of Expenses

\$ (110,980)	\$ (28,576)	\$ 82,404
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Appendix D

1st reading From GRP Administrative Committee

- 1- Motion to change the status of the existing Personnel SubCommittee which today reports to the Admin. Committee to a straight-line independent committee.
 - a- All existing language in the GRP bylaws under ARTICLE VIII – ADMINISTRATION TEAM which correspond to Personnel responsibilities will be eliminated.
 - b- The following section will be added to GRP Bylaws ARTICILE X – COMMITTEES.

Section 6 Personnel Committee

1- Responsibilities:

The Personnel Committee shall be responsible for:

- a. The annual review and evaluation of the work of all staff members and the Stated Clerk at least annually.
- b. The annual review of financial compensation and employee benefits for all staff; recommending action as appropriate.
- c. Maintenance/development of the staffing rationale for the Presbytery and authoring position descriptions for staff authorized by the Presbytery Assembly.
- d. Work with Lead Presbyter to advertise, interview and hire staff for positions as authorized by Presbytery Assembly.
- e. Review of personnel policies to ensure compliance with General Assembly and Synod directions and maintenance of the Personnel Policies section of the Manual of the Presbytery.
- f. Contribute to the development of the annual budget as it impacts staffing.
- g. Participate in work required to reorganize and/or restructure the Presbytery.

2- Membership:

Personnel Committee shall be composed of six members who shall be nearly equal inrepresentation of minister members and ruling elders. The membership, to include the chair, shall be nominated by the Nominating Committee for election by the Presbytery Assembly at the last stated meeting of the year to begin serving January 1 of the year following election. At the first meeting of the year the Committee shall elect from its membership a Vice Chair. No member shall serve more than two consecutive three-year terms or portions of terms.

3- Committee Meetings:

Meetings shall be held monthly and as needed if special circumstances dictate.

4- Quorum:

The quorum shall be a majority of its membership.

5- Staff:

The Presbytery may provide staff services, as needed through permanent employed staff, short-term contractual services or by using available personnel with special skills.

Rationale:

For many years the Personnel Sub Committee has operated independently, with little or no reporting to the Administrative Committee. It needs to be noted that most of what the Personnel Sub Committee does is extremely confidential and for the most part should not be reported out of the Administrative Committee. It also must be noted that since the formation of the GRP Leadership Committee the Personnel Sub Committee chair has been a voting member of the Leadership Committee. For the last few months there have been numerous conversations between Leadership, Administrative and Personnel teams and we agree that past practices of how personnel operates today need to be codified to officially be included in our bylaws and that these changes will be beneficial in the day to day operations of GRP.

Appendix E

Presbytery of Great Rivers August 24 2021 COMMITTEE ON MINISTRY REPORT

Committee on Ministry has had three meetings since the last Assembly meeting in May 2021. We continue to meet by Zoom conference meetings.

The practice of worshipping at the start of meetings continues. Prayers are offered for transitional churches by name and those individuals who are in need of prayer continues as the standard end of all meetings.

COM Celebrates

- with the following Ministers, welcoming them as new members to the Presbytery of Great Rivers: (PGR Manual of Operations Article X Section 2.a-12)
 - Rev. Rene Whitaker
 - Rev Sue Krummel, honorably retired
- with the following pastors installed and commissioned since May 2021
 - Rev. Eric Vinsel, validated ministry
- With the following
 - Rev. Dr Teri Ott, as validated ministry, editor to The Presbytery Outlook

COM declares its intent for

- Ethical Boundaries Training for all Ministers of the Word & Sacrament and Ruling Elders is scheduled for the November 13, 2021 Presbytery Assembly.

Motions for GRP Assembly:

1. It is the recommendation of the Committee on Ministry that the minimum effective salary be raised by 2% for 2022. Please see rationale in the motions guide.
2. COM recommends to Presbytery of Great Rivers to update section 4, Part 2, point B, sub-section f, of the COM handbook to read:
 - The PGR will provide an annual training workshop on misconduct for all ministers **[members of Great Rivers Presbytery]**, candidates, and elders serving as Commissioned Lay Pastors in the PGR **[including all those leading congregations]**, who shall be required to attend each year. Employees and volunteers of the PGR will be encouraged to attend. The Stated Clerk will report annually to PGR the names of those ministers, candidates and elders serving as Commissioned Lay Pastors who have not attended a workshop, and communicate to their session or employer their failure to attend. The content of the workshop will include at least the following: (bullet points on page 46 of 93 will follow unchanged).
[bold is the addition to the current document]

This concludes the report for the Committee on Ministry for the August Assembly.

Respectfully submitted

Kathie Whitson, Elder/CLP COM Chair

COM Rationales

COM Celebrates

- with the following Ministers, welcoming them as new members to the Presbytery of Great Rivers: (PGR Manual of Operations Article X Section 2.a-12)
 - Rev. Rene Whitaker
 - Rev Sue Krummel, honorably retired
- with the following pastors installed and commissioned since May 2021
 - Rev. Eric Vinsel, validated ministry
- With the following
 - Rev. Dr Teri Ott, as validated ministry, editor to The Presbytery Outlook

Background and Rationale for attention: The presbytery is a community of congregations, ministers, and ministries who rely on each other for mutual support. We seek opportunities to celebrate when our body is enriched by new members and welcome them, and also honor those who have poured out their hearts in service to our community by their ministry. By welcoming the Rev. Renee Whitaker, Rev. Sue Krummel, Rev. Eric Vinsel and Rev. Teri Ott into the work of the Presbytery of Great Rivers, we bless and welcome their ministry in our Presbytery. This action is supported by our PGR Manual of Operations Article X Section 2.a-12

COM declares its intent for

- Ethical Boundaries Training for all Ministers of the Word & Sacrament and Ruling Elders is scheduled for the November 13, 2021 Presbytery Assembly.

Background and Rationale for attention: section 4, Part 2, point B, of the PGR Manual of Operations, COM Handbook

Motions for GRP Assembly:

MOTION 1

It is the recommendation of the Committee on Ministry that the minimum effective salary be raised by 2% for 2022.

Background and Rationale for attention:

- † **Book of Order** G-3.0106 paragraph 6 reads:
The administration of mission demonstrates the unity and interdependence of the church, in that councils share with one another responsibilities, rights, and powers (F-3.0203). ***Through their members and elected commissioners, lower councils participate in planning and administration of the work of*** higher councils, and in consultation between bodies concerning mission, budget, staffing and fair employment practices, and ***matters of equitable compensation.***
- † PGR Manual of Operations - COM Handbook page 38 of 111, version 5 update 3-08-2021 reads:
Section III: Part 1 - Policy for Pastor Compensation
 - A. **Biblical Basis** The presbytery encourages congregations to be generous in compensating pastors and associate pastors. In his first letter to Timothy (5:17-18), Paul wrote, "Let the elders who rule well be considered worthy of double honor, especially those who labor in preaching and teaching; for the scripture says, 'You shall not muzzle an ox while it is treading out the grain,' and, 'The laborer deserves to be paid.' . . ." NRSV ***Minimum compensation requirements, adopted annually by our presbytery, provide the starting point for full-time clergy compensation.*** While no full time pastor may be reimbursed at a lower level, these figures are not intended to set the maximum remuneration. Congregations are encouraged to pay their pastors a fair, just and generous salary, in relation to positions requiring comparable education.

The committee researched the Cost of Living Adjustment (COLA) from the following websites for discussion at the July 7th and August 3rd meetings:

- From the website InflationData.com, accessed for this report on August 12, 2021: https://inflationdata.com/Inflation/Inflation_Rate/CurrentInflation.asp?reloaded=true

*The Consumer Price Index for All Urban Consumers (CPI-U) increased 0.5 percent in July on a seasonally adjusted basis after rising 0.9 percent in June, the U.S. Bureau of Labor Statistics reported today. **Over the last 12 months, the all items index increased 5.4 percent before seasonal adjustment.** The indexes for shelter, food, energy, and new vehicles all increased in July and contributed to the monthly all items seasonally adjusted increase.*

- From the website HealthCareFinanceNews.com, article *Medicare Part D average premiums to increase nearly 5% in 2022, CMS says* accessed for this report on August 12, 2021: <https://www.healthcarefinancenews.com/news/medicare-part-d-average-premiums-increase-nearly-5-2022-cms-says>

The Centers for Medicare and Medicaid Services has released its projections for average basic monthly premiums for standard Medicare Part D coverage in 2022, which the agency expects will be about \$33 -- **a 4.9% increase** from the \$31.47 average premium in 2021.

- From the website AARP.org, article *Social Security COLA 2022: How Much Will Benefits Increase Next Year?* accessed for this report on August 12, 2021: <https://www.aarp.org/retirement/social-security/info-2021/cola-2022-increase-forecast.html>

Estimates for the 2022 COLA range from 4.5 percent from Moody's Analytics to 6.1 percent from The Senior Citizens League. Economist Bill McBride, who writes the finance and economics blog Calculated Risk, estimates the 2022 **COLA at 5.5 percent.**

- Resourced the Social Security Administration website accessed for this report on August 12, 2021: <https://www.ssa.gov/oact/solvency/provisions/cola.html>

The Committee on Ministry, tasked by 2020 Moderator Maura McGrath-Nagle to research which churches would be affected by wage increases, assigned an ad hoc committee to gather information and report back to the plenary. Rev Kay Daniel and Rev Sterrett Collins volunteered for this work. They compiled an Excel spreadsheet that notated each church within the Presbytery, the reported salaries paid according to Terms of Call and contracts, reported church expenses, percent of employment rate (full time, part time etc), minimum salary requirements and the Community Household income for each church location.

All of these resources and information were consulted as the Committee deliberated on the recommendation to bring before the Presbytery.

The breakdown of the proposed increases would be as follows:
exact increases for each category are:

Level 1 (0 to 4 years): \$911.7 annually or \$75.98 per month
Level 2 (over 4 years): \$981.62 annually or \$81.80 per month
CLP: \$729.32 annually or \$60.78 per month

All numbers are rounded up to the cent.

MOTION 2

COM recommends to Presbytery of Great Rivers to update section 4, Part 2, point B, sub-section f, of the COM handbook to read:

- The PGR will provide an annual training workshop on misconduct for all ministers [**members of Great Rivers Presbytery**], candidates, and elders serving as Commissioned Lay Pastors in the PGR [**including all those leading congregations**], who shall be required to attend each year. Employees and volunteers of the PGR will be encouraged to attend. The Stated Clerk will report annually to PGR the names of those ministers, candidates and elders serving as Commissioned Lay Pastors who have not attended a workshop, and communicate to their session or employer their failure to attend. The content of the workshop will include at least the following: (bullet points on page 46 of 93 will follow unchanged).
[bold is the addition to the current document]

Background and Rationale for attention: To clarify the language of who is to participate in annual Ethic Training. This aligns with the 2020 Vision Statement: Resource - We aspire to be resourced and resourcing, **to teach and to learn, as we respond to the unique challenges of today**. We want spaces to reflect on our effectiveness and sharpen our discipleship, attentive to our heads, our hearts, and our bodies. We want to be strengthened, trained, and equipped for 21st century ministry in our local contexts.

Appendix F

	Church Income	Church Expenses	Pastor Type	% of Time	Salary	Min/type	At/or below min.	Date Reviewed	Notes	Community Median	Salary/CMHI	FTE/CMHI
										Household Income		
Adair, West Prairie PC	0	0	supply		Brethern					\$33,702		
Aledo, College Avenue PC	115,030	152,538	TE-Supply	50	\$ 24,541.00	\$ 49,081.00	**	11/20		\$39,424	0.622488839	1.244977679
Aledo, Sunbeam UPC	30,000	40,800	PT-TE	25	\$ 12,900.00	\$ 49,081.00		1/21		\$39,424	0.327211851	1.308847403
Alexis, Norwood UPC	58,771	54,028	CLP	50	\$ 17,000.00	\$ 36,466.00	Below	12/20		\$36,705	0.463152159	0.926304318
Athens, Indian Point UPC	85,841	210,048	CLP	40	\$ 15,685.00	\$ 36,466.00		12/20		\$41,208	0.380629975	0.951574937
Bartonville, Trinity PC	108,562	92,051	PT - TOC	50	\$ 26,315.00	\$ 49,081.00		1/21		\$40,766	0.645513418	1.291026836
Biggsville UPC	61,000	72,500	CLP	100	\$ 36,953.00	\$ 36,466.00	**	11/20		\$35,714	1.034692278	1.034692278
Bloomington, Second PC	1,339,214	1,365,005	FT-TOC	100	\$ 85,000.00	\$ 49,081.00		4/21		\$58,622	1.449967589	1.449967589
Bloomington, St. Luke PC	288,623	268,017	FT-TOC	100	\$ 86,725.00	\$ 49,081.00		3/21		\$58,622	1.479393402	1.479393402
Buffalo Hart, Buffalo Hart PC	88,060	87,875	open							\$52,232		
Bushnell, First UPC	144,625	120,440	TE-Supply	5.6	\$125/wk		**			\$30,482		
Canton, First PC	201,777	174,141	FT-TOC	100	\$ 51,500.00	\$ 49,081.00		3/21		\$31,011	1.660701042	1.660701042
Carlinville, Federated	110,664	165,103	CLP	47.5	\$ 20,800.00	\$ 36,466.00		3/21		\$34,259	0.60713973	1.278188905
Carrollton, First PC	52,169	38,253	yoked with		Whitehall			2/21		\$30,154		
Carthage, First UPC	100,593	146,063	FT - TOC	100	\$ 46,000.00	\$ 45,585.00		4/21		\$46,607	0.986976205	0.986976205
Carthage, Fountain Green UPC	0	0								\$46,607		
Chatham, Chatham PC	446,496	408,656								\$60,350		
Chenoa, First PC	10,960	145,700								\$44,420		
Clayton, First Federated	38,638	31,289	TE - Trans	53	\$ 24,600.00	\$ 45,585.00	**	3/21		\$23,077	1.065996447	2.01131405
Clinton, Clinton PC	209,194	211,282	FT - TOC	100	\$ 67,240.00	\$ 45,585.00		1/21		\$36,279	1.853413821	1.853413821
Coal Valley, First PC	141,142	141,027	TOC	70	\$ 51,500.00	\$ 49,081.00		3/21		\$49,228	1.046152596	1.494503709
Danvers, First PC	195,199	184,105	Temp - TE	100	\$ 59,162.00	\$ 49,081.00		1/21		\$52,647	1.123748742	1.123748742
Delavan, First PC	92,855	108,742	PT - TOC	60	\$ 36,950.00	\$ 49,081.00		2/21		\$39,063	0.945907892	1.576513154
Divernon, First PC	0	0	open							\$43,750		
East Moline, First PC	233,918	220,277	FT - TOC	100	\$ 57,340.92	\$ 49,081.00		2/20		\$35,836	1.600092644	1.600092644
Edwards, Korean PC	151,928	147,934	TE -Trans	100	\$ 47,000.00	\$ 49,081.00	Below	5/20		\$49,747	0.94478059	0.94478059
Elmwood, First PC	135,500	135,594	TOC	100	\$ 52,812.00	\$ 49,081.00		2/21		\$44,500	1.186786517	1.186786517
Eureka, Eureka PC	39,975	64,584	CLP	50	\$ 17,875.00	\$ 36,466.00	**	6/20		\$44,744	0.399494904	0.798989809
Farmington, First PC	194,220	103,687	TOC	100	\$ 49,081.00	\$ 49,081.00	**	2/21		\$35,893	1.367425403	1.367425403
Galesburg, First PC	310,777	388,016	TE -Trans	100	\$ 54,000.00	\$ 49,081.00		1/20		\$31,987	1.688185825	1.688185825
Geneseo, First PC	139,915	139,439	TE - Trans	100	\$ 60,000.00	\$ 49,081.00		8/20		\$61,971	0.968194801	0.968194801
Green Valley, First PC	0	0	closed							\$40,833		
Greenview, United PC	52,147	48,264	open							\$39,196		
Hamilton, Bethel PC	0	0	supply		non-PCUSA					\$40,179		
Ipava, Ipava PC	34,500	34,665	CLP	25	\$ 10,000.00	\$ 36,466.00		12/20		\$31,250	0.32	1.28
Jacksonville, First PC	454,639	454,639	FT - TOC	100	\$ 75,410.00	\$ 49,081.00		3/21		\$40,670	1.854192279	1.854192279
Kirkwood, Westminster PC	238,756	53,741	CLP	33	\$ 16,560.00	\$ 36,499.00		3/21		\$34,167	0.484678198	1.468721813
Knoxville, First PC	46,072	43,990	TE - Supply	24.5	\$ 13,750.00	\$ 49,081.00		1/21		\$43,438	0.316543119	1.29201273
LeRoy, First UPC	300,711	244,457	FT-TOC	100	\$ 49,081.00	\$ 49,081.00	**	3/21		\$45,781	1.072082305	1.072082305
Lewistown, First PC	83,113	66,732	CLP	50	\$ 23,929.00	\$ 36,466.00		11/20		\$30,943	0.773325146	1.546650292

Lincoln, First PC	283,364	275,592	FT-TOC	100	\$	53,900.00	\$	49,081.00		3/20	\$34,435	1.565267896	1.565267896
Macomb, First PC	306,100	351,099									\$25,994		
Macomb, Scotland Trinity PC	112,642	130,315	CLP	50	\$	30,876.00	\$	36,466.00		1/21	\$25,994	1.187812572	2.375625144
Mason City UPC	75,510	75,510	TE- Trans	15	\$	9,450.00	\$	49,081.00		10/20	\$35,615	0.265337639	1.768917591
Media, Community PC	14,000	16,000	supply								\$35,125		
Middletown, First PC	0	0									\$33,929		
Milan, First PC	171,222	170,267	FT - TOC	100	\$	50,852.00	\$	49,081.00		1/21	\$34,556	1.471582359	1.471582359
Monmouth, Faith UPC	200,461	193,273	FT - TOC	100	\$	46,374.00	\$	45,585.00		3/21	\$33,641	1.378496478	1.378496478
Monmouth, Sugar Tree Grove PC	23,474	32,339	PT - Supply	25	\$	12,030.00	\$	49,081.00	**	6/20	\$33,641	0.357599358	1.430397432
Morton, First	67,013	61,087	CLP	50	\$	30,144.00	\$	36,466.00		3/21	\$70,878	0.425294167	0.850588335
Mt. Sterling, Church of Christ	30,500	36,365	CLP	25	\$	12,000.00	\$	36,466.00		3/21	\$27,434	0.437413429	1.749653714
Nauvoo, First	?	?	closed								\$39,519		
New Windsor PC	117,222	131,730	FT-TOC	100	\$	48,119.00	\$	49,081.00	**	2/20	\$37,500	1.283173333	1.283173333
Niota, Appanoose Faith PC	0	0	supply					Luthern			\$42,857		
Normal, First	1,059,514	971,072	FT - TOC	100	\$	79,204.00	\$	49,081.00		3/21	\$40,379	1.961514649	1.961514649
Normal, New Covenant	29,568	29,462	open								\$40,379		
Oneida, United	30,851	29,429									\$39,545		
Orion, Beulah	78,506	73,395									\$49,164		
Pekin, First	132,386	167,930	FT-TOC	100	\$	61,793.00	\$	49,081.00		4/21	\$41,913	1.474315845	1.474315845
Peoria, First Federated	1,353,622	1,342,734	FT-Trans	100	\$	120,060.00	\$	49,081.00		9/20	\$36,397	3.298623513	3.298623513
Peoria, United	711,058	570,715	FT-TOC	100	\$	88,400.00				3/21	\$36,397	2.428771602	2.428771602
Peoria, Westminster	466,365	449,867	FT-TOC	100	\$	75,152.00	\$	49,081.00			\$36,397	2.064785559	2.064785559
Petersburg, Central	87,716	112,852	CLP	100	\$	44,677.00	\$	36,466.00	OPEN	2/21	\$34,688	1.28796702	1.28796702
Pleasant Plains, Farmingdale	216,671	107,827	PT-TOC	62.5	\$	36,155.00	\$	49,081.00		6/17	\$46,053	0.785073719	1.256117951
Quincy, Ellington Memorial	86,853	86,088	PT - TOC	50	\$	31,527.00	\$	49,081.00		3/21	\$30,956	1.018445536	2.036891071
Reynolds, Hamlet Perryton	56,000	61,000	PT -Cont	49	\$	30,000.00	\$	49,081.00			\$42,917	0.699023697	1.426578973
Rio, Rio	9,600	59,260	TE-Supply	50	\$	24,540.00	\$	49,081.00	**	4/21	\$37,750	0.650066225	1.30013245
Rock Island, Broadway	173,347	111,925	student								\$34,729		
Rock Island, Gloria Dei United	58,000	78,000	FT - TOC	100	\$	48,205.00	\$	49,081.00	under	3/21	\$34,729	1.388033056	1.388033056
Rock Island, Good Shepherd	0	0	FT-TOC	100	\$	51,184.00	\$	49,081.00		2/20	\$34,729	1.473811512	1.473811512
Rock Island, South Park	0	0									\$34,729		
Rushville, First	0	0	open								\$30,450		
Seaton, Center	26,853	50,163	covenant with			Biggsville					\$45,694		
Springfield, First	1,016,550	984,626									\$39,388		
Springfield, Hope	266,000	252,000	FT-TOC	100	\$	71,337.00	\$	49,081.00			\$39,388	1.811135371	1.811135371
Springfield, Knox	28,050	54,526	Supply	50	\$	23,562.00	UCC		**	7/20	\$39,388	0.598202498	1.196404996
Springfield, Korean United	0	0									\$39,388		
Springfield, Third	220,389	290,855	March	2020						4/21	\$39,388		
Springfield, Westminster	1,738,875	1,199,199	3 x TOC	100	OVER		\$	49,081.00		4/21	\$39,388		
Stronghurst, Stronghurst	13,257	24,651	supply								\$32,054		
Tallula, Rock Creek	73,879	40,856	TE-Supply	48	\$	37,000.00	\$	49,081.00		11/20	\$38,269	0.966840001	2.014250002
Viola, United	65,660	64,977									\$41,161		
Virden, First	5,642	11,266	open								\$31,905		
Virginia, Sangamon Valley	35,365	41,571	Temp TE	25	\$	15,000.00	\$	49,081.00		12/20	\$35,741	0.419686075	1.678744299
Warsaw, First	74,100	72,000	CLP						3 YR		\$35,000		

Washington, Washington	146,871	102,663	Temp TE	75	\$	46,740.00	\$	49,081.00		3/21	\$71,702	0.651864662	0.869152883
White Hall, First	39,750	34,950	CLP	27	\$	10,000.00	\$	36,466.00	**	3/21	\$34,228	0.292158467	1.082068395
Woodhull, United	137,058	143,893	FT - TOC	100	\$	50,576.00	\$	49,081.00		2/21	\$35,288	1.433235094	1.433235094
Woodson, Unity	3,134	6,813									\$41,500		
Yates City, Faith United	44,673	60,626	TE - Supply	15	\$	16,452.00	\$	49,081.00		1/21	\$37,344	0.440552699	2.937017995
Missing													
Virginia, First											\$35,741		

Appendix H

Motion from Nominating Committee

Motion to except these nominees to be members of the following committees.

To the Committee on Ministry

Rev. Edwin Brinklow, (Canton) class of 2024

Ruling Elder John Otto (Normal), Class of 2024

Rev. Kenn Shedenhelm (Knoxville) Class of 2024

Rev. Joel Jackle-Hugh (Validated Minister) Class of 2024

Ruling Elder Sheila Sheer (Milan) Class of 2024

Rev. Andy Sonneborn (Farmington) Class of 2024

Committee on Preparation for Ministry

Rev. Rick Tindall, TE (Member At large), Class of 2023

Rev Maura McGrath Nagle (Rio and Sunbeam) CHAIR, Class of 2023

Administration Team

Craig Mousty, RE (Peoria), Class of 2023

Sandi Woodard, RE, (Indian Point, Class of 2024

Chip Roland, TE (Validated Minister) Class of 2024

Visioning Team

Linda Baldwin TE (Oneida), Class of 2024

Motion from the Admin. Committee

Motion to except these nominees to be members of the Nominating Committee

Gary. Davis, RE, Lincoln (class of 2024)

Larry Lawson, RE, Oneida (class of 2024)

Appendix I

Committee on Preparation for Ministry Report August 24, 2021

Upon examination by the Committee on Preparation for Ministry, the committee finds that Samuel W. La Mere has satisfactorily achieved the goals of the Inquirer phase of preparation and is now ready to be moved to Candidacy.

To accomplish this, the Committee on Preparation for Ministry moves to proceed with the examination of Inquirer Samuel La Mere with respect to his christian faith, forms of christian service undertaken and motives for seeking the ministry.

The Committee on Preparation for Ministry recommends that Inquirer Samuel W. La Mere be received as a candidate for the office of Minister of Word and Sacrament upon the successful completion of an examination by the assembly.

Background:

Samuel W. La Mere was received as an Inquirer at the August 29, 2020 Presbytery Assembly and is a senior at Dubuque Theological Seminary.

Pertinent references from the Manual of Operations CPM handbook on moving from Inquiry to Candidacy:

II B 1. Admission to Candidacy an Inquirer becomes a Candidate by action of presbytery. At that time the Candidate formally agrees to accept the presbytery's supervision in her or his preparation for the office of Minister of Word and Sacraments. The process of the candidacy phase can be as follows:

- a. An Inquirer shall apply to the presbytery through the session of his or her church and the presbytery's Committee on Preparation for Ministry to become a Candidate for the office of Minister of Word and Sacraments.
- b. The session shall confer with the Inquirer, review the evidence of the inquiry phase, and make recommendations to the presbytery through the Stated Clerk with respect to the Inquirer's application. The Stated Clerk shall communicate this information to the CPM moderator.
- c. The Committee on Preparation for Ministry shall confer with the Inquirer and review the evidence which indicates whether the Inquirer is ready to proceed to candidacy
- d. The Committee on Preparation for Ministry shall make a definite recommendation to the presbytery with respect to whether the Inquirer should be received as a Candidate. Presbytery shall act on every committee recommendation regarding application for candidacy.

e The presbytery shall receive the report and recommendation of its committee and shall examine the Inquirer in person with respect to his or her Christian faith, forms of Christian service undertaken, and motives for seeking the ministry.

f. If the examination is approved, the presbytery shall receive the Inquirer as a Candidate after the following manner. The moderator shall propose the following questions to the inquirer:

(1) Do you believe yourself to be called by God to the office of Minister of Word and Sacraments?

(2) Do you promise in reliance upon the grace of God to maintain a Christian character and conduct, and to be diligent and faithful in making full preparation for this ministry?

(3) Do you accept the proper supervision of the presbytery in matters that concern your preparation for this ministry?

(4) Do you desire now to be received by this presbytery as a Candidate for the office of Minister of Word and Sacraments in the PCUSA?

g. If these questions are answered in the affirmative, a brief charge shall be given, the Candidate's name shall be recorded on the presbytery's roll of Candidates, and the proceedings shall close with prayer.

Appendix J

Dear Session of Greenview United Presbyterian Church,

May the grace and peace of God be with you.

With gratitude for the open and honest, if sometimes challenging, conversations, the Administrative Commission of Great Rivers Presbytery looks forward to discussing your future ministry. The AC recognizes three possible directions for your Session and congregation. We look forward to discussing each of them with you and praying with you about where God is leading.

The three paths we see include:

- 1) Recognizing the challenges of the past, you wish to work on healing within your congregation. If you discern that this path is how God is leading you, the AC will continue to accompany your Session and the PGR will provide financial resources to support your efforts.
- 2) Deciding that you do not wish to address past challenges and do feel called to remain connected to the Presbyterian Church USA, you may decline the assistance of the AC and resources of the PGR while remaining within the denomination. If you discern that this path speaks to you, it is important to understand that calling a pastor or yoking with another congregation will be informed by your past experiences.
- 3) Choosing a path of disconnection from the PCUSA and becoming an independent congregation or affiliating with another denomination would mean that the AC will work with you through a dissolution process.

We propose meeting to discuss these options (and any others), their implications, and the decision-making process. We suggest then meeting again to discuss your decision and how we can best support your congregation on its faith journey.

Blessings of clarity and faithful vision,

Appendix K

Greenview Administrative Commission Report

Members of the Greenview AC

Chair: Rev. Andrew Sonneborn
Secretary: Rev. Christian Choi
Chaplain: Rev. Susan Phillips
Member: Elder/CLP Sandi Woodard

Abbreviations

AC: Administrative Commission
CLC: Church Leadership Connection (online ministry postings)
CLP: Commissioned Lay Pastor
COM: Committee on Ministry
CRE: Commissioned Ruling Elder (same as CLP)
MWS: Minister of Word and Sacrament
PCUSA: Presbyterian Church (USA)
PGR: Presbytery of Great Rivers
RE: Ruling Elder
TE: Teaching Elder (same as MWS)

Background Information

It came to the attention of COM at its November 19, 2019 meeting¹, through their Session moderator Rev. Adam Quine, that there were significant issues developing within the life of Greenview United Presbyterian Church. It was reported at a later COM meeting by Rev. Adam Quine that several members of the Session, along with the co-clerks and the secretary had all resigned their positions effective immediately or were fired. This left the Session of Greenview United Presbyterian Church below the minimum threshold to function according to their church's By-Laws. This mass departure also indicated that there were significant issues within the life of the congregation that needed to be addressed. It was decided by COM that the most effective way to address these issues was by forming an AC to work directly with the congregation. The COM voted to officially recommend to PGR the creation of an AC for Greenview at its May 19, 2020 meeting.²

¹ COM Meeting Minutes for the November 19, 2019 meeting. Minutes were approved at the December 2019 COM meeting. Accessed March 22, 2021

² COM Meeting Minutes for May 19, 2020. Minutes were approved at the June 30, 2020 COM meeting. Accessed March 22, 2021

At the June 2, 2020 meeting of the Presbytery of Great Rivers, an AC was officially formed to help address identified, systemic issues within the Greenview congregation. The Presbytery empowered and tasked the AC with the following tasks and authority:

1. To assist the Session in discerning its current and future ministry and mission.
2. To “counsel with the session concerning reported difficulties within the congregation”, (G-3.0303d)
3. “Advising the session as to appropriate actions to be taken to resolve the reported difficulties,” (G-3.0303d)
4. “Offering to help as a mediator, and” (G-3.0303d)
5. “Acting to correct the difficulties if requested to do so by the session or if the session is unable or unwilling to do so, following the procedural safeguards of the rules of discipline.” (G-3.0303d)
6. To meet with the congregation as needed to discern matters of disorder and to discern future ministry and mission.
7. If requested or if the commission “determines that the session is unable or unwilling to manage wisely its affairs, the commission is given authority to assume original jurisdiction of session as provided in the Book of Order and following all proper procedures.” (G-3.0303e)
8. To exercise the Presbytery’s authority to approve “congregations desiring to move as well as to divide, dismiss, or dissolve the congregation in consultation with their members;” (G-3.0303b) and to approve a shared ministry agreement with another congregation.
9. To report its work and all actions to the Presbytery for ratification and whenever possible to take items seven and eight to the Presbytery for action.³

Commission Process

Due to the COVID-19 pandemic, the Commission conducted our work together primarily through Zoom and email. We created a “gmail” account for the AC. This allowed us to work collaboratively by being able to access all the emails and documents in one location. Using Zoom allowed us to meet more quickly, while also keeping down the costs of travel.

³ http://www.greatriverspby.org/uploads/2/4/5/6/24561669/06-02-20_assembly_minutes.pdf. Pg. 5. The June 2, 2020 minutes were approved at the August 29, 2020 Presbytery meeting. Accessed March 1, 2021.

At our first meeting, we identified that our first goal as the AC was to help bring the Greenview Session into compliance with their congregation's by-laws. We also elected our officers, which are listed on page 1 of this report. We reviewed the documents submitted to the Presbytery by COM. We agreed that we needed to meet with the current Session members, as well as with people who could provide us with a history of the congregation and the conflict.

Two members of the AC met in person with the Session of Greenview at a neutral location, First Presbyterian Church of Lincoln, IL on July 17, 2020. The other two members of the AC attended the meeting on Zoom. We, the AC, introduced ourselves and explained what our job was going to be. We named the reasons why we were created by the Presbytery. We asked them to name the issues that they see in their congregation and what they need from the Presbytery. The primary issue raised at this meeting was calling a pastor or yoking with another congregation. At that meeting, the Greenview Session presented us with a list of members who volunteered to the Nominating Committee to serve on Session. They also presented us with the name of the person who would serve as a Clerk of Session. This discussion concluded and the Session continued with their regularly scheduled meeting with Rev. Adam Quine moderating. At a special called meeting of the Greenview congregation, moderated by Rev. Adam Quine, all nominations were duly elected to Session and the Clerk was elected by the Session.

Over the next several months, the AC met with various individuals involved with Greenview throughout its recent history. We met with current and former COM ministry partners, the former pastor of the congregation, and one member of our commission met with some former members of the congregation who are now worshipping at the Indian Point Presbyterian Church. All interviews were discussed by the Commission so that we were on the same page, while also maintaining confidentiality.

Once we felt that we had a grasp on Greenview's history and consequences, we decided to meet with the congregation of Greenview in October 2020. A review of this history is included in the "Acknowledgements" section. We requested that the meeting be done on Zoom. This request was initially met with resistance and ridicule by some of the Session members. One member in particular was openly hostile to the idea and stated that she refused to participate in the congregational meeting. The Commission typed up a letter and had the PGR office mail it to the congregation inviting them to meet with the AC. We ended up having 7 members of the congregation attend the meeting with the AC on Zoom.

After this meeting with the congregation, the AC heard nothing from the Session or the congregation for several months. One of the possible reasons for this is listed in the "acknowledgements" section. However, neither did anyone from the congregation reach out to the AC for guidance or clarity. As a Commission, we met in January, 2021, after receiving notice that the current Moderator of the Session, Rev. Adam Quine, wishes to resign as moderator because he will be going on sabbatical in 2021. At this meeting, we

agreed that Rev. Forrest Krummel, the current COM ministry partner for Greenview, would make a good moderator for the Greenview Session.

We met as an AC with Rev. Krummel and Rev. Adam Quine on Zoom to discuss where we are with Greenview and what would be expected of the moderator. Rev. Krummel agreed to serve as the Moderator and COM appointed him as the moderator at the February 2, 2021 meeting⁴. Revs. Krummel and Quine will work with each other on when and how the hand off will occur.

We met in February, 2021 to decide what our next steps are as a commission. We decided that it would be best to type up a report. After finalizing this report, we will present it to the Greenview Session in June, 2021. We also will submit this report to PGR and COM.

Acknowledgments

We believe that an important part in reconciliation between the PGR and the Greenview United Presbyterian Church is acknowledging those things that led us to where we are now. To that end, we, the Greenview AC acknowledge and name that:

1. Both COM and the Session of Greenview United Presbyterian Church did not adequately identify and address the conflict and dysfunction that existed between their CLP and the congregation. This unaddressed conflict led to the dissolution of the relationship between the CLP and the congregation.
2. COM did not provide adequate guidance and assistance to Greenview after the dissolution of the pastoral relationship. In the absence of leadership, there were hostilities between congregation members, as well as between Session member that developed. This inaction referenced in Acknowledgement #1 fostered a growing sense of animosity that has led to explicit hostility with the Presbytery within the Greenview congregation.
3. The Session of Greenview has, for years, not addressed the conflict within its congregation. Several Session members still refuse to acknowledge that conflict exists within their congregation. They also refuse to acknowledge the assistance and help that Presbytery tried to provide through their many COM Ministry Partners.
4. When asked by the AC if any incoming Session members were related to current Session members, we were told no. We subsequently learned that at least three members of the same family currently serve on the Session. Miscommunication and misdirection only serve to further create a culture of conflict within the congregation and between the congregation and PGR. Having several members of one family on Session at one time, while sometimes unavoidable in a smaller, rural congregation, also works to consolidate power within a few people and can lead to further conflict.

⁴ COM Meeting Minutes for February 2, 2021. Minutes were approved at the March 2, 2021 COM meeting. Accessed March 22, 2021

5. There seems to be a lack of communication between the Session and the congregation. Several people connected to the congregation have stated that they were unaware that there is an AC working with Greenview. This lack of communication will only serve to further the conflict within the Greenview congregation, and between the Presbytery and the Greenview congregation.

6. After months of work and discussion, the AC received no word or direction from the Session on which path they wish to pursue except for a single sentence asking if they could yoke with another congregation. There has been no evidence of the work done in addressing the conflict and spiritual issues that need to be addressed by the Session.

7. The chair of the AC acknowledges not sending a promised list of resources in a timely manner to the Session. This lack of communication likely deepened the Session's frustration with the Presbytery.

Commission Recommendations

Given the History and Process, along with the aforementioned Acknowledgements, the Greenview AC makes the following recommendations to PGR's COM for adoption. We firmly believe that the following recommendations should be completed before any decision is made regarding the yoking of Greenview United Presbyterian Church with another congregation or before calling a CLP/MWS to serve in Greenview United Presbyterian Church. COM is strongly encouraged to adopt these recommendations and to enforce these recommendations within the fullest bounds of PCUSA polity.

It is our belief that not following these recommendations will likely cause detrimental harm to the ministry of the Greenview congregation. It will also likely harm any pastor that is called and/or congregation that is yoked with Greenview.

We believe that the most faithful future of the Greenview congregation will grow out of the spiritually necessary work of healing from past conflicts. This spiritual healing work will provide a stronger foundation for a potential yoked or called/commissioned relationship.

To that end, we recommend:

1. That the current moderator of Greenview's Session conduct a comprehensive officer training for current officers, prospective officers, and any members of the congregation who wishes to attend.
2. That the Session of Greenview contract with LeaderWise to conduct conflict mediation; to addressing systemic issues within the congregation; and to begin creating a healthy system for Greenview by providing spiritual healing caused by past and present conflict/trauma.
 - The Greenview Session will communicate to the Greenview AC by July 14, 2021 via email their decision on if they plan to comply with this

- recommendation. If the Session decides not to follow this recommendation, see recommendation #4.
- We recommend that the PGR, through the COM budget or through another appropriate line item, cover up to half of the cost of this recommendation. The remaining balance should be paid for by the Greenview Session.
 - LeaderWise will determine when they feel that Greenview has made significant progress in addressing their conflict to the point that LeaderWise feels that the congregation is ready to move on to Recommendation #3. They will submit this as a report to the Transitions Subcommittee of COM and to the Greenview AC, and from the Transitions Subcommittee to the COM for adoption. A copy will be placed within the file on Greenview in the Presbytery office. The AC will be guided by the recommendations of Leaderwise in proceeding to recommendation #3.
3. That, once the AC has determined that Greenview has sufficiently completed Recommendations #1 and #2, the COM authorize the congregation of Greenview to conduct a Mission Study. It will be the goal of the Mission Study to determine the direction the congregation is wishing to take.
 4. If the Session agrees to follow these recommendations, it is the AC's intention to walk with Greenview until the AC feels that the other recommendations have been met, at which time we will request that the PGR dissolve the Greenview AC. If the Greenview Session expresses unwillingness to work toward these recommendations, then the Greenview AC will request the PGR dissolve the AC and Greenview returns to regular communications through its COM ministry partner for their business/approval.
 5. That, once the AC has determined that steps 1, 2 and 3 have been completed, the COM grant permission to Greenview to begin actively pursuing whatever the results of the Mission Study are, as communicated by Greenview Session through its Clerk of Session.
 6. That the COM develop training for its members in conflict management so that it can better identify and address developing conflicts within the congregations of PGR. This training is clearly lacking.
 - We recommend that PGR work with LeaderWise or a similar agency in developing this training.
 - This training could be adapted, recorded, and made available to pastors and congregations as well.

Clear communication from all parties involved is paramount for the future success of Greenview's ministry and mission.

- Communication flows from:
 - Greenview: Congregation to Session; Session (via the Clerk of Session) to COM (via Ministry partner); Session to congregation
 - COM: COM to ministry partner; Ministry partner to Session (via Clerk of Session); and the Session to the congregation

It is incumbent upon the Session to reach out to the COM for guidance and to provide the COM with guidance on the direction the congregation wishes to take.

It is incumbent upon the COM to respond to their requests in a timely manner, through their appointed ministry partner.

Resources from Greenview AC

We commend to the Greenview Session the following resources as they pursue their work. This list was previously provided to Greenview, with 1 new addition:

1. LeaderWise: www.leaderwise.org
2. Presbytery of Great Rivers Committee on Ministry Manual of Operations: <http://www.greatriverspby.org/manual.html>
3. COM resources: <http://www.greatriverspby.org/com-resources.html>
4. PGR online resources: <http://www.greatriverspby.org/resources.html>
5. The pulpit supply: <http://www.greatriverspby.org/pulpit-supply.html>
6. The Outreach Foundation's Small Church Initiative: <https://www.theoutreachfoundation.org/small-church-initiative>
7. Presbyterian Foundation: <https://www.presbyterianfoundation.org/>
8. The "Equip PC(USA)" Resources for officer training: www.equip.pcusa.org
9. Resources for small churches: <https://pres-outlook.org/2019/06/presbyterian-foundation-reaches-out-to-small-churches/>

Resources from COM

Depending on the results of the Mission Study, the COM should provide the following resources to Greenview:

1. A list of available Commission Ruling Elders/Commissioned Lay Pastors/Stated Supply for Greenview to consider; or
2. Information on congregations that might be willing to yoke with Greenview; or
3. Assist Greenview in completing and then posting an available position on the CLC.

Addendum

1. Greenview AC meeting minutes have been filed with the PGR office.
2. We, the members of the AC, would like to recommend for future AC's that they name a member of their commission to serve as a "chaplain" for the commission. Within our AC, Rev. Susan Phillips served in this capacity. She made space during our meetings for us to name the things that we brought into that meeting with us: our anxieties, stresses, and prayer requests. She would then offer a prayer for us at the end of the meeting. This role was invaluable to our work.
3. We would also recommend that each AC schedule a meeting with LeaderWise near the beginning of their work, and that the Presbytery financially support this recommendation. Our AC met with LeaderWise near the beginning of our work to help us set appropriate boundaries in our work. LeaderWise also offered us a space to process issues that came up, together as a commission. We believe that this work with LeaderWise helped unite our commission and aided us in our work.

Greenview United Church
Presbyterian Church (U.S.A.)



111 S. Blaine P.O. Box 378 Greenview, IL 62642
(Office) 217-968-5596



Email: greenviewunitedchurch@springnet1.com

July 2, 2021

Dear Administrative Commission,

The Greenview United Church Session has decided to decline the assistance of the AC and resources of the PGR while remaining within the denomination.

Blessings of clarity and faithful vision,

A handwritten signature in black ink, appearing to read "Jill Jackson Hoerbert". The signature is fluid and cursive, with the first name "Jill" being particularly prominent.

Jill Jackson Hoerbert, Clerk of Session

Appendix M

Presbytery of Great Rivers

Report of the Administrative Commission for Buffalo Hart Presbyterian Church

At the Great Rivers Assembly meeting of February 13, 2021, the recommendation of the Committee on Ministry was approved to form an Administrative Commission to discern the future ministry and mission of the Buffalo Hart Presbyterian Church in the PCUSA.

From the beginning of our work there has been a clear sense within the commission that its work would be to complete the steps needed to release the Buffalo Hart Presbyterian Church to ECO, A Covenant Order of Evangelical Presbyterians.

On a March 7, 2021, meeting of the Buffalo Hart congregation, a motion was approved to leave PCUSA “when the way is clear.” From other sources the commission has been led to believe that the church had already been accepted into membership by ECO.

The commission met on June 6, 2021, with the Board of Directors. The commission made it clear that the meeting was intended to help bring conclusion to Buffalo Hart’s separation from PCUSA, i.e., that there would be no attempt to dissuade the church from its intention to separate.

We commended Buffalo Hart’s commitment to mission, that comprises approximately 17% of its budget. The board shared a portion of the 2020 budget, which shows a mission commitment of over \$56,000.

The clerk assured the commission that they had had contact with all members of the congregation, all of whom expressed the desire to remain members of BHPC, except for two persons who wish to leave but don’t wish to be transferred to another denomination. We subsequently verified that those two persons do not wish to affiliate with a PCUSA congregation, or wish any further assistance at present.

The church will continue to be the Buffalo Hart Presbyterian Church, as they will continue to affiliate with a Presbyterian denomination.

The commission stated in the June 6 meeting that PCUSA will not pursue information on possible church assets or assert claims on any assets. We would release the lien on their church building and grounds based on completion of the release form, a draft of which was shared. We initiated conversation on the trust clause of PCUSA polity, that we believe compels consideration of some measure of financial compensation to the denomination in response to release of church property held in trust.

Buffalo Hart drafted a separation agreement with no compensation but that does include the church’s mission commitment at a total of \$18,000 spread over several agencies. The commission approved the separation agreement in a meeting held July 21, 2021, pending approval by the congregation, and the congregation approved it in a meeting held July 25, 2021.

The agreement does specify release of all claims by either party, and spells out responsibility for Buffalo Hart to send their church records to the Presbyterian Historical Society in Philadelphia.

We celebrate the many decades of Buffalo Hart's service to its members and community. We have no doubt that its commitment to mission will continue undiminished. We wish the congregation the blessings of service to the risen Christ as it enters a new chapter in its ministry.

The members of the commission are Karen Sams Davis, Joanne Hinds, Mark Merrill, and Gary Terpstra.

Appendix N

Gracious Separation and Dismissal Agreement

This Agreement is dated Aug 19, 2021, by and between The Presbytery of Great Rivers of the Presbyterian Church (U.S.A.), an Illinois not-for-profit corporation, by its Administrative Commission (hereinafter "PGR") and Buffalo Hart United Presbyterian Church, a/k/a/ Buffalo Hart Presbyterian Church, of 7862 Buffalo Hart Road, Williamsville, Illinois (hereinafter "Buffalo Hart"), an Illinois not-for-profit corporation.

Buffalo Hart began the process of being dismissed from the Presbyterian Church (U.S.A.) (hereinafter "PC(USA)") to ECO: A Covenant Order of Evangelical Presbyterians (hereinafter "ECO") at a Meeting of the Corporation on March 7, 2021. The congregation voted in favor of disaffiliating with PGR and PC(USA) with 47 votes in the affirmative, a majority of the membership. No negative votes received. When the application to join ECO was approved, Buffalo Hart held a second Meeting of the Corporation on May 2, 2021 to approve affiliation with ECO. Forty-five affirmative votes were cast, a majority of the membership, with no negative votes received.

Buffalo Hart advised PGR of these actions by letter dated May 20, 2021. Buffalo Hart informed all members of these actions by letter of May 25, 2021, with the opportunity to remain with Buffalo Hart as an ECO congregation, or have a transfer of membership to another PC(USA) congregation.

The parties agree to the following:

- 1. Acceptance by PGR.** PGR, at its next regular assembly meeting, shall be asked to adopt a motion to approve this Agreement and the dismissal of Buffalo Hart to ECO, with its property. This Agreement shall become effective immediately upon an affirmative vote to such motion (the "Effective Date"). PGR shall promptly notify Buffalo Hart, in writing, of the affirmative vote on such motion. In the absence of an affirmative vote, this Agreement shall have no further force or effect.
- 2. Acceptance of Buffalo Hart vote.** PGR shall accept the votes of March 7, 2021 and May 2, 2021 as expressing the desire of Buffalo Hart's congregation to leave PC(USA), and shall not require any further vote by Buffalo Hart's congregation.
- 3. Acknowledgement of Buffalo Hart's departure from PC(USA).** PGR acknowledges, as of the Effective Date of this Agreement, that Buffalo Hart is no longer a congregation of PGR or PC(USA), and is a congregation of ECO, and its continuing members are not members of a PC(USA) congregation.

4. Transfer and/or release of all property and assets to Buffalo Hart, both real and personal. Within 30 days of the Effective Date of this Agreement, Buffalo Hart will pay a total amount of \$18,000, consisting of \$2,000 to PGR for mission, and the following amounts paid directly to the following entities: \$4,000 to the Illinois Presbyterian Home; \$4,000 to Kemmerer Village; \$4,000 to Sangamon County Habitat for Humanity, and \$4,000 to Presbyterian Disaster Assistance. Promptly after the Effective Date of this Agreement, PGR shall deliver to Buffalo Hart a fully executed Quit Claim Deed in the form attached hereto as Exhibit A, and a fully executed Quit Claim Assignment and Bill of Sale in the form attached hereto as Exhibit B. It shall be the responsibility of Buffalo Hart to record the executed Quit Claim Deed and to pay all charges in connection therewith. In the event that the execution of any further document, or the taking of any other action, is necessary or convenient to confirm the transfer and release to Buffalo Hart set forth in this paragraph, the parties agree to cooperate to execute such document or take such action.

5. Use of name. Buffalo Hart may continue to use the names "Buffalo Hart Presbyterian Church" and "Buffalo Hart United Presbyterian Church" for as long as Buffalo Hart remains affiliated with a Presbyterian denomination. Buffalo Hart agrees to discontinue all use of the symbol and logo of PC(USA) on signs, church decorations, paper documents and electronic media used by Buffalo Hart.

6. Mutual general release of claims. Except for the obligations expressly set forth in this Agreement, the parties hereby mutually release and forever discharge the other party and the other party's respective predecessors, successors, assigns, agents, employees, representatives, attorneys, affiliates, and subsidiaries, and any and all past or present officers and/or directors, and any of them, as well as any and all persons and/or entities acting or allegedly acting by, under, through, or in concert with any of them (hereinafter referred to as "Related Parties"), against any and all claims, damages, actions, causes of actions, liabilities, judgments, liens, contracts, agreements, rights, debts, suits, obligations, promises, acts, costs and expenses (including, but not limited to, attorneys' fees), damages, and charges of whatsoever nature, whether known or unknown, suspected or unsuspected, foreseen, or unforeseen, fixed or contingent, wherever filed or prosecuted (hereinafter collectively referred to as "Claims") which Buffalo Hart may now have or claims to have or at any time heretofore had, or claimed to have had, against PGR and/or Related Parties as a result of any acts and/or omissions undertaken, said, stated, or done by PGR and/or Related Parties prior to the effective date hereof, and which PGR may now have, or claims to have, or at any time heretofore had, or claimed to have had, against Buffalo Hart and/or Related Parties as a result of any acts and/or omissions undertaken, said, stated, or done by Buffalo Hart and/or Related Parties prior to the effective date hereof.

7. **Church records.** Within 180 days of the effective date of this Agreement, Buffalo Hart agrees to provide digital copies of available church records to the Presbyterian Historical Society.

8. **Costs and fees.** The parties agree that each party shall bear its own costs and reasonable attorneys' fees. Buffalo Hart agrees to be responsible for any title charges, recording fees, or similar fees related to carrying this Agreement into effect.

9. **Entire Agreement.** This Agreement constitutes the entire agreement between the parties, any oral agreements being merged herein. There are no representations, agreements, arrangements, or understandings, oral or written, between or among the parties relating to the subject matter of this Agreement that are not fully expressed herein.

10. **Waiver.** Any of the terms and conditions of this Agreement may be waived in writing at any time by the party entitled to the benefit thereof.

11. **Amendment.** The terms and conditions of this Agreement may be modified or amended at any time by agreement of the parties. Any such amendment must be in writing, and signed by the party or parties against whom enforcement of the modification or amendment is sought.

12. **Succession.** Subject to the provisions otherwise contained in this Agreement, this Agreement shall inure to the benefit, and be binding upon, the successors and assigns of each of the respective parties hereto.

13. **Authority.** The persons executing this Agreement on behalf of the respective parties hereby represent that they have authority to execute this Agreement on behalf of such party, and to bind such party to the Agreements herein.

(Signature page follows)

Signature Page

PRESBYTERY OF GREAT RIVERS acting by and through
its Administrative Commission

By: _____
Moderator

Rev. Elisha Bailey
Clerk

[Signature]
GRP Administrative Committee/Trustee

BUFFALO HART PRESBYTERIAN CHURCH

By: *Michael Thompson*
Michael Thompson, President, Board of Directors

Ann R. Hughes
Ann R. Hughes, Secretary/Clerk of Session

PRESBYTERY OF GREAT RIVERS acting by and through
its Administrative Commission

By: *Dime Sudington*
Moderator

Clerk

GRP Administrative Committee/Trustee

BUFFALO HART PRESBYTERIAN CHURCH

By: *Michael Thompson*
Michael Thompson, President, Board of Directors

Ann R. Hughes
Ann R. Hughes, Secretary/Clerk of Session

EXHIBIT A

QUIT CLAIM DEED

Return Document To:
Buffalo Hart P.C.
c/o Ann Hughes
7862 Buffalo Hart Road
Williamsville, IL 62693

Please Print using Black Ink

(ABOVE SPACE FOR RECORDING USE ONLY)

The GRANTOR(S) THE PRESBYTERY OF GREAT RIVERS OF THE PRESBYTERIAN CHURCH (U.S.A.) an Illinois Not-For-Profit Corporation
of the City of Peoria County of Peoria in the
State of Illinois, for and consideration of Ten ***** DOLLARS and
other good and valuable considerations in hand paid, CONVEY(S) AND QUIT CLAIM(S) TO GRANTEE(S)
BUFFALO HART UNITED PRESBYTERIAN CHURCH, an Illinois Not-For-Profit Corporation
of the Village of Williamsville County of Sangamon in the State of Illinois
the following described Real Estate situated in the County of Sangamon in the State of Illinois, to wit:

A tract of land lying in and being part of the Northeast Quarter of the Northeast Quarter of Section 20, Township 17 North, Range 3 West of the 3rd PM, Sangamon County, Illinois as follows: Commencing at a found iron pin marking the Northwest corner of said Quarter, Quarter; thence South 00°26'34" East, 196.31 feet to set iron pin; thence South 50°32'56" West, 248.62 feet to a set iron pin on the East top of bank of Buffalo Hart Road, being 40 East of the centerline of said road; thence South 89°34'36" West, 38.53 feet to a point on said West lie; thence North 00°25'24" West 354.51 feet to the point of beginning containing 1.534 acres more or less

(Note: If additional space is needed to complete legal description, attach separate 8 1/2" x 11" sheet)

Exempt under provisions of 35 ILCS 200/, Sec. 31-45,
Para 6 Real Estate Transfer Tax Law.
Date _____ Buyer, Seller or Representative
OR DOCUMENTARY STAMPS

Hereby releasing and waiving all rights under and by virtue of the Homestead Exemption Laws of the State of Illinois, to have and to hold said premises forever.

Permanent Index Number(s) _____

Property Address 7862 Buffalo Hart Road, Williamsville, Illinois 62693

Dated this _____ day of _____, _____.

(Signature)

(Signature)

(Signature)

(Signature)

STATE OF ILLINOIS}
COUNTY OF SANGAMON}

I, the undersigned, a Notary Public in and for said County, in the State aforesaid, DO HEREBY CERTIFY THAT

_____ personally known to me to be the same person(s) whose name(s) is subscribed to the foregoing instrument appeared before me this day in person, and acknowledged that _____ signed, sealed and delivered the said instrument as _____ free and voluntary act, for the uses and purposes herein set forth, including the release and waiver of the right of homestead.

Given under my hand and seal, this _____ day of _____, _____.

(Notary Public)

My commission expires _____, _____.

(SEAL)

Conveyance must contain the name and address of the Grantee for tax billing purposes (Chapter 55-ILCS 5/3-5020), and the name and address of the person preparing the instrument (Chapter 55-ILCS 5/3-5022).

INSTRUMENT PREPARED BY:

NAME Whitman H. Brisky
ADDRESS 1 N. LaSalle St. #600
CITY, STATE, ZIP Chicago, IL 60602

MAIL TAX BILL TO:

NAME Buffalo Hart Presbyterian Church
ADDRESS 7862 Buffalo Hart Road
CITY, STATE, ZIP Williamsville, IL 62693

Deed preparation is a specialized task which may demand legal knowledge or advice.

EXHIBIT B

QUITCLAIM ASSIGNMENT AND BILL OF SALE

Assignor, **THE PRESBYTERY OF GREAT RIVERS OF THE PRESBYTERIAN CHURCH (U.S.A.)**, an Illinois not-for-profit corporation, of the City of Peoria, State of Illinois, in consideration of Ten & 00/100 Dollars (\$10.00), and other good and valuable consideration, receipt whereof is hereby acknowledged, does hereby sell, assign, quitclaim and set over to Assignee **BUFFALO HART UNITED PRESBYTERIAN CHURCH, an Illinois not-for-profit Corporation**, of the Village of Williamsville, all of assignor's right, title, or interest in the following described tangible and intangible property, to-wit:

All church bank accounts, financial assets and intangible assets held in the name of, or owned by, Assignee, and all personal property presently located on the premises commonly known as 7862 Buffalo Hart Road, Williamsville, Illinois 62693, including, but not limited to, furnishings, fixtures and equipment, and the organ.

If this bill of sale is signed by more than one person, all persons so signing shall be jointly and severally bound hereby.

IN WITNESS WHEREOF, Seller has signed and sealed this Bill of Sale this 19 day of August, 2021.

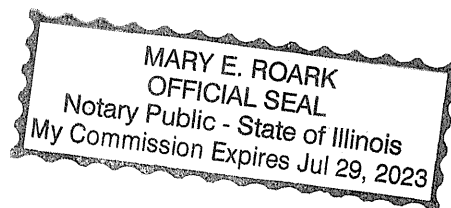
**THE PRESBYTERY OF GREAT RIVERS OF
THE PRESBYTERIAN CHURCH (U.S.A.)**

By: _____

I, the undersigned, a Notary Public in and for said County, in the State aforesaid, CERTIFY THAT Julio Garcia, personally known to me to be the same person, whose name is subscribed to the foregoing instrument, appeared before me this day in person, and acknowledged that he signed, sealed and delivered the instrument as his free and voluntary act, and as the free and voluntary act of the Assignor, for the uses and purposes therein set forth.

Given under my hand and notarial seal this 19 day of August, 2021

Mary E Roark
Notary Public



Appendix P

FIRST READING OF PROPOSED BYLAWS CHANGE FOR A NEW COMMITTEE ON ACCESSIBILITY, REPRESENTATION, AND EQUITY (C.A.R.E.)

MOTION: The Leadership Team teams moves the Presbytery of Great Rivers to amend the bylaws with the following **six changes** that would create a new committee on representation for Great Rivers Presbytery reconfigured as a Committee on Accessibility, Representation, and Equity (C.A.R.E.). *(While this is one motion, the six changes are broken up separately with their own rationales for ease of discussion)*

1. ADD NEW SECTION

[ARTICLE X- COMMITTEES Section 5 Committee on Accessibility, Representation, and Equity

- a. Responsibilities. The Committee on Accessibility, Representation, and Equity shall be responsible for responding to the goals and objectives and related matters which deal with enhancing and strengthening the participation, inclusiveness, and representation of Great Rivers Presbytery as required by the PCUSA Constitution (G-3.0103). In partnership with the committees and teams of the presbytery, the focus of this committee will be to “advise the council regarding the implementation of principles of unity and diversity, to advocate for diversity in leadership, and to consult with the council on the employment of personnel, in accordance with the principles of unity and diversity in F-1.0403.” (G-3.0103)

Specific responsibilities include:

- Assisting the presbytery in identifying barriers to participation and access within the work and life of the presbytery, and empower the committees and teams of Great Rivers with considerations, conversations, resources, and recommendations that expand access to the work and life of presbytery, with attention to how challenges around inequity and exclusion may arise in their work.
 - Leading, arranging, and promoting opportunities around intercultural competence, cultural humility, and capacity-building efforts for our presbytery, focusing on issues such as access, equity, gender issues, disability, language, race, culture, and identity, including a once-a-year mandated training on anti-racism, similar to our yearly required boundary training.
 - Help to identify regional agencies in the community of Great Rivers Presbytery as well as entities within the PC(USA) who are doing justice, advocacy, and equity work that the ministries of Great Rivers should be aware of in their partnering efforts for engaging the community, including but not limited to charity efforts.
 - Regularly assessing the impact, goals, and purpose of its own work, both internally and with periodic assistance from outside of the Presbytery of Great Rivers.
- b. Membership. The Committee on Accessibility, Representation, and Equity elected by the Presbytery Assembly shall consist of 9 members at large. Membership shall be divided into three equal classes and shall be nearly equal representation of Ruling Elders and Ministers of Word and Sacrament, with regular consideration towards equitable participation along gender, ethnicity, and region. The chair shall be nominated by the Presbytery Nominating Committee and elected for a three year term by the Presbytery Assembly at the last stated meeting of the year to begin serving January 1 of the year following election. At the first meeting of the year the Team shall elect from its membership a Vice Chair. No member shall serve more than two

consecutive terms or portions of terms.

- c. Corresponding Members. The Moderator, Moderator-Elect, Lead Presbyter, Stated Clerk, and Treasurer will be corresponding members.
- d. Meetings. Regular meetings of the Committee on Accessibility, Representation, and Equity shall be held at least quarterly. Other meetings may be held on the Committee's own appointment, at the call of the chair or at the call of the Presbytery Assembly
- e. Quorum. The quorum shall be a majority of the respective members.
- f. Staff. The Presbytery may provide staff services, as needed through permanent employed staff, short-term contractual services or by using available personnel with special skills.
- g. Delegation of Duties. The Committee on Accessibility, Representation, and Equity may appoint groups for duration and of a size necessary to carry out its work.]

Rationale for part 1:

The following amendment to the bylaws would put us in compliance with the Book of Order:

G3.0103 Participation and Representation

The councils of the church shall give full expression to the rich diversity of the church's membership and shall provide for full participation and access to representation in decision-making and employment practices (F-1.0403). In fulfilling this commitment councils shall give due consideration to both the gifts and requirements for ministry (G-2.-1-4) and the right of people in congregations and councils to elect their officers (F-3.0106).

Each council shall develop procedures and mechanisms for promoting and reviewing that body's implementation of the church's commitment to inclusiveness and representation. Council's above the session shall establish by their own rule committees on representation to fulfill the following functions: to advise the council regarding the implementation of principles of unity and diversity, to advocate for diversity in leadership, and to consult with the council of employment of personnel, in accordance with the principles of unity and diversity in F-1.0403 A committee on representation should not be merged with another committee or made a subcommittee of another committee.

On August 20, 2020, Leadership Team shared with the assembly that they would be recommending to the assembly a first reading of bylaws to establish a new committee, C.A.R.E. (Committee on Accessibility, Representation, and Equity) to bring us into compliance with our constitutional responsibility to have an independent committee on representation. In that work, our keynote speaker for that meeting was Rev. Molly Casteel from the Office of the General Assembly and Assistant Stated Clerk for Equity and Representation, who shared on "The Value of Accessibility, Representation, and Equity in our Presbytery." As our consultant, she has since assisted us with the specific text and duties of this work and endorses this recommendation.

The duties under the bullet points each respectively focus on the vital work of RESOURCING, CAPACITY-BUILDING, NETWORKING, and SELF-ASSESSING. The duties named are consistent with Item 00-29 "On the Church in This Moment in History" approved by the 224th PCUSA General Assembly (2020) to "Recommend that PC(USA) congregations, mid councils, and all General Assembly entities develop and adopt an antiracism policy in their bylaws by engaging Item 02-137, "On Amending G-3.0106 to Add an Antiracism Policy with Suggested Training for All Members of Each Council." Item 02-137 was deferred to the 225th General Assembly due to the abridged schedule due to the pandemic. Approval of this action will permit us to get a head of the curve of

General Assembly's potential recommendations. This committee would be tasked with further articulating our anti-racism policy in its committee's manual of operations.

Further details, specific procedures, anti-racism policies, anti-racism training requisites, and other processes will be articulated in the committee specific manual of operations, consistent with other committee handbooks and manuals of operations for different committees, which are typically not articulated in the bylaws.

The form, structure, and wording are consistent with much of the rest of the bylaws in how our committees are structured.

Here is a basic timeline of the history of the work of representation in Great Rivers Presbytery, based on written records:

- On **February 27, 2007**, the Assembly granted a request from the Nominating Committee not to form a committee on representation for that year.
- On **January 18, 2012**, the Administration Team determined that constitutional "requirements for a Committee on Representation will be met by having a moderator's review of committee members."
- On **March 6, 2012**, a bylaw change was approved by the assembly to create a Consultation on Representation in which "Each year the Presbytery shall conduct a Moderator's Consultation on Representation prior to the final meeting of the Presbytery. The purpose of the Consultation is to direct the "implementation and review" of the "church's commitment to inclusiveness and representation" as expressed in F-1.043 and G-3.0103 in the Presbyterian Church USA Constitution...The members of the consultation shall be at the invitation of the Moderator and shall include the Chairs of the Nominating Committee, Personnel Committee, Visioning Team, Administration Team, Committee on Ministry, Committee on Preparation for Ministry and between three and six members at large."
- On **March 5, 2013**, a completed consultation was reported, with recommendations for the presbytery for the year 2013 that included recommendations for committees, sessions, and pastors to make the life and work of the presbytery more accessible to all.
- In **2015**, the work of "ensuring fair and effective representation on Presbytery committees and agencies" became included on the job description of the Stated Clerk.
- At the **February 14, 2017** assembly, there was a "Motion, Seconded and Approved to recommend to the Administration Team to discuss a committee on representation."
- On **May 13, 2017**, the Administration Team "discussed a Committee on Representation" and committed to "look further as to how our Presbytery nominates individuals for service."
- On **August 12, 2017**, under new business at the end of the assembly, it was moved and seconded "to form a committee on representation. The motion was defeated."
- On **October 19, 2017** at the Leadership Team meeting, the moderator-elect brought a report from the Mid Council Leaders Gathering about the denomination's evolving understanding of representation beyond simply being a body-counting auditing body of Nominating Committee, and also the denomination's encouragement to explore new approaches. After closer review, the Leadership Team documented its understanding that "it is very clear that this is a mandated committee. We, therefore, need to put this in place." Moving into 2018, the Leadership Team committed to explore what a committee on representation might look like if implemented here, and informal conversations began with those who expressing interest in a new model.

- On **August 19, 2020**, Rev. Molly Casteel from the Office of the General Assembly and Assistant Stated Clerk for Equity and Representation, was invited to be the keynote speaker at our presbytery assembly on “The Value of Accessibility, Representation, and Equity in our Presbytery.” At that same meeting, the Leadership Team announced its goal to bring possible bylaws to the next assembly for consideration.
- Between **September 2020 and August 2021**, Molly Casteel collated samples from across the PCUSA on what a successful committee on presentation could look like, and the Lead Presbyter worked with a small group including the Moderator-Elect and a handful of volunteers (including people who were men, women, and of color) who had expressed interest as early as 2018 to offer feedback about the creation of the committee. In consultation with Molly Casteel, she offered feedback and suggestions on the working draft before it was brought to the Leadership Team.
- On **August 10, 2021**, the Leadership Team reviewed the working draft, strengthened it, and are now bringing it to the assembly.
- **August 24, 2021**: the bylaws will be presented for the first of two readings before bylaws can be changed, if the way be clear.
- **TBD: November 13, 2021**: The bylaws will be presented for a second reading before the new bylaws can be adopted, if the way be clear. (At the earliest), the Nominating Committee may present a slate following that action filling the committee so C.A.R.E. can be functional before 2022.
- **TBD: First Assembly, February 2022** (at the latest): the Nominating Committee will present a slate filling the committee so this committee can be functional for starting 2022.

This action today honors our past commitments towards representation, build on our collective work of those who have gone before us, and would sustainably consolidate this work in one clear, consistent, and central place.

2. AMEND TEXT, ADJUSTING LEADERSHIP TEAM

ARTICLE VII – LEADERSHIP TEAM. Section 2 Membership

(Insert “**Committee on Accessibility, Representation, and Equity**” within members of the Leadership Team

Rationale for Part 2:

The following routinely adds the chair of C.A.R.E. to the Leadership Team, consistent with our structure in which every committee has presence on the Leadership Team.

3. AMEND TEXT, ADJUSTING NOMINATING COMMITTEE

ARTICLE X- COMMITTEES, Section 1 Nominating Committee, b Membership

“The Nominating Committee shall be composed of ~~nine~~ **[ten]** members who shall be nearly equal representation of minister members and ruling elders[, **including one voting representative from the Committee on Accessibility, Representation, and Equity, chosen by C.A.R.E.**]

Rationale for part 3:

*Per recommendation from Molly Casteel as our consultant, it is good to bring in a member of C.A.R.E. into any spaces where leaders are selected to participate in official positions of the presbytery. As an alternative to overlooking the slate **after** much work has already been done by the Nominating Committee, this would change would permit the C.A.R.E. to*

have presence from the beginning of Nominating Committee's deliberations, and will hopefully make relations between the Nominating Committee and our committee on representation more collaborative.

4. AMEND TEXT, ADJUSTING ADMIN

ARTICLE X- COMMITTEES Section 1 Nominating Committee, b. Membership

b. Membership The Nominating Committee shall be composed of nine members who shall be nearly equal representation of minister members and ruling elders. The membership, to include the chair, shall be nominated by the Administration Team in consultation with the Nominating Committee[;] **[a representative from the Committee on Accessibility, Representation, and Equity, chosen by C.A.R.E., shall also serve as a corresponding member for the purpose of nominating the Nominating Committee members.]** [T]he election by the Presbytery Assembly **[will ordinarily take place]** at the last stated meeting of the year to begin serving January 1 of the year following election. At the first meeting of the year the Committee shall elect from its membership a Vice Chair. No member shall serve more than two consecutive terms or portions of terms.

Rational for part 4:

Per recommendation from Molly Casteel as our consultant, it is good to bring in a member of CARE into any spaces where leaders are selected to participate in official positions of the presbytery. Since the Nominating Committee cannot nominate themselves, that duty has been tasked to Administration Team. Having C.A.R.E. present during those deliberations would assist Admin in considerations of representation in the recruitment of new membership to Nominating.

5. INSERT TEXT TO PROPOSED AMENDMENT WITH NUMBER CORRECTIONS, ADJUSTING PERSONNEL*

ARTICLE X- COMMITTEES, Section 6 – PERSONNEL COMMITTEE, Part 3 Corresponding Members

[3. Corresponding Members. A representative from the Committee on Accessibility, Representation, and Equity, will be a corresponding member, chosen by C.A.R.E.]

~~3.~~**[4] Committee Meetings:**

Meetings shall be held monthly and as needed if special circumstances dictate.

~~4.~~**[5] Quorum:**

The quorum shall be a majority of its membership.

~~5.~~**[6] Staff:**

The Presbytery may provide staff services, as needed through permanent employed staff, short-term contractual services or by using available personnel with special skills.

Rationale for part 5:

Rationale: Per recommendation from Molly Casteel as our consultant, it is good to bring in a member of C.A.R.E. into any spaces where leaders are selected to participate in official positions of the presbytery. This change would mean having C.A.R.E.'s voice alongside the responsible creation of job descriptions, the hiring of new staff, and our evaluation process. The renumbering is simple editorial upkeep.

**This part assumes the passage of the first reading of the bylaw change to make Personnel an independent committee.*

6. AMEND TEXT, WITH NUMBERING ADJUSTMENTS

ARTICLE X- COMMITTEES Section-5 [7] Other Committees

Rationale for part 6:

This is basic editorial upkeep.

Appendix Q
Presbytery of Great Rivers
COMPLETE DOCKET
August 24th, 2021

The Mission of the Presbytery:
*“We are called to share Christ’s love
by partnering in service,
uniting in worship,
and risking in ministry”*

To access the meeting, you must pre-register by following the link below (see full instructions for virtual meeting etiquette under papers for this meeting on the presbytery website.

[REGISTER HERE](#)

SHARING CHRIST’S LOVE

Registration (8:30-9:00 am)

CALL TO ORDER

OPENING PRAYER

Acknowledgement of the Native American Heritage of Our Gathering Sites
MWS Elissa Bailey

Welcome and Instructions

Establish the Roll and Corresponding Members

- Establishment of quorum (Motions Guide (MG) 1)
- Introduction and seating of new Teaching Elder commissioners
- Introduction of new Ruling Elder Commissioners
- Seating of Corresponding Members (MG 2)

Approval of the Docket (MG 3)

Motion to Enter All Written Reports into The Permanent Minutes (MG 4)

Omnibus Motion (MG 5)

Lead Presbyter for Transformation Report, Report of CLP Coordinator, Financial Reports, Reports of ACs (Nauvoo, Greenview, and Buffalo Hart) and Task Forces (Finance and Resources and CARE)

Lectio Divina Movement 1

Lead Presbyter for Transformation [Report](#), Ryan Landino

Lectio Divina Movement 2

Treasurer [Report](#)

Motion to approve the 2022 budget (MG 6)

Administration Team Report - Julio Garcia

By-laws change - First Reading - (MG 7)

Committee On Ministry [Report](#) - Kathie Whitson

[Minimum Effective Salary](#) (MG 8)

COM Handbook update (MG 9)

Personnel Committee [Report](#) - Joyce Chamberlin

Celebration of Patti Parrish

Lectio Divina Movement 3

Nominating Committee Report - Julio Garcia

Approval of CPM chair (MG 10)

Approve slate if any

Committee on Preparation for Ministry [Report](#) - Maura McGrath Nagle

Receive Inquirer Samuel La Mere as candidate for the office of Minister of Word and Sacrament (MG 11)

Visioning Team Report - Blake Severson

Administration Commission Reports (MG 12)

Buffalo Hart - Report and Motion to dissolve the AC

Greenview - [Report](#) and Motion to dissolve the AC

Nauvoo - Motion to dissolve the AC.

Lectio Divina Movement 4

Report of the Commissioned Lay Pastor Coordinator - Cheyanna Losey

Task force reports

C.A.R.E. - Chuck Goodman (MG 13)

Finance and Staffing [Report](#) - Joyce Chamberlin

Sharing the Good News

This is a time for joys and announcements to be brought before the assembly.

Sharing Needs

This is a time for needs and prayer concerns to be brought before the assembly.

Prayer of the Day & Lord's Prayer

OFFERING Presbyterian Mission: [Haiti](#) & [Peace & Global Witness](#)

Lectio Movement 5

New Business

This is a time for formal motions to be brought before the assembly.

CHARGE and BLESSING

ADJOURNMENT