



Presbytery of Des Moines

DAVID HAMILTON, STATED CLERK
E-MAIL: DHAMILTON@DMPRESBYTERY.ORG

February 2, 2016

CALL TO THE 503rd STATED MEETING

The Stated Meeting of the Presbytery of Des Moines will be held on Saturday, February 13, 2016 at Ankeny Presbyterian Church in Ankeny, Iowa. Directions and a map are included in this Call packet.

You will need to contact the Presbytery office by **5:00 p.m. on Wednesday, February 10th** to make a reservation for lunch.) If you do not make a reservation, feel free to bring your lunch and join in gathering around meal tables. Beverages will be available. This will be the normal procedure for all Presbytery meetings going forward. Reservations taken prior to our meeting dates will give our host churches a better idea of how many to plan on for lunch.

Please call or email the Presbytery office by noon on Wednesday, February 10th if you will need childcare during the meeting. Please bring a sack lunch for your child.

Registration and coffee fellowship begin at 8:30 a.m. People will be setting up and preparing food up until that time. The Presbytery meeting will convene at 9:30 a.m.

Major items of business to be considered at this meeting include review and approval of an Interim General Presbyter job description prepared by the Interim General Presbyter Search Committee and approval of a Concurrence with an Overture by the Presbytery of San Francisco to the 222nd General Assembly which calls for fossil fuel divestment by the Presbyterian Foundation and Board of Pensions. Our Committee on Preparation for Ministry will be presenting an individual to be approved as a candidate. We will also hear reports from the Budget and Finance Committee, the New Sharon Administrative Commission, the Stewardship and Mission Interpretation Committee and others.

We welcome as our guest preacher, the Rev. Dr. Sam Massey. Sam was Senior Pastor at Des Moines, Westminster from 1995 to 2002 and is now serving as Pastor of First Presbyterian Church in Iowa City. Please give Sam and his wife, Susan, a warm welcome. The offering collected during worship will be used to help support the general mission of the Presbytery.

Please bring the material included in this Call packet and the Minutes of the November 10, 2015 Presbytery meeting with you to the meeting because there will be only a few extra copies available for visitors. You may download and print both of these items on our website at: <http://dmpresbytery.org/resources/stated-meetings>

There will be table space in the registration area for information about special events and a time for announcements immediately following lunch.

A projector and screen, as well as an audio system are available in the sanctuary. If you need any other equipment for a presentation, please call the Presbytery Office so that we can try to make arrangements for you.

Our registration process requires all attendees to register. If you plan to bring visitors who would like to participate in the lunch, please make sure that they call the Presbytery Office by 5:00 p.m. on Wednesday, February 10th to make a reservation. An orientation session will be held for first-time commissioners at 9:00 a.m. Please check at the registration table for the location of this meeting.

In case of bad weather, call the Presbytery office for information about any changes in time, date, or location.

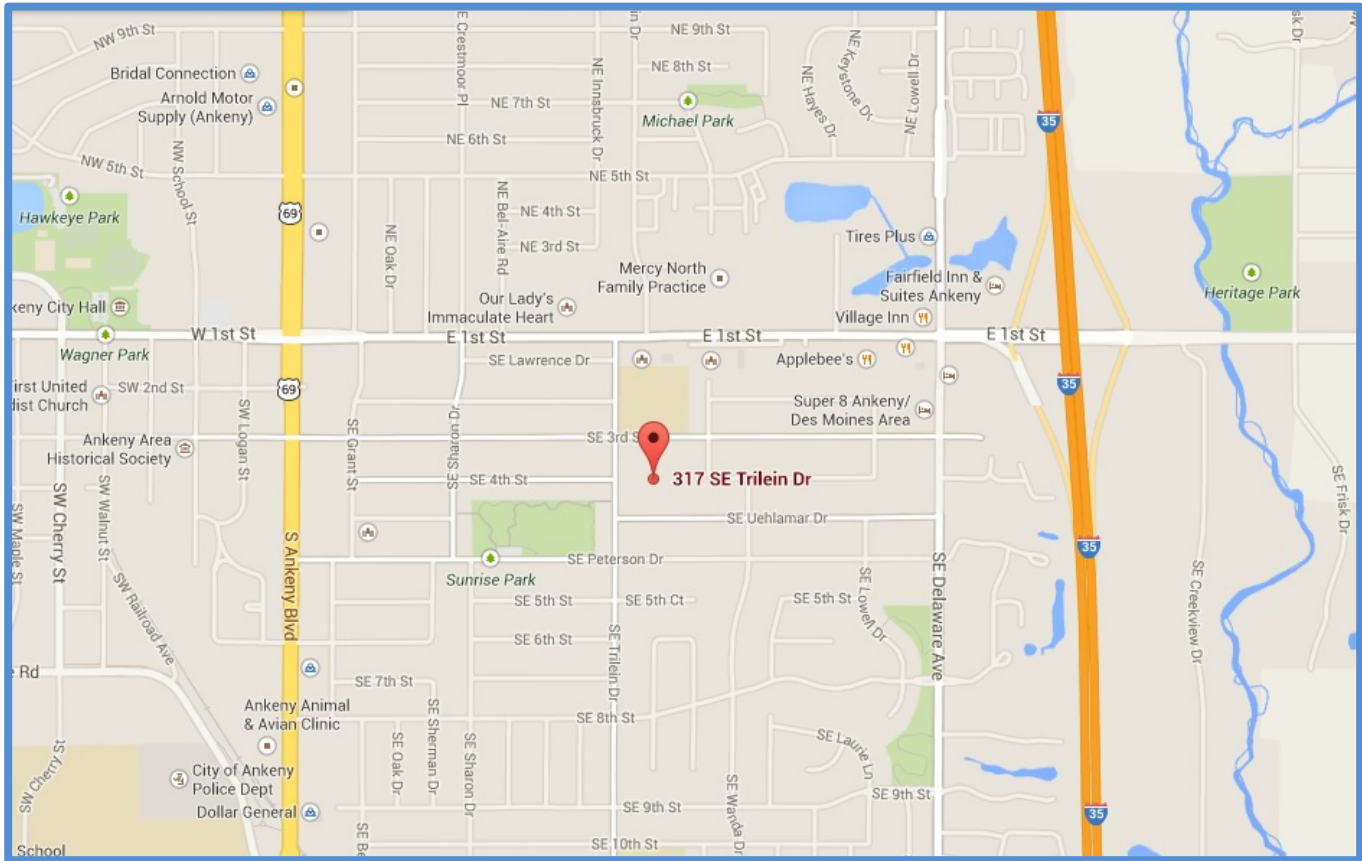
Looking forward to seeing all of you in Ankeny on Saturday, February 13th.



Dave Hamilton
Stated Clerk

For lunch reservations, child care, & audio/visual information – by Wednesday, Feb. 10, 2016
515-276-4991 or bdyer@dmpresbytery.org

Map to Ankeny Presbyterian Church in Ankeny, Iowa:



Driving Directions: Ankeny Presbyterian Church is located at 317 SE Trilein Drive and is on the east side of the street.

- When coming from the **east** on I-80 take exit #137B to merge onto I-35 north to Minneapolis. Take Exit #92 for 1st Street. Turns left off the exit ramp and continue on into Ankeny. Take a left onto SE Trilein Drive and the church will be on the left.
- When coming from the **west** on I-80/I-35, take Exit #137B onto I-35 north to Minneapolis. Take Exit #92 for 1st Street. Turns left off the exit ramp and continue on into Ankeny. Take a left onto SE Trilein Drive and the church will be on the left.

Parking: The church parking lots are on all four sides of the building.

Building Accessibility: The church is totally handicapped accessible.

Entrance: There are entrances into the building on both the east and west sides of the building from the parking lots.

GUIDELINES FOR PARTICIPATION IN PRESBYTERY MEETINGS

Meetings of our Presbytery are always special because it is a time for the Presbytery family to gather for conversations, business and fellowship. Many different people come to a Presbytery meeting for many different reasons.

When our Presbytery meets, we welcome and encourage participation. There are times, however, that participation is limited. Those times are ordinarily when our Presbytery is conducting its formal business. Because our Presbyterian structure calls for elected Commissioners to determine direction and act on business, only those who are elected Commissioners or are members of our Presbytery are allowed to participate in discussions or voting. Visitors and guests become observers of the process at that time.

At other times in our meetings, each person present is invited to participate in dialogues, conversations, or other activities. Such times include worship, special thematic presentations and small group discussions.

If you are not sure when you may participate in what is happening in the meeting, please talk to the Moderator or Stated Clerk individually.

PARLIAMENTARY PROCEDURES AT-A-GLANCE

TO DO THIS	YOU SAY THIS:	MAY YOU INTERRUPT SPEAKER?	MUST YOU BE SECONDED?	IS THE MOTION DEBATABLE?	IS THE MOTION AMENDABLE?	WHAT VOTE IS REQUIRED?
Adjourn the meeting	"I move that we adjourn."	May not interrupt speaker	Must be seconded	Not debatable	Not amendable	Majority vote required
Recess the meeting	"I move that we recess until..."	May not interrupt speaker	Must be seconded	Not debatable	Amendable	Majority vote required
Complain about noise, room temp, etc.	"Point of privilege."	May interrupt speaker	No second needed	Not debatable	Not amendable	No vote required ³
Suspend further consideration of something	"I move we table it."	May not interrupt speaker	Must be seconded	Not Debatable	Not amendable	Majority vote required
End debate	"I move the previous question."	May not interrupt speaker	Must be seconded	Not Debatable	Not amendable	Two-thirds vote required
Postpone consideration of something	"I move we postpone this matter until..."	May not interrupt speaker	Must be seconded	Debatable	Amendable	Majority vote required
Have something studied further	"I move we refer this matter to a committee."	May not interrupt speaker	Must be seconded	Debatable	Amendable	Majority vote required
Amend a motion	"I move that this motion be amended by..."	May not interrupt speaker	Must be seconded	Debatable	Amendable	Majority vote required
Introduce business (a primary motion)	"I move that..."	May not interrupt speaker	Must be seconded	Debatable	Amendable	Majority vote required
¹ The motions or points above are listed in established order or precedence. When any one of them is pending, you may not introduce another that is listed below it. But you may introduce another that is listed above it. ² In this case, any resulting motion is debatable. ³ Chair decides						
Object to procedure or to a personal affront	"Point of order."	May interrupt speaker	No second needed	Not debatable	Not amendable	No vote required, chair decides
Request information	"Point of information."	If urgent, may interrupt speaker	No second needed	Not debatable	Not amendable	No vote required
Ask for a vote by actual count to verify a voice vote	"I call for a division."	May not interrupt speaker ²	No second needed	Not debatable	Not amendable	No vote required unless someone objects ³
Object to considering some undiplomatic or improper matter	"I object to consideration of this question."	May interrupt speaker	No second needed	Not debatable	Not amendable	Two-thirds vote required
Take up a matter previously tabled	"I move we take from the table..."	May not interrupt speaker	Must be seconded	Not debatable	Not amendable	Majority vote required
Reconsider something already disposed of	"I move we now (or later) reconsider our action relative to..."	May interrupt speaker	Must be seconded	Debatable if original motion is debatable	Not amendable	Majority vote required
Consider something out of its scheduled order	"I move we suspend the rules and consider..."	May not interrupt speaker	Must be seconded	Not debatable	Not amendable	Two-thirds vote required
Vote on a ruling by the chair	"I appeal the chair's decision."	May interrupt speaker	Must be seconded	Debatable	Not amendable	Majority vote required
¹ The motion, points, and proposals listed above have no established order of precedence. Any of them may be introduced at any time – except when the meeting is considering one of the top three matters listed in the above chart (motion to adjourn, motion to recess, point of privilege). ² But division must be called for before another motion is stated. ³ Then majority vote is required.						

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PROPOSED DOCKET**February 13, 2016**

8:30 a.m.	Registration Begins Fellowship and Refreshments	
9:30	Open Meeting Approve Docket Appoint Parliamentarian Appoint Recording Clerk Approve Excused Absences Seat Corresponding Members Introduce First-Timers and Guests Approve Consent Agenda	Maurice Dyer
9:40	Welcome by Ankeny Presbyterian Church	Eric Pasanchin
9:45	Worship	Worship Task Group
10:45	K – Compassion, Peace and Justice Task Force Report	Meghan Davis
11:15	E-1 – Bills and Overtures Report	Ted Coppock
11:30	H-1 – Interim General Presbyter Search Committee Report	Jan Scott
12:00 p.m.	Lunch	
1:00	Announcements	
1:10	A – Moderators Task Force Report	David Endriss
1:20	A-1 – Church Professional Task Force Report	Mary Lou Aspengren
1:30	A-2 – Congregational Reconciliation Task Force Report	Lola Peters
1:35	A-4 – Congregational Transition Task Force Report	Joyce Rash
1:40	C – Committee on Preparation for Ministry Report	Kathryn Roblee
1:55	D – Budget and Finance Committee Report	Sarai Schnucker Rice
2:10	E – Leadership Council Report	Shamaine Chambers King
2:15	F – Nominating Committee Report	Ann Polito
2:25	O – New Sharon Administrative Commission Report	Mickey Van Baale

2:40	V – CROSS Ministries Report	Roberta Victor
2:55	S – Stewardship and Mission Interpretation Report	Ken Rummer
3:05	B – Cottage Grove Presbyterian Mission Center Covenant Council Report	Louise Gately
3:10	I – Stated Clerk Report	Dave Hamilton
3:20	Other Business	
3:30	Adjournment and Benediction	

CONSENT AGENDA

February 13, 2016

Approve Minutes of the following meetings as distributed:

Stated Meetings

- November 10, 2015
- August 15, 2015
- June 6, 2015

Special Called Meeting

- July 18, 2015

Receive written reports from:

- A-3 – Congregational Health Task Force
- V – CROSS Ministries Annual Report (to be distributed at the meeting)
- A-2 – Congregational Reconciliation Task Force
- B – Cottage Grove Presbyterian Mission Center Covenant Council
- R – Presbyterian Women of the Presbytery
- E – Leadership Council
- I – Former Stated Clerk

A-1 – CHURCH PROFESSIONAL TASK FORCE REPORT

February 13, 2016

The Task Force will be recognizing TE Joan White in her retirement as of August 31, 2015 from the First Presbyterian Church of Perry, IA.

Respectfully Submitted,
Mary Lou Aspengren, moderator

A-2 – CONGREGATIONAL RECONCILIATION TASK FORCE REPORT

February 13, 2016

The CRTF has been meeting monthly since January of 2015. We have received a total of five referrals and have completed working with four churches, and are currently working with one church.

Lola Peters attends the MOM meetings (meeting of all task force moderators) as a way of communicating and coordinating with them. As CRTF members, we are discussing ways we can better communicate with members of the other task forces who are also working with our referral churches.

We are also exploring what additional services we can offer to help referral churches better function in ways that may prevent future conflicts. Craig Palmer will be doing Personnel Committee training for one of our referral churches. We are looking at other things we can do for prevention, and to enable and empower church leaders in the area of conflict.

CRTF members are:

RE Midge Slater (Des Moines, First)
RE Joanne Page (Des Moines, Union Park)
RE Mickey VanBaale (Newton, First)
TE Sarai Schnucker Rice (At-large)
RE John Sprole (West Des Moines, Covenant)
TE Craig Palmer (At-large)
TE Jane Martinez (Ottumwa, East End & Westminster)
RE Lola Peters, moderator (Ankeny)
rlp405@msn.com
515-249-9182

Respectfully Submitted,
Lola Peters, moderator

A-3 -CONGREGATIONAL HEALTH TASK FORCE REPORT

February 13, 2016

*Working to affirm and support the health of our congregations
and to strengthen their mission in serving our Lord.*

The Health Task Force:

- Is *Permanent* liaisons assigned to each congregation
- Assembles resources for the churches to promote ministry health
- Is building trust in our connectional system
- Refers when needed to other task forces or other presbytery groups
- Conducts biennial visits
- Ensures regular contacts and communication
- Coordinates special fund requests

Your Congregational Health Task Force is:

TE Pat Summers (HR)
 RE Polk Davison (Des Moines, Westminster)
 TE Lynn Williams ((HR)
 RE Marcia McAdoo (Ankeny)
 RE Susan Stroope (Des Moines, Central)
 TE Jan Scott (West Des Moines, Covenant)
 TE Adam Smith (Dallas Center, First)
 TE Marcy Campbell (At-large)

Request from Congregational Health Task Force:

We are looking for:

- a) Two elders (teaching and/or ruling) from two congregations to join a *support group* for **First Presbyterian Arabic Worshipping Community of Des Moines**. The group will be comprised of five members, with three coming from the Sudanese community and two coming from the presbytery and will help guide them in their organization as a Presbyterian church. This support group will serve only as an advisory source for our newest congregation to ensure their healthy start and long-term viability. CRE Ekram Kachu will participate as ex officio.
- b) **Names of individuals who would be interested in serving as mentors** to new CREs and pastors in the presbytery to help welcome and encourage newly installed leadership. A list of volunteer mentors will be assembled and you would be contacted at the appropriate time for extending the friendship of service in our presbytery to a new person. This request is coming from *Congregational Health and Transition Task Forces* as a means to strengthen ministry leadership.

Contact TE Dave Endriss, Moderator of Task Force Moderators or any member of the Congregational Health Task Force with your interest in above requests.

Respectfully Submitted,
 Jan Scott, moderator

A-4 -CONGREGATIONAL TRANSITION TASK FORCE REPORT**February 13, 2016**

A-4-A-55 Gave permission for TE Holly Smith to transfer her membership to the New Covenant Presbytery

A-4-A-56 Approved the contract for CRE Bob Waldron and the First Presbyterian Church of Earlham:

The following contract between the session of First Presbyterian Church of Earlham and CRE Robert Waldron is for the purpose of providing pastoral services as Pastor to the Church for a period of 12 months (not to exceed 14 months). The contract is to begin on January 24, 2016.

Duties:

The pastor will be responsible to:

- Moderate the session and congregational meetings
- Serve as Head of Staff
- Lead worship and preach at regular Sunday services
- Call on sick and home bound
- Provide administrative leadership
- Officiate at weddings and funerals
- Lead new member classes
- Work with committee chairs
- Pray for the church

The congregation and session will be responsible to:

- Support the pastor in his/her ministry
- Provide regular financial compensation according to the terms outlined below
- Provide a performance review to the pastor at least annually
- Pray for the pastor during this contract period
- Negotiate goals for the contract period

This agreement may be terminated by either party (session or pastor) upon 30-days-written notice. This agreement may be extended in one- to 12-month periods, upon written notice to, and the approval of the presbytery. It is understood that the pastor will participate in any training/discussion sponsored and/or requested by presbytery and will participate in an exit interview conducted by the presbytery.

Terms:

The pastor is employed on a part-time basis, serving approximately 20-25 hours per week, and will be compensated as follows:

Effective salary:

Cash salary	\$19,400.00 annually
Automobile expense -	included in cash salary listed above

Continuing Education	\$1500.00 and two weeks paid
Total	\$20,900.00
Paid vacation	5 weeks annually

A-4-R-5 VOTED to recommend Presbytery approve commissioning RE Melanie Halferty to serve United Presbyterian Church of Allerton as a Commissioned Ruling Elder authorized to moderate the session, to administer the Sacraments, and to officiate at marriages for a term of three years beginning February, 2016. The task force appointed TE Tim Maxa to serve as Melanie’s mentor.

A-4-A-57 Approved RE Melanie Halferty to form an installation commission so she can be commissioned to serve the church in Allerton.

A-4-A-58 The following agreement between the Session of United Presbyterian Church of Allerton and RE Melanie Halferty is for providing pastoral services beginning February, 2016 through January, 2017.

Expectations of Temporary Supply:

1. Will serve as moderator of Session and will co-moderate with Sharon Falck.
2. Will serve as worship leader on Sunday mornings.
3. Will officiate at weddings, funerals and administer Sacraments as agreed with the Session and Presbytery approval.
4. Will do pastoral calling on the sick, shut-ins and grieving members, plus others with special needs.
5. Will work with the Session to plan and guide the church’s life.
6. Will attend Presbytery meetings.
7. Will consult with church groups to help them carry out their tasks.

Expectations of the Session:

1. Will provide support for the pastor in her ministry.
2. Will provide regular financial compensation according to the terms outlined below.
3. Will provide a performance review to the pastor at least annually.
4. Will work with the pastor to negotiate goals for the contract period.

Expectations of the Congregation:

1. Will pray for the pastor.
2. Will provide spiritual support as members of the family of Christ.

Expectations of the Presbytery:

1. Will provide support and consultation through Presbytery staff and the Presbytery Congregational Task Force.
2. Will support the Temporary Supply through the resources of the Presbytery Committees.

Financial Provisions:

Salary based on 20 hours per week	\$22,500.00
Continuing education	2 weeks (including Sundays) \$1500.00
Automobile expense	\$.54 per mile - vouchered

Additional provisions: 6 weeks' vacation

The temporary supply will provide at least two weeks' notice of continuing education or vacation time. During the length of this agreement, the pastor will be accountable to the presbytery. It is understood by all parties that the pastor under contract may not be considered for the installed pastor position in this congregation. This agreement may be terminated by either party (session or pastor) upon 30 days' written notice.

Respectfully Submitted,
Joyce Rash, moderator

B – COTTAGE GROVE PRESBYTERIAN MISSION CENTER COVENANT COUNCIL REPORT

February 13, 2016

The Cottage Grove Presbyterian Mission (CGPMC) has moved into the New Year with a 2016 budget approved by Presbytery. This financial support is giving the Center the ability to maintain and improve the operations of the building while exploring the options and opportunities for the Center moving forward. Below are highlights of what's "new" at the Center.

New Mission Activities:

Sudanese Tutoring/ESL Program with Drake University

The Sudanese community, led by CRE Ekram Kachu, is beginning a tutoring/ESL program with Drake University which will be piloted this winter/spring term. If it is successful, this will be expanded in the next academic year and held during both the fall and winter/spring semesters.

Approximately 30 Sudanese students, grades K-8 will be involved in the tutoring program Tuesday and Thursday evenings, 5-7 pm, where they will have help with their homework and improve their reading skills. While the children are in tutoring, their mothers will have the opportunity to participate in an English Conversation Group which will improve their English speaking skills as well as learn/share information about various subjects.

Building Improvements:

- ***New insurance with Grinnell Mutual***
The Cottage Grove building recently passed inspection with its new carrier, Grinnell Mutual. Leading up to the inspection in January, all the broken windows were repaired throughout the first and second floors and minor repairs were done to the ceiling in specific areas.
- ***A "New" and Improved Fellowship Hall (Newly named the "Community Center")***
Fellowship Hall received an extensive face-lift. The ceiling, which was falling down in several places, was completely re-done and the entire Hall was painted. This expansive room is now brighter, cleaner and inviting to groups who use the space, especially the Sudanese and CROSS Ministries with the families who come each year for the backpack giveaway.
- ***Exterior Lighting:***
We are now the happy recipients of two, new outdoor security lights at Cottage Grove, courtesy of Mid-American Energy. We feel this should give a great deal of improved lighting for safety and security - especially since we have activities that happen in evening and nighttime hours.
- ***More efficient heating system***
The annual boiler inspection went great, thanks to the diligence of our Building Manager, Dan Mowry. We even got complimented on the improvements since last year. This is no small feat as the heating system is complex and had not met State compliance standards until last year.

- ***Newly Painted Office and Conference Room:***
We have a painting committee now and perhaps more to come. In January, this enthusiastic group of volunteers with some "professional painting experience" gave a new coat of paint to the main office and adjourning conference room. More painting projects may be yet to come!
- ***New flooring for main entrance off parking lot***
A much needed and anticipated facelift for the main entrance off the parking lot is in the works and is scheduled to be completed in February. It will help make the entire building more welcoming and inviting to everyone who comes thru its doors.

Respectfully Submitted,
Ginny Hancock, moderator

D – BUDGET AND FINANCE COMMITTEE REPORT**Presbytery of Des Moines****2015 Income Report
4th Quarter - as of December 31, 2015**

	2015 Budget	2015 Actual
Income		
Total Per Capita (@ \$40.00)	\$273,360.00	\$272,200.89
Past Year's Per Capita	\$0.00	\$0.00
Presbytery General Mission	\$84,345.73	\$84,759.53
Synod Support Staff Salaries	\$23,000.00	\$22,500.00
Hunger Action Enabler Income	\$3,000.00	\$3,000.00
Montezuma Funds	\$23,223.95	\$23,238.29
Knox United Funds – Contract Income	\$125,071.48	\$125,717.23
Camping Interest Available	\$10,000.00	\$0.00
Interest Income	\$150.00	\$241.32
Miscellaneous Income	\$1,000.00	\$900.94
Total Income	\$543,151.16	\$532,558.20
2015 Expenses		
	\$543,151.16	\$532,558.20
Surplus(Deficit)	\$0.00	(\$0.00)

D – BUDGET AND FINANCE COMMITTEE REPORT continued...**Presbytery of Des Moines****2015 Expense Report
4th Quarter - as of December 31, 2015**

	2015 Budget	2015 Actual
Governance Expense		
Committee on Preparation for Ministry	\$500.00	\$450.00
Stewardship & Mission Interpretation Committee	\$500.00	\$347.02
Permanent Judicial Commission	\$500.00	\$0.00
Committee of Representation	\$50.00	\$0.00
Budget & Finance Committee	\$0.00	\$0.00
Nominating Committee	\$100.00	\$0.00
Personnel Committee	\$100.00	\$167.50
Sexual Misconduct Response Team	\$50.00	\$0.00
General Assembly Per Capita	\$52,735.13	\$52,735.13
Synod Per Capita	\$38,786.80	\$38,786.80
Subtotal	\$93,321.93	\$92,486.45
Administrative Expense		
Moderator Expense/Task Groups	\$150.00	\$0.00
Administrative Commissions	\$300.00	\$0.00
Presbytery Meetings	\$300.00	(\$166.30)
Commissioner Orientation	\$0.00	\$0.00
Stated Clerk Expense	\$50.00	\$125.00
Insurance	\$6,000.00	\$3,831.32
Legal fees	\$500.00	\$0.00
Subtotal	\$7,300.00	\$3,790.02
Extension of Ministries		
Compassion Peace & Justice Task Force	\$5,000.00	\$5,225.00
Hunger Action Enabler Travel & Con Ed	\$1,500.00	\$774.52
Broken Bread & Postage	\$500.00	\$420.63
Cross Ministries	\$50,000.00	\$50,000.40
Older Adult Ministries Task Force	\$1,500.00	\$604.74
Camping	\$4,200.00	\$4,200.00
Youth	\$800.00	\$580.37
Resources	\$500.00	(\$470.09)
Subtotal	\$64,000.00	\$61,335.57
Extension of Ministries - Cottage Grove Presbyterian Mission Center		
Operating Expense		
Telephone	\$1,200.00	\$2,212.15
Office	\$1,500.00	\$2,987.64
Utilities	\$12,000.00	\$14,367.78
Snow Removal	\$1,000.00	\$522.00
Insurance	\$8,400.00	\$7,433.00
Maintenance	\$2,400.00	\$7,053.52
Cleaning Supplies	\$2,400.00	\$2,875.54
Repairs (major/immediate)	\$25,000.00	\$7,622.93
Personnel Expense		
Secretary Reimburse		\$4,729.59
Custodian	\$7,800.00	\$12,480.25
FICA	\$596.70	\$954.74
Subtotal	\$62,296.70	\$63,239.14

	2015 Budget	2015 Actual
Support of Local Ministries		
Moderators Task Force	\$500.00	\$67.50
Church Professional Task Force	\$1,750.00	\$1,779.67
Congregational Health Task Force	\$1,000.00	\$712.34
Congregational Transition Task Force	\$750.00	\$906.74
Congregational Reconciliation Task Force	\$1,000.00	\$975.80
Presbytery Pastors	\$300.00	\$42.27
Regional Partnerships		
Southwest	\$3,000.00	\$3,500.00
DM Two Rivers	\$4,700.00	\$3,311.52
Leadership Council	\$700.00	\$743.64
Worship Task Group	\$100.00	\$0.00
Bills & Overtures	\$50.00	\$0.00
Emergency Contingency	\$500.00	\$0.00
Subtotal	\$14,350.00	\$12,039.48
Office Expense		
Condo dues	\$2,700.00	\$2,700.00
Rent-copier lease	\$5,000.00	\$6,288.91
Office supplies	\$4,000.00	\$4,581.04
Postage	\$2,000.00	\$1,955.38
Telephone & Internet	\$6,000.00	\$3,174.31
Utilities	\$2,000.00	\$1,424.68
Janitorial Services	\$4,000.00	\$3,382.15
New Equipment	\$3,000.00	\$3,786.79
Equipment Maintenance/Tech Services	\$3,000.00	\$4,095.00
Books & Subscriptions	\$250.00	\$167.85
Office Travel	\$1,000.00	\$441.59
Audit	\$7,600.00	\$8,022.31
Church & Staff Appreciation	\$300.00	\$316.57
Subtotal	\$40,850.00	\$40,336.58
Personnel		
General Presbyter Salary	\$76,941.66	\$76,941.12
General Presbyter Benefits	\$27,919.32	\$28,083.48
General Presbyter Prof Expense	\$600.00	\$0.00
General Presbyter Con Ed	\$1,500.00	\$575.00
General Presbyter Travel	\$10,000.00	\$11,416.71
Office Manager Salary	\$40,039.08	\$40,039.20
Office Manager Benefits	\$15,584.64	\$15,584.64
Office Manager Con Ed	\$750.00	\$100.00
Office Manager FICA	\$3,062.99	\$2,966.08
Hunger Action Enabler Salary	\$7,650.00	\$7,650.00
Hunger Action Enabler Benefits	\$10,258.44	\$7,716.00
Hunger Action Enabler FICA	\$585.23	\$585.23
Sudanese Ministry RP Salary	\$24,003.66	\$24,003.12
Sudanese Ministry RP Benefits	\$13,660.32	\$13,660.32
Sudanese Ministry RP Con Ed	\$1,500.00	\$1,500.00
Sudanese Ministry RP Expenses	\$3,000.00	\$4,301.72
Mission Co-Worker Benefits	\$15,412.56	\$15,412.56
Communications Coordinator Salary	\$7,956.00	\$8,364.00
Communications FICA	\$608.63	\$431.78
Subtotal	\$261,032.53	\$259,330.96
Total Expenses	\$543,151.16	\$532,558.20

D – BUDGET AND FINANCE COMMITTEE REPORT continued...**Presbytery of Des Moines****Restricted Funds
4th Quarter - as of December 31, 2015****New Covenant Funds**

McCahon Fund	<i>Annual Income to be used for grants for small churches (under 150) for one-time needs. Unused income to be reinvested each year in the trust.</i>	\$49,020.99
Swan Fund	<i>Interest earnings to be used for seminary students' assistance.</i>	\$27,708.03
Albia/Pitzer Fund	<i>To be used for the assistance of small churches in the Presbytery.</i>	\$21,808.73
Knox Knolls-Camping Fund	<i>3/4 of interest to be used for camping program. 1/4 of interest to be used for Presbytery causes.</i>	\$248,809.58
Walther Fund	<i>To be used for scholarship aid for physically or mentally-challenged youth and/or children in need.</i>	\$25,171.85
Colfax Fund	<i>To be used for church development with interest to be placed in Colfax Fund Money Market.</i>	\$21,537.45

Total of Funds**\$394,056.63****First American Bank**

Pastor Emergency Fund	<i>Funds to be used for short-term loans for pastors.</i>	\$4,852.43
Colfax Fund Money Market	<i>Funds to be used for church development.</i>	\$3,189.04
Easter Lake Money Market	<i>Income from Color My World Childcare Center & Expense to maintain the property & building.</i>	\$42,987.42
Easter Lake Mortgage Money Market	<i>Funds from which monthly mortgage is paid.</i>	\$30,638.75
Easter Lake/Color My World Money Market	<i>Deposit paid when CMW began relationship with church.</i>	\$6,501.38
Montezuma Money Market	<i>Funds from settlement with church.</i>	\$23,238.29
Cottage Grove Mission Center Money Market	<i>Funds for Cottage Grove Presbyterian Center - above and beyond the approved budget</i>	\$71,994.05

Total of Accounts**\$183,401.36**

E – LEADERSHIP COUNCIL REPORT

February 13, 2016

The Council VOTED to accept the resignation of TE David Kincaide as Moderator of the Nominating Committee. This is due to David's election as Vice-Moderator of the Presbytery.

It was VOTED to elect TE Shamaine Chambers King as Moderator of Leadership Council.

It was VOTED to elect RE Maurice Dyer as Vice-Moderator of Leadership Council.

It was VOTED to elect RE Ann Polito as Moderator of Nominating Committee.

Respectfully Submitted,
Shamaine Chambers King, moderator

H-1 – INTERIM GENERAL PRESBYTER SEARCH COMMITTEE

February 13, 2016

Proposed Position Description

Title: Part-Time Interim General Presbyter

Purpose: The purpose of the position is to be a facilitator in guiding the presbytery so that all voices will be heard in discovering its mission and in helping the presbytery identify the organizational and staffing structures necessary to execute that mission. Further, the individual will guide the presbytery through changes to its mission, organization and staffing.

Accountability: The Interim General Presbyter Is called by the Presbytery of Des Moines, after consultation with the Synod of Lakes and Prairies, to serve the presbytery, its congregations and pastors and is accountable to the presbytery through its personnel committee.

Qualifications: The individual will be....

- Committed to serving Jesus Christ who head of the Church (universal), understanding the Church's mission is in joyful participation in Christ's ongoing life and work. (F-1.0201)
- Ordained as Ruling Elder or Teaching Elder in the Presbyterian Church (USA) or in a denomination in full communion with PCUSA and is knowledgeable of PCUSA and its organization and governance.
- Experienced in formulating discernment strategies in organizational self evaluation and in identifying organizational goals and objectives.
- Able to work well with laity and clergy in building trust and in meeting the challenges and opportunities of the diverse ministry expression of the presbytery. These include urban, suburban, town, rural and immigrant settings.
- Possessing strong strategic, organizational, financial and discernment skills.
- Trained or experienced with conflict management and conflict resolution.
- Able to demonstrate successful administrative work.
- Pastorally sensitive with strong relational skills toward clergy, elders and congregations, serving all with energy, imagination and love.
- Able to model quality two-way communication and will promote clarity and transparency within the presbytery.
- Possessing excellent verbal and written communication skills and has working knowledge of computing and electronic communication technologies.

Responsibilities: The individual will...

- Work collaboratively with councils, boards, committees, commissions and task forces of the presbytery in building relationships.
- Serve as head of staff, guiding the staff in effectively accomplishing the work of the presbytery and creating positive working relationships between the presbytery and its staff.
- Help develop and implement a working budget of the presbytery.

- Help the presbytery through strategic activities in discerning its mission. This may include but is not limited to evaluating its culture, challenges and opportunities as a diverse witness of the church of Jesus Christ and serve as an advocate for the presbytery’s mission-relevant ideas and opportunities.
- Practice discernment and relational building with congregations and pastors.
- Work with the presbytery, participate and contribute to a review of presbytery policies and procedures in order to more accurately reflect its mission, helping the presbytery identify indicators of risk and ways of reducing inefficiencies.
- Serve as a liaison in discussions and events with other presbyteries, the Synod of Lakes and Prairies and the General Assembly and willing to travel related to those discussions.
- Work in a collaborative and professional way with the Stated Clerk.
- Serve as the representative of the Presbytery of Des Moines to other ecumenical bodies.

Evaluation:

- 60 day probation with review by the Personnel Committee who reports to the presbytery.
- One-year review from anniversary date.
- Annual review if continued beyond one year.

Terms:

- Exempt, part-time salaried at 33 hours per week.
- 30-day notification of termination either by presbytery or interim general presbyter
- Works at-will of the presbytery.
- Dissolution by majority vote of the presbytery.
- Terms conform with presbytery’s Manual of Operations relating to employment.

Compensation:

Cash Salary:	\$50,000.00
Benefits:	\$17,500.00 (individual)/\$18,250.00 (family)
Travel:	\$6,600.00
Continuing Education:	\$1,500.00
Professional Expense:	\$400.00
Total Call Package:	\$76,000.00 (individual)/\$76,750.00 (family)

Affirmative Action/Equal Employment Opportunity Statement:

It is the policy of the Presbytery of Des Moines not to discriminate against any employee or any applicant for employment because of age, race, religion, color, handicap, gender, physical condition, developmental disability, sexual orientation or national origin and to conform to its By-Laws and Manual of Operations.

I – STATED CLERK REPORT

February 13, 2016

I have three items to report:

1. All reports to the Synod of Lakes and Prairies and the General Assembly have been filed as of December 31, 2015.
2. The request has been sent to the Presbytery of Missouri River Valley for the transfer of Teaching Elders Roger Todd and Barbara Tooker Todd to the Presbytery of Des Moines.
3. A complaint has been filed against a minister member of the Presbytery. An Investigating Committee has been formed to investigate the complaint.

Respectfully Submitted,
Philip W. Barrett

K – COMPASSION, PEACE & JUSTICE REPORT

February 13, 2016

Just Neighbor Award

Do you know of a congregation, small group or church member within our Presbytery engaged in compassion, peace and justice ministry? Make a nomination for the Just Neighbors Award! At each meeting of the Des Moines Presbytery, the CPJ recognizes a group or individual doing good work on behalf of others.

Compañeros

Compañeros will be presenting their (first) annual report at the February 2016 meeting.

Fossil Free PC(USA)

CPJ has been engaged in issues pertaining to climate change and the work of Fossil Free PC(USA). Materials went out to pastors and churches via mail and e-mail regarding an overture to General Assembly regarding Fossil Fuel Divestment has already been approved and concurred by multiple presbyteries; CPJ urges Des Moines Presbytery to concur. Teaching Elders are requested to review the information and pass it on to Ruling Elders from your congregations who will be voting members at the February meeting of Presbytery. Please contact me or any of the CPJ committee members if you did not receive the information or if you have any questions.

Respectfully Submitted,
Meghan Davis, moderator

K – COMPASSION, PEACE & JUSTICE REPORT continued...**2016 PCUSA Fossil Fuel Divestment Overture Recommendation**

The Presbytery of Des Moines concurs with the Presbytery of San Francisco that the 222nd General Assembly (2016):

1. Express its profound concern about the destructive effects of climate change on all God's creation, including a disproportionate impact on those living in poverty and in the least developed countries; the elderly and children; and those least responsible for the emissions of greenhouse gases. The 222nd General Assembly (2016) thus recognizes the moral mandate for humanity to shift to a sustainable energy regime in a way that is both just and compassionate. This mandate compels us to action as a denomination to divest from the fossil fuel industry even as we reduce our use of fossil fuels and shrink our carbon footprint.
2. Call upon the Board of Pensions and the Presbyterian Church (USA) Foundation to:
 - a. Immediately stop any new direct investment in fossil fuel companies.
 - b. Work to ensure that within three years, none of the Board's or the Foundation's directly held or commingled assets includes holding of either equities or corporate bonds in fossil fuel companies identified in the Carbon Underground 200 list(1) by:
 - i. Working with current and prospective asset managers to develop and implement institutional fossil free investment options.
 - ii. Establishing within one year fossil free investment options for fund participants.
 - iii. Actively seeking out and investing in renewable and energy efficiency related securities.
 - iv. Notwithstanding the above provisions, retaining or acquiring minimal sufficient investment in fossil fuel companies to participate in shareholder engagement activities.
 - v. Notwithstanding the above provisions, taking no action inconsistent with fiduciary duty or principles of sound investment, including the real and substantial risk of stranded carbon assets.
 - vi. Incorporate into public financial reports regular updates detailing progress made toward those ends.
3. Call upon the Stated Clerk of the PC(USA) to inform affected fossil fuel companies and the larger public of the passage and implementation of this resolution.
4. Call upon, and provide instructional materials to assist all levels of the denomination (presbyteries, congregations, and individual members) in taking action to slow climate change, including: divestment of fossil fuel holdings; shareholder activism; investments in renewable energy; advocacy at local, state, and federal levels for policies to reduce greenhouse gas emissions; and local efforts to reduce carbon footprint consistent with the 2006 call(2) for denominational carbon neutrality, and the 2008 "Power to change" recommendations.(3)

1 <http://fossilfreeindexes.com/research/the-carbon-underground/> (accessed 06-17-2015)

2 <http://www.pcusa.org/resource/guide-going-carbon-neutral/> (accessed 06-17-2015)

3 http://www.pcusa.org/site_media/media/uploads/acswp/pdf/energyreport.pdf (accessed 06-17-2015)

R – PRESBYTERIAN WOMEN of the PRESBYTERY (PWP) REPORT

November 10, 2015

The Presbyterian Women Coordinating Council met on January 23, 2016 at the First United Presbyterian Church in Winterset for a winter planning meeting. The major topics included:

- A lesson, *Living in the God Moment*.
- Spring Connection planning session
- Review of pledges for 2016 (\$6,550.00)
- Approved the 2015 budget results (\$4,670.77).

Sharing Announcements for local PW include:

- Continue to encourage local PW circles to submit their pledges for 2015. Questions? Contact Treasurer Angie Williams at 712-563-2213 or rawilliams517@gmail.com
- The PW Coordinating Team is encouraging and will highlight local PW circles local mission projects for upcoming Feb/Mar *Grapevine*. Please consider sharing your successes and submit article to Editor Kim Coulter at: coultermk@msn.com
- Reminder to submit to your 2015 historical/annual report to Historian Darlene Shepherd at: eddy620sky@mahaska.org or call 641-673-5793.
- PW Spring Connection will be April 9, 2016 at West Des Moines, Covenant Presbyterian in (being confirmed) and will include a panel discussion entitled, *Lifting your voices locally*. Watch for updates in the *Grapevine*.
- During the Spring Connection we will be collecting **bags of flour and sugar** for CROSS Ministries Food Pantry; and the hands on activity will be **making kits for African Days for Girls** mission project
- Need a PW speaker? Contact your PW Area Coordinators for ideas:

❖ Area 1	Judy Gale	641-782-2998
❖ Area 2	Vivian Thatcher	515-276-7869
❖ Area 3	Barbara Taylor	641-792-6990
❖ Area 4	Rev. Linda O'Connell	641-766-9877

Respectfully Submitted,

Pam Deichmann, moderator Presbyterian Women of the Presbytery (515-462-3277)

S – STEWARDSHIP AND MISSION INTERPRETATION COMMITTEE**February 13, 2016****2016 Shared Mission Pledges**

	CHURCH	40% GA Share	19% Synod Share	41% Pby Share	2016 Total	Form?	2015 Total	Comments
1	Adair, First	\$340.00	\$161.50	\$348.50	\$850.00	X	\$850.00	
2	Allerton, United	\$2,520.00	\$1,197.00	\$2,583.00	\$6,300.00	X	\$6,300.00	
3	Ankeny	\$6,880.00	\$3,268.00	\$7,052.00	\$17,200.00	X	\$16,200.00	
4	Atlantic, First United	\$1,600.00	\$760.00	\$1,640.00	\$4,000.00	X	\$4,000.00	
5	Audubon, First	\$800.00	\$380.00	\$820.00	\$2,000.00	X	\$4,000.00	
6	Bedford, United	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00	Email
7	Brooklyn, First	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00	
8	Carlisle, Scotch Ridge	\$0.00	\$0.00	\$0.00	\$0.00		\$450.00	
9	Centerville, First	\$840.00	\$399.00	\$861.00	\$2,100.00	X	\$2,060.00	
10	Chariton, First	\$280.00	\$133.00	\$287.00	\$700.00	X	\$700.00	
11	Clive, Heartland	\$3,360.00	\$1,596.00	\$3,444.00	\$8,400.00	X	\$12,400.00	
12	Corning, First	\$2,200.00	\$1,045.00	\$2,255.00	\$5,500.00	X	\$5,500.00	
13	Creston, First	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00	
14	Platte Center	\$400.00	\$190.00	\$410.00	\$1,000.00	X	\$1,000.00	
15	Dallas Center, First	\$6,000.00	\$1,500.00	\$7,500.00	\$15,000.00	X	\$11,000.00	Own %
16	Deep River, United	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00	Email
17	DM, Central	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00	Email
18	DM, Douglas Avenue	\$840.00	\$399.00	\$861.00	\$2,100.00	X	\$2,100.00	
19	DM, First	\$1,400.00	\$665.00	\$1,435.00	\$3,500.00		\$3,500.00	Phone call
20	DM, Fort Des Moines	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00	
21	DM, Highland Park	\$720.00	\$342.00	\$738.00	\$1,800.00	X	\$3,600.00	
22	DM, Park Avenue	\$194.44	\$141.89	\$714.68	\$1,051.00	X	\$2,101.00	Own %
23	DM, Union Park	\$1,040.00	\$494.00	\$1,066.00	\$2,600.00	X	\$2,600.00	
24	DM, Westminster	\$0.00	\$0.00	\$0.00	\$0.00		\$10,000.00	
25	Dexter, First	\$600.00	\$285.00	\$615.00	\$1,500.00	X	\$1,500.00	
26	Diagonal, United	\$40.00	\$19.00	\$41.00	\$100.00	X	\$100.00	
27	Earlham, First	\$100.97	\$47.96	\$103.50	\$252.43	X	\$355.02	
28	Gibson, First	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00	
29	Greenfield, First	\$1,394.27	\$697.14	\$2,091.41	\$4,182.82	X	\$4,182.82	Own %
30	Grimes, First	\$1,360.00	\$646.00	\$1,394.00	\$3,400.00	X	\$3,400.00	
31	Grinnell, First	\$4,000.00	\$1,800.00	\$4,200.00	\$10,000.00	X	\$10,000.00	Own %
32	Guthrie Center, First	\$400.00	\$190.00	\$410.00	\$1,000.00	X	\$1,000.00	
33	Hartford, Community United	\$0.00	\$0.00	\$500.00	\$500.00	X	\$1,500.00	Own %
34	Indianola, Trinity United	\$3,500.00	\$1,800.00	\$4,000.00	\$9,300.00	X	\$11,300.00	Own %
35	Johnston, St. Paul	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00	
36	Knoxville, First	\$1,040.00	\$494.00	\$1,066.00	\$2,600.00	X	\$2,600.00	
37	Lenox, United	\$2,600.00	\$1,235.00	\$2,665.00	\$6,500.00	X	\$6,500.00	
38	Leon, First	\$0.00	\$0.00	\$0.00	\$0.00		\$50.00	
39	LeRoy, First	\$240.00	\$114.00	\$246.00	\$600.00	X	\$300.00	
40	Lucas, First	\$83.20	\$38.40	\$518.40	\$640.00	X	\$640.00	
41	Malcom, First United	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00	
42	Monroe	\$0.00	\$0.00	\$0.00	\$0.00	X	\$0.00	
43	Mount Ayr, United	\$0.00	\$0.00	\$0.00	\$0.00		\$500.00	
44	Newton, First	\$1,957.60	\$929.86	\$2,006.54	\$4,894.00	X	\$4,894.00	
45	Newton, United	\$0.00	\$0.00	\$100.00	\$100.00	X	\$1,000.00	Own %
46	Oskaloosa, First	\$800.00	\$400.00	\$7,200.00	\$8,400.00	X	\$7,800.00	Own %
47	Ottumwa, East End	\$82.50	\$82.50	\$85.00	\$250.00	X	\$250.00	
48	Ottumwa, First	\$0.00	\$0.00	\$0.00	\$0.00		\$2,400.00	
49	Ottumwa, Westminster	\$800.00	\$400.00	\$400.00	\$1,600.00	X	\$1,600.00	
50	Perry, First	\$360.00	\$171.00	\$369.00	\$900.00	X	\$900.00	
51	Sharpsburg	\$0.00	\$0.00	\$0.00	\$0.00		\$1,000.00	
52	Sigourney, First	\$600.00	\$300.00	\$600.00	\$1,500.00	X	\$2,000.00	Own %
53	WDM, Covenant	\$3,202.80	\$1,507.20	\$0.00	\$4,710.00	X	\$7,850.00	
54	Windsor Heights, Windsor	\$2,480.00	\$1,178.00	\$2,542.00	\$6,200.00	X	\$6,000.00	
55	Winterset, First United	\$720.00	\$552.00	\$1,128.00	\$2,400.00	X	\$4,600.00	Own %
	Totals	\$55,775.78	\$25,558.45	\$64,296.03	\$145,630.25		\$172,582.84	