



Presbytery of Des Moines

REV. PHILIP W. BARRETT, GENERAL PRESBYTER & STATED CLERK
E-MAIL: PBARRETT@DMPRESBYTERY.ORG

November 2, 2015

CALL TO THE 502nd STATED MEETING

The 502nd Stated Meeting of the Presbytery of Des Moines will be held on Tuesday, November 10, 2015 at the Heartland Presbyterian Church, Clive, Iowa. Directions and a map are included in this packet. Parking is available in the building's parking lot. The building is handicap accessible.

We will continue in our series of unique meeting styles this month. As you look at the docket, you will see that there are very few specific times for items during the day. This will allow for flexibility as we deal with some of the items. Also, worship will be spread throughout the day. We have some more vacancies to fill with nominations recommended by the Nominating Committee. We will hear an update from the Covenant Council of the Cottage Grove Presbyterian Mission Center. Another option for the Stated Clerk position will be offered. A new *Manual of Operations* for the Presbytery will be considered. We will be honoring people who have been *Faithful Through the Years* in our congregations. Of course, several other pieces will provide opportunities for conversation together. Be prepared for yet another unique time together.

- Registration and coffee fellowship begin at **8:30 a.m.**, and not before. People will be setting up and preparing food up to that time.
- **The Presbytery will convene at 9:30 a.m.**

A REMINDER – You will need to contact our office by 5:00 p.m. on Friday, November 10th to make a reservation for lunch. If you do not make that deadline, feel free to bring a bagged meal and join in gathering around meal tables. Beverages will be available.

The *Proposed Docket* is a part of this Call, along with items for information and action. Commissioners should make sure to bring these as we only have a few extras for visitors. You will want to read through the packet to make sure you are aware of what items will be before us during the meeting.

- We will continue to handle much of our “usual” business in what is called a “consent agenda” process. This means we can handle – in one action – votes to approve or adopt actions or recommendations that do not require debate or conversation. Only items included in the packet will be included in the *Consent Agenda*. The proposed *Consent Agenda* appears following the *Proposed Docket* in this packet. You will notice that the reports contain a letter designation with parts of them having numbers for easy identification.

The *Minutes* of the August 15, 2015 Stated Presbytery Meeting were distributed to ministers and commissioners in October. Please be sure to bring these to the meeting. You may download them for

printing by going online to <http://dmpresbytery.org/resources/stated-meetings> Again, extra copies are at a minimum.

Meeting Format: Under our structure and style of operating in our presbytery, meetings do not have business as the central focus and purpose for our gathering. Worship, dialogue and fellowship are primary reasons for meeting. Worship and fellowship will play an especially important part in this particular meeting. There is still business – after all, we cannot be Presbyterians if we do not have business. It will help our meetings to be carried on in this kind of spirit if members and commissioners come expecting such a spirit to be present, especially as we meet in a different place.

Again, note that the meeting begins at 9:30 a.m. All of the items on the docket require presbytery attention or fit in with what we have said we want to happen at our meetings.

- Plans are in place to keep our time together moving quickly so we can be done by midafternoon. We encourage each commissioner and minister member to be present for the entire meeting. Avoidable late arrivals and early leavings are discourteous to those presenting reports and rob other people of the opportunity to share in work and ministry with those not present.

Our practice has been to provide a time for announcements immediately following lunch, as well as to provide table space at the registration area for information about special events. This allows our prayer time during worship to be focused on prayers of the moment.

Participation Guidelines: Every once in a while, those attending a presbytery meeting ask who may participate in discussions during a meeting. *Guidelines for Participation in Presbytery Meetings*, included in this packet, will hopefully help in answering these questions.

Child Care: Child care will be provided in this facility which is especially child friendly due to it currently being used by a child care operation. Please call or email the Presbytery Office by Noon on Friday, November 6th, so that the appropriate number of care providers can be in place. Please bring a sack lunch for your child.

A/V Equipment: A projector and screen, as well as an audio system are available in the Sanctuary. A sound system will be in place as well. If you need any other equipment, please let the Presbytery Office know so we can make arrangements for you.

We continue to have a registration process that requires all attendees to sign in. **A Reminder: Congregations are not excused from having an elder in attendance.** If you plan to bring extra visitors, please call the Presbytery Office to let us know.

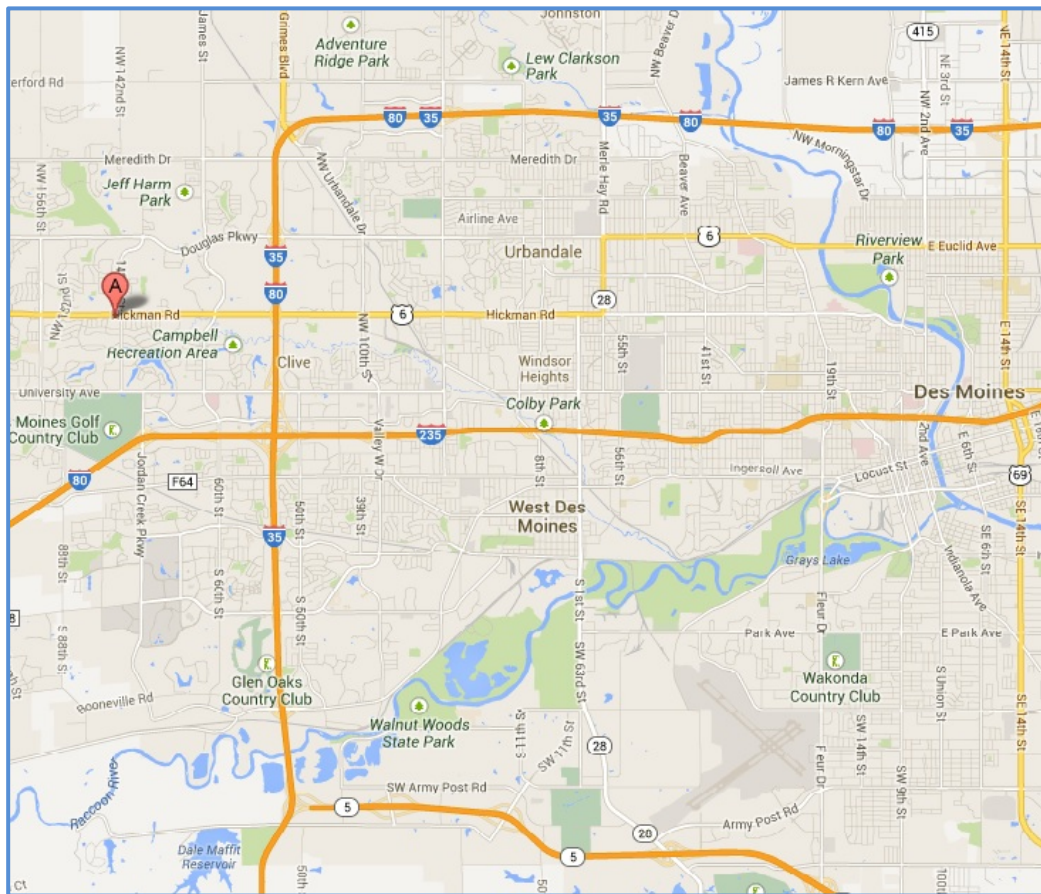
In case of bad weather, call the Presbytery Office (515-276-4991) for information about any changes in time, date or location.

I look forward to this great day with all of you on Tuesday, November 10. It will be another of our special times together.



Philip W. Barrett, Stated Clerk

Map to Heartland Presbyterian Church in Clive, Iowa:



Driving Directions: Heartland Presbyterian Church is located at 14300 Hickman Road and is on the south side of the street. The church is located a little over 2 miles from I-35.

- When coming from the **west** on I-80, take exit #123B towards I-35 N. Take exit #125 for Hickman Road off of I-35. Take a left on Hickman Road and travel just over 2 miles. Turn left on 142nd Street and the driveway to the church will be immediately on your right.
- When coming from the **east** on I-80, continue on when I-35 joins with I-80 until you reach exit #125 for Hickman Road. Take a right on Hickman Road and travel just over 2 miles until you reach 142nd Street. Take a left onto 142nd Street and the parking lot for the church will be immediately on your right.
- When coming from the **south** on I-35, take exit #125 for Hickman Road. Turn left on Hickman Road and travel just over 2 miles to 142nd Street. Take a left onto 142nd Street and the church parking lot will be immediately on your right.

Parking: The church parking lot is located on the south side of the church building.

Building Accessibility: The church is totally handicapped accessible.

Entrance: The main entrance off the parking lot will be visibly marked. Look for signs. It will be important to use that door, as to not disturb the day care center in the building.

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**November 10, 2015**

- 8:30 a.m. Registration Begins
Fellowship and Refreshments
- 9:30 Call to Order Shamaine Chambers King
- 9:35 Open Meeting
Approve Consent Agenda
Approve Docket
Appoint Parliamentarian
Appoint Recording Clerk
Approve Excused Absences
Seat Corresponding Members
Introduce First-Timers and Guests
- 9:45 **REPORTS**
- S – Stewardship & Mission Interpretation Committee Report John Beran
Ken Rummer
- H – Personnel Committee Report Tom Conrey
- D – Budget and Finance Committee Report Kirsten Klepfer
- E – Leadership Council Report Ann Johnson
- F – Nominating Committee Report Dave Kincaide
- I – Stated Clerk Report Phil Barrett
Approve August Minutes
Manual of Operations
- Noon Lunch
- 1:00 p.m. Announcements
- T-3 – Older Adult Ministries Task Force Report
- B – Cottage Grove Presbyterian Mission Center Covenant Council Report Ginny Hancock
- A-3 – Congregational Health Task Force Report Jan Scott
- A-1 – Church Professional Task Force Report Mary Lou Aspengren
- A-4- Congregational Transition Task Force Report Joyce Rash

K – Compassion, Peace and Justice Task Force Report

Meghan Davis

O-1 – New Sharon Administrative Commission Report

John Sprole

Other Business

Passing of the Gavel

J – General Presbyter Report

Closing Communion

CONSENT AGENDA

November 10, 2015

A – Congregational Task Forces

A-4 – Congregational Transition Task Force

A-4-A-47	Winterset Exit Interviews
A-4-A-48	Platte Center Contract Renewal
A-4-A-50	Atlantic Terms of Dissolution
A-4-A-51	Sigourney Contract

I – Stated Clerk’s Report

I-I-22	Reports Filed, Correspondence Handled
I-I-23	Installation Requests
I-I-24	Installation Report Received
I-I-25	Call Forms for Alex Thornburg Received

R – Presbyterian Women of the Presbytery

Written Report

V – CROSS Ministries

Written Report

A – MINISTRY TASK FORCE REPORT

November 10, 2015

The Presbytery of Des Moines has been functioning with this new structure of Task Forces to do much of its work for a couple of years now. The moderators of the task forces wanted to pause and ask members of the presbytery about their opinions about how this new structure is working. We are asking that all commissioners to the November Presbytery meeting fill out a form. This can be turned in at the meeting. Please note that there are separate forms for Teaching Elders and Ruling Elders.

These forms can found as the last two pages in the Call. Please fill out the appropriate form and put it in the box that can be found on the registration table.

A-1 – CHURCH PROFESSIONAL TASK FORCE REPORT

November 10, 2015

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

November 10, 2015

The CRTF has been meeting monthly since January of 2015. We have received referrals and worked with four churches during this time. We have established policies and procedures as guidelines, and continue to edit those documents as needed.

We had five members attend the retreat that was held at Trinity United Presbyterian Church for members of all four Presbytery task forces. Those who attended enjoyed the experience, and felt it was valuable in communicating and connecting with those members of other task forces. Lola Peters attends the Moderator of Moderators meetings as a way of communicating with the other task force moderators on a regular basis.

Two members of the CRTF will be attending a conflict management training in Des Moines presented by Lombard Mennonite Peace Center.

The Task Force makes the following recommendation:

A-2-R-1 We are placing in nomination TE **Craig Palmer** as a new member of the CRTF. Craig's information is: 4701 Pleasant St. #365, West Des Moines, IA. 50266 515-326-0064, palmercraign@gmail.com

Respectfully Submitted,
Lola Peters, moderator

A-3 -CONGREGATIONAL HEALTH TASK FORCE REPORT

November 10, 2015

The Task Force makes the following recommendation:

A-3-R-1 The Congregational Health Task Force moved that the Presbytery of Des Moines form a task force of five members, two of whom will be from the Arabic speaking worshipping community and three coming from congregations of the presbytery, to form the **Task Force to the Arabic Worshipping Community**. The task force will accompany and offer guidance in ways needed by the Arabic Worshipping Community as it continues in its efforts of forming into a chartered Presbyterian congregation (PCUSA) in the Presbytery of Des Moines. The task force will regularly report to the presbytery.

Respectfully Submitted,
Jan Scott, moderator

A-4 -CONGREGATIONAL TRANSITION TASK FORCE REPORT

November 10, 2015

The Task Force has taken the following actions since the last Presbytery meeting:

- A-4-A-47 Held exit interviews with TE Jim Howland and the Session of the First United Presbyterian Church of Winterset
- A-4-A-48 Approved the renewal of the contract between TE Delores Doench and the Platte Center Presbyterian Church:

The following agreement between the Session of Platte Center Presbyterian Church of Creston, Iowa, and the Reverend Delores Doench is for the purpose of providing pastoral services to the congregation beginning July 1, 2015 through June 30, 2016.

The Reverend Delores Doench will be known as Temporary Supply of the Platte Center Presbyterian Church.

Expectations of Temporary Supply:

1. Will serve as Moderator of Session
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 sick, shut-ins and grieving members, plus others with special needs.
5. Will work with 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.
8. Will work a minimum of 15 hours per week for Platte Center.

Expectations of Session:

1. Will provide counsel and support.
2. Will meet with Reverend Doench periodically to discuss/review the TPR.

Expectations of Presbytery:

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

Mutual Expectations:

1. Provide spiritual support as members of the family of Christ.

Financial Provisions:

- | | |
|--|---|
| 1. Salary | \$12,000.00 per year, to be paid in monthly installments, \$1,000.00 per month July, 2015 through June, 2016. |
| 2. Educational expenses | \$1,500 for Temporary Supply Continuing Education |
| 3. Other Accountable Reimbursable Expenses | Mileage @ \$.555 per mile, to be paid monthly |
| Total Effective Salary, Benefits: | \$13,500 plus mileage |

Additional Provisions:

1. Four weeks' vacation, to be accrued at the rate of one week per three months.
2. The Temporary Supply will provide at least two weeks' notice of continuing education or vacation time.
3. This agreement may be terminated by the Temporary Supply with a 30-day notice.
4. This agreement may be terminated by the Session with a 30-day notice.
5. Unless determined by the Presbytery and Session at a later date, the Temporary Supply is ordinarily not eligible to serve as the next installed pastor and will not be involved in the Search Process.

A-4-A-49 Approved Dissolution Agreement between TE Jim Howland and the First United Presbyterian Church of Winterset, effective September 15, 2015

- Salary and benefits to be paid through September 15, 2015
- Vacation September 1—15, 2015
- Approved expenses paid through September 15, 2015
- Use of the manse through September 15, 2015, or until both Jim and Joyce have moved out; whichever occurs first.
- Use of the pastor's office in the church building through September 15, 2015.

A-4-A-50 Approved Dissolution Agreement between TE Holly Smith and the First United Presbyterian Church of Atlantic.

At the request of Rev. Holly Renee Smith, the congregation of the First United Presbyterian church of Atlantic, Iowa, hereby accepts her resignation and agrees to terminate her contract or call, effective August 31, 2015. Both parties agree the terms of said contract have thus far been satisfactorily met and no further financial terms, reimbursements or obligations are due after said date.

A-4-A-51 Approved the contract between TE Jim Stout and the First Presbyterian Church of Sigourney. The following agreement between the Session of First Presbyterian Church of Sigourney, Iowa, and Jim Stout is for providing pastoral services to the congregation beginning Sept. 20, 2015, through Sept. 19, 2016. Jim Stout will be known as the Temporary Supply of the First Presbyterian Church of Sigourney, Iowa.

Expectations of Temporary Supply:

1. Will serve as Moderator of Session.
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 his ministry.
2. Will provide regular financial compensation according to the terms outlined below.

- 3. Will provided 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:

- 1. Salary \$22,000 based on 20 hours per week.
 - 2. Educational expenses for temporary supply Continuing Education: 2 weeks including Sundays \$1500
 - 3. Automotive expenses (.575/mi) vouchered
 - 4. Pensions 0
 - 5. Paid vacation – 4 weeks of 20 hour weeks—only 2 Sundays
- Total Effective Salary, benefits, reimbursements: \$23,500

Additional provisions:

- 1. 4 weeks’ vacation
- 2. 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.

A-4-A-52 Approved the Installation Commission for TE Eric Pasanchin

A-4-A-53 Approved Terms of Call for TE Don Stribling and the First Presbyterian Church of Oskaloosa to begin November 23, 2015

Effective Salary:	
Cash salary	\$37,600
Housing Allowance	\$17,400
Utilities Allowance	\$5,000
Total	\$60,000
Reimbursable expenses (by voucher)	
Automobile expense at 57.5 cents per mile	\$2,000
SECA supplement	7.65%
Continuing Education	\$1500
Moving costs	Lowest of 2-3 estimates
Paid vacation	4 weeks
Paid continuing education	2 weeks

A-4-A-54 Approved the following contract between TE Suzanne Gorhau and the First United Presbyterian Church of Atlantic for pastoral services as Temporary Supply Pastor, effective October 20, 2015:

Effective Salary	\$14,750
Auto Expenses	\$.575 per mile
Housing Allowance	\$30,000
SECA Supplement	\$3,650
Continuing Education	\$4,000
Pension	Full Pension, Major Medical, Death and Disability Dues
Paid Vacation	4 Weeks
Paid Continuing Education	2 Weeks

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
- Represent the church in dealing with outside organizations

The congregation and Session will be responsible to:

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

This agreement may be terminated by either party (Session or Pastor) upon 30 days' notice. This agreement may be extended in one to twelve month periods upon written notice and the approval of the Presbytery. It is understood that the pastor will participate in any training/sessions sponsored and/or requested by the presbytery and will participate in an exit interview conducted by the presbytery. The pastor is employed on a full-time basis, serving approximately 40 hours per week and will be compensated as listed above.

The Task Force presents the following recommendations for adoption:

A-4-R-3 That TE Jim Stout, TE Alex Thornburg and TE Don Stribling be made members of the Presbytery of Des Moines.

A-4-R-4 That following her ordination as an elder of Windsor Presbyterian Church, that Ekram Kachu be commissioned as a ruling elder to serve the Arabic and Mabaan worshipping communities.

Respectfully Submitted,
Joyce Rash, moderator

B – COTTAGE GROVE PRESBYTERIAN MISSION CENTER COVENANT COUNCIL REPORT

November 10, 2015

Recap:

In June, 2014, the Presbytery of Des Moines voted to establish the Cottage Grove Presbyterian Mission Center in the building which was originally Cottage Grove Avenue Presbyterian Church. In one year's time, extensive work and planning has gone into developing the Mission Center with a vision to be a welcoming, safe and sacred place, providing help and hope for those in need, space for worship and opportunities for community sharing. The Covenant Council, which was established to plan for and oversee the Mission Center, has as its mission to create a vibrant, functional home for two Sudanese worshipping groups, CROSS Ministries, the offices of the Presbytery of Des Moines, and other community organizations that share our vision.

Key Accomplishments:

- A building cleaned & critical maintenance issues addressed i.e., plumbing, electricity, heating.
- A new building plan developed to meet the Mission Center vision and accommodate the Sudanese worshipping communities, CROSS Ministries, the Presbytery staff and future tenants.
- Cost estimates for building renovations as well as revenue estimates for on-going building operations determined.
- Building Use & Security policies developed to ensure a safe, useable and accessible building.
- Rental space to tenants in the building has begun to generate funds for operations to realize the vision of a center of mission activity in the community.

2016 Plan:

- Keep the status quo for the Mission Center for the next year while Presbytery determines its own future and priorities as they relate to mission and the Mission Center.
- Secure Presbytery approval for a 2016 budget that covers Mission Center operating expenses.
- Put both the fundraising plan and renovation plan on hold.
- Support the Arabic Congregation in its effort to become a Presbyterian church.
- Explore rental payment arrangements for ongoing operations.
- Examine Drake University's interest in the building and/or endorsement of the Mission Center.
- Continue feasibility assessments with pastors, churches and identify key donors.

Rationale:

In order for a building renovation to become a reality, a successful fundraising campaign will be needed to secure the necessary funding. In this case, since the Cottage Grove Mission Center is a Presbyterian mission, the Presbytery, its churches and individuals are the key stakeholders. Although churches and the Presbytery may only contribute a fraction to the overall campaign (approximately 15-20% of a \$2+ million campaign), the support from everyone in the Presbytery will be crucial. It shows other potential donors and the rest of the community this is a Presbyterian-supported mission. Right now the Presbytery is in flux and there is no clear sense of how the Mission Center will fit into the future of the Presbytery. Therefore, it seems that the best position for the Mission Center is to maintain the status quo while further assessing the feasibility of support for the Mission Center in the future.

Respectfully Submitted,
Ginny Hancock, moderator

D – BUDGET AND FINANCE COMMITTEE REPORT**Presbytery of Des Moines****2015 Income Report
3rd Quarter - as of September 30, 2015**

	2015 Budget	2015 Actual
Income		
Total Per Capita (@ \$40.00)	\$273,360.00	\$231,261.63
Past Year's Per Capita	\$0.00	\$0.00
Presbytery General Mission	\$84,345.73	\$57,246.84
Synod Support Staff Salaries	\$23,000.00	\$16,875.00
Hunger Action Enabler Income	\$3,000.00	\$3,000.00
Montezuma Funds	\$23,223.95	\$23,223.95
Knox United Funds – Contract Income	\$125,071.48	\$0.00
Camping Interest Available	\$10,000.00	\$0.00
Interest Income	\$150.00	\$194.80
Miscellaneous Income	\$1,000.00	\$694.96
Total Income	\$543,151.16	\$332,497.18
2015 Expenses		
	\$543,151.16	\$384,033.05
Surplus(Deficit)		
	\$0.00	(\$51,535.87)

D – BUDGET AND FINANCE COMMITTEE REPORT continued...**Presbytery of Des Moines****2015 Expense Report
3rd Quarter - as of September 30, 2015**

	2015 Budget	2015 Actual
Governance Expense		
Committee on Preparation for Ministry	\$500.00	\$0.00
Stewardship & Mission Interpretation Committee	\$500.00	\$185.25
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	\$61.25
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	\$91,768.43
Administrative Expense		
Moderator Expense/Task Groups	\$150.00	\$0.00
Administrative Commissions	\$300.00	\$0.00
Presbytery Meetings	\$300.00	\$0.00
Commissioner Orientation	\$0.00	\$0.00
Stated Clerk Expense	\$50.00	\$0.00
Insurance	\$6,000.00	(\$528.68)
Legal fees	\$500.00	\$0.00
Subtotal	\$7,300.00	(\$528.68)
Extension of Ministries		
Compassion Peace & Justice Task Force	\$5,000.00	\$2,725.00
Hunger Action Enabler Travel & Con Ed	\$1,500.00	\$734.52
Broken Bread & Postage	\$500.00	\$420.63
Cross Ministries	\$50,000.00	\$37,500.00
Older Adult Ministries Task Force	\$1,500.00	\$0.00
Camping	\$4,200.00	(\$4,508.63)
Youth	\$800.00	\$195.76
Resources	\$500.00	\$85.80
Subtotal	\$64,000.00	\$37,153.08
Extension of Ministries - Cottage Grove Presbyterian Mission Center		
Operating Expense		
Telephone	\$1,200.00	\$1,637.33
Office	\$1,500.00	\$2,443.39
Utilities	\$12,000.00	\$11,056.73
Snow Removal	\$1,000.00	\$439.00
Insurance	\$8,400.00	\$1,542.00
Maintenance	\$2,400.00	\$5,963.38
Cleaning Supplies	\$2,400.00	\$1,994.38
Repairs (major/immediate)	\$25,000.00	\$5,061.70
Personnel Expense		
Secretary Reimburse		\$4,729.59
Custodian	\$7,800.00	\$7,674.61
FICA	\$596.70	\$587.11
Subtotal	\$62,296.70	\$43,129.22

	2015 Budget	2015 Actual
Support of Local Ministries		
Moderators Task Force	\$500.00	\$58.50
Church Professional Task Force	\$1,750.00	\$1,339.78
Congregational Health Task Force	\$1,000.00	\$495.51
Congregational Transition Task Force	\$750.00	\$781.99
Congregational Reconciliation Task Force	\$1,000.00	\$560.60
Presbytery Pastors	\$300.00	\$42.27
Regional Partnerships		
Southwest	\$3,000.00	\$3,500.00
DM Two Rivers	\$4,700.00	\$2,180.48
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	\$9,702.77
Office Expense		
Condo dues	\$2,700.00	\$2,025.00
Rent-copier lease	\$5,000.00	\$5,111.52
Office supplies	\$4,000.00	\$2,779.41
Postage	\$2,000.00	\$1,101.65
Telephone & Internet	\$6,000.00	\$2,406.19
Utilities	\$2,000.00	\$1,106.88
Janitorial Services	\$4,000.00	\$2,490.54
New Equipment	\$3,000.00	\$3,786.79
Equipment Maintenance/Tech Services	\$3,000.00	\$3,540.00
Books & Subscriptions	\$250.00	\$167.85
Office Travel	\$1,000.00	\$191.59
Audit	\$7,600.00	\$7,522.31
Church & Staff Appreciation	\$300.00	\$0.00
Subtotal	\$40,850.00	\$32,229.73
Personnel		
General Presbyter Salary	\$76,941.66	\$51,294.08
General Presbyter Benefits	\$27,919.32	\$18,722.32
General Presbyter Prof Expense	\$600.00	\$0.00
General Presbyter Con Ed	\$1,500.00	\$0.00
General Presbyter Travel	\$10,000.00	\$8,001.77
Office Manager Salary	\$40,039.08	\$26,692.80
Office Manager Benefits	\$15,584.64	\$10,389.76
Office Manager Con Ed	\$750.00	\$100.00
Office Manager FICA	\$3,062.99	\$1,977.39
Hunger Action Enabler Salary	\$7,650.00	5,100.00
Hunger Action Enabler Benefits	\$10,258.44	5,144.00
Hunger Action Enabler FICA	\$585.23	\$390.15
Sudanese Ministry RP Salary	\$24,003.66	16,002.08
Sudanese Ministry RP Benefits	\$13,660.32	9,106.88
Sudanese Ministry RP Con Ed	\$1,500.00	1,500.00
Sudanese Ministry RP Expenses	\$3,000.00	1,942.85
Mission Co-Worker Benefits	\$15,412.56	\$8,138.64
Communications Coordinator Salary	\$7,956.00	\$5,644.00
Communications FICA	\$608.63	\$431.78
Subtotal	\$261,032.53	\$170,578.50
Total Expenses	\$543,151.16	\$384,033.05

D – BUDGET AND FINANCE COMMITTEE REPORT continued...**Presbytery of Des Moines****Restricted Funds
3rd Quarter - as of September 30, 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>	\$47,550.69
Swan Fund	<i>Interest earnings to be used for seminary students' assistance.</i>	\$26,876.92
Albia/Pitzer Fund	<i>To be used for the assistance of small churches in the Presbytery.</i>	\$21,154.56
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>	\$244,758.79
Walther Fund	<i>To be used for scholarship aid for physically or mentally-challenged youth and/or children in need.</i>	\$24,416.88
Colfax Fund	<i>To be used for church development with interest to be placed in Colfax Fund Money Market.</i>	\$21,183.09

Total of Funds **\$385,940.93**

First American Bank

Pastor Emergency Fund	<i>Funds to be used for short-term loans for pastors.</i>	\$4,851.81
Colfax Fund Money Market	<i>Funds to be used for church development.</i>	\$3,188.63
Easter Lake Money Market	<i>Income from Color My World Childcare Center & Expense to maintain the property & building.</i>	\$42,989.23
Easter Lake Mortgage Money Market	<i>Funds from which monthly mortgage is paid.</i>	\$36,116.15
Easter Lake/Color My World Money Market	<i>Deposit paid when CMW began relationship with church.</i>	\$6,500.55
Montezuma Money Market	<i>Funds from settlement with church.</i>	\$23,234.41
Cottage Grove Mission Center Money Market	<i>Funds for Cottage Grove Presbyterian Center - above and beyond the approved budget</i>	\$88,064.43

Total of Accounts **\$204,945.21**

I – STATED CLERK REPORT

November 10, 2015

I present the following items for your information:

- I-I-22 All reports have been filed with the Synod of Lakes and Prairies and the General Assembly as of this date.
- I-I-23 Installation Request Forms have been received from the following Teaching Elders:
- Eric Pasanchin – Ankeny Church
Wallace Bubar – Central Church, Des Moines
- I-I-24 Moderator Shamaine Chambers King has submitted an Installation Report Form for the Installation of TE Eric Pasanchin at the Ankeny Presbyterian Church.
- I-I-25 I have received a request from TE Jim Howland to be granted the status of Member-At-Large. This request has been referred to the Church Professional Task Force.
- I-I-26 I have received the Pastoral Call forms from the John Knox Presbytery for TE Alex Thornburg as Pastor of the Heartland Presbyterian Church in Clive, IA.
- I-I-26 I have received notice from GuideOne Insurance that the insurance for the for the Cottage Grove Presbyterian Mission Center is being cancelled as of December 12, 2015. This is mainly due to the poor condition of several parts of the building. This has been referred to the Covenant Council.
- I-I-27 The Arabic Speaking Congregation, which meets and worships in the Cottage Grove Presbyterian Mission Center, has requested that, as soon as she can be commissioned or ordained, candidate Ekram Kachu (Windsor Heights, Windsor), become their Pastor. Several entities are working on the request.
- I-R-2 I have received the *Equal Opportunity in Ministry Report*, a report from the pastoral search process of the First Presbyterian Church, Oskaloosa, IA.

I recommend that the following be adopted:

- I-R- 10 That the First Presbyterian Church of Gibson, IA, be granted permission to sell its manse.
- I-R-11 That the current *Manual of Operations*, adopted in January, 1995, be replaced by the *Proposed Manual of Operations*, distributed to the Presbytery on October 29, 2015. (This document can be found on the Presbytery website: (<http://dmpresbytery.org/resources/office-resources>)).

Respectfully Submitted,
Philip W. Barrett

K – COMPASSION, PEACE & JUSTICE REPORT

November 10, 2015

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. We will be announcing the next recipient at the November 10, 2015 meeting.

Compañeros

Mission co-worker Rev. Katherine Pater will be itinerating in the Presbytery Nov 13-23. The calendar is posted on the Our Sister Parish web page: www.oursisterparish.org and dates can be reserved there. The truck fund is nearing the goal and a new truck will be purchased in time for the November medical delegation.

Rural Partnership Offering

The Task Force presents the following motion for adoption:

K-R-1 That the RPO Offering be returned to its original name, the Harvest Offering, and that funds be used for programs and projects in rural Iowa (1/2) and for international agriculture-related programs and projects with an emphasis on women in agriculture (1/2). The offering would go into effect in 2016, and materials would be available at the beginning of each year so congregations could continue to receive the offering at any time of the year.

Fossil Free PC(USA)

CPJ has been engaged in issues pertaining to climate change and the work of Fossil Free PC(USA). An overture to General Assembly regarding Fossil Fuel Divestment has already been approved by at least one presbytery and CPJ would urge Presbytery of Des Moines to consider concurring. The overture and rationale for concurrences have been submitted to the Bills and Overtures Committee to be considered at the February 2016 meeting of Presbytery. Please see the following page for more information.

Respectfully Submitted,
Rev. Meghan Davis, Moderator

K – COMPASSION, PEACE & JUSTICE REPORT continued...**FOSSIL FUEL DIVESTMENT**

Jesus calls us to love God and neighbor. John Calvin says, “The only right stewardship is that which is tested by the rule of love.” Knowing what we now know about climate change, especially its effects on those already living in poverty, as well as our neighbors of other species, the Church can no longer follow the rule of love *and* profit from the fossil fuel industry.

We must divest from **oil, gas and coal companies** to help loosen their grip on economic and political power and clear the way for a sustainable future. As a strategy, divestment communicates the urgent need to leave 80% of the known carbon reserves untapped, and to invest in sustainable energies able to meet humanity's needs for generations to come.

We must do all we can, in all the ways we can, to protect this earth and all its inhabitants, for God and creation's sake.

Why Divestment?

Clearly, God’s creation and creatures are suffering from climate change caused by the burning of fossil fuels. But why divestment as one strategy toward healing?

Divestment is a powerful public statement removing moral license from big oil, gas and coal companies, which generate huge profits and overly influence public policy, even while the planet is quickly warming toward an uninhabitable state.

As a strategy, divestment communicates the urgent need to leave untapped 80% of the known carbon reserves and invest in renewable energies capable of meeting humanity's needs. The divestment movement is growing internationally, including hundreds of universities, colleges, cities, counties, and religious organizations.

The underlying moral imperative for the church, in keeping with God’s covenant with all things alive and yet to be born (Genesis 9), is to withdraw its support from companies that profit from destroying creation.

Why divestment? For creation

Resources

- www.fossilfreePCUSA Has curriculum
- 350.org Bill McKibbin’s “Do The Math” movie
- Movie: Merchants of Doubt Netflix or Amazon

R – PRESBYTERIAN WOMEN of the PRESBYTERY (PWP) REPORT

November 10, 2015

PW Purpose

Forgiven and freed by God in Jesus Christ, and empowered by the Holy Spirit, we commit ourselves to nurture our faith through prayer and Bible study, to support the mission of the church worldwide, to work for justice and peace, and to build an inclusive, caring community of women that strengthens the Presbyterian Church (U.S.A.) and witnesses to the promise of God's kingdom

(*Note report is organized by purpose statement, then chronologically)

Nurture our faith through prayer and Bible Study

- 10/17/2015 Rev. Sara Palmer (HR) supported the development and delivered a breakout session titled *Come to the Waters*; using the PW Horizon Bible Study during the PW Fall Connection in Oskaloosa at the First Presbyterian Church
- 10/17/2015 Received an update on PW resources review available this fall from Susan Tinder (Indianola, Trinity United). This included a highlighting of the PC(USA) website materials
- 10/17/2015 Rev Betty Sandy (HR) provided worship services during PW Fall Connection; including the Horizons Bible Study, *Come to the Waters*.

Support the mission of the church worldwide

- 10/17/2015 PW hosted a gift shop at the PW Fall Connection that included African Ministry-Presbyterian Church of Kenya; Don Justo Coffee and gift display from El Salvador (Worldwide Mission)
- 10/17/2015 Denise England (Audubon, First), Sharon Falck, and Stephanie Cornelder (Oskaloosa, First) developed and provided a hands-on sewing breakout session at the Fall Connection to sew bags for a local mission project, Crisis Intervention Center (local Mission)
- 10/17/2015 Pam Deichmann (Winterset, First United), along with the Coordinating Team, supported efforts to collect offering and personnel items for Crisis Intervention Center during the Fall Connection. Then our local PW will deliver the offering and personnel items on Monday 10/19. (local mission)
- 10/17/2015 Denise England (Audubon, First) and Ann McGowan (West Des Moines, Covenant) both provided reports of Global Ministry experiences. Denise - visiting Caribbean Mission projects and Ann - hosting a visitor from Global Mission Global exchange

Work for justice and peace,

- 10/17/2015 Pam Deichmann (Winterset, First United) hosted a business meeting during lunch at the Fall Connection that included announcements and review of PC(USA) priority advocacy

efforts for 2015. She pointed out continued concerns and efforts related to human trafficking along I-80 in Iowa; and the opportunity to march in a peace rally in Minneapolis during World Wide PW Gathering in June

Build an inclusive, caring community of women that strengthens the Presbyterian Church (USA) and witnesses to the promise of God's Kingdom

- 6/17/2015 thru 6/21/2015 - Members of the Coordinating Team attended the Worldwide PW Gathering in Minnesota. Moderator Pam Deichmann was in attendance at the business meeting on Thursday.
- 7/18/2015 Attended in the morning the Presbytery of Des Moines meeting and provided an update to the Presbytery to ensure open and active communication to Presbytery Leadership
- 7/18/2015 Hosted a PW Coordinating Team meeting in the afternoon to develop planning steps for the Fall Connections
- 10/17/2015 Darlene Shepard (Oskaloosa, First) announced during business meeting at the Fall Connection the availability of PW History resource for local PW on the PC(USA) website and a request to receive local historical information documents. In addition Kim Coulter (Clive, Heartland) showed youtube.com videos of Presbyterian Women proud history during lunch

Respectfully Submitted,
Pam Deichmann, moderator Presbyterian Women of the Presbytery

V – CROSS MINISTRIES REPORT

November 10, 2015

Making a difference one act of service at a time!

CROSS Welcomes VISTA Worker

In mid-August Janet Eckles began a one-year term of service with CROSS Ministries through the VISTA/AmeriCorps program. Janet is a Drake University graduate with a degree in video journalism. After graduating in May, she spent the summer in Northern Iraq editing videos for the non-profit Preemptive Love Coalition. She plans to utilize her experiences and skills in video production to create video marketing content for CROSS. The videos she produces will help accomplish her VISTA goals of increasing community engagement and expanding our donor base. Janet is a delight and we are blessed to have her as a part of our 2015-2016 team!



Rent and Utility Assistance

As we enter into the coldest time of the year CROSS has been working diligently to help growing numbers of low and no income people with emergency financial assistance to prevent utility disconnections, reinstate disconnected services, and to provide homelessness prevention. While the needs are present year round, the colder months leading into the holiday season present the greatest challenges as people desperately seek to stabilize their living situations. Through direct financial assistance, as well as collaborations with other social service agencies and the faith community, CROSS is often able to avert a crisis that would have led to a spiral downward for struggling families.

Food Pantry

Many thanks to the Business Women's Foundation (BWA) of Des Moines who awarded CROSS with a grant to purchase a new 2-door commercial grade refrigerator! This has allowed us to receive and distribute more dairy products and fresh produce to our clients.

Upcoming Events – Check us out at ...

- St. Paul Presbyterian Church's Alternative Gift Market, 6426 Merle Hay Rd, Johnston, Saturday, November 21, 10:00 AM – 3:00 PM.
- Central Presbyterian Church's Holiday Market, 39th & Grand, Des Moines, Friday, Dec. 4 (9:00 – 6:00) and Dec. 5 (9:00 – 4:00). We will be the ones selling dipped and festively decorated chocolate pretzels!

Show your support and "Like" us on Facebook at: [facebook.com/crossministriesdm](https://www.facebook.com/crossministriesdm)

Respectfully Submitted,
Dr. Roberta Victor, Executive Director

Task Force Survey

Ruling Elder's Survey on Task Force Model of Committee On Ministry

Ruling Elder's Name (optional)

Comments will be held in confidence by the moderators of the task forces.

1. Are you aware of the four-task-forces model established to provide congregational and pastoral care and oversight?
2. Please name the task force(s) with which you have had contact. What was your experience with the task force? Why?
3. What are the strengths and weaknesses personally for you with the task forces? Why?
4. When in need of contact by a task force what is your first step:
Call the presbytery office ____
Call the moderator of moderators ____
5. What additional comments do you wish to make?
6. Do you wish a task force to contact you? _____

Please fill out and put in the box on the registration table.

Task Force Survey

Teaching Elder's Survey on Task Force Model of Committee On Ministry

Teaching Elder's Name (optional)

Comments will be held in confidence by the moderators of the task forces.

1. Are you aware of the four-task-forces model established to provide congregational and pastoral care and oversight?
2. Please name the task force(s) with which you have had contact. What was your experience with the task force? Why?
3. What are the strengths and weaknesses personally for you with the task forces? Why?
4. When in need of contact by a task force what is your first step:
Call the presbytery office _____
Call the moderator of moderators _____
5. What additional comments do you wish to make?
6. Do you wish a task force to contact you? _____

Please fill out and put in the box on the registration table.