



**PRESBYTERY OF  
NORTH CENTRAL IOWA**

**Meeting Packet  
for the 231st Stated Meeting of the  
Presbytery of North Central Iowa**



**November 5, 2023**

**Unity Presbyterian Church  
Waterloo, Iowa**

**Proposed Docket 231<sup>st</sup> Stated Meeting  
Presbytery of North Central Iowa  
November 5, 2023  
2:30 p.m.**

- 1:30 p.m. Registration and Coffee Fellowship
- 2:00 p.m. Orientation for New Commissioners
- 2:30 p.m. Call to Order with Prayer and Land Acknowledgement TE Christine Kaplunas
- Guidelines for Zoom Meeting TE Annika Lister Stroope
- Statement by the Moderator of a Quorum
- Introduce First Timers and Guests TE Christine Kaplunas
- Approve Excused Absences
- Seat Corresponding Members
- Intent to Introduce New Business
- Approve Docket
- Worship with Communion
- Memorial of Teaching and Ruling Elders
- Offering to Pastors Education Debt Relief
- Approve Consent Agenda
- Mission and Ministry Report – p. 3
  - Personnel Commission Report – p. 5
- Approve Minutes
- Motion: Approve Minutes of March 7<sup>th</sup> Stated Meeting - p. 11  
and April 27<sup>th</sup> Called Meeting - p. 17
- Presbytery Moderator’s Report TE Christine Kaplunas
- Nominating Committee TE Kerry Carson
- Approve 2024 Slate – p. 21
- Motion to Recess: 5 Minute Break

Stewardship & Finance Committee

RE Cathy Young

- Receive September 2023, Financial Report – p. 26
- Approve 2024 Budget – p. 37

Commission on Ministry – p. 47

RE Walt Reemtsma

Lakeshore Center at Okoboji

TE Sara Sutter

Executives' Reports

- Mission Executive
- Pastor to the Presbyteries
- Administrative Executive & Stated Clerk
  - 2022 Minutes Reviews – p. 48
  - Harassment, Anti-Racism and Child Protection Policies – p. 49
  - TE and RE Parity Proposal for 2024

RE Amgad Beblawi  
TE Ian McMullen  
TE Annika Lister Stroope

Approve 2024 Proposed Presbytery Stated Meeting Dates

- Tuesday, March 12, 2024
- Sunday, November 3, 2024

Touching Base: Joys, Concerns, What's Happening

Installation of Moderator and Vice Moderator

TE Christine Kaplunas

Closing Prayer

RE Adrian McMullen

Adjournment

**Mission and Ministry Committee  
Report for November 5, 2023, NCI Presbytery Meeting**

Reports for 2022 M&M grant projects, due December 15, 2022, were submitted more promptly than last year with 23 of 25 reports received by the end of December 2022 and the final two before the end of January 2023. This was a big improvement over the previous year when 14 of 30 reports were delinquent.

The M&M Committee met on August 8 via Zoom to review the 2024 Mission Partnership Grant application. The annual consultation date was set for October 14 with presentations being held virtually using Zoom. Several grant criteria were changed due to decreased funding: Maximum awards for new projects or those funded for 3 years or less decreased from \$3,000 to \$2,000; renewal projects that have been funded for more than three years can request up to \$1,000, down from \$1,500. Applications are limited to 3 per church. Mission Partnership Grants are meant to support community mission work in which members of the congregation are involved.

The Mission Partnership Grant cycle for 2024 projects had 29 applications requesting \$46,808. The M&M grant budget was \$40,000, so requests exceed funding by 17%. The consultation was held October 14. The project list with approved amounts is included with this report.

Angie is working with a planning team on details for a PDA disaster relief trip which will be February 4-10, 2024. Final arrangements are being made with a host site in Leland, Mississippi, with work in the surrounding counties in response to the March 2023 tornadoes. More information will be coming soon.

Respectfully submitted,

*Angie Jewett*

Moderator

**Presbytery of North Central Iowa  
2024 M&M Mission Partnership Grants**

<b>Church Name</b>	<b>Mission Name</b>	<b>Amount Requested</b>	<b>Amount Granted</b>
<b>Albion First</b>	Albion Library Assistance	\$500	\$500
<b>Algona First (Priority #1)</b>	South Sudan Mission Education	\$2,000	\$2,000
<b>Algona First (Priority #2)</b>	Moving Veterans Forward	\$2,000	\$1,000
<b>Ames Collegiate (Priority #1)</b>	Vocational Discernment Internship	\$2,000	\$2,000
<b>Ames Collegiate (Priority #2)</b>	Vital Documents Access Fund	\$2,000	\$2,000
<b>Ames Collegiate (Priority #3)</b>	Vine Campus Ministry Relaunch at ISU	\$2,000	\$2,000
<b>Ames Northminster (Priority #1)</b>	Shared Blessings	\$2,000	\$2,000
<b>Ames Northminster (Priority #2)</b>	Feeding Haiti's Kids	\$2,000	\$2,000
<b>Ames Northminster (Priority #3)</b>	The Hangout	\$1,000	\$1,000
<b>Burt</b>	Outreach Supplies for Community Liaison	\$1,000	\$1,000
<b>Cedar Falls First (Priority #1)</b>	Eye of the Needle	\$2,000	\$1,000
<b>Cedar Falls First (Priority #2)</b>	Family Literacy Program Support 2024	\$1,000	\$1,000
<b>Cedar Falls First (Priority #3)</b>	Threehouse College Ministry	\$1,000	\$2,000
<b>Greene First</b>	Onsite AED	\$1,500	\$0
<b>Grundy Center First</b>	Joyful Noise Daycare Room Improvement	\$1,308	\$1,000
<b>Irvington</b>	Lakeshore Center Upgrade to Linden Cabin	\$2,000	\$2,000
<b>Jefferson First (Priority #1)</b>	Adopt A Family	\$2,000	\$2,000
<b>Jefferson First (Priority #2)</b>	Good Samaritan Fund for Emergency Assistance	\$2,000	\$2,000
<b>Jefferson First (Priority #3)</b>	School Hygiene Support	\$2,000	\$0
<b>Lone Rock (Priority #1)</b>	North Union Food Pantry	\$2,000	\$2,000
<b>Lone Rock (Priority #2)</b>	Moving Veterans Forward	\$2,000	\$1,000
<b>Marshalltown First (Priority #1)</b>	Free Little Pantry	\$1,000	\$1,000
<b>Marshalltown First (Priority #2)</b>	United for Ukraine	\$2,000	\$2,000
<b>Paton First</b>	Midwest Mission Rice Packaging & Clean Up	\$2,000	\$2,000
<b>Toledo First (Priority #1)</b>	Fairhaven School, Egypt	\$2,000	\$2,000
<b>Waterloo Unity</b>	Unity Container Gardens	\$500	\$500
<b>Waterloo Westminster (Priority #1)</b>	Presbyterian Food Pantry	\$2,000	\$2,000
<b>Waterloo Westminster (Priority #2)</b>	Christmas Dinner	\$1,000	\$1,000
<b>Waterloo Westminster (Priority #3)</b>	Feed My Starving Children	\$1,000	\$0
		\$46,808	\$40,000

### UPP Personnel Commission Report

Submitted by Jeff Stanley, Commission Moderator  
October 25, 2023

- Surveys were sent out to leaders in each of the three Presbyteries in May to assess the shared staffing model, with results compiled and reviewed by Executives and Personnel Commission members during our October Retreat. Results and recommended actions will be shared during the November Leadership Council and Presbytery Meetings. A total of 77 completed surveys were received. We will be personally contacting the 12 survey participants who requested a follow-up conversation.
- The Personnel Commission met at Lakeshore Center on October 19 to complete staff performance reviews, approve the action plan arising from the survey results, and begin to plan 2024 activities and actions.
- At Amgad's request and in light of feedback received from the survey and leadership councils, It was agreed that Amgad's responsibilities and job title will shift to Missions, General Presbyter (in coordination with Ian), and COM leadership effective January 1. He will work with Ian and Annika to update his job description and present to the Commission either November 30 or the first meeting in January.
- In addition, UPP will be adding a part-time Communications resource (employee, consultant, or contractor) to assist us with social media, event planning/management, newsletter and other communications-related work beginning next year TBD. A plan will be presented to the Commission by the Executives at our November 30 meeting.
- We are finalizing the 2024 UPP budget with a plan to approve the budget at our November 30 Meeting.
- Financials for the Personnel Commission from the latest August reports:
  - Actual revenue and expenses generally on target versus budget, with a net negative income of \$5,015 for the month of August and a positive net income of \$30,303 for the year.
  - Current balance in the UPP checking account is \$262,257 with restricted and allocated liabilities of \$66,481 and unrestricted funds of \$195,777. Personnel Commission and Executives are recommending a distribution of \$150,000 in unrestricted funds be returned to the three Presbyteries based upon annual percentage of funding.
    - Des Moines - \$69,450
    - North Central Iowa - \$52,200
    - Prospect Hill - \$28,350
  - Distribution of funds should be made no later than November 30.



# Tri-Presbytery Survey Results

September 2023



# Executive Summary – Tri-Presbytery Survey Data

- Surveys distributed to Presbyteries in mid-May
- Completed surveys received between May 23 and July 13
- 77 completed surveys received
  - Des Moines – 26
  - NCI – 27
  - PPH – 24
  - Feedback received across Teaching Elders, Session Clerks, Commissioned Ruling Elders, and Ruling Elders
- General mood of the respondents leans more concerned about the present and future
  - Decreasing membership across the tri-presbyteries and broader church family
  - Large number of vacant pulpits, especially in rural churches, with trend continuing to worsen
  - Churches closing or consolidating, especially in rural areas
  - Reduced funding undermining leaders' ability to support the Presbyteries and support structures
  - COVID measures still lingering, isolating church leaders and making cohorts and face-to-face communications more difficult





# Executive Summary – Tri-Presbytery Survey Data



- Positive Feedback
  - Strong centralized Executive and Staff Team
  - Knowledgeable and helpful
  - Generally working on the right things, although the scope is broadly spread across a wide geography
  - Enhanced services offered to each Presbytery (Missions, Financial Reporting, Clerk of Session support and expertise)
  - Greater support for churches/parishes in crisis
  - A centralized staff structure reduces the cost across all three Presbyteries versus individual Presbytery staff
- Areas to improve
  - Executives stretched thin across a broader geography – is this a long-term viable structure?
  - Churches in crisis are getting support, but what about the churches not in crisis. They still need assistance and support
  - Despite cost savings generated by moving to a centralized structure, we may still not be able to afford it
  - We need to become more proactive in addressing the obstacles facing our faith, versus our current reactive state
  - How do we increase the pool of younger pastors and leaders who will lead the next generation?
  - How do we create a broader utilization plan for technology and social media?
  - Need to improve the monthly newsletter and make it more relevant to the readership



# North Central Iowa Presbytery

## Clerks of Session

- **What is going well:** Staff response time; cost sharing.
- **What is not going well:** Staff stretched thin.
- **Support needs:** Support for pastors; guidance for churches on growth and sustainability;
- **Priorities should be:** resources and support for long-term planning for churches; support for pastors and churches, particularly churches without pastors.

## Commissioned Ruling Elders (only one response in this group)

- **What is going well:** Shared cost.
- **What is not going well:** Staff stretched thin.



# North Central Iowa Presbytery

## Ruling Elders

- **What is going well:** Cost savings; staff works well together and does a great job individually.
- **What is not going well:** Staff stretched thin.
- **Support needs:** Support for churches looking for pastors; support for churches with internal issues.
- **Priorities should be:** Supporting churches in a changing culture; resources for churches, particularly those with part-time staff.

## Teaching Elders

- **What is going well:** Staff works well together; varied staff expertise;
- **What is not going well:** Staff stretched thin.
- **Support needs:** Support for churches in transition, particularly those looking for pastors; more connection between pastors and churches within the presbytery.
- **Priorities should be:** Help for small churches; more connection between pastors and churches; resources for pastors/congregations;
- **Suggestions:** Bring back the cohorts!

**Presbytery of North Central Iowa  
Stated Meeting  
March 7, 2023  
First Presbyterian Church, Ackley, Iowa**

The 230<sup>th</sup> Stated Meeting of the Presbytery of North Central Iowa was held at First Presbyterian Church, Ackley, Iowa, on Tuesday, March 7, 2023.

**FORMATION OF THE ROLL**

The following commissioners and members were registered for this meeting (**P**resent, **A**bsent, **E**xcused):

<b>CHURCH</b>	<b>MINISTER</b>	<b>P/A/E</b>	<b>COMMISSIONER</b>
Ackley East Friesland	CRE Lynn Arends	P	A
Ackley First	CRE Diane Martin	P	Elaine Lawrence
Albion First	CRE Charlie Flick	A	A
Algona First	Vacant	---	Jerry Yocum
Ames Collegiate	Rev. Dr. Brett Becker Rev. Jen Hibben	P P	Peter Hallock
Ames Northminster	Rev. Jim DuBois	P	A
Boone First	Rev. John Pea	E	A
Burt	CRE Kent Madison CRE Walter Reemtsma	E A	Mark Kelly
Cedar Falls Cedar Heights Community	Rev. Dr. David Kivett Rev. Johnny Janssen	P P	Barbara Dowd
Cedar Falls First	Rev. Julie Erkel Hagee	P	Neal Leeper
Clarion United	Vacant	---	A
Conrad First	Vacant	---	A
Fort Dodge First	Rev. Dr. Austin Hill Rev. Sara Hill CRE Chris Helton	P P P	A
Garner United	CRE David Skilling	E	A
Goldfield United	Vacant	---	A
Grand Junction First	Rev. Bill Kem CRE Wendy Pittman	P P	A
Greene First	Rev. Joan Thomas	A	A
Grundy Center Bethany	Rev. Tom Wiles	A	A
Grundy Center First	Rev. Steve Tyykila	P	A
Irvington First	Vacant	---	Linda Harms-Hensley
Jefferson First	Rev. Bill Kem CRE Wendy Pittman	P P	A
Jesup First	CRE Dawn Person	P	Shelly Hanson
Kamrar First	Rev. Bob EnTin	A	A
Lakota First	CRE Kent Madison CRE Judy Junkermeier	E A	A
LeRoy, MN First	Rev. Dr. John Kerr	P	A
Lincoln Salem	Rev. Brad Braley Rev. Gary Catterson	P P	A
Lone Rock	CRE Walt Reemtsma	A	A
Marshalltown First	Rev. Bryan Kunz	P	A

<b>CHURCH</b>	<b>MINISTER</b>	<b>P/A/E</b>	<b>COMMISSIONER</b>
Mason City First	Vacant	---	A
Maxwell First	CRE Adrian McMullen	P	A
McCallsburg	Rev. Thomas Poppe	A	A
Nevada Central	Rev. John Molacek	P	Dennis Orcutt
Paton First	Rev. Bill Kem CRE Wendy Pittman	P P	Angie Jewett
Reinbeck Amity	CRE Darryl Widmayer	P	A
Reinbeck First	Rev. Steve Tyykila	P	A
Rudd Eden	Rev. Dixie Laube	P	Linda Brandau
State Center First	CRE Carol Tripp	A	A
Steamboat Rock First	CRE Lynn Arends	P	A
Toledo First	Rev. Dr. Tom Bower	P	Sylvia Johnson
Traer United	Rev. Brice Hoyt	P	Greg Cluts
Washburn St. Paul's	Rev. Dr. Clemens Bartollas	A	A
Waterloo Barclay	CRE Larry Fuson	A	A
Waterloo First	Rev. David Feltman	P	A
Waterloo Unity	Rev. Christine Kaplunas	P	Paula Thomas
Waterloo Westminster	Rev. Jonny Craig	E	Judy Clauson
Woden First	CRE Diane Wilson	A	A

<b>OTHER PRESBYTERY MEMBERS</b>	<b>STATUS</b>	<b>P/A/E</b>
<b>Honorably Retired</b>		
Rev. Bruce Baillie	HR	E
Rev. John Bates	HR	E
Rev. David Beckmann	HR	E
Rev. Francis Beyea	HR	E
Rev. Dr. Tom Bower	HR	E
Rev. Brad Braley	HR	E
Rev. Kerry Carson	HR	E
Rev. Gary Catterson	HR	E
Rev. Doug Darnold	HR	E
Rev. Dan Emmert	HR	E
Rev. Jerry Evelsizer	HR	E
Rev. David Feltman	HR	E
Rev. Denise Group	HR	P
Rev. John Hanna	HR	P
Rev. Wesley Harker	HR	E
Rev. Richard King	HR	P
Rev. Jack Mauldin	HR	E
Rev. Marian "Pete" McCart	HR	E
Rev. Larry Mitchell	HR	E
Rev. Gordon Moen	HR	P
Rev. John Osborn	HR	E
Rev. Mark Pell	HR	E
Rev. Mary Wilber	HR	E
Rev. Dr. Glenn Wilson	HR	E
Rev. Cathy Young	HR	E

<b>Laboring Outside the Bounds in Validated Ministry</b>		
Rev. Sara Sutter	Lakeshore Center at Okoboji	P
Rev. Al Polito	Chaplain at St. Croix Hospice, Charles City, IA	A
<b>Specialized Ministry</b>		
Rev. Dr. Linda Smith	Hawkeye Community College	E
<b>At-Large</b>		
Rev. Ben Acosta	At-Large	A
Rev. Le Anne Clausen de Montes	At-Large	P
Rev. Tamara EnTin	At-Large	A
Rev. Barbara Huisman	At-Large	A
Rev. Kerin Sorensen	At-Large	A
Rev. Betsy Thompson	At-Large	A
<b>Presbytery Committee Members</b>		
Laura Little	Treasurer	P
Nancy Beenken	Joint Staff PNC	P
<b>Visitors</b>		
Leslie Kerr	LeRoy First	P
Linda Scott	Algona First	P
Martha Johnson	Ames Collegiate	P
<b>Presbytery Staff</b>		
Rev. Dr. Annika Lister Stroope	Administrative Executive & Stated Clerk	P
Amgad Beblawi	Mission Executive	P
Rev. Ian McMullen	Pastor to the Presbyteries	P
Jeannie Stolee	Office Manager	P

<b>CORRESPONDING MEMBERS</b>	
Rev. Richard Francis	HR, Presbytery of Prospect Hill, Recording Clerk
Rev. Kirsten Klepfer	Grinnell First

<b>MINSTERS (76 on roll)</b>	<b>ELDER COMMISSIONERS and OTHERS</b>		
Present 33	Present 26	Total Present	59
Excused 26	Excused 0	Total Excused	26
Absent 17	Absent 31	Total Absent	48

Abbreviations:

TE=Teaching Elder (Minister of the Word and Sacrament)

RE=Ruling Elder

CRE=Commissioned Ruling Elder

Moderator TE Christine Kaplunas called the meeting to order at 10:04 a.m. She acknowledged the Native American peoples who originally inhabited the land on which the Presbytery was meeting and reminded the Presbytery of the Presbyterian Church’s historic commitment to social justice for all people. She then led the Presbytery in prayer.

CRE Diane Martin welcomed the Presbytery to the church and gave a brief history of the congregation and its mission.

Stated Clerk TE Annika Lister-Stroope declared a quorum to be present.

First-time Elder Commissioners and guests were introduced, including Rev. Jenn Hibben, campus minister for Iowa State University in Ames.

The Excused Absences were approved by consensus.

Corresponding Members were seated by consensus.

- TE Richard Francis, Presbytery of Prospect Hill, serving as Recording Clerk
- TE Kirsten Klepfer, Presbytery of Des Moines

The Docket was approved by consensus.

The Consent Agenda, consisting of the reports of the Personnel Commission, the Nominating Committee, and the Mission and Ministry Committee (see Appendix) was approved by consensus.

The minutes of the November 6, 2022, Stated Meeting were approved by consensus.

RE Angie Jewett, TE Sara Hill, and CRE Adrian McMullen (piano) led the Presbytery in worship. TE Johnny Janssen preached on “The Work of Peace,” based on Isaiah 58 and John 14:27. TE John Molacek presided at Holy Communion. Communion servers were TE Sara Hill, RE Angie Jewett, TE Johnny Janssen, and RE Shelly Hanson. An offering of \$413 was taken for Pastors’ Education Debt Relief.

Moderator TE Christine Kaplunas introduced TE Kirsten Klepfer, Pastor at First Presbyterian Church of Grinnell, Presbytery of Des Moines. Kirsten presented the document, “Crying Out Loud, a Declaration of Faith” (see Appendix) developed by a team from the Presbyteries of North Central Iowa, Prospect Hill, and Des Moines. She commended the document to the Presbytery for their consideration and reflection as a first step. The document will be sent to the congregations of the three presbyteries for their study and discussion.

The Moderator gave an oral report on her activities.

The Presbytery recessed for lunch at 11:52 a.m. Moderator TE Christine Kaplunas led in prayer for the meal.

The Presbytery reconvened following lunch at 12:43 p.m.

TE Sara Hill presented the report of the Stewardship & Finance Committee, including the End of Year 2022 Financial report, and the January 2023 Financial report (see Appendix).

TE Austin Hill presented the oral report of the Commission on Ministry. He highlighted the appointment of CREs and noted the installation of Sara and Steve Sutter at Lakeshore Center at Okoboji. TE John Pea will be installed at First Presbyterian Church of Boone on June 11. Austin noted that he and TE Sara Hill will be moving to Nashville, Tennessee in June to take a new call.

TE Sara Sutter presented the oral report of the Lakeshore Center at Okoboji.

#### Executives' and Stated Clerk's Reports

- Pastor to the Presbyteries TE Ian McMullen
  - Ian highlighted the shortage of pastoral candidates, not only in the Presbyterian Church but also in many Christian denominations. He encouraged the members of the Presbytery to identify those in their churches with the gifts to be both Teaching Elders and Commissioned Ruling Elders. He pointed out that the Church Leadership Connection has been completely redone and should be easier to use, both for TEs seeking calls and congregations seeking pastoral leadership.
- Mission Executive RE Amgad Beblawi
  - Amgad highlighted the Presbyterian Disaster Assistance trip to Kentucky sponsored by the Presbytery and coordinated by RE Angie Jewett.
  - Amgad also point to the All-Iowa Presbyteries Gathering scheduled for August 26, 2023.
  - The Presbytery is participating in Mission InSite, which gives demographic information for local communities, information that can be used by congregations.
  - Amgad is planning a mission trip to Egypt in October of this year.
  - Amgad lifted up the organization of a Presbytery Migration Network to work on issues of immigration.
  - He noted that there are 100 million refugees worldwide, one out of every 77 people in the world.
- Administrative Executive and Stated Clerk TE Annika Lister Stroope
  - Regarding the allegation dated May 4, 2022, Annika reported that
    - A petition for review of the IC was received. The reviewers' decision was that a new investigating committee (IC) be formed. She contacted the moderator of the presbytery and that the moderator is in the process of contacting teaching elders and ruling elders to serve on an investigating committee.
  - Regarding allegation of July 29, 2022, Annika reported that
    - The reviewers of a petition for review sustained the petition and recommended to the session that a new investigating committee (IC) be formed.
    - The session has requested that the presbytery form the new IC.
    - She has contacted the moderator of the presbytery and the moderator will contact teaching elders and ruling elders to serve on the new IC.
  - Annika spoke about the concerns raised in the Presbytery about the controversy over the choice of text for the Exegesis Exam portion of the Standard Ordination Exams.
  - The Synod of Lakes and Prairies has taken over the accounting for the Presbytery.
  - A new temporary office assistant, Mickey Van Baale, has been hired. She will be working remotely, one-quarter time.
  - Since the three Presbyteries are at mid-point in the shared staffing model, a survey will be sent out to all the churches and minister members of the Presbytery to assess how the model is working. Results of the survey will be shared with the Personnel Committee.

Moved, Seconded, and Carried (M/S/C) to authorize the Presbytery Council to set 2024 Per Capita, 2024 Unified Mission Giving percentages, and 2024 ministerial salary minimums.

Members of the Presbytery shared joys, concerns, and congregational events.

M/S/C to adjourn at 1:31 p.m. Moderator TE Christine Kaplunas closed in prayer.



The next called meeting of the Presbytery will be via the Zoom videoconferencing platform on Thursday, April 27, 2023, at 7:00 p.m. The purpose of the meeting will be to vote on Amendments to the Constitution of the Presbyterian Church (U.S.A.)

The next stated meeting of the Presbytery will be at Unity Presbyterian Church, Waterloo, Iowa, on Sunday, November 5, 2023.

The following written reports were also received and are included as Appendices:

<b>Appendix</b>	<b>Page</b>
<b>1.....Personnel Commission.....</b>	<b>7</b>
<b>2.....Nominating Committee .....</b>	<b>8</b>
<b>3.....Mission &amp; Ministry .....</b>	<b>10</b>
<b>4.....Declaration of Faith .....</b>	<b>13</b>
<b>5.....Stewardship &amp; Finance .....</b>	<b>16</b>
<b>6.....Year End 2022 Financial Report .....</b>	<b>17</b>
<b>7.....January 2023 Financial Report .....</b>	<b>25</b>

**Presbytery of North Central Iowa  
Called Meeting  
April 27, 2023**

The Presbytery of North Central Iowa met for a called meeting on Thursday, April 27, 2023. The meeting was held via the Zoom videoconferencing platform.

The Presbytery was joined via Zoom by the Presbyteries of Des Moines and Prospect Hill. The purpose of the meeting was to vote on the Amendments to the Constitution of the Presbyterian Church (U.S.A.). The Amendments had been approved by the 225<sup>th</sup> General Assembly (2022) and recommended to the presbyteries for their affirmative or negative votes.

**FORMATION OF THE ROLL**

The following commissioners and members were registered for this meeting (**P**resent, **A**bsent, **E**xcused):

<b>CHURCH</b>	<b>MINISTER</b>	<b>P/A/E</b>	<b>COMMISSIONER</b>
Ackley East Friesland	CRE Lynn Arends	P	A
Ackley First	CRE Diane Martin	E	A
Albion First	CRE Charlie Flick	A	A
Algona First	Vacant	---	
Ames Collegiate	Rev. Dr. Brett Becker Rev. Jen Hibben	A A	Martha Johnson
Ames Northminster	Rev. Jim DuBois	E	
Boone First	Rev. John Pea	P	Jodi Tymeson
Burt	CRE Kent Madison CRE Walter Reemtsma	A A	Mark Kelly
Cedar Falls Cedar Heights Community	Rev. Dr. David Kivett Rev. Johnny Janssen	P P	
Cedar Falls First	Rev. Julie Erkel Hagee	P	Sandy Jensen
Clarion United	Vacant	---	Kevin Kakacek
Conrad First	Vacant	---	Arlyn Schipper
Fort Dodge First	Rev. Dr. Austin Hill Rev. Sara Hill CRE Chris Helton	A A A	A
Garner United	CRE David Skilling	P	A
Goldfield United	Vacant	---	A
Grand Junction First	Rev. Bill Kem CRE Wendy Pittman	A A	A
Greene First	Rev. Joan Thomas	A	A
Grundy Center Bethany	Rev. Tom Wiles	A	A
Grundy Center First	Rev. Steve Tyykila	P	Tim Laughlin
Irvington First	Vacant	---	A
Jefferson First	Rev. Bill Kem CRE Wendy Pittman	A A	A
Jesup First	CRE Dawn Person	A	A
Kamrar First	Rev. Bob EnTin	A	A
Lakota First	CRE Kent Madison CRE Judy Junkermeier	A E	Janet Chambers
LeRoy, MN First	Rev. Dr. John Kerr	A	A

Lincoln Salem	Rev. Brad Braley Rev. Gary Catterson	A A	A
Lone Rock	CRE Walt Reemtsma	A	A
Marshalltown First	Rev. Bryan Kunz	P	Douglas Cooper
<b>CHURCH</b>	<b>MINISTER</b>	<b>P/A/E</b>	<b>COMMISSIONER</b>
Mason City First	Vacant	---	
Maxwell First	CRE Adrian McMullen	A	A
McCallsburg	Rev. Thomas Poppe	A	A
Nevada Central	Rev. John Molacek	P	Marlys Brehm
Paton First	Rev. Bill Kem CRE Wendy Pittman	A A	Angie Jewett
Reinbeck Amity	CRE Darryl Widmayer	A	A
Reinbeck First	Rev. Steve Tyykila	P	A
Rudd Eden	Rev. Dixie Laube	P	Susie Brandau
State Center First	CRE Carol Tripp CRE David Tripp	P P	A
Steamboat Rock First	CRE Lynn Arends	P	
Toledo First	Rev. Dr. Tom Bower	P	Sylvia Johnson
Traer United	Rev. Brice Hoyt	E	A
Washburn St. Paul's	Rev. Dr. Clemens Bartollas	A	A
Waterloo Barclay	CRE Larry Fuson	A	A
Waterloo First	Rev. David Feltman	A	A
Waterloo Unity	Rev. Christine Kaplunas	P	Paula Thomas
Waterloo Westminster	Rev. Jonny Craig	A	Judy Clauson
Woden First	CRE Diane Wilson	A	A

<b>OTHER PRESBYTERY MEMBERS</b>	<b>STATUS</b>	<b>P/A/E</b>
<b>Honorably Retired</b>		
Rev. Bruce Baillie	HR	E
Rev. John Bates	HR	E
Rev. David Beckmann	HR	E
Rev. Francis Beyea	HR	E
Rev. Kerry Carson	HR	P
Rev. Doug Darnold	HR	E
Rev. Dan Emmert	HR	E
Rev. Jerry Evelsizer	HR	E
Rev. Dr. Patricia Gadelmann	HR	P
Rev. Denise Group	HR	E
Rev. John Hanna	HR	E
Rev. Richard King	HR	E
Rev. Jack Mauldin	HR	E
Rev. Larry Mitchell	HR	E
Rev. Gordon Moen	HR	P
Rev. John Osborn	HR	E
Rev. Mark Pell	HR	E
Rev. Mary Wilber	HR	E
Rev. Dr. Glenn Wilson	HR	E
Rev. Cathy Young	HR	E

<b>Laboring Outside the Bounds in Validated Ministry</b>		
Rev. Sara Sutter	Lakeshore Center at Okoboji	P
Rev. Al Polito	Chaplain at St. Croix Hospice, Charles City, IA	A
<b>Specialized Ministry</b>		
Rev. Sara Sutter	Lakeshore Center at Okoboji	P
<b>At-Large</b>		
Rev. Ben Acosta	At-Large	A
Rev. Le Anne Clausen de Montes	At-Large	P
Rev. Tamara EnTin	At-Large	A
Rev. Barbara Huisman	At-Large	A
Rev. Kerin Sorensen	At-Large	A
Rev. Betsy Thompson	At-Large	P
<b>Presbytery Staff</b>		
Rev. Dr. Annika Lister Stroope	Administrative Executive & Stated Clerk	P
Amgad Beblawi	Mission Executive	P
Rev. Ian McMullen	Pastor to the Presbyteries	P
Jeannie Stolee	Office Manager	P

<b>MINSTERS (74 on roll)</b>		<b>ELDER COMMISSIONERS and OTHERS</b>	
Present	21	Present	19
Excused	23	Excused	0
Absent	30	Absent	30
		Total Present	40
		Total Excused	23
		Total Absent	60

**Abbreviations:**

TE=Teaching Elder (Minister of the Word and Sacrament)

RE=Ruling Elder

CRE=Commissioned Ruling Elder

HR=Honorably Retired

M/S/C=moved, seconded, and carried

PPH=Presbytery of Prospect Hill

NCI=Presbytery of North Central Iowa

PDM=Presbytery of Des Moines

The gathering was opened with prayer by TE Cristine Kaplunas, Moderator of the Presbytery of North Central Iowa at 7:03 p.m. She acknowledged the original inhabitants of the land on which the presbyteries exist today.

Administrative Executive and Stated Clerk TE Annika Lister Stroope introduced the process for introducing the Amendments and for discussion and voting.

Commissioners to the 225<sup>th</sup> General Assembly were RE Lue Baker (PPH), TE John Molacek (NCI), TE Kristin Pike (PDM), TE Jennifer Olson (PPH), and RE Mickey Van Baale (PDM).

TE Kristin Pike, Commissioner to the 225<sup>th</sup> General Assembly from the Presbytery of Des Moines, introduced Amendments 22-A through 22-S, Amendments to the Form of Government.

TE Jennifer Olson, Commissioner to the 225<sup>th</sup> General Assembly from the Presbytery of Prospect Hill, introduced Amendments 22-T through 22-BB, Amendments to the Directory for Worship.

Commissioners RE Mickey Van Baale (PDM) and RE Lue Baker (PPH) added comments on the General Assembly process.

TE John Molacek, Commissioner to the 225<sup>th</sup> General Assembly from the Presbytery of North Central Iowa, introduced Amendments 22-CC through 22-GG, Rules of Discipline.

The three presbyteries broke into separate virtual rooms for discussion and voting.

Moderator TE Christine Kaplunas called the meeting to order at 8:35 p.m. and led the presbytery in prayer.

M/S/C to approve excused absences.

M/S/C to approve the Docket.

M/S/C to approve the Consent Agenda, including all 33 Amendments to the Book of Order.

M/S/C to adjourn the meeting.

The Moderator adjourned the meeting with prayer at 8:40 p.m.

<b>Appendix</b>	<b>Page</b>
<b>1.....Proposed Amendments to the Constitution.....</b>	<b>5</b>

**Presbytery Leaders & Committees**  
**Presbytery of North Central Iowa**  
**2024**

PERSONS SHOWING IN GREEN ARE THOSE UP FOR ELECTION

**Presbytery Officers**

Class	Name	Status/Church	Phone	Email
2024	RE Adrian McMullen	Moderator	515-720-4646	<a href="mailto:mcmullenadrian@gmail.com">mcmullenadrian@gmail.com</a>
2024	TE Steve Tyykila	Vice Moderator	319-529-9994	<a href="mailto:styykila@gmail.com">styykila@gmail.com</a>
2026	TE Annika Lister Stroope	Stated Clerk	402-942-1636	<a href="mailto:annika@presbyteries.org">annika@presbyteries.org</a>
2025	RE Laura Little	Treasurer	641-512-4908	<a href="mailto:laurabora157@gmail.com">laurabora157@gmail.com</a>

**Presbytery Council**

Rep.	Name	Status/Church	Phone	Email
Immed. Past. Mod.	TE Christine Kaplunas – Council Mod.	Waterloo Unity	319-883-1934	<a href="mailto:ctkaplunas@gmail.com">ctkaplunas@gmail.com</a>
Presbytery Mod.	RE Adrian McMullen – Presbytery Mod.	Maxwell First	515-720-4646	<a href="mailto:mcmullenadrian@gmail.com">mcmullenadrian@gmail.com</a>
Presbytery Vice Mod.	TE Steve Tyykila	Grundy Ctr First & Reinbeck First	319-529-9994	<a href="mailto:styykila@gmail.com">styykila@gmail.com</a>
COM	RE Walt Reemtsma	Burt/Lone Rock	515-341-1052	<a href="mailto:presby1mom@gmail.com">presby1mom@gmail.com</a>
M&M	TBD			
VMI	TE Kerry Carson	Retired	641-751-6062	<a href="mailto:presby2@heartofiowa.net">presby2@heartofiowa.net</a>
Nominating				
S&F	TE Cathy Young	Retired	319-230-0644	<a href="mailto:cathyyoung4@gmail.com">cathyyoung4@gmail.com</a>
Personnel	TE Shamaine Chambers King			
PW	RE Linda Hora		515-230-9275	<a href="mailto:lindatoindia@gmail.com">lindatoindia@gmail.com</a>
Treasurer	RE Laura Little	Mason City First	641-512-4908	<a href="mailto:laurabora157@gmail.com">laurabora157@gmail.com</a>
Staff	TE Annika Lister Stroope	Stated Clerk	402-942-1636	<a href="mailto:annika@presbyteries.org">annika@presbyteries.org</a>
Staff	RE Amgad Beblawi	Mission Exec.	502-592-3223	<a href="mailto:amgad@presbyteries.org">amgad@presbyteries.org</a>
Staff	TE Ian McMullen	Pastor to Presbyteries	515-450-7534	<a href="mailto:ian@presbyteries.org">ian@presbyteries.org</a>

The number in ( ) behind a class denotes if they are in their 1<sup>st</sup> or 2<sup>nd</sup> term.

**Commission on Ministry [21]**

Class	Name	Status/Church	Phone	Email
2024(2)	RE William Kay	Waterloo Westminster	319-231-2302	<a href="mailto:wkay7@live.com">wkay7@live.com</a>
2024(2)	RE Michael Marth, Sec.	Rudd Eden	641-756-2356	<a href="mailto:marth@myomnitel.com">marth@myomnitel.com</a>
2024(1)	RE Kent Madison	Lakota First & Burg	515-320-2032	<a href="mailto:pkemadis@netins.net">pkemadis@netins.net</a>
2024(2)	TE Brice Hoyt	Traer United	515-250-1667	<a href="mailto:bricetupc@gmail.com">bricetupc@gmail.com</a>
2024(1)	TE John Pea, CPM Mod.	Boone First	712-790-4104	<a href="mailto:jbpea123@gmail.com">jbpea123@gmail.com</a>
2024(1)	RE Diane Martin	Ackley First	641-430-5127	<a href="mailto:ebamity@yahoo.com">ebamity@yahoo.com</a>
2024 (1)	RE Walt Reemtsma, Chair	Burt & Lone Rock	515-341-1052	<a href="mailto:presby1mom@gmail.com">presby1mom@gmail.com</a>
2025(1)	TE Johnny Janssen	Cedar Falls Cedar Heights	803-397-7568	<a href="mailto:johnjanssen@cfu.net">johnjanssen@cfu.net</a>
2025(2)	RE Dave Skilling	Garner UPC	641-923-2274	<a href="mailto:david.skilling@gmail.com">david.skilling@gmail.com</a>
2025(1)	RE Felicia Cass	Waterloo Westminster	319-290-4636	<a href="mailto:feliciacass64@gmail.com">feliciacass64@gmail.com</a>
2025(1)	RE Dawn Person	Jesup First	515-320-2663	<a href="mailto:pastorfpcjesup@gmail.com">pastorfpcjesup@gmail.com</a>
2025(1)	RE Beth Ehlers	Mason City First	641-430-6553	<a href="mailto:behlers0903@gmail.com">behlers0903@gmail.com</a>
2025(1)	TE John Hanna	Retired		<a href="mailto:redprayers@hotmail.com">redprayers@hotmail.com</a>
2025(1)	TE Pat Geadelmann	Retired	319-404-0642	<a href="mailto:patricia.geadelmann@uni.edu">patricia.geadelmann@uni.edu</a>
2026(2)	TE Brad Braley	Retired	319-610-3372	<a href="mailto:bsbraley@gmail.com">bsbraley@gmail.com</a>
2026(2)	RE Diane Wilson	Woden First	515-341-5461	<a href="mailto:ddwlaw@hotmail.com">ddwlaw@hotmail.com</a>
2026(2)	RE Donna Carhill	Jefferson First	515-371-1007	<a href="mailto:donnacarhill@gmail.com">donnacarhill@gmail.com</a>
2026(2)	TE Bob EnTin (SMRC Liaison)	Kamrar First	515-293-0927	<a href="mailto:bobentin@live.com">bobentin@live.com</a>
2026				
2026				
2026				
Staff	TE Ian McMullen	Pastor to Presbys	515-450-7534	<a href="mailto:ian@presbyteries.org">ian@presbyteries.org</a>

**Sexual Misconduct Response Committee (4 people [2 REs, 2 TEs] one of whom is liaison from COM)**

Class	Name	Status/Church	Phone	Email
2024(1)	RE Joanna Carlson	Goldfield United	515-851-2169	<a href="mailto:jcarlson@tr.k12.ia.us">jcarlson@tr.k12.ia.us</a>
2024(1)	TE Paul Collier	Retired	641-420-6824	<a href="mailto:pcollier676@gmail.com">pcollier676@gmail.com</a>
2025(1)	RE Peg Christensen	Fort Dodge First	515-570-2521	<a href="mailto:pchristensen@frontiernet.net">pchristensen@frontiernet.net</a>
2026(2)	TE Bob EnTin (COM Liaison)	Kamrar First	515-293-0927	<a href="mailto:bobentin@live.com">bobentin@live.com</a>

The number in ( ) behind a class denotes if they are in their 1<sup>st</sup> or 2<sup>nd</sup> term.

**Lakeshore Center Ministry Board [4] (NCI in Blue; PPH in Yellow; MN Valley in Green)**

Class	Name	Status/Church	Phone	Email
2024(1)	TE Kerry Carson	Retired	641-751-6062	<a href="mailto:presby2@heartofiowa.net">presby2@heartofiowa.net</a>
2025(1)	TE Bill Kem	Clarion United	515-293-2104	<a href="mailto:revkem@goldfieldaccess.net">revkem@goldfieldaccess.net</a>
2026(2)	TE David Feltman	Retired	319-231-3570	<a href="mailto:davidafeltman@gmail.com">davidafeltman@gmail.com</a>
2026				
2024(1)	RE Nancy Janssen	Lake City Union	712-830-8610	<a href="mailto:najanssen@hotmail.com">najanssen@hotmail.com</a>
2025(2)	TE Randy Russom	Lake City Union	712-660-2596	<a href="mailto:revslick71@gmail.com">revslick71@gmail.com</a>
2026(1)	RE Ruth Ann Mohr			
2026(1)	RE Phyllis Attema			
	RE Mary Winter	Fulda First	507-360-1976	<a href="mailto:marywinter77@gmail.com">marywinter77@gmail.com</a>
Staff	TE Ian McMullen	Pastor to Presbys	515-450-7534	<a href="mailto:ian@presbyteries.org">ian@presbyteries.org</a>

**Mission & Ministry [9]**

Class	Name	Status/Church	Phone	Email
2024(1)	TE Bryan Kunz	Marshalltown First	641-660-7361	<a href="mailto:bryanjkunz@gmail.com">bryanjkunz@gmail.com</a>
2024(2)	RE Sylvia Johnson	Toledo First	319-310-2309	<a href="mailto:sjjarizona@yahoo.com">sjjarizona@yahoo.com</a>
2024(2)	RE Kent Madison	Lakota First & Burt	515-320-2032	<a href="mailto:pkemadis@netins.net">pkemadis@netins.net</a>
2025(2)	TE John Kerr	LeRoy MN First	910-467-4955	<a href="mailto:drjon03@gmail.com">drjon03@gmail.com</a>
2025(2)	TE Steve Tyykila	Grundy Ctr First & Reinbeck First	319-529-9994	<a href="mailto:styykila@gmail.com">styykila@gmail.com</a>
2025				
2026(2)	TE Gordon Moen	Retired	515-391-0006	<a href="mailto:gnmoen70@gmail.com">gnmoen70@gmail.com</a>
2026(2)	RE Rhonda Braley	Cedar Falls First		<a href="mailto:rhondabraley14@gmail.com">rhondabraley14@gmail.com</a>
2026(1)	RE Jeanette Olson		515-520-0288	<a href="mailto:okfamjro@yahoo.com">okfamjro@yahoo.com</a>
Staff	RE Amgad Beblawi	Mission Executive	502-592-3223	<a href="mailto:amgad@presbyteries.org">amgad@presbyteries.org</a>

**Nominating and Committee on Representation [6]**

Class	Name	Status/Church	Phone	Email
2024(2)	RE Joyce Garton-Natte	Fort Dodge First	515-574-9938	<a href="mailto:jgnjoyce567@gmail.com">jgnjoyce567@gmail.com</a>
2024(1)	RE Nancy Beenken	Mason City First	641-420-5329	<a href="mailto:beenken49@netins.net">beenken49@netins.net</a>
2025(2)	TE Kerry Carson	Retired	641-751-6062	<a href="mailto:presby2@heartofiowa.net">presby2@heartofiowa.net</a>
2025(1)	TE John Molacek	Nevada Central	402-981-4939	<a href="mailto:jwmolacek@gmail.com">jwmolacek@gmail.com</a>
2026				
2026				
Staff	TE Annika Lister Stroope	Stated Clerk	402-942-1636	<a href="mailto:annika@presbyteries.org">annika@presbyteries.org</a>

The number in ( ) behind a class denotes if they are in their 1<sup>st</sup> or 2<sup>nd</sup> term.



**Permanent Judicial Commission [7]**

Class	Name	Status/Church	Phone	Email
2024(1)- eligible for class of 2027	RE Chris Helton	Fort Dodge First	515-418-2743	<a href="mailto:chrish@firstpresfd.org">chrish@firstpresfd.org</a>
2024(1)- eligible for class of 2027	TE Denise Group	Retired	515-298-3464	<a href="mailto:mdenisegroup@gmail.com">mdenisegroup@gmail.com</a>
2025(1)- eligible for class of 2028	TE Dave Kivett	Cedar Falls Cedar Heights	319-883-1019	<a href="mailto:davekivett@cfu.net">davekivett@cfu.net</a>
2025(1)- eligible for class of 2028	RE Anita Schlosser			<a href="mailto:aschlosser13@hotmail.com">aschlosser13@hotmail.com</a>
2026(2)	TE Brett Becker	Ames Collegiate	515-450-4760	<a href="mailto:drb@cpcames.org">drb@cpcames.org</a>
2026(2)	TE John Bates	Retired	641-732-5285	<a href="mailto:jnbates77@gmail.com">jnbates77@gmail.com</a>
2029(2)	RE Dave Little	Mason City First	641-420-2816	<a href="mailto:157little@gmail.com">157little@gmail.com</a>

**Personnel Commission (NCI in Blue; PPH in Yellow; DM in Green)**

Class	Name	Status/Church	Phone	Email
2025(1)	RE Steve Hulsebus	Fort Dodge First	515-408-3130	<a href="mailto:shulse60@gmail.com">shulse60@gmail.com</a>
2026(2)	RE Judy Klepfer	Cedar Falls Cedar Heights Comm.	612-501-7041	<a href="mailto:judy.klepfer@gmail.com">judy.klepfer@gmail.com</a>
2026				
2024(1)	RE Pat Penning	LeMars PUCC	712-540-0704	<a href="mailto:ppenningdm@gmail.com">ppenningdm@gmail.com</a>
2025(2)	TE Jennifer Olson	Storm Lake Lakeside	317-797-5860	<a href="mailto:pastorjennolson@gmail.com">pastorjennolson@gmail.com</a>
2026(1)	TE Kevin Freese	Retired	712-371-2244	<a href="mailto:revkevfrees@gmail.com">revkevfrees@gmail.com</a>
2024(2)	TE Shamaine Chambers King, Chair	Windsor Heights Windsor	515-865-9927	<a href="mailto:shamaine@windsorpc.org">shamaine@windsorpc.org</a>
2025(1)	RE Dave McNally	Clive Heartland	814-332-5134	<a href="mailto:dmcnally@coe.edu">dmcnally@coe.edu</a>
2026(2)	RE Lori SchraderBachar	Ankeny		<a href="mailto:lori.schraderbachar@gmail.com">lori.schraderbachar@gmail.com</a>
Staff	TE Annika Lister Stroope	Stated Clerk	402-942-1636	<a href="mailto:annika@presbyteries.org">annika@presbyteries.org</a>

The number in ( ) behind a class denotes if they are in their 1<sup>st</sup> or 2<sup>nd</sup> term.

**Stewardship & Finance [6]**

Class	Name	Status/Church	Phone	Email
2024(1)	TE Cathy Young, Chair	Retired	319-230-0644	<a href="mailto:cathyyoung4@gmail.com">cathyyoung4@gmail.com</a>
2024(1)	RE Larry Thomsen	Jefferson First	515-370-0100	<a href="mailto:lthomsen@netins.net">lthomsen@netins.net</a>
2025(1)	TE Le Anne Clausen de Montes	At Large	608-515-1515	<a href="mailto:revleannecdm@gmail.com">revleannecdm@gmail.com</a>
2025(1)	RE Dave Wilson	Fort Dodge First	515-570-6484	<a href="mailto:dvwilson@frontiernet.net">dvwilson@frontiernet.net</a>
2026(1)	RE Bob Elsbury	Mason City First	641-420-3550	<a href="mailto:etztsr@gmail.com">etztsr@gmail.com</a>
2026				
2024	RE Laura Little	Treasurer	641-512-4908	<a href="mailto:laurabora157@gmail.com">laurabora157@gmail.com</a>
	TE Annika Lister Stroope	Stated Clerk	402-942-1636	<a href="mailto:annika@presbyteries.org">annika@presbyteries.org</a>

**Vital Ministries Initiative [6]**

Class	Name	Status/Church	Phone	Email
2024(1)	RE Teri Elsbury	Mason City First		
2024(1)	RE Ted Huggins	Fort Dodge First	515-571-1061	<a href="mailto:tjhuggins@yahoo.com">tjhuggins@yahoo.com</a>
2025(2)	TE Kerry Carson, Chair	Retired	641-751-6062	<a href="mailto:presby2@heartofiowa.net">presby2@heartofiowa.net</a>
2025(1)	RE Bonnie Davis Smith	Waterloo Unity		<a href="mailto:jericho1sd@ram-jet.com">jericho1sd@ram-jet.com</a>
2026				
2026				
Staff	TE Ian McMullen	Pastor to Presbys	515-450-7534	<a href="mailto:ian@presbyteries.org">ian@presbyteries.org</a>
Staff	RE Amgad Beblawi	Mission Executive	502-592-3223	<a href="mailto:amgad@presbyteries.org">amgad@presbyteries.org</a>

**Presbyterian Women [3 Officers, No Set Terms]**

Class	Name	Status/Church	Phone	Email
	RE Linda Hora, Moderator		515-230-9275	<a href="mailto:lindatoindia@gmail.com">lindatoindia@gmail.com</a>
	RE Jane Ryan, Secretary	Waterloo Unity	319-215-8422	<a href="mailto:fj.ryan@mchsi.com">fj.ryan@mchsi.com</a>
	RE Debi Jenson, Treasurer	Boone First	515-709-2445	<a href="mailto:debigjenson@gmail.com">debigjenson@gmail.com</a>

**Commissioners to Synod**

Class	Name	Status/Church	Phone	Email
2025(2)	TE Gordon Moen	Retired	515-391-0006	<a href="mailto:gnmoen70@gmail.com">gnmoen70@gmail.com</a>
2025(1)	RE Jane Ryan	Waterloo Unity	319-215-8422	<a href="mailto:fj.ryan@mchsi.com">fj.ryan@mchsi.com</a>
2025(1)	Augusta Cook, YAAD	Fort Dodge First	515-269-0575	<a href="mailto:acook212003@gmail.com">acook212003@gmail.com</a>

**Commissioners to General Assembly and Bills & Overtures Task Force**

Class	Name	Status/Church	Phone	Email
2024-5	TE Christine Kaplunas	Waterloo Unity	319-883-1934	<a href="mailto:ctkaplunas@gmail.com">ctkaplunas@gmail.com</a>
2024-5	RE Adrian McMullen	Maxwell First		
2024-5	YAAD Augusta Cook	Fort Dodge First	515-269-0575	<a href="mailto:acook212003@gmail.com">acook212003@gmail.com</a>

The number in ( ) behind a class denotes if they are in their 1<sup>st</sup> or 2<sup>nd</sup> term.

Presbytery of North Central Iowa							
Statement of Financial Position				c	f		
9/30/2023				Prior Year-end 12/31/2022	Current Yr. 9/30/2023	Unallocated YTD Earnings	Notes
<b>Assets</b>							
	Cash and Investments	1001	Checking	\$ 178,840	\$ 129,493		Acct at United Community Bank
	last updated 6/30/23	1301	Investments: New Covenant Fund	393,631	436,862		Policy: Invest the total of next year's budgeted expenses (at a minimum)
		1302	Investments: LPL Jacobson	118,500	123,907		Policy: Invest funds that equal total of council designated and donor restricted funds.
	last updated 6/30/23	1303	Investments: New Cov (Greene)	69,425	80,475		Purpose: Facilitate the mission work of PCUSA in carrying out the Great Commission of Jesus Christ.
			<b>Total Assets</b>	<b>\$ 760,395</b>	<b>\$ 770,736</b>		
<b>Liabilities</b>							
	Accounts Payable	2001	Accts Payable: General	0	0		
		2002	Accts Payable: UPP	0	0		
		2003	Accts Payable: Synod Per Cap	2,641	2,507		
		2004	A/P GA Per Capita	8,624	0		
		2005	A/P: Synod Acctg Fees	500	500		
			<b>Payables and Other</b>	<b>\$ 11,765</b>	<b>\$ 3,007</b>		
	Council Dedicated Accounts	2401	Ded. Account: Youth Triennium	5,900	5,900		Unspent budget added at YE. Dispersed upon recommendation from M & M committee and approved by the Presbytery council.
		2402	Ded. Acct: New Church (Vesely)	15,100	15,100		Purpose: New church development. Both income and principal may be spent.
		2403	Ded. Acct: Mission (Aplington)	25,250	25,250		Purpose: Disaster assistance in NCI or PDA disaster assistance mission trips.
		2404	Ded. Acct : GA meeting	1,500	1,500		Unspent budget added at YE.
		2405	Ded. Account: PDA Trip	175	20		Perhaps combine with 2403? How are these two accounts different or the same?
		2406	Ded. Act: Israel/Palestine Trp (now UPP)	198	0		
			<b>Total Dedicated Accounts</b>	<b>\$ 48,123</b>	<b>\$ 47,770</b>		
	Pass-through Payables	2501	Pass-thru: GA shared mission	4,003	1,437		
		2502	Pass-thru : Synod Mission	1,098	338		
		2503	Pass-thru: One Great Hour	200	139		
		2504	Pass-thru : GA Peacemaking	2,537	0		
		2505	Pass-thru: Christmas Joy	568	0		
		2506	Pass-thru: Pentecost	200	0		
		2507	Pass-thru: Theological Edu	5,217	167		
		2508	Pass-thru: Lakeshore Center	125	0		
		2509	Pass-thru: GA Des & Hunger	931	465		
		2510	Pass-thru: GA Disaster Relief	2,360	140		
		2511	Pass-thru: Hillcrest	0	0		
		2512	Pass-thru: Dubuque Seminary	75	0		
		2513	Pass-thru: Fairhaven Egypt	1,600	8,525		
			<b>Total Pass-through Payables</b>	<b>\$ 18,913</b>	<b>\$ 11,211</b>		
			<b>Total Liabilities</b>	<b>\$ 78,800</b>	<b>\$ 61,988</b>		

Presbytery of North Central Iowa							
Statement of Financial Position				c	f		
9/30/2023				Prior Year-end 12/31/2022	Current Yr. 9/30/2023	Unallocated YTD Earnings	Notes
<b>Net Assets</b>							
	Undesignated	3000	YTD Unallocated Earnings	(138,188)	27,153	26,660	
		3100	Prior Years' Unrest Net Assets	652,343	512,344		
			<b>Total Undesignated Net Assets</b>	<b>\$ 514,156</b>	<b>\$ 539,496</b>		
	Designated	3201	Net Assets: Operating Reserve	0	0		
		3701	Des. Net Assets: Peacemaking	0	2,253	492	Remittance from congregations: 1/3 goes to Presbytery, 2/3 goes to GA. This is where the net income of Presbytery portion ends up.
		3702	Des. Net Assets: Hunger	0	0	0	Hunger offerings from congregations split 50/50 between NCI and GA Hunger Program. Funds disbursed on the recommendation of M & M Board. This is where the net income of the Presbytery portion ends up.
			<b>Total Designated Net Assets</b>	<b>\$ 0</b>	<b>\$ 2,253</b>		
	Donor Restricted	3801	Res. NA: Mission (Colfax)	93,000	93,000	0	Income to be used for M & M grants. Dispersed upon recommendation of the M & M Committee.
		3802	Res. NA: Mission (Greene)	73,998	73,998	0	See 1303 above
		3803	Res. NA: Ecum Connections	441	0	0	Monies held for Ecumenical Connections group.
			<b>Total Restricted Net Assets</b>	<b>\$ 167,439</b>	<b>\$ 166,998</b>		
			<b>Total Net Assets</b>	<b>\$ 681,595</b>	<b>\$ 708,747</b>		
			<b>Total Liabilities and Net Assets</b>	<b>\$ 760,395</b>	<b>\$ 770,736</b>		

<b>Presbytery of North Central Iowa</b>							
Statement of Financial Activities			d	f	h	c	
9/30/2023	g		<b>MTD Actual (This Yr)</b>	<b>YTD Actual (This Yr)</b>	<b>2023 Budget (This Yr)</b>	<b>Total Actual (Prior Yr)</b>	<b>Notes</b>
<b>Presbytery Operations and Missions</b>			<b>9/30/2023</b>	<b>9/30/2023</b>	<b>12/31/2023</b>	<b>12/31/2022</b>	
<b>Revenues</b>							
Operating Support	4001	Per Capita (GA, Syn, Presb)	\$ 5,409	\$ 170,524	\$ 224,271	\$ 199,599	
	4002	Presbytery Shared Mission	4,425	112,738	160,000	158,692	
	4003	Synod Support	0	6,667	10,000	10,000	
	4004	Donations	0	0	0	6,790	
	4005	Interest (checking/savings)	42	427	75	335	
	4010	Program Revenue	0	0	5,000	2,451	
	4012	Miscellaneous	0	0	0	50	
	4013	Other: PPP	0	0	0	0	
	4014	Inv Inc Beavers (unrest)	0	0	0	831	Income from this Fund is unrestricted. (Use instead of 4107?)
	4016	Pastors' Debt Relief	0	608	0	74	Donations for Pastors' Debt Relief
		<b>Total Operating Support</b>	<b>\$ 9,876</b>	<b>\$ 290,964</b>	<b>\$ 399,346</b>	<b>\$ 378,821</b>	
Dedicated Support	4101	End. Income: Westminster LS	0	771	300	717	Interest designated by donor in equal thirds for 1. LCO; 2. Christian Education; 3. New church development and/or church revitalization. Disbursement authorized by the Council upon recommendation of the Stewardship and Finance Committee.
	4102	End. Income: Beavers Mission	0	171	100	221	Income used for adult mission trip expenses.
	4103	End. Income: Eckles Scholarship	0	1,726	1,000	2,236	Income dedicated for Christian scholarships or The Academy.
	4104	End. Income: Rath Mission	0	4,930	2,400	4,852	Policy: spend this income first for M & M grants and LCO support.
	4105	End. Inc: LaPorte City Mission	0	488	375	673	Policy: spend this income first for M & M grants and LCO support.
	4106	End. Inc: Vanderwerf Music	0	291	190	377	Policy: spend this income first for M & M grants and then LCO support.

<b>Presbytery of North Central Iowa</b>							
Statement of Financial Activities			d	f	h	c	
9/30/2023	g		MTD Actual (This Yr)	YTD Actual (This Yr)	2023 Budget (This Yr)	Total Actual (Prior Yr)	Notes
	4107	End. Inc. Beavers General	0	1,284	800	832	See account 4014.
		<b>Total Dedicated Support</b>	<b>\$ -</b>	<b>\$ 9,660</b>	<b>\$ 5,165</b>	<b>\$ 9,908</b>	
Changes in Designated Net Assets							
<b>Designated Income</b> (YE allocation)	4701	Des NA Inc: Peacemaking	0	742	0	2,253	Remittance income from congregations
	4702	Des NA Inc: Hunger	0	0	0	0	Remittance income from congregations
<b>Designated Expenses</b> (YE Allocation)	5701	Des NA Exp: Peacemaking	0	250	0	0	Payouts by Presbytery
	5702	Des NA Exp: Hunger	0	0	0	0	Payouts by Presbytery
		<b>YTD Changes for Designated Net Assets</b>	<b>\$ 0</b>	<b>\$ 492</b>	<b>\$ 0</b>	<b>\$ 2,253</b>	
		<b>Total Operations &amp; Missions Income</b>	<b>\$ 9,876</b>	<b>\$ 301,117</b>	<b>\$ 404,511</b>	<b>\$ 390,982</b>	

<b>Presbytery of North Central Iowa</b>							
<b>Statement of Financial Activities</b>			d	f	h	c	
9/30/2023			<b>MTD Actual (This Yr)</b>	<b>YTD Actual (This Yr)</b>	<b>2023 Budget (This Yr)</b>	<b>Total Actual (Prior Yr)</b>	<b>Notes</b>
	g						
<b>Expenses</b>							
Per Capita Expense	5001	Per Capita to GA	4,490	40,410	53,880	51,743	
	5002	Per Capita to Synod	2,507	22,564	30,085	31,691	
		<b>Total Per Capita</b>	<b>\$ 6,997</b>	<b>\$ 62,973</b>	<b>\$ 83,965</b>	<b>\$ 83,434</b>	
Operations/Governance Expense	5101	GA meeting	0	0	0	0	
	5102	Presbytery meetings	0	367	1,000	779	
	5103	Moderator expense	0	0	1,000	1,176	
	5104	Council Administration	0	0	1,500	90	
	5105	COM & CPM Admin	385	2,646	10,000	734	
	5106	COM Pastoral Care	0	1,599	0	0	
	5107	Stewship & Finance Admin	0	0	100	0	
	5108	COR Administration	0	0	0	0	
	5109	Nominating Administration	0	0	100	0	
	5110	Personnel Administration	0	0	0	0	
	5111	Mission Administration	0	34	1,000	0	
	5112	Audit fees	0	0	0	0	
	5113	Accounting fees	500	5,010	6,000	6,930	
	5114	Technology costs	0	0	0	86	
	5116	Website Maintenance	0	0	0	0	
	5117	Operations- Insurance	(263)	990	2,000	1,976	
	5119	Books & Subscriptions	0	0	0	0	
	5120	Postage	0	0	0	0	
	5121	Office Supplies	0	0	0	135	
	5122	Phone Internet Zoom	0	0	0	0	
	5124	Permanent Judicial Commission	0	0	100	0	
	5126	Conferences & Retreats	0	0	0	0	
2023 corrected amt: \$212,242.00	5128	UPP shared staff	17,679	159,204	212,518	208,080	
	5129	Calendars	0	0	0	(7)	
	5130	Operations: Other	0	0	0	100	
	5132	Operations: Memorials	0	0	0	100	
		<b>Total Operating and Governance</b>	<b>\$ 18,301</b>	<b>\$ 169,979</b>	<b>\$ 235,318</b>	<b>\$ 220,179</b>	

<b>Presbytery of North Central Iowa</b>							
<b>Statement of Financial Activities</b>							
9/30/2023			d	f	h	c	
	g		<b>MTD Actual (This Yr)</b>	<b>YTD Actual (This Yr)</b>	<b>2023 Budget (This Yr)</b>	<b>Total Actual (Prior Yr)</b>	<b>Notes</b>
Mission & Ministry Expense	5301	M & M: Grants	0	50,000	40,000	67,100	
	5302	M & M: Mission and witness	0	1,000	2,000	0	
	5303	M & M: Youth Triennium	0	0	1,700	0	
	5304	M & M: Trips, workshps, events	0	2,400	5,000	4,317	
	5305	M & M: Camp Support	4,333	39,000	52,000	53,849	
	5306	M & M: Theo Trg & Schol	0	2,500	2,500	2,500	
	5307	M & M: Lay academy	0	5,000	2,500	447	
	5308	M & M: Coronavirus Grants	0	0	0	0	
	5314	M & M:Vital Min Init/Cohorts	600	971	8,000	4,972	
	5316	M & M:Pastor ed debt Assist	0	(171)	5,000	5,950	Payouts for Pastors' Debt Relief
		<b>Total Mission &amp; Ministry Expenses</b>	<b>\$ 4,933</b>	<b>\$ 100,700</b>	<b>\$ 118,700</b>	<b>\$ 139,136</b>	
		<b>Total Operations &amp; Missions Expenses</b>	<b>\$ 30,231</b>	<b>\$ 333,652</b>	<b>\$ 437,982</b>	<b>\$ 442,748</b>	
		<b>Operating &amp; Missions Surplus (Deficit)</b>	<b>\$ (20,355)</b>	<b>\$ (32,535)</b>	<b>\$ (33,472)</b>	<b>\$ (51,767)</b>	



<b>Presbytery of North Central Iowa</b>							
Statement of Financial Activities			d	f	h	c	
9/30/2023	g		MTD Actual (This Yr)	YTD Actual (This Yr)	2023 Budget (This Yr)	Total Actual (Prior Yr)	Notes
<b>Pass-through Receipts and Transfers</b>							
Pass-through Receipts	4501	Receipts: GA shared mission	1,437	32,871		42,183	
	4502	Receipts: Synod shared mission	338	7,084		11,084	
	4503	Receipts: One Great Hour	139	24,013		26,316	
	4504	Receipts: GA Peacemaking	0	1,507		4,574	
	4505	Receipts: Christmas Joy	0	11,221		9,382	
	4506	Receipts: Pentecost	0	5,757		5,783	
	4507	Receipts: Theological Educ	167	3,359		9,245	
	4508	Receipts: Lakeshore Center	0	4,273		7,488	
	4509	Receipts: GA Des & Hunger	465	8,153		8,119	
	4510	Receipts: GA Disaster	140	1,170		14,731	
	4511	Receipts: Hillcrest	0	100		150	
	4512	Receipts: Dubuque Seminary	0	150		300	
	4513	Receipts: Fairhaven Egypt	3,925	9,425		1,600	
		<b>Total Pass-through Receipts</b>	<b>\$ 6,611</b>	<b>\$ 109,084</b>		<b>\$ 140,954</b>	
Pass-through Transfers	5501	Transfer: GA shared mission	1,437	32,871		42,183	
	5502	Transfer: Synod mission	338	7,084		11,084	
	5503	Transfer: One Great Hour	139	24,013		26,316	
	5504	Transfer: GA Peacemaking	0	1,507		4,574	
	5505	Transfer: Christmas Joy	0	11,221		9,382	
	5506	Transfer: Pentecost	0	5,757		5,783	
	5507	Transfer: Theological Educ	167	3,359		9,245	
	5508	Transfer: Lakeshore Center	0	4,273		7,488	
	5509	Transfer: GA Des. & Hunger	465	8,153		8,119	
	5510	Transfer: GA Disaster	140	1,170		14,731	
	5511	Transfer: Hillcrest	0	100		150	
	5512	Transfer: Dubuque Seminary	0	150		300	
	5513	Transfer: Fairhaven Egypt	3,925	9,425		1,600	
		<b>Total Pass-through Transfers</b>	<b>\$ 6,611</b>	<b>\$ 109,084</b>		<b>\$ 140,954</b>	
		<b>Net Pass-through Receipts &amp; Transfers</b>	<b>\$ 0</b>	<b>\$ 0</b>		<b>\$ 0</b>	

<b>Presbytery of North Central Iowa</b>			d	f	h	c	
Statement of Financial Activities							
9/30/2023	g		MTD Actual (This Yr)	YTD Actual (This Yr)	2023 Budget (This Yr)	Total Actual (Prior Yr)	Notes
<b>Investment Income and Transfers</b>							
Investment Income	4601	Invest. Gains: New Covenant	0	43,231		(58,068)	Allocated at YE
	4602	Invest. Gains: LPL	(3,755)	5,407		(23,340)	Allocated at YE
	4603	Inves. Gains: New Cov (Greene)	0	11,050		(4,573)	Allocated at YE
		<b>Unallocated Investment Income</b>	<b>\$ (3,755)</b>	<b>\$ 59,688</b>		<b>\$ (85,980)</b>	
<b>Restricted Income and Spending</b>							
Restricted Income (YE allocation)	4801	Res NA Inc: Colfax	0	0		0	Allocated at YE
	4802	Res NA Inc: Greene	0	0		0	Allocated at YE
	4803	Res NA Inc: Ecumenical Conn	0	0		3,190	Allocated at YE
		<b>Restricted Income (YE allocations)</b>	<b>\$0</b>	<b>\$0</b>		<b>\$3,190</b>	
Restricted Spending (YE allocation)	5801	Rest NA Exp: Colfax	0	0		0	Allocated at YE
	5802	Rest NA Exp: Greene	0	0		0	Allocated at YE
	5803	Rest NA Exp: Ecumenical Conn	0	0		3,631	Allocated at YE
		<b>Restricted Spending (YE allocations)</b>	<b>\$ 0</b>	<b>\$ 0</b>		<b>\$ 3,631</b>	
		<b>Year-end Changes for Restricted Net Assets</b>	<b>\$ 0</b>	<b>\$ 0</b>		<b>\$ (441)</b>	
		<b>Consolidated Changes</b>	<b>\$ (24,110)</b>	<b>\$ 27,153</b>	<b>\$ (33,472)</b>	<b>\$ (138,188)</b>	

**Presbytery of North Central Iowa  
Account Reconciliation  
As of Sep 30, 2023  
1001 - Checking  
Bank Statement Date: September 30, 2023**

Filter Criteria includes: Report is printed in Detail Format.

Beginning GL Balance		149,084.82
Add: Cash Receipts		
Less: Cash Disbursements		(36,586.98)
Add (Less) Other		<u>16,994.77</u>
Ending GL Balance		<u>129,492.61</u>
Ending Bank Balance		130,477.14
Add back deposits in transit		
Total deposits in transit		
(Less) outstanding checks		
Sep 6, 2023    2617		(600.00)
Sep 27, 2023   2623		<u>(384.53)</u>
Total outstanding checks		(984.53)
Add (Less) Other		
Total other		
Unreconciled difference		<u>0.00</u>
Ending GL Balance		<u><u>129,492.61</u></u>

Presbytery Meeting Packet - November 5, 2023 - Page 35

Presbytery of North Central Iowa Remittance Report																			1/1/2023	to	9/30/2023
		Per Cap Est 2023	Per Capita (Current)	Mission GA	Mission Synod	Mission Pby	One Great Hour	Peacemaking GA	Peacemaking Presb Share	Christmas Joy	Pentecost	Theological Education	Lakeshore Center	Hillcrest	Dubuque Seminary	Fairhaven - Egypt	GA Designated (includes hunger)	GA Disaster Relief			
<i>Income GL</i>			4001	4501	4502	4002	4503	4504	4701	4505	4506	4507	4508	4511	4512	4513	4509	4510			
<i>Expense GL</i>				5501	5502		5503	5504		5505	5506	5507	5508	5511	5512	5513	5509	5510			
<i>A/P GL</i>				2501	2502		2503	2504		2505	2506	2507	2508	2511	2512	2513	2509	2510			
<b>Totals:</b>			<b>170,523.95</b>	<b>32,871.37</b>	<b>6,984.54</b>	<b>112,738.30</b>	<b>24,013.03</b>	<b>1,507.17</b>	<b>742.33</b>	<b>11,221.42</b>	<b>5,756.65</b>	<b>3,358.99</b>	<b>4,272.80</b>	<b>100.00</b>	<b>150.00</b>	<b>9,425.00</b>	<b>8,152.68</b>	<b>1,170.00</b>	<b>392,988.23</b>		
Church City, Name	PIN																				
Ackley East Friesland	9811	\$ 2,214		125.00	20.00	355.00													500.00		
Ackley First	2670	6,191	4,643.28	568.14	90.90	1,613.49	49.89												6,965.70		
Albion	2671	1,189	1,189.00	125.00	20.00	355.00						100.00							1,789.00		
Algona	2505	5,781	3,963.36				390.00	552.75	272.25	662.01	631.20		420.80						6,892.37		
Ames Collegiate	2672	16,851	12,638.28	7,812.63	1,250.01	22,187.58	6,402.00			250.00	1,383.00						2,930.00		54,853.50		
Ames Northminster	2522	7,954	7,954.00	1,125.00	180.00	3,195.00	941.00			896.00							1,500.00		15,791.00		
Boone	2855	4,346	4,095.00	625.00		1,775.00		307.03	151.22	386.00	392.20								7,731.45		
Burt	2509	3,977	3,977.00	1,200.00	192.00	3,408.00	500.00			100.00		500.00	600.00					600.00	11,077.00		
Cedar Falls Cedar Hts	2675	12,997	8,664.64	1,600.00	256.00	4,544.00	580.00						500.00						16,144.64		
Cedar Falls First	2674	5,863	3,908.64	1,833.35	293.36	5,206.64	2,210.00			1,830.00	1,179.00	500.00	500.00					570.00	18,030.99		
Clarion	970	3,895	2,921.28	750.00	120.00	2,130.00						225.00							6,146.28		
Conrad	2678	5,125	5,125.00	375.00	60.00	1,065.00	261.30			310.00			1,152.00						8,348.30		
Dows	2679	82																			
Garner	7346	3,157	1,177.00																1,177.00		
Fort Dodge	2514	22,427	16,789.47	7,200.01	1,200.01	21,600.02	1,195.00			1,135.00	72.00	1,499.99							50,691.50		
Goldfield	7353	4,756	4,756.00																4,756.00		
Grand Junction	2517	1,353	1,353.00				220.00			34.00									1,607.00		
Greene	2680	1,722																			
Grundy Center Bethany	9192	6,683	1,025.00	375.00	375.00	2,250.00				100.00									4,125.00		
Grundy Center First	2681	2,501	2,501.00	341.36		1,025.36	702.85			283.00	90.00								4,943.57		
Irvington	2520	1,394					800.00			750.00	475.00								2,025.00		
Jefferson	2521	5,002	5,002.00	625.00	100.00	1,775.00	1,344.67			851.00	315.00	100.00	250.00	100.00	150.00				10,612.67		
Jesup	2486	3,198	3,198.00	500.00	330.00	1,460.00	710.00			315.00									6,513.00		
Kamrar	9194	1,886	1,681.00	250.00	250.00	2,000.00				12.11									4,193.11		
Lakota	2525	2,255	2,255.00			700.00													2,955.00		
Le Roy	3944	3,608	1,804.00																1,804.00		
Lincoln	2683	2,460																			
Lone Rock	2528	1,722	1,763.00			2,500.00													4,263.00		
Marshalltown	2684	14,145	14,145.00		866.66	2,744.00	758.20									3,925.00	3,722.68		26,161.54		
Mason City	2685	10,783	7,689.14	3,513.88	562.29	9,978.16	790.00	37.69	18.56	943.00	166.25								23,698.97		
Maxwell	2686	2,419	2,460.00																2,460.00		
McCallsburg	2687	574	859.34	142.68	22.82	405.18						220.00							1,650.02		
Nevada	2689	2,255	2,255.00	1,734.38	277.49	4,925.61	198.35			160.00	175.00								9,725.83		
Paton	2534	656	656.00	100.00	16.00	284.00	775.00			50.00			850.00						2,731.00		
Reinbeck Amity	7555	1,394	1,394.00				31.00			54.00	24.00								1,503.00		
Reinbeck First	3273	3,772	2,518.88			5,533.32	250.00			240.00	135.00	214.00							8,891.20		
Rudd	9198	2,460	2,460.00	312.50	50.00	887.50	1,308.85	609.70	300.30	674.30									6,603.15		
State Center	2690	1,312	362.00									131.00							493.00		
Steamboat Rock	9201	4,592	5,000.00				138.51												5,138.51		
Toledo	2691	2,009	2,009.00	1,000.00	160.00	2,840.00	324.36									3,000.00			9,333.36		

Presbytery Meeting Packet - November 5, 2023 - Page 36

		Per Cap Est 2023	Per Capita (Current)	Mission GA	Mission Synod	Mission Pby	One Great Hour	Peacemaking GA	Peacemaking Presb Share	Christmas Joy	Pentecost	Theological Education	Lakeshore Center	Hillcrest	Dubuque Seminary	Fairhaven - Egypt	GA Designated (includes hunger)	GA Disaster Relief	
Income GL			4001	4501	4502	4002	4503	4504	4701	4505	4506	4507	4508	4511	4512	4513	4509	4510	
Expense GL				5501	5502		5503	5504		5505	5506	5507	5508	5511	5512	5513	5509	5510	
A/P GL				2501	2502		2503	2504		2505	2506	2507	2508	2511	2512	2513	2509	2510	
Totals:			<b>170,523.95</b>	<b>32,871.37</b>	<b>6,984.54</b>	<b>112,738.30</b>	<b>24,013.03</b>	<b>1,507.17</b>	<b>742.33</b>	<b>11,221.42</b>	<b>5,756.65</b>	<b>3,358.99</b>	<b>4,272.80</b>	<b>100.00</b>	<b>150.00</b>	<b>9,425.00</b>	<b>8,152.68</b>	<b>1,170.00</b>	<b>392,988.23</b>
Traer	<b>7564</b>	3,731	1,667.28				570.00			701.00	322.80								<b>3,261.08</b>
Washburn	<b>2698</b>	2,255																	
Waterloo Barclay	<b>7594</b>	820	820.00	200.00	32.00	568.00	310.00			195.00									<b>2,125.00</b>
Waterloo First	<b>2693</b>	7,626	5,724.33	374.94		3,749.94	1,897.05				265.20								<b>12,011.46</b>
Waterloo Unity	<b>15041</b>	3,157	1,578.50				355.00			290.00									<b>2,223.50</b>
Waterloo Westminster	<b>2696</b>	18,737	15,557.53	62.50	260.00	1,677.50													<b>17,557.53</b>
Woden	<b>9205</b>	984	984.00																<b>984.00</b>
North Central Iowa	<b>NCI</b>															2,500.00			<b>2,500.00</b>
<b>GA Per Capita:</b>			4,489.96																<b>4,489.96</b>
<b>Payment to Mission Agency:</b>				32,871.37			24,013.03	1,507.17		11,221.42	5,756.65						8,152.68	1,170.00	<b>84,692.32</b>
<b>Payment to Foundation:</b>												3,358.99							<b>3,358.99</b>
<b>Payment to Synod:</b>			2,507.08		6,984.54														<b>9,491.62</b>
<b>Payment to Lakeshore Center:</b>													4,272.80						<b>4,272.80</b>
										<b>GA Designated Giving Designations</b>									
										<u>Amount</u>	<u>PIN</u>	<u>Designations</u>							
										\$ 2,775.00	2672	DR999999-ST - Earthquake							
										\$ 750.00	\$2,522	00115 - Tyler Holm							
										\$ 750.00	\$2,522	- Mark & Miriam Adams							
										\$ 300.00	2509	General Disaster							
										\$ 300.00	2509								
										\$ 232.67	2684	E-200393 Palm							
										\$ 232.67	2684	E-200418 Turk							
										\$ 232.67	2684	D500115 Palm							
										\$ 232.67	2684	D500115 Turk							
										\$ 232.67	2684	D500115 - Palm							
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										\$ 232.66	2684	D500115 Palm							
										\$ 232.66	2684	D500115 Turk							
										\$ 215.00	2674								
										\$ -									
										\$ 170.00	2674	Disaster relief							
										\$ 155.00	2672	DR-999999-ST -							
										\$ 140.00	2674	General Disaste							
										\$ 45.00	2674								

	A	B	D	E	F
1	<b>Presbytery of North Central Iowa</b>				
2					
3					
4					
5		Jan - Dec 2023 BUDGET	<b>Jan 1 - Sept 30</b>	<b>2024 BUDGET</b>	
6					
7	<b>Support</b>				
8	Total Per Capita	140,306	170,524	\$227,282.00	
9	Presbytery shared mission	160,000	112,738	157,000	
10	Synod of Lakes and Prairies	10,000	6,667	10,000	
11	Mission trips, workshops & events	5000	0	1,000	
12	Restricted - Westminster Lime Springs	300	771	1,000	
13	Restricted - Irene Beavers mission	100	171	225	
14	Restricted - Irene Beavers general	800	1,284	1,605	
15	Restricted - Eckles scholarship	1000	1,726	2,225	
16	Restricted - Rath mission	2400	4,930	5,500	
17	Restricted - LaPorte City mission	375	488	650	
18	Restricted - Vanderwerf music	190	291	380	
19	Interest Income	75	427	570	
20	New Covenant Income			19330.55	
21	<b>Total Support</b>	<b>320,546</b>	<b>308,393</b>	<b>426,767.55</b>	
22					
23					
24	<b>Expenses</b>				
25	<b>GA per capita</b>			51,440.00	
26	<b>Synod per capita</b>			28,870	
27	<b>Presbytery operations</b>				
28	COM dinners in Ackley	1000		1,000	

	A	B	D	E	F
29	Denominational Meetings		0	2,000	
30	Presbytery meetings	1,000	367	1,000	
31	Moderator annual conference	1,000	0	1,500	
32	COM and CPM admin	10,000	2,646	5,000	
33	COM pastoral care	5,000	1,599	2,500	
34	Council admin	1500	0	1,000	
35	Nominating, COR	100	0	50	
36	Permanent & special judicial commissions, if needed	100	0	100	
37	Personnel admin	100	0	0	
38	Stewardship & finance admin	100	0	0	
39	Memorials				
40	Books, subscriptions, reference material				
41	Insurance	2,000	990	2,500	
42	Office expense				
43	Postage				
44	Technology costs				
45	Telephone, internet, zoom				
46	Website maintenance				
47	Accountant fees	6,000	6,000	6,000	
48	Audit fees		2,500	2,500	
49	<b>Total Prebytery operations</b>	<b>22,800</b>	<b>14102</b>	<b>105,460</b>	
50					
51	<b>Mission and Ministry</b>				
52	M & M grants	40,000	50,000	39,000	
53	Mission & Witness	2,000	1,000	1,500	
54	Youth Triennium	1,700	0	50	
55	Camp support including Synod payment	52,000	39,000	52,000	
56	Theo Trg & Schol	2500	2,500	3,000	
57	The Academy	2,500	5,000	2,500	
58	Vital Ministries Initiative/Cohorts	8,000	971	1,000	

	A	B	D	E	F
59	Mission trips, workshops events	5000	2,400	3,000	
60	Pastor educational debt assistance	5,000	608	3,000	
61	Technology training scholarships	2,500	171	0	
62	<b>Total Mission and Ministry</b>	<b>118,700</b>	<b>101,650</b>	<b>105050</b>	
63					
64	<b>Shared staff and office (UPP)</b>	<b>212,517.70</b>		<b>216,770</b>	
65	<b>Total Expenses</b>	<b>354,017.70</b>		<b>427,280</b>	





North Central Iowa Presbytery  
 Council Designated Accounts and Donor Restricted Net Assets  
 Updated October 2021

Table of Contents (click on headings below to proceed directly to that section)

**Definitions.....2**

**Investment Account with LPL Financial .....2**

    History ..... 2

    Account policy ..... 2

    Transfers in/out..... 2

    Investment policy ..... 2

**Council Designated Accounts .....3**

    New Church Development – Vesely ..... 3

    Presbyterian Mission – Aplington ..... 3

    Youth Triennium ..... 3

    General Assembly ..... 3

**Donor Restricted Net Assets .....3**

    Presbyterian Mission – Colfax..... 3

    Presbyterian Mission – Greene..... 4

    Ecumenical Connections ..... 4

**Temporarily Restricted Net Assets – income spent each year .....4**

    Peacemaking offering ..... 4

    Hunger offering..... 4

    Maude H Rath Memorial Account ..... 4

    Raymond B Eckles Christian Scholarship Fund ..... 5

    Rev and Mrs Calvin W Vanderwerf Mission/Music Permanent Fund ..... 5

    Irene Beavers Fund (mission)..... 5

    Irene Beavers memorial Fund (general) ..... 5

    Westminster PC Lime Springs IA ..... 5

    First United Presbyterian Church of LaPorte City IA Endowment Fund ..... 5

**Inactive or Terminated Accounts.....6**

**Addendum regarding pass-thru funds ..... 7**

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[Click on the logo in the heading to return to the table of contents from anywhere in the document]



## Definitions

Council designated accounts: Funds designated by the Presbytery Council for a specific purpose.

Donor restricted net assets: Funds with donor-imposed restrictions that expire upon the passage of time or once specific actions are undertaken by the Presbytery.

Principal: Initial contributions and amounts added as permitted and recommended by the Stewardship and Finance committee.

Income: Interest earned, dividends earned and market appreciation less investment expenses.

## Investment Account with LPL Financial

### History

This account was opened in 2017 with \$115,500. Additional investments through March 2018 totaled \$43,000. It is handled by Wayne Jacobson of Jacobson Investments headquartered in Cedar Falls, Iowa.

### Account policy

The policy is to invest funds in this account that equal the total of council designated and donor restricted funds. As of September 30, 2021, the designated & restricted funds total approx. \$158,000 and the LPL account balance was nearly \$185,000.

### Transfers in/out

- Cumulative growth is to be transferred annually to the checking account for mission purposes.
- No transfers were made in 2017 or 2018 due to minimal/no earnings.
- No transfer was made in 2019 pending changes in the structure/finances of the Presbytery due to a shared staff arrangement with the Presbyteries of Prospect Hill and Des Moines.
- A transfer of cumulative earnings (\$37,000) was made in November 2020 to the checking account to ensure adequate funds for M&M grants payable in January 2021.
- A transfer of \$4,000 was made in December 2020 to LPL so that the balance in LPL approximated the total of designated & restricted funds at year-end (\$170,000).

### Investment policy

To invest in no-load actively managed mutual funds with an allocation of 60% stock funds and 40% bond funds with priority to a socially responsible portfolio. Information from MRTI (Mission Responsibility Through Investment) from the PC(USA) is available for guidance on Presbyterian Faith-Based Investing.



## Council Designated Accounts

### New Church Development – Vesely

This fund holds money bequeathed from the Vesely Estate to be used for new church development. Both income and principal may be spent. *Balance September 30, 2021 is \$15,100.*

### Presbyterian Mission – Aplington

These funds came from First Presbyterian Church in Aplington IA as they were dismissed to the Evangelical Presbyterian Church in August 2013. The initial contribution was \$42,350. The funds are to be used for disaster assistance within the Presbytery or for expenses of Presbytery disaster assistance mission trips. Funds are disbursed upon the recommendation of a committee consisting of the Pastor to the Presbytery, moderator of Stewardship and Finance committee and moderator of the Mission and Ministry committee. Income only to be spent unless PDA level disaster within the Presbytery and then principal may be spent. The policy may be amended by Presbytery Council. At the Oct 7, 2021 Council meeting, the following action was taken:

Angie Jewett reported that the M&M committee received 28 grants requesting a total of \$67,100. The budget line item for M&M grants is \$50,000. M/S/C to increase the grant awards from \$50,000 to \$67,100 by adding \$17,100 from the Council Designated account referred to as Presbyterian Mission – Aplington. It was noted that the policy designating the use of this account may be amended by Presbytery Council.

**Balance September 30, 2021 is \$42,350. \$17,100 is to be transferred to checking for M&M grants payable January 2022 bringing the balance down to \$25,250.**

### Youth Triennium

Youth triennium is a national gathering of high school age Presbyterian youth every three years. The next event is in 2022. For 2020, the addition to the reserve - based upon past cost - is \$1,700. Funds are disbursed upon the recommendation of the Mission and Ministry Committee and approved by the Presbytery council. *Balance September 30, 2021 is \$4,200.*

### General Assembly

The General Assembly of PC(USA) convenes every two years to conduct the business of the church as set forth in the Book of Order. The next meeting is in 2022. Unspent budgeted funds are set aside to pay the cost of sending commissioners to this meeting. For 2020, the unspent budget was approx. \$1,500. *Balance September 30, 2021 is \$1,500.*

## Donor Restricted Net Assets

### Presbyterian Mission – Colfax

These funds came from Colfax Center United Presbyterian Church as they left PCUSA in 1982. The initial contribution was \$95,000. In May 1993 the Council decided these funds would be invested in



North Central Iowa Presbytery  
Council Designated Accounts and Donor Restricted Net Assets  
Updated October 2021

property by purchasing the Presbytery office building in Waterloo IA. In 2016 the building was sold and this fund re-established. The funds are to be used for Mission & Ministry grants. The income is available each year and is disbursed upon the recommendation of the Mission and Ministry Committee. Principal may not be spent. *Balance September 30, 2021 is \$93,000.*

#### Presbyterian Mission – Greene

\$84,465.94 was received from the First Presbyterian Church of Greene Iowa in October 2021. This fund had been managed by the Greene church until they felt unable to no longer do so. According to the bylaws, if the corporation was dissolved, all assets are to go to the Presbytery provided the fund and the purpose of the fund are maintained. Stewardship & Finance committee is currently reviewing this fund.

#### Ecumenical Connections

This fund represents monies held for a group called Ecumenical Connections directed by past Presbyter, Rev David Feltman. It is the mission of Ecumenical Connections to connect denominational leaders in the State of Iowa. *Balance October 31, 2021 is \$2,160.*

### Temporarily Restricted Net Assets – income spent each year

**Please note: It is the policy of the Presbytery to spend mission dollars first from restricted funds designated for mission purposes and then from unrestricted funds. As such the following funds are spent each year and there is no carryover to succeeding years.**

#### Peacemaking offering

When churches receive the Peacemaking offering, it is to be split three ways: ¼ to be retained by the congregation, ¼ for the Presbytery and ½ for General Assembly. The Presbytery portion is spent by action of the Mission and Ministry Board.

#### Hunger offering

At least one church sends funds designated as Hunger offering. These funds are consolidated with the One Great Hour of Sharing funds. Hunger offering received from local churches is split 50/50 between Presbytery and Presbyterian Hunger Program. Funds are disbursed on the recommendation of the Mission and Ministry Board and approved by Council.

**The following funds are held/invested at Presbyterian Foundation. Income is paid quarterly.**

#### Maude H Rath Memorial Account

This fund receives interest from the Rath Charitable Foundation Fund. The funds are disbursed upon the recommendation of a committee consisting of the Pastor to the Presbytery, Stated Clerk and Presbytery Moderator for education and mission purposes. It has been the policy to spend this income first for M&M grants and LCO support. According to the Memorandum of Understanding dated November 20, 1992: "The income shall be used exclusively for religious, educational and charitable purposes: to promote and assist in promoting Christian living and good citizenship, to enable young people to secure an adequate education, to alleviate distress and suffering of individuals, to benefit mankind regardless of age, color, creed or nationality. The principal of the



North Central Iowa Presbytery  
Council Designated Accounts and Donor Restricted Net Assets  
Updated October 2021

fund shall be maintained in perpetuity. The PCUSA Foundation covenants and agrees to memorialize this gift by designating it as the Rath Charitable Foundation Fund while the Presbytery of North Central Iowa shall distribute all of the net income therefrom under a separate account identified as the Maude H Rath Memorial Account.

Raymond B Eckles Christian Scholarship Fund

This fund was established in 2013 when First Presbyterian Church Aplington left the denomination. Income is designated for Christian scholarships by Council upon recommendation of a three-member committee consisting of the moderator of COM, the COM committee member overseeing CPM and the Pastor to the Presbytery. If there are no scholarship applicants in a given year, then the policy has been to pay up to \$2,500 annually to the Synod of Lakes and Prairies for costs associated with The Academy and with remaining income payable to Dubuque Seminary (DTS). Please note that The Academy costs are shared equally between the Presbyteries of North Central Iowa, Prospect Hill, and Minnesota Valleys.

Rev and Mrs Calvin W Vanderwerf Mission/Music Permanent Fund

This fund is to be used solely for the purpose of interpreting Presbyterian mission and/or promoting sacred classical music in the churches. The original beneficiaries were: Grace Presbyterian Church in Temple TX, First Presbyterian Church in Aplington IA, and Bethany Presbyterian Church in Grundy Center IA. After the closing of the Aplington church, their 1/3 is paid to the Presbytery. The policy has been to spend this income first for M&M grants and then for LCO support.

Irene Beavers Fund (mission)

This fund receives the income from a small trust fund held by the Presbyterian Foundation designated for adult mission. It will be used first for adult mission trip expenses.

Irene Beavers memorial Fund (general)

This fund originated with approx. \$41,000 bequeathed by Irene into an account with Presbyterian Foundation in 2018-2019. There are no restrictions on the use of this income.

Westminster PC Lime Springs IA

This fund is the residue from the closed Westminster Presbyterian Church of Lime Springs IA. Interest is designated by the donor in equal thirds for (1) the Presbyterian Camp on Okoboji, (2) Christian Education ministry and (3) new church development and/or church revitalization. Disbursement of funds is authorized by the Council on the recommendation of the Stewardship and Finance committee.

First United Presbyterian Church of LaPorte City IA Endowment Fund

This fund is a sub account known as the Betts Memorial Fund. The donor's original intent was to distribute 75% for local mission and 25% for mission beyond the local church. The policy has been to spend this income first for M&M grants and LCO support.



## Inactive or Terminated Accounts

### Pastor to the Presbytery fund

Occasionally donations are received and designated for the Pastor to the Presbytery. These funds stay in the general fund as unrestricted monies.

### Adult mission trips

This fund held money carried over from previous years plus excess income over expenses from current year mission trips. Funds were disbursed upon the recommendation of M&M committee and approved by the Presbytery Council. This fund was terminated in 2019 since the cost of these trips usually exceeds any income. Trips are now included in the budget.

### GP continuing education

This fund held money for the General Presbyter's continuing education. Unused funds previously carried forward for a period of three years. This fund terminated in 2019 since the General Presbyter is asked to spend the funds each year and said funds are included in the budget.

### Small church salary support

The fund was for use by congregations with average worship attendance of 60 or fewer and was intended to provide salary support for ordained or commission lay pastors. COM is the authorizing body for congregations requesting funds.

### CPM scholarships

This fund consisted of offerings from services of installation and ordination disbursed by CPM to candidates & inquirers currently enrolled in seminary.

### COM emergency

This fund was for short-term or one-time use for a variety of personal emergencies affecting ordained or commissioned lay pastors, including but not limited to medical problems requiring large out-of-pocket expenses, family emergencies, or home emergencies. It was not to be used for ongoing counseling or chronic medical conditions. COM was the authorizing body for pastors requesting funds.

### Youth mission trips

This fund held money carried over from previous years plus excess of income over expenses from current year mission trips. Funds were disbursed upon the recommendation of the M&M committee and approved by Council.

### Church building loan fund

Loans were available to churches within the Presbytery for relocating, remodeling, and expanding churches buildings or manses. Loans were offered up to \$20,000 for a period up to five years.



North Central Iowa Presbytery  
Council Designated Accounts and Donor Restricted Net Assets  
Updated October 2021

Interest was charged at ½ the rate of a 10-year government bond set the last business day of January and remain fixed for the life of the loan. All the principal and ½ the interest went back into this fund. The other ½ interest went into the operating budget as interest income. Loans were made by recommendation of Stewardship and Finance committee and approved by Council.

### Pastoral Care

Toward the end of 2020, it became apparent that two pastors may benefit from financial assistance for out-of-pocket medical costs and to assist with travel/lodging/house adaptations related to health issues. The Temporary Supply General Presbyter requested that \$7,000 be set aside for this purpose. \$5,000 was spent in 2021 and the balance was not needed. This reserve was terminated in 2021 and became zero.

### PDA derecho grant

The Presbytery received a grant of \$7,500 from Presbyterian Disaster Assistance (PDA) of the PC(USA) for support and assistance to communities in making repairs following a devastating derecho storm that ripped through the central part of the state of Iowa on August 10, 2020. The funds were received Sep 3, 2020. As of Dec 31, 2020, \$1,719 has been spent and a balance of \$5,781 remains unspent. Under the terms of the grant, a narrative and financial report is required within one year (i.e., Sep 2, 2021). Funds may only be used for support of the community's suffering damages from the derecho. Unspent funds were returned to PDA in September 2021.

## Addendum regarding pass-thru funds

Pass-thru funds are monies received by the Presbytery but belonging to others such as the General Assembly (GA) and Synod of the Lakes and Prairies. For example, the Presbytery collects per capita amounts for all churches in the Presbytery based upon \$39.00 per member (for 2021) but \$8.98 belongs to the GA and \$5.50 belongs to the Synod with the remaining \$24.52 staying with the Presbytery. The amounts belonging to GA and Synod are considered pass-thru funds rather than restricted funds. The Presbytery also collects shared mission support that is split among the GA mission, Synod mission and Presbytery mission. The Presbytery recommends the split which was 25% to GA, 4% to Synod and 71% to the Presbytery (for 2021). Pass-thru funds include GA special offerings: Christmas Joy, One Great Hour of Sharing, Peace and Global Witness, and Pentecost. Other pass-thru funds include: Emergency disaster relief (PDA), Theological education, and Lakeshore Center at Okoboji. Both the office administrator and accountant track the receipt and remittance of these funds and reconcile the amounts monthly prior to remittance to GA and Synod (or appropriate recipient such as Lakeshore Center).

Regarding per capita monies, it is the practice of the Presbytery to remit 100% of the GA and Synod portions to those agencies even when a congregation is unable or refuses to pay its per capita apportionment.

## COMMITTEE ON MINISTRY ANNUAL REPORT

A big thank you to the members of the committee who have been diligent in serving the Lord in this capacity and attending the regular monthly meetings either in person or via zoom: Vice Moderator Brad Braley, Retha Starek, Doug Timmons, Julie Erkel Hagge, Donna Carhill, Bob EnTin, William Kay, Secretary Michael Marth, Kent Madison. Brice Hoyt, John Pea, Diane Martain, Johnny Janssen, David Skilling, Dawn Person, Beth Ehlers, John Hanna, and Pat Geadelmann.

One of the purposes of the COM committee is to assist churches in filling their vacant pulpits. Since the last presbytery meeting, we have welcomed Rev Dr Kip Murphy to Mason City 1<sup>st</sup>, Rev John Erthein to Conrad 1<sup>st</sup>, and Rev Jonny Craig to Waterloo Westminster.

Currently we are assisting the following churches who are in transition. We ask that you pray for these congregations as they seek a new shepherd.

Ackley 1st  
Algona 1st  
Clarion United  
Fort Dodge 1st  
Goldfield United  
Grundy Center Bethany  
Irvington 1st  
LeRoy 1st  
Lincoln Salem  
Waterloo 1<sup>st</sup>  
Woden 1<sup>st</sup>

We are pleased to welcome Donald Fisher of Boone as an Inquirer and have taken him under our care.

We thank God for Diane Wilson's ministry at Woden Presbyterian Church and wish her well in her retirement.

Members of the COM are actively engaged in completing their assigned triennial visits with the congregations that they have been assigned. Due to COVID many of these visits were put on hold. The committee is making good effort in getting caught up with their visits and we as a committee expect to be current in this effort in the not-too-distant future.

Respectfully submitted,

Walt Reemtsma, CRE  
Lone Rock Presbyterian Church





# Synod *of* Lakes & Prairies

September 25, 2023

GREETINGS in the name of our Lord Jesus Christ,

I'm writing this to you, the members of the Presbytery of North Central Iowa to commend your Stated Clerk, Annika Lister Stroope for her work on the 2022 minutes.

The minutes and were approved with a minor exception. The following silence was noted: There was no record of the presbytery's determination and communication of its plan to ensure parity between ministers and elders (G-3.0301).

Again, I want to commend Annika for her diligent and faithful work. If you have any questions/concerns, please let me know.

In Christ,  
Rev. Pamela Prouty  
Stated Clerk, Synod of Lakes and Prairies

2115 Cliff Drive Eagan, MN 55122 - 651-357-1142 - pprouty@lakesandprairies.org

## Harassment Policy

1. Introduction: As the Church of Jesus Christ, love is the rule of our relationships.
  - a. Jesus said, “In everything do to others as you would have them do to you; for this is the law and the prophets,” (Matt. 7:12), and “By this everyone will know that you are my disciples, if you have love for one another.” (John 13:35).
  - b. The Book of Order states, “The Church is to be a community of love, where sin is forgiven, reconciliation is accomplished, and the dividing walls of hostility are torn down.” (F-1.0301, “The Calling of the Church: the Church is the Body of Christ”)
  - c. Because we believe this, and because we seek to live it out in all aspects of our personal and corporate life, we believe that harassment in all its forms is incompatible with who we are as followers of Jesus.
2. What is harassment?
  - a. Harassment, simply put, is “*repeated unwanted behavior.*” To take the parts in reverse order:
  - b. *Behavior*: harassment consists of words or actions that demean, threaten, offend, or humiliate another person.<sup>1</sup> This could include, but is not limited to, name-calling in private or public, or in electronic communication such as email; offensive or demeaning social media posts (see the presbytery’s Social Media Policy); stalking; and mockery of another person’s appearance, demeanor, gender, or racial/ethnic identity.
  - c. *Unwanted*: teasing or humorous language that might appear offensive to an observer is characteristic of some relationships, but if the person who is being teased in this way finds that teasing offensive or demeaning, it has crossed the line into harassment. In these cases intention is irrelevant; it is how the language is received that is crucial.
  - d. *Repeated*: in an emotionally-charged setting, a person may use insulting or demeaning language. Ideally, this leads to apology, forgiveness, and reconciliation. But when the insulting or demeaning language is repeated, it becomes harassment.
3. How do we prevent harassment in the Church?
  - a. Jesus is our model for how we treat each other. But we don’t always live up to that standard. That means we must begin with ourselves in stopping harassment of our fellow believers. One way is to ask ourselves before we speak in a meeting or write in an email, “will what I am about to say or write tend to build up the community or break down the community?” More

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<sup>1</sup> This language is adapted from the National Archives document, “Factsheet about Workplace Harassment,” <https://www.archives.gov/files/eo/policy/facts-about-workplace-harassment.pdf>

specifically, “have I fallen into a pattern of using dismissive or demeaning language toward this person or this group?” This does not preclude legitimate criticism; it does mean that when criticism is necessary, it must be done in genuine love and concern not only for the body as a whole but also for the individual.

- b. Jesus is our model for how we treat each other. But we don’t always live up to that standard. That means that we acknowledge together that harassment in all its forms is wrong, and we commit ourselves to repentance and genuine reconciliation whenever harassment occurs.
  - c. Jesus is our model for how we treat each other. But we don’t always live up to that standard. Those in positions of power like pastors, ruling elders, and youth leaders are particularly tempted to use insulting or demeaning language to those with less power. Men are more likely to harass women. If we are in a position of power, we need to test our words and actions by Jesus’ standards.
4. What do we do when harassment takes place?
- a. Jesus’ words in Matthew 18:15-19 are a good place to begin:  
*If another member of the church sins against you, go and point out the fault when the two of you are alone. If the member listens to you, you have regained that one. But if you are not listened to, take one or two others along with you, so that every word may be confirmed by the evidence of two or three witnesses. If the member refuses to listen to them, tell it to the church; and if the offender refuses to listen even to the church, let such a one be to you as a Gentile and a tax collector.*
  - b. If you are being harassed, or if you witness harassment, call it out, if possible. It may be that the person engaging in harassing behavior will recognize their fault, repent and apologize.
  - c. If that doesn’t work, others should be brought in.
  - d. Finally, the session should counsel with the person engaging in harassing behavior. If that doesn’t lead to repentance and reconciliation, it may be necessary to initiate a Disciplinary Process under Chapter VII of Church Discipline section of the Book of Order, always remembering the purpose of church discipline (D-1.0301) and the duty to conciliate and mediate whenever appropriate (D-1.04)
5. This policy takes effect when it is approved by the session/presbytery council. The session/council will review it every three years and change it as necessary to fulfill the requirements of the Book of Order. Each session member will be provided with a written copy of this policy. *The policy will be included in the Presbytery Manual of Operations.*

This policy statement is by its nature stated in negative terms. At the same time, it is written to be consistent with the Statement of Ethical Conduct of the Presbyterian Church (U.S.A.),<sup>2</sup> in the belief that those who adhere to the ethical conduct set forth in that document will avoid the kind of harassing behavior the present document is meant to deal with.

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<sup>2</sup> The Standards of Ethical Conduct can be downloaded here: [Standards of Ethical Conduct PCUSA](#)

Anti Racism Policy (Diversity)

F-1.0403 states, *Unity in Diversity*:

“As many of you as were baptized into Christ have clothed yourselves with Christ. There is no longer Jew or Greek, there is no longer slave or free, there is no longer male and female; for all of you are one in Christ Jesus. And if you belong to Christ, then you are Abraham’s offspring, heirs according to the promise” (Gal. 3:27–29).

The unity of believers in Christ is reflected in the rich diversity of the Church’s membership. In Christ, by the power of the Spirit, God unites persons through baptism regardless of race, ethnicity, age, sex, disability, geography, or theological conviction. There is therefore no place in the life of the Church for discrimination against any person. The Presbyterian Church (U.S.A.) shall guarantee full participation and representation in its worship, governance, and emerging life to all persons or groups within its membership. No member shall be denied participation or representation for any reason other than those stated in this Constitution.

Racism is the opposite of what God intends for humanity. It is the rejection of the other, which is entirely contrary to the Word of God incarnate in Jesus Christ. Racism is a lie about our fellow human beings, for it says that some are less than others. Because of our biblical understanding of who God is and what God intends for humanity, the PC(USA) must stand against, speak against and work against racism. (GA policy reference)

G-3.0106 requires each Council to adopt an anti-racism policy.

As a congregation within the PCUSA we will:

1. Seek to welcome and be open to all people (believers)
2. Educate ourselves to seek awareness of our own behavior and biases and the impact on our community of faith and the wider community.
3. Seek resources (curriculum, worship, preaching and music) which are reflective of all ethnic and racial backgrounds.
4. Study Matthew 25 materials and resources to increase our awareness of systemic racism and its impact. (<https://www.presbyterianmission.org/ministries/matthew-25/matt-25-resources/>)
5. Review our hiring practices to identify and address unintentional or systematic racism.

## Presbytery of North Central Iowa Policy for the Protection of Children, Youth, and Vulnerable Adults

### PURPOSE

The purpose of the Presbytery of North Central Iowa's Policy for the Protection of Children, Youth, and Vulnerable Adults is to implement and maintain a safe environment for children, youth, and adults that will help them participate freely in the presbytery's ministries and programs.

### OBJECTIVES

**Protect Children, Youth, and Vulnerable Adults.** Our intent is to provide a safe environment for children and youth to learn, grow, and experience God's love. We believe that effective ministry for children and youth requires relationships with trustworthy, caring, loving, and mature adults and youth leaders who can demonstrate God's love to them.

**Protect Adults and Leaders.** When adults and leaders are interacting with children and youth, they need to be in a safe place as well. Our intent is to create an environment that sets appropriate guidelines and boundaries and provide the support that staff and volunteers need to be effective in their roles with children and youth. Our intent is also to provide accountability for the actions of adults and leaders to other leaders and parents, by peer observance and mandatory reporting protocols, possibly involving law enforcement.

All ministry areas and programs will incorporate this policy into all activities involving minors and vulnerable adults, provide training for staff and volunteers working with children and youth, and communicate clear expectations for parents, guardians, children, and youth about adhering to the policy and procedures to keep minors and vulnerable adults safe.

### GENERAL DEFINITIONS

The following definitions are to clarify the Policy for the Protection of Children, Youth, and Vulnerable Adults and its procedures:

- **Staff** – all personnel on the payroll of the Presbytery of North Central Iowa, whether lay or clergy, temporary or permanent.
- **Volunteer** – any person who enters into or offers himself or herself for presbytery-related service.
- **Worker** – anyone doing work for the church, paid or unpaid.
- **Child** – anyone under the age of 18 years, as defined by Iowa Code section 232.68.
- **Youth** – anyone from sixth grade through high school graduation.
- **Vulnerable Adult** – anyone 18 years or older who is unable to protect his or her own interests or unable to adequately perform or obtain services necessary to meet essential human needs, as a result of a physical or mental condition which requires assistance from another, as defined by Iowa Code 709. or section 726.2.
- **Misuse of Technology** – the use of technology to text or email suggestive messages and/or images to or of children, and includes the viewing and transmission of pornography.
- **Abuse** – all improper treatment of children, youth, or persons of diminished mental or physical capacity. Abuse discussed in this document includes, but is not limited to the following types defined by Iowa Code section 232.68 (See Appendix B or full definitions):
  - Physical abuse
  - Mental injury
  - Sexual abuse

- Child prostitution
- Presence of illegal drugs in a child's body
- Denial of critical care
- Dangerous substance
- Bestiality in the presence of a child
- Allowing access to a registered sex offender
- Allowing access to obscene materials
- Child sex trafficking.

## **SAFE CHURCH COMPONENTS**

The five components for ensuring a safe church are screening, training, supervision, responding, and accountability.

All staff and volunteers are expected to do everything reasonably possible to provide a safe environment for children and vulnerable adults. The following instructions, although not exhaustive, are practical actions that can be taken.

### **1. SCREENING**

All employees of the presbytery shall be screened prior to employment. All workers eighteen years of age or older, who may have direct contact with children or vulnerable adults must comply with screening requirements before being allowed to serve. Screening will include a criminal background check. The information provided for, and obtained by the background check, shall be retained by the Presbytery of North Central Iowa.

### **2. POLICY TRAINING**

Each applicant shall receive a copy of the Policy for the Protection of Children, Youth, and Vulnerable Adults and attest to having read and agree to follow the policy by completing the Acknowledgement of Receipt of Policy Form in Appendix A. Signed copies of this form will be retained by the Presbytery of North Central Iowa. Updated forms may be required if this policy changes.

### **3. SUPERVISION**

Workers who are responsible for the supervision of children, youth, or vulnerable adults during ministry activities are expected to do everything possible to provide a safe environment.

The presence of two adults shall occur during all children's activities.

#### **Verbal Interactions**

Verbal abuse will not be used at any time. Speaking with children appropriately establishes respect. For example, children should always be called by name, rather than nicknames, generic terms (buddy, sweetie, honey, etc.) or derogatory names. Workers should avoid harsh language that may frighten, threaten, or humiliate children.

#### **Touching**

Physical punishment will not be used at any time. Workers who feel inadequate regarding guidance of children's behaviors should consult with a leader and/or staff.

Touching should be initiated by the child. A child's preference to not be touched should be respected by all workers. Physical affection should be appropriate for the age of the child. For example, it is generally appropriate for a four-year-old to sit in a worker's lap and give a hug. It is not appropriate for a teenager and adult worker to engage in this conduct.

### **Injury and Medications**

Medications will be administered by a parent or guardian, if possible and practicable, except in potentially life-threatening conditions when a worker may administer medication. Parents and guardians may provide signed written instructions to the staff for other medical conditions that may occur.

Workers may provide aid for minor injuries, scrapes and bruises as appropriate. The worker will notify the child's parent or guardian of the reason for the injury and the treatment in writing. A copy of the accident report will be retained in the church files.

Parents will give prior instructions regarding procedures for emergency situations involving their child(ren). Workers will attempt to contact parents or guardians for injuries requiring treatment beyond simple first aid. If parents are unavailable, or give permission by telephone, workers may call an ambulance. Workers will document all emergency situations in writing to parents or guardians, and a copy kept in the church files.

### **Transportation**

Individual workers will not transport children except their own. At least two adults must be present in any vehicles transporting minors and/or vulnerable adults.

## **4. RESPONDING**

First and foremost, all workers shall do whatever is necessary to ensure that all persons are safe. All workers have a responsibility to report actual or suspected abuse of children, youth, or vulnerable adults, whether the suspected abuse occurred during church ministry activities or on church property, or elsewhere.

### **Reporting and Documenting Child Abuse**

If a worker suspects a child has been abused, the worker will report it to the leader or pastor within 24 hours. Workers are not mandatory reporters but are expected to report any suspected abuse for the welfare of the children.

Only professionals trained in child abuse investigations should question a child about the suspected or actual child abuse.

In the event of founded child abuse for a child or vulnerable adult engaged in an outside program, the pastor will provide a written report to the Session as soon as possible.

All workers should be familiar with the Iowa Abuse Reporting Hotline phone number:  
1-800-362-2178.

### **Policy Violations by Workers**

Any worker who is aware of mistreatment of a child, youth, or vulnerable adult, must report to the stated clerk.

If the report is a minor infraction not meeting the abuse definition of the Iowa Code:

- the supervising staff will meet with the worker involved and remind him or her of the Policy for the Protection of Children, Youth, and Vulnerable Adults.
- A second infraction of the policy will result in a suspension of the worker for a specific period of time.
- A third infraction will result in the worker being removed from the program.



If the worker's behavior meets or appears to meet the abuse definition of the Iowa Code, the worker will be suspended from working with children while the case is under review. A founded case of abuse shall result in termination of the worker's status in the program.

### 5. ACCOUNTABILITY

All workers are responsible for ensuring that the Policy for the Protection of Children, Youth, and Vulnerable Adults is understood and followed.

Only professionals trained in child abuse investigations should question a child about the suspected or actual child abuse.

### References

Iowa Code 232.68. (2018). Iowa Department of Human Services. Retrieved from <http://dhs.iowa.gov/child-abuse/what-is-child-abuse/victims>

Dependent Adult Abuse. (2018). Iowa Department of Human Services. Retrieved from [http://dhs.iowa.gov/dependent\\_adult\\_abuse](http://dhs.iowa.gov/dependent_adult_abuse)

Presbyterian Church (USA) Book of Order. (2017/2019).Section G-3.0106. Retrieved from <https://www.pcusastore.com/Products/OGA17010/book-of-order-20172019-pdf.aspx>

**Acknowledgement of Receipt of Policy Form  
Presbytery of North Central Iowa  
Policy for the Protection of Children, Youth, and Vulnerable Adults**

I hereby acknowledge that I, \_\_\_\_\_ ,  
(printed name)

representing \_\_\_\_\_ have received copy  
(name of group)

of the Presbytery of North Central Iowa's Policy for the Protection of Children, Youth, and Vulnerable Adults, adopted on \_\_\_\_\_, 2023.

I certify that I have read and understand this policy, and that I will comply with its procedures.

\_\_\_\_\_  
(Signature)

\_\_\_\_\_  
(Date)

A copy of this signed acknowledgement shall be kept on file in the Presbytery of North Central Iowa. The agreement shall be in effect for five years, or until a change in group leadership occurs, or a change in the policy occurs.