**PRESBYTERY STATED MEETING**

**OCTOBER 26 & 27, 2018**

**Clearwater Forest**

Moderator, Rev. Rich Blood, called the Stated Meeting of the Presbytery of Northern Waters to order at 10:02 am. Rev. Bradley Carloss, Stated Clerk, declared a quorum. Rev. Blood read from Romans 12 and opened the meeting with prayer.

**Presbytery approved** the docket with the moving up of the Personnel Report and CPM Report to follow the Committee on Ministry Report.

Rev. Cory Larsen, who serves on the Clearwater Forest Board, offered a welcome to Clearwater Forest. He asked that we keep Lance Baumann, Property Manager at Clearwater and his family in our prayers and he encouraged people to take some time to wander around and see what’s happening at Clearwater Forest. He brought attention to the shoreline restoration. There have been three hatches of loons this year. The Board is seeking a Director of Outreach and has had several applications.

**Introduction of First Time Elder Commissioners**

Angela McQuin – Phillips

 Ann Pellman - Brule

Jeanette Beech - Lawron

**Introduction of New Ministers**

 Lawrence Lee – Bayfield Presbyterian Church

 Mary Marotte – Park Rapids Trinity Episcopal Presbyterian

**Report of Stated Clerk**

Bradley Carloss, Stated Clerk, appointed Ann Gerlich roll clerk and Arlin Talley parliamentarian.

Registration will constitute the roll.

The roll, formed from the registration, follows:

Teaching Elders-Minister Members

Matthew Arneson P Corey Larsen P

Rich Blood P Elizabeth Liebenstein E

James Deters P Chris McCurdy P

Nancy Deevers E Kathryn Nelson E

Dorothy Duquette P Lawrence Lee P

Paula Gaboury P Tony Oltmann E

Kalvin Hanhart P Chips Paulson E

Calvin Harfst A Ken Ribe P

Janelle Harrison A Kerry Clark Tomhave A

Kimbrel Johnson P Lon Weaver E

Kari L. Jutila E Robyn Weaver P

Jeremiah Knabe P Doug Workman P

Katie Kolmodin E John Yingling E

 **Honorably retired**

Duane Aslyn – HR E Robert Hickman- HR E

Wm. P. Anderson – HR E Charles House – HR E

Bruce Calbreath – HR E Joel Huenemann - HR E

Bradley Carloss - HR P Sharon J. Johnson – HR E

Harry Colquhoun - HR P Nancy Knapp – H E

Peggy Cooper - HR E Robert Light – HR E

James DeSmidt - HR E Margaret Z Morris – HR E

David Gabriel – HR E Eric Nielsen – HR - E

John D. Gibbs - HR E John Pressler -HR E

John G. Gibbs – HR E Darrel Robertson – HR E

Robert Goodin – HR P Barbara Streng – HR E

Sue Goodin – HR P Arlin Talley – HR P

Graden Grobe – HR E Roger Waid – HR E

David T. Guthrie – HR E

Merle Harberts – HR E

Ron Henley-HR E

 **Churches: Ruling Elder Commissioners**

Ashland-Presbyterian-Congregational

Babbitt-Woodland

Bayfield-Bayfield Russ Fish

Bemidji-First

Bigfork-First

Bigfork-Bowstring

Blackduck-First

Bovey-Lawron Jeanette Beech

Brule-Brule Ann Pellman

Calumet-Community

Carlton-Paine Memorial

Chippewa Falls-First

Cloquet-Presbyterian Church of Cloquet

Coleraine-First United Candy Deal

Cornell-First

Duluth – First Al Gartner

Duluth-Glen Avon

Duluth-Lakeside Cari McMillan

Duluth-Pike Lake

Duluth-Westminster Paul Rigsted

Eau Claire-First Tim Nieman

Eau Claire-North

Ely-First

Goodland-

Gordon-First

Grand Rapids-Community Barb Meyer

Hannibal-New Hope

Hibbing-First Katie Larson

Hurley-First

Iron River-Calvary

Ironwood-First

Keewatin-Cong. of the Good Shepherd

Lac du Flambeau-Community

Lake Nebagamon-First

Manitowish Waters-Community

McGrath-Calvary

McGregor-Round Lake

Park Rapids-Trinity Frank Moody

Phillips-First Angela Moquin

Rice Lake-United

Silver Bay-United Protestant

Solon Springs-First

Superior, Country Peace

Superior-Pioneer Parish

Superior-United Jackie Ranko

Tamarack-First

Tower- St. James

Two Harbors-United Darlene Graden

Virginia-Hope Community

Wahkon-McGrath

Warba-Presbyterian Church

Willow River-First

Winter-First

Wrenshall-First

**Corresponding Members:**

Rev. Tom Boomershine

**Commissioned Ruling Elders**

Betty Starkey – Willow River

Leslie Anderson- Pioneer Parish

 Chip Holt – Bemidji

 Katie Larson - Hibbing

 Cindy Martinson – Pike Lake

 Mary Shideler – Grand Rapids

**Council Members** (Those not accounted for elsewhere)

Mary Voss, Vice Moderator

Bill Gravelle, Finance Chair

**Under Care**

**Visitors, Observers**

Brad Deal

Greg Marotte

Rosemary Moody

Kristen Larsen

Kayla Larsen

Sheryl Carlos

Simon Johnson

Walter McQuin

John Voss

**Staff**

Jay Wilkinson

Ann Gerlich

**Seating of Corresponding Members**

 **Presbytery approved** the seating of Rev. Tom Boomershine, Professor Emeritus of New Testament History at United Theological Seminary, Dayton, Ohio.

**Synod Minute Reading of Presbytery Minutes**

 The minutes failed to include PJC members in the report

**Recognition of Outgoing Committee Members**

The following Committee members who finished their work in 2018 were recognized. Thankyou cards will be sent to those who were not present.

Leslie Anderson, Presbytery Council Chair

Dorothy Duquette, Co-Chair, COM

Robyn Weaver, Co-Chair, COM

Matthew Arneson – Nominating Committee Chair

Karel Hanhart – Strategy Committee Chair

Karen Shuder – Self-Development of People Chair

Committee on Ministry

Robyn Weaver

Bob Denman

Deb Emery

Mary Shideler

Larry Annett

Dorothy Duquette

Sue Goodin

Sexual Misconduct Committee

Rachael Ostrander

Committee on Preparation for Ministry

Jeanne Brown

Personnel

Kari Jutila

Karen Schuder

Program Strategy

Karel Hanhart

Permanent Judicial Commission

Robert Hickman

Kari Jutila

Tim Nieman

Finance and Budget

Bob Goodin

Nominating Committee

Matthew Arneson

Duane Aslyn

Chips Paulson

Renee VanDyke

SDOP

Karen Shuder

Synod of Lakes and Prairies

Barry Boyer

Wisconsin Council of Churches

Keith Daniels

**CONSENT AGENDA**

**Presbytery approved** the Consent Agenda with the removal of the following which Matthew Arneson asked be included in the COM Report.

 **June 12, 2018: Coleraine**

COM approved to appoint Mary Shideler, CRE as Moderator at Coleraine and give her permission to serve Communion.

COM agreed to waive the pulpit supply rule for First United and Candy Deal (see 4.303E in Manuel of Operations)

Session needs to be aware of vacancy dues.

**Items approved by the Council on behalf of the Presbytery (Consent Agenda):**

**June 26, 2018:** Council approved the Minutes of the May 3, 2018 Stated Meeting of the Presbytery at the First Presbyterian Church, Ely, MN.

**Items approved by the Committee on Ministry on behalf of the Presbytery (Consent Agenda):**

**June 12, 2018**: COM approved Rev. Mary Marotte’s contract at Trinity Episcopal Presbyterian Church with the following additions:

 Add Continuing Ed of $250.00 plus time

 Compensation for extra Pulpit Supply at the rate they are paying others

 Fee for moderating session at the same rate they have been paying Nancy Emerson.

 The contract will be from April 1, 2018 to April 1, 2019.

**COVENENT AGREEMENT WITH PART-TIME PASTOR**

**NAME OF PART-TIME PASTOR: MARY MAROTTE**

Supporting Organizations: Episcopal Church of Minnesota and Presbytery of Northern Waters

Service Beginning: April 1, 2018 and continuing for twelve (12) months.

This agreement may be revised from time to time at the request of the Part-Time Pastor or the Bishop’s Committee/Session and when appropriate, consultation with the supporting organizations.

This agreement may be terminated at any time with thirty (30) day notice by either party.

**RESPONSIBILITIES OF THE PART-TIME PASTOR**

Responsibilities and duties will be as shown on the attached position description. Modifications to the position will be by agreement with the Bishop’s Committee/session and the Part-Time Pastor.

 **APPROXIMATE TIME EXPECTATIONS AND ACTIVITIES**

 Preach and serve communion two Sundays per month

 Office presence at Trinity one day per week, typically Wednesday.

 Attend Bishop Committee/Session Meetings

 Attend Worship Committee Meetings

 Make visitations in Homes, Care Facilities, Hospitals, and preside over Funerals

 Conduct training of others to provide similar services.

 Supervise Classes and Special Workshops

 Attend Park Rapids Ministerial Association Meetings

 Assist at other Services at Trinity as arranged.

**COMPENSATION**

Salary $ 6064.73

 Housing 2021.58 $8086.31

 Disability, Life Ins. Retiree Support 323.45

Pension 1455.54

Continuing Ed 250.00

 $10115.30

 Compensation for extra Sundays per church policy

 Compensation for Session meetings - $50.00

 Mileage at current IRS Rate: Vouchered

 Pastor’s Discretionary Fund: $750

 Annual Convention Expenses Reimbursed at actual expense

**WORK YEAR AND VACATION**

The work year will be prorated to the following service time: The Pastor will be unavailable during the months of January, February, and March; Vacation time is included in those months of unavailability.

Dorothy and Mary will set up a Triennial Visit with the congregation and will at that time discuss the vacation time.

**June 12, 2018:**  COM approved that Doug Workman be appointed Moderator of Session at Virginia.

 **August 14, 2018:** COM approved the call between Rev. Lawrence Lee and the Bayfield Presbyterian Church as follows.

**Pastor Salary Proposal
Reverend Lawrence Lee and The Bayfield Presbyterian Church**

Pastor Base Salary $40,500.00

Utility Allowance $ 3,500.00

Housing Allowance $11,500.00

Pension $ 6,572.00 \* estimated

Death/Disability Ins. $ 597.00 \* estimated

Mileage Allowance $ 2,000.00

Continuing Ed $ 2,000.00 (includes $500 for books)

Professional Expenses $ 1,300.00

Medical Benefit $14,936.00 \*estimated

Social Security Supplement $ 4, 245.00 \* estimated

Total $ 87,150.00

Vacation: 5 weeks (including 4 Sundays) a year - does not accumulate if unused by the end of the year Cont. Ed.: 2 weeks (including 2 Sundays) a year - accumulates up to 8 weeks (including 8 Sundays) if

unused by the end of the year.

Annual increases will occur based on the Cost of Living Index and on an annual performance review

merit increase as in salary and/or benefits will be considered.

**September 11, 2018:**  COM voted, with one abstention, to approve the Working Agreement between the Community Presbyterian of Grand Rapids and Mary Shideler as follows.

Working Agreement for the Services of

Mary Shideler

And the Community Presbyterian Church of Grand Rapids.

The following comprises a Working Agreement between the Community Presbyterian Church of Grand Rapids and Mary Shideler who hereby agrees to serve as Lay Pastor of the above organization in accordance with the following terms:

l. Duties of the Lay Pastor (listed in order of priority and with the understanding that available time will be allotted accordingly.)

Serve as staff/moderator of the Board of Deacons

Assist with homebound visits and pastoral outreach.

Preach and lead worship up to 3 times per quarter

Officiate a funeral when appropriate.

Maintain open communication with the Pastor

Communicate regularly with the congregation (chimes, insert, QN, Facebook) and program participants with respect to deadlines.

Participate in Continuing Education opportunities at least every other year.

Attend staff meetings when necessary.

Serving communion and moderating session in any absence of the pastor.

2. Time expectations: The average working week for the Lay Pastor will be five hours.

3. Relationships

The Lay Pastor is accountable to the CPC Personnel Committee through the Pastor/Head of Staff. The Lay Pastor will work directly with the Board of Deacons. The Lay Pastor will also work closely with the music staff during weeks they are preaching/leading worship. The Office Coordinator will be a support to the Lay Pastor.

The Lay Pastor shall attend Presbytery meetings and otherwise be an active participant in the life and work of the Presbytery of Northern Waters and shall cooperate fully with the Committee on Ministry.

The Lay Pastor will be supervised by the Pastor/Head of Staff, and the Personnel Committee, through the Session, will provide consultation.

The person shall support and promote the doctrinal stance of the Presbyterian Church (US.A.) as found in the Presbyterian Church (US.A.) Book of Confessions; the system of government of the Presbyterian Church (U.S.A), as found in the Presbyterian Church (U.S.A.) Form of government; worship as described in the Presbyterian Church (US.A.) Directory for Worship; discipline as described in the Presbyterian Church (U.S.A.) Book of Discipline; and in general the mission and program of the Presbyterian Church(U.S.A.)

4. Renumeration: The above organization will provide to the person fulfilling this Working Agreement the following remuneration during the life of the Working Agreement.

$500 per month cash salary, based on the time expectations specified in number 2 above.

$200 per year auto/travel expense allowance.

Two weeks per year paid vacation.

One week per year continu9ng education time, with scholarship funding available.

5. Duration of This Working Agreement

This Working Agreement shall become effected when signed by the person(s) fulfilling this Working Agreement, the Clerk of session, and the Presbytery’s Committee on Ministry Representative The expected beginning date of this Working Agreement is October 1.

The Working Agreement is expected to be in effect until either Mary Shideler or CPC decides on termination.

The Presbytery’s Committee on Ministry and the CPC Session/Personnel will evaluate the position/contract with the Lay Pastor on a yearly basis.

Modification to this Working Agreement may be initiated by any of the three parties; and when negotiated to the satisfaction of all three parties and signed by each, become effective.

Additional hours and duties may be agreed to between the two principal parties, with remuneration to be added in relation to the hours and remuneration specified in this Working Agreement. The additional hours and duties shall be stated in writing and signed by the two principle parties. They shall also be approved by writing and signed by the two principal parties. They shall also be approved by the Committee on Ministry and/or its authorized representative.

The Working Agreement may be terminated upon 30 days written notice by either primary party, and the approval of the Presbytery of Northern Waters or its authorized representative (the Committee on Ministry).

**BIBLICAL STORY TELLING**

Rev. Tom Boomershine presented the first of three workshops on Biblical Storytelling.

He said that biblical storytelling is something we might do in local churches to present the word of God in our culture today.

Corey Larsen gave instructions for lunch and offered the blessing.

The meeting was called back to order at 1 pm by Moderator, Rich Blood.

**Nominating Committee Report**

Matthew Arneson explained the workings of the Nominating Committee. As you can see from the report, there are several openings on several committees. Please contact Matthew if you would like to

fill one of those spots.

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| **Nominating Committee Report** |  |  |  |  |  |  |
| **Presbytery Meeting, October 26-27, Clearwater Forest** |  |  |  |  |
| ***Persons to be elected are indicated in BOLD type.*** |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |
| **Presbytery Moderator** | **Mary Voss (RE)** |  | **Superior, United** |  | **19** |
| **Presbytery Vice-Moderator** | **Chris McCurdy (TE)** |  | **Rice Lake** |  |  | **19** |
| Stated Clerk |  | Brad Carloss (TE) |  | Honorably Retired |  | 20 |
| Presbytery Council Chair | Rich Blood (TE) |  | Superior, Pioneer Parish | 19 |
| Treasurer |  |  | Jay Wilkinson (RE) |  | Woodbury, Trinity (PTCA) | 20 |
|  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |
| **Presbytery-Committee on Ministry Co-Chairs** | **Jim Deters (TE) and Gary Cross (RE)** |  |
| **Presbytery-Committee on Preparation for Ministry** | **Jeremiah Knabe (TE)** |  |  |
| **Presbytery-Nominating Committee** |  |  |  |  |  |  |
| **Presbytery-Program Strategy Committee Co-Chairs** | **Corey Larsen (TE) and Arlin Talley (TE)** |  |
| **Council Committee-Finance and Budget Chair** | **Bill Gravelle (RE)** |  |  |  |
| **Presbytery-Self Development of People Chair** |  |  |  |  |  |
| **Council Committee-Overture and Bylaws Chair** | **Barry Boyer (TE)** |  |  |  |
| **Council Committee-Personnel Chair** |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |
| Committee on Ministry (20-24 members) |  |  |  |  |  |  |
|  |  |  | Gary Cross (RE) |  | Duluth, Glen Avon |  | 19-1 |
|  |  |  | Jim Deters (TE) |  | Ashland |  |  | 19-1 |
|  |  |  | Russell Fish (RE) |  | Ashland |  |  | 19-1 |
|  |  |  | Cindy Martinson (RE) | Duluth, Pike Lake |  | 19-1 |
|  |  |  | Ken Ribe (TE) |  | Honorably Retired |  | 19-1 |
|  |  |  | Rich Blood (TE) |  | Superior, Pioneer Parish | 19-2 |
|  |  |  | Patti Lindelof (RE) |  | Superior, Pioneer Parish | 19-2 |
|  |  |  | Doug Workman (TE) |  | Tower |  |  | 19-2 |
|  |  |  | **Jean Abramson (RE)** |  | **Duluth, Westminster** | **20-1** |
|  |  |  | Pat Luostari (RE) |  | Superior, Pioneer Parish | 20-1 |
|  |  |  | Phil Peterson (RE) |  | Bayfield |  |  | 20-1 |
|  |  |  | Chris McCurdy (TE) |  | Rice Lake |  |  | 20-2 |
|  |  |  | Mary Voss (RE) |  | United, Superior |  | 20-2 |
|  |  |  | **Leslie Anderson (RE)** | **Superior, Pioneer Parish** | **21-1** |
|  |  |  | **Karel Hanhart (TE)** |  | **Chippewa Falls** |  | **21-1** |
|  |  |  | **Chip Holt (CRE)** |  | **Bemidi** |  |  | **21-1** |
|  |  |  | **Vacant (4+)** |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |
| Sexual Misconduct Response Committee (6 members) |  |  |  |  |
| (Nominations for the SMRC are made by COM) |  |  |  |  |  |
|  |  |  | Sue Hendrickson (RE) | Superior, Pioneer Parish | 19-2 |
|  |  |  | Doug Workman (TE) |  | Tower |  |  | 19-2 |
|  |  |  | Brenda Carlson (RE) |  | Cloquet |  |  | 20-2 |
|  |  |  | Jim Deters (TE) |  | Ashland |  |  | 20-2 |
|  |  |  | **Ann Pellman (RE)** |  | **Superior, Pioneer Parish** | **21-1** |
|  |  |  | **Dawn Shoberg (RE)** |  | **Carlton** |  |  | **21-2** |
|  |  |  | **Vacant (0)** |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |
| Committee on Preparation for Ministry (6 members) |  |  |  |  |
|  |  |  | Jeremiah Knabe (TE) | Duluth, First |  | 19-1 |
|  |  |  | Lon Weaver (TE) |  | Duluth, Glen Avon |  | 19-1 |
|  |  |  | Leslie Anderson (RE) | Superior, Pioneer Parish | 20-1 |
|  |  |  | **Jack Fashbaugh (RE)** |  | **Ironwood** |  | **21-1** |
|  |  |  | **Sue Goodin (TR)** |  | **HR** |  |  | **21-1** |
|  |  |  | **Vacant (1)** |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |
| Program Strategy Committee (6-12 members)  |  |  |  |  |  |
|  |  |  | Jackie Ranco (RE) |  | Superior, United |  | 19-1 |
|  |  |  | John Yingling (TE) |  | Black Duck |  | 20-1 |
|  |  |  | Corey Larsen (TE)  |  | Ely |  |  | 20-2 |
|  |  |  | Don Putnam (RE) |  | Rice Lake |  |  | 20-2 |
|  |  |  | **Arlin Talley (TE)**  |  | **HR** |  |  | **21-1** |
|  |  |  | **Vacant (0+)** |  |  |  |  |  |
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| Permanent Judicial Commission (9 members) |  |  |  |  |  |
|  |  |  | Candy Deal (RE) |  | Coleraine |  | 20 |
|  |  |  | Jim Deters (RE) |  | Ashland |  |  | 20 |
|  |  |  | Chips Paulson (TE) |  | Manitiwosh Waters |  | 20 |
|  |  |  | Jim Dunning (RE) |  | Eau Claire, First |  | 22 |
|  |  |  | Lorraine Giles (RE) |  | Calumet |  |  | 22 |
|  |  |  | **Leslie Anderson (RE)** | **Superior, Pioneer Parish** | **23** |
|  |  |  | **Bob Goodin (TE)** |  | **Honorably Retired** |  | **23** |
|  |  |  | **Vacant (2)** |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |
| Finance and Budget (6 members)  |  |  |  |  |  |  |
|  |  |  | Duane Aslyn (TE) |  | Honorably Retired |  | 19-1 |
|  |  |  | **Ron Hendrickson (RE)** | **Superior, Pioneer Parish** | **19-1** |
|  |  |  | Linda Burr-Moxley (TE) | Member-at-Large |  | 20-1 |
|  |  |  | Bill Gravelle (RE)  |  | Duluth, Glen Avon |  | 20-2 |
|  |  |  | **Darrel Robertson (TE)** | **Honorably Retired** |  | **21-1** |
|  |  |  | **Paul Rigstad (RE)**  |  | **Duluth, Westminster** | **21-2** |
|  |  |  | **Vacant (0)** |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |
| Overtures and Bylaws (3 members) (+ GA commissioners) |  |  |  |  |
|  |  |  | Barry Boyer (TE) |  | Honorably Retired |  | 19-1 |
|  |  |  | John D. Gibbs (TE) |  | Honorably Retired |  | 20-1 |
|  |  |  | **Kim Johnson (TE)** |  | **Grand Rapids** |  | **21-1** |
|  |  |  | **Vacant (0)** |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |
| Personnel (6 members) |  |  |  |  |  |  |  |
|  |  |  | Jim Deters (RE) |  | Ashland |  |  | 19-1 |
|  |  |  | Doug Workman (TE) |  | Tower |  |  | 20-1 |
|  |  |  | Bill Gravelle (RE)  |  | Duluth, Glen Avon |  | 20-2 |
|  |  |  | **Vacant (3)** |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |
| Nominating Committee (6 members) |  |  |  |  |  |  |
| (Nominations for the Nominating Committee are made by Presbytery Council) |  |  |
|  |  |  | Mark Distin (RE) |  | Phillips |  |  | 19-1 |
|  |  |  | Sue Hendrickson (RE) | Superior, Pioneer Parish | 19-1 |
|  |  |  | **Vacant (4)** |  |  |  |  |  |
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| SDOP (minimum 5 members) |  |  |  |  |  |  |  |
|  |  |  | Xavier Bell |  | Duluth |  |  | 19-1 |
|  |  |  | Ron Henely (TE) |  | Honorably Retired |  | 19-1 |
|  |  |  | Salaam Witherspoon | Duluth, CHUM |  | 20-1 |
|  |  |  | Dawn Shoberg (RE) |  | Carlton |  |  | 20-2 |
|  |  |  | **Duane Aslyn (TE)** |  | **Honorably Retired** |  | **21-1** |
|  |  |  | **Sharon Johnson (TE)** | **Honorably Retired** |  | **21-2** |
|  |  |  | **Vacant (0-)** |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |
| Synod of Lakes & Prairies |  |  |  |  |  |  |  |
|  |  |  | Cathy Hecht (RE) |  | Superior, United |  | 19-1 |
|  |  |  | **Sue Goodin (TE** |  | **Honorably Retired** |  | **21-1** |
|  |  |  |  |  |  |  |  |  |  |
| Clearwater Forest Board  |  |  |  |  |  |  |  |
|  |  |  | Corey Larsen (TE) |  | Ely |  |  | 19-2 |
|  |  |  | Tim Nieman (RE) |  | Eau Claire, First |  | 20-1 |
|  |  |  |  |  |  |  |  |  |  |
| Seafarers  |  |  |  |  |  |  |  |  |
|  |  |  | Bob Goodin (TE) |  | Honorably Retired |  | 19-1 |
|  |  |  |  |  |  |  |  |  |  |
| Wisconsin Council of Churches |  |  |  |  |  |  |
|  |  |  | Jim Deters (TE) |  | Ashland |  |  | 20-2 |

The Moderator called for nominations from the floor for each office. There being no nominations from the floor:

**Presbytery approved** the nomination of and **elected** Mary Voss as Presbytery Moderator

**Presbytery approved** the nomination of and **elected** Chris McCurdy as Vice Moderator

**Presbytery elected** the following Chairs:

Presbytery - Committee on Ministry Co-Chairs – Jim Deters (TE) and Gary Cross (RE)

Presbytery – Committee on Preparation for Ministry Chair – Jeremiah Knabe

Presbytery – Program Strategy Co-Chairs – Corey Larsen (TE) and Arlin Talley (TE)

Council Cmt. – Finance and Budget Chair – Bill Gravelle (RE)

Council Cmt. – Overtures and Bylaws Chair – Barry Boyer (TE)

**Presbytery elected** the other positions listed above.

**Presbytery approved the Nominating Committee Report with the addition of additional members**

**to be included at the end of the meeting.**

**Finance and Budget report**

**Finance and Budget Committee Meeting**

**August 23, 2018, 10:00 AM at Presbytery Office**

**Minutes**

Meeting called to order by Bill Gravelle, Chair and opened with prayer

Attending: Chair Bill Gravelle, Treasurer Jay Wilkinson, Paul Rigstad, Bob Goodin, Duane Asyln, Linda Burr Moxley.

Absent: None

Minutes of March 8, 2018 meeting were reviewed and approved.

Committee received and approved financial statements reviewed by outside accounting firm.

Minutes to reflect prior email approval of Church Development Grant of $600.00 to the Bovey and Coleraine churches.

Financial statements for seven months ended July 31, 2018 were reviewed.

No significant variances from budget were indicated.

Unpaid per capita of prior years were discussed at length. As of the end of July $33,289.90 of prior year per capita remains unpaid.

The 2019 draft budget was discussed and the following adjustments were suggested:

Reduce account 5250-Treasurer/Chair F&B travel by $1,000.00

Change recommended allocation of mission giving-Presbytery Mission Income as follows:

a. Synod 10%

b. GA 20%

c. Presbytery 70%

With the above changes the 2019 budget reflects an estimated excess of expenses over revenues of $11,440.00.

In addition, the committee authorized a reallocation of Mission Market Fund (PILP) monies be split equally between the fixed rate and variable rate options for 5-year term.

Next meeting scheduled for March 13, 2019.

Meeting closed with prayer at 1:05PM by Bob Goodin.

 Bill Gravelle and Jay Wilkinson presented the Statement of Financial Position from September 30, 2018 and The Statement of Activities.

**Presbytery of Northern Waters Statement**

**Financial Position September 30, 2018**

|  |  |  |
| --- | --- | --- |
| Acct**Current Assets** | **ASSETS** | Last Year |
| 1010 Nat'l Bank Commerce-Checking | $ 46,370.19 | 52,652.92 |
| 1110 Nat'l Bank of Commerce-Savings | 109,664.01 | 109,558.78 |
| 1210 Mission Market Fund (PILP) | 117,738.42 | 116,972.73 |
| **Total Current Assets** | **273,772.62** | **279,184.43** |
| **Property and Equipment** |   |   |
| 1600 Office Equipment | 87,155.82 | 87,200.07 |
| 1615 Remodeling | 78,599.15 | 78,599.15 |
| 1650 Accum Depr-Office Equip | (82,860.73) | (85,919.84) |
| 1665 Accum Depr-Remodeling | (48,269.00) | (44,339.00) |
| **Total Property and Equipment** | **34,625.24** | **35,540.38** |
| **Other Assets** |   |   |
| 1310 Good Faith Loan Receivable | 0.00 | 5,000.08 |
| 1410 Investments-Missions-NCF | 116,224.51 | 104,560.88 |
| 1420 Investments-Church Devel NCF | 172,773.98 | 157,849.96 |
| 1430 Investments-Mission-PILP | 30,000.00 | 30,000.00 |
| 1450 Camp Galilee Fund | 75,934.98 | 69,861.22 |
| **Total Other Assets** | **394,933.47** | **367,272.14** |
| **Total Assets** | **$ 703,331.33** | **681,996.95** |

|  |  |  |
| --- | --- | --- |
| **Current Liabilities** | **LIABILITIES** |   |
| 2001 GA Unified Mission | $ 942.50 | 2,534.17 |
| 2002 GA Designated Mission | 0.00 | 2,111.00 |
| 2004 One Great Hour of Sharing | 0.00 | 275.00 |
| 2007 Theological Education Fund | 0.00 | 200.00 |
| 2021 Synod Unified Mission | 565.50 | 1,058.00 |
| 2051 Other Gov Body Disaster Funds | 1,050.00 | 0.00 |
| **Total Current Liabilities** | **2,558.00** | **6,178.17** |
| **Long-Term Liabilities** |   |   |
| **Total Long-Term Liabilities** | **0.00** | **0.00** |
| **Total Liabilities** | **2,558.00** | **6,178.17** |

|  |  |
| --- | --- |
| **Undesignated Fund Balances**3000 Undesignated Net Assets **Designated Fund Balances** | **FUND BALANCES**$ 108,152.27 81,334.60 |
| 3005 | Working Capital Reserve-4 mos | 74,851.00 | 81,283.00 |
| 3010 | Fixed Asset Reserves | 34,625.24 | 35,540.38 |
|   | Church Devel/Redevelopment | 175,163.78 | 160,715.75 |
|   | Leadership Schol/Speakers | 44,796.14 | 29,696.08 |
|   | Phillips Church Bldg Grant | 0.00 | 0.00 |
|   | Seminary Debt Assistance Grants | 63,321.40 | 75,321.40 |
|   | Office Equip Replacement | 0.00 | 2,974.25 |
|   | Legal Fees | 1,500.00 | 1,500.00 |
|   | Revolving Loans | 80,000.00 | 80,000.00 |

|  |  |
| --- | --- |
| Acct | Last Year |
| PNW Peacemaking | 10,207.23 | 9,431.64 |
| Seminarian Scholarships | 547.71 | 47.71 |
| DE RE Morris Memorial | 2,104.40 | 1,819.00 |
| CA Oberg Memorial | 445.18 | 336.74 |
| Camping Scholarships | 3,500.91 | 1,620.91 |
| Restoring Creation Enabler | 431.50 | 820.50 |
| SDOP | 1,119.01 | 1,119.01 |
| Mission Trips | 2,860.33 | 3,810.33 |
| Bicentenl CRE Training | 2,431.40 | 1,713.01 |
| Youth Triennium | 3,278.85 | 1,278.85 |
| Cornelius | 2,000.00 | 2,000.00 |
| Camp Galilee | 75,934.98 | 69,861.22 |
| Portugal Travel | 618.03 | 618.03 |
| Argetsinger | 596.93 | 0.00 |
| **Total Designated Funds** | **580,334.02** | **561,507.81** |
| **Restricted Fund Balances** |   |   |
| Jalmer | 160.45 | 160.45 |
| **Total Fund Balances** | **688,646.74** | **643,002.86** |
| **Current Year Operating** | **12,126.59** | **32,815.92** |
| **Total Net Assets** | **700,773.33** | **675,818.78** |
| **Total Liabilities & Fund Balances** | **$ 703,331.33** | **681,996.95** |

**PRESBYTERY VOTED TO APPROVE THE FOLLOWING BUDGET FOR 2019 including the per capita of $32.00.**

**Presbytery of Northern Waters**

**Budget Worksheet**

**For Seven Months Ending July 31, 2018**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | 201612 Mo | 201712 Mo | 2017Budget | 20187 Mo | AnnualBudget |  2019 Proposed Budget  |
| **INCOME** |  |  |  |  |  |  |  |
| 4001 | Per Capita Apportionment | 127,584 | 134,098 | 144,090 | 80,868 | 141,185 |  134,611  |
| 4002 | Prior Year Per Capita | 5,578 | 8,362 | 0 | 2,747 | 0 |  -  |
| 4050 | CPS Staff Support | 18,563 | 17,030 | 18,225 | 12,450 | 16,403 |  14,763  |
| 4101 | Presbytery Mission Income | 46,295 | 46,127 | 50,000 | 21,574 | 47,000 |  52,500  |
| 4301 | From Bicentennial Fund 2520 | 2,000 | 0 | 2,000 | 0 | 1,700 |  -  |
| 4305 | From Camp Galilee Fund | 3,634 | 0 | 2,800 | 0 | 2,800 |  3,000  |
| 4310 | From Portugal Fund | 1,000 | 0 | 618 | 0 | 618 |  618  |
| 4401 | Interest-Operating Fund | 555 | 684 | 1,000 | 240 | 500 |  500  |
| 4402 | Interest/Mission Fund | 11,985 | 13,716 | 10,000 | 535 | 10,000 |  7,000  |
| 4410 | Miscellaneous Revenue | 1,351 | 157 | 100 | 35 | 100 |  100  |
|  |  |   |   |   |   |   |  |
|  | Total Income | 218,545 | 220,174 | 228,833 | 118,449 | 220,306 | 213,092 |
|  |  |   |   |   |   |   |  |
|  |  |  |  |  |  |  |  |
| **OPERATING EXPENSES** |  |  |  |  |  |  |
| Presbytery Resource Person |  |  |  |  |  |  |
| 5010 | Resource Pers Salary | 17,287 | 24,980 | 20,000 | 14,166 | 23,400 |  24,036  |
| 5015 | Resource Pers SECA/FICA | 1,322 | 1,911 | 1,530 | 1,084 | 1,790 |  1,839  |
| 5020 | Resource Pers Benefits | 1,250 | 2,000 | 2,000 | 996 | 2,000 |  2,000  |
| 5050 | Resource Pers Trav&Expense | 7,319 | 7,326 | 10,000 | 4,078 | 7,500 |  7,500  |
|  |  |   |   |   |   |   |  |
|  | Total Resource Person | 27,178 | 36,217 | 33,530 | 20,324 | 34,690 | 35,375 |
| Stated Clerk |  |  |  |  |  |  |  |
| 5110 | Stated Clerk Salary | 5,000 | 5,200 | 5,200 | 7,583 | 13,000 |  13,354  |
| 5111 | Minutes Clerk Salary & Mileage | 815 | 1,694 | 1,000 | 1,434 | 1,000 |  2,000  |
| 5115 | SC/MC SECA/FICA | 0 | 66 | 0 | 606 | 1,071 |  1,175  |
| 5120 | Stated Clerk Benefits | 0 | 0 | 0 | 0 | 1,000 |  1,000  |
| 5150 | Stated Clerk Travel | 4,671 | 3,131 | 2,000 | 1,351 | 3,500 | 2,500 |
|  |  |   |   |   |   |   |  |
|  | Total Stated Clerk | 10,486 | 10,091 | 8,200 | 10,974 | 19,571 | 20,029 |
| Treasurer |  |  |  |  |  |  |  |
| 5210 | Bookkeeping | 4,800 | 4,800 | 4,800 | 2,657 | 4,800 |  4,800  |
| 5250 | Treasurer/Chair F&B Travel | 596 | 0 | 1,000 | 0 | 2,000 |  500  |
| 5270 | Audit Expense | 3,000 | 3,200 | 3,500 | 3,360 | 3,500 |  3,500  |
|  |  |   |   |   |   |   |  |
|  | Total Treasurer | 8,396 | 8,000 | 9,300 | 6,017 | 10,300 | 8,800 |
| Presbyter for Pastoral Care |  |  |  |  |  |  |
| 5310 | Pastoral Care Salary | 0 | 0 | 0 | 6,500 | 13,000 |  13,354  |
| 5315 | Pastoral Care SECA/FICA | 0 | 0 | 0 | 497 | 995 |  1,022  |
| 5320 | Pastoral Care Benefits | 0 | 0 | 0 | 0 | 1,000 |  1,000  |
| 5350 | Pastoral Care Travel & Expens | 0 | 0 | 0 | 2,018 | 2,500 |  4,000  |
|  |  |   |   |   |   |   |  |
|  | Total Pastoral Care | 0 | 0 | 0 | 9,015 | 17,495 | 19,376 |
| Administrative Assistant |  |  |  |  |  |  |
| 5410 | Admin Asst Salary | 30,233 | 9,188 | 41,031 | 5,890 | 14,508 |  13,312  |
| 5413 | Admin Asst Flex Spending | 1,200 | 0 | 1,200 | 500 | 500 |  500  |
| 5415 | FICA | 2,722 | 1,034 | 3,537 | 451 | 1,110 |  1,018  |
| 5420 | Admin Asst Benefits | 12,436 | 0 | 15,248 | 0 | 1,451 |  1,331  |
|  |  |   |   |   |   |   |  |
|  | Total Administrative Assistant | 46,591 | 10,222 | 61,016 | 6,841 | 17,569 | 16,162 |
| Insurance |  |  |  |  |  |  |  |
| 5510 | Workers Compensation Insurance | 653 | 552 | 1,000 | 240 | 1,000 |  1,000  |
| 5520 | Property & Liab Insurance | 2,450 | 2,591 | 3,500 | 687 | 3,000 |  3,000  |
|  |  |   |   |   |   |   |  |
|  | Total Insurance | 3,103 | 3,143 | 4,500 | 927 | 4,000 | 4,000 |
| Presbytery Office Expenses |  |  |  |  |  |  |
| 5611 | Utilities | 4,143 | 3,451 | 6,000 | 1,845 | 5,000 |  4,000  |
| 5612 | Building Maintenance | 0 | 1,053 | 500 | 388 | 500 |  500  |
| 5613 | Snow Removal/Lawn Care | 1,984 | 3,039 | 2,000 | 1,965 | 2,200 |  2,500  |
| 5615 | Office Cleaning | 270 | 0 | 500 | 0 | 400 |  400  |
| 5620 | Office Supplies | 1,045 | 1,060 | 1,500 | 614 | 1,400 |  1,200  |
| 5630 | Postage | 235 | 872 | 1,200 | 761 | 1,000 |  900  |
| 5640 | Telephone | 2,334 | 2,516 | 2,400 | 1,334 | 2,500 |  2,000  |
| 5645 | Internet/Website | 931 | 869 | 1,200 | 120 | 1,000 |  750  |
| 5650 | New Equipment | 1,628 | 527 | 1,000 | 434 | 750 |  750  |
| 5660 | Equipment Maintenance | 2,271 | 1,295 | 2,500 | 482 | 2,400 |  2,000  |
| 5670 | Software Updates | 593 | 32 | 100 | 0 | 100 |  600  |
| 5695 | Depreciation | 4,094 | 4,736 | 4,800 | 0 | 4,800 |  4,800  |
|  |  |   |   |   |   |   |  |
|  | Total Pres Office Expenses | 19,528 | 19,450 | 23,700 | 7,943 | 22,050 | 20,400 |
| Presbytery Judicatory |  |  |  |  |  |  |
| 5710 | Presbytery Meeting | 1,958 | 2,606 | 1,500 | 597 | 2,000 |  2,500  |
| 5720 | Moderator/Commissions/Misc | 908 | 485 | 1,200 | 54 | 1,200 |  1,200  |
| 5730 | Presbytery Leadership Expense | 845 | 536 | 1,000 | 0 | 1,000 |  1,000  |
|  |  |   |   |   |   |   |  |
|  | Total Presbytery Judicatory | 3,711 | 3,627 | 3,700 | 651 | 4,200 | 4,700 |
| Other Expense |  |  |  |  |  |  |
| 5820 | Permanent Judicial Commission | (32) | 0 | 0 | 0 | 0 |  -  |
| 5920 | Legal Fees | 0 | 266 | 0 | 0 | 0 |  -  |
|  |  |   |   |   |   |   |  |
|  | Total Other Expense | (32) | 266 | 0 | 0 | 0 | 0 |
| Per Capita Apportionment |  |  |  |  |  |  |
| 5990 | GA Per Capita Apportionment | 35,729 | 36,023 | 36,023 | 20,417 | 35,782 |  39,631  |
| 5995 | Synod Per Capita Apportionment | 26,344 | 25,456 | 25,456 | 14,263 | 24,997 |  23,911  |
|  |  |   |   |   |   |   |  |
|  | Total Per Capita Apportionment | 62,073 | 61,479 | 61,479 | 34,680 | 60,779 | 63,542 |
|  |  |  |  |  |  |  |  |
|  | Total Operating Expenses | 181,034 | 152,495 | 205,425 | 97,372 | 190,654 | 192,382 |
|  |  |  |  |  |  |  |  |
| PROGRAM & MISSION EXPENSES |  |  |  |  |  |  |
| Committee on Ministry |  |  |  |  |  |  |
| 6010 | Committee on Ministry | 771 | 1,524 | 1,500 | 650 | 1,500 | 1,500 |
| 6020 | Pastors Welfare Fund | 2,165 | 1,995 | 3,000 | 0 | 3,000 | 2,500 |
| 6050 | Ministers & Their Work | 0 | 0 | 250 | 0 | 250 | 250 |
| 6060 | Sexual Misconduct Response Com | 0 | 0 | 300 | 0 | 300 | 300 |
| 6070 | Churches & Their Work Committe | 0 | 0 | 100 | 0 | 100 | 100 |
| 6080 | Care and Nurture | 2,758 | 500 | 1,500 | 65 | 1,500 | 1,000 |
|  |  |   |   |   |   |   |  |
|  | Total COM | 5,694 | 4,019 | 6,650 | 715 | 6,650 | 5,650 |
| Presbytery Committees/Programs |  |  |  |  |  |  |
| 6110 | Nominating Committee | 0 | 0 | 100 | 0 | 100 | 100 |
| 6130 | Preparation for Ministry | 250 | 1,916 | 4,200 | 0 | 200 | 200 |
| 6140 | CPM-Ord Exam Readers | 828 | 0 | 1,500 | 0 | 800 | 800 |
| 6145 | CPM/CRE | 437 | 2,800 | 2,800 | 0 | 250 | 250 |
| 6147 | CRE Luncheons | 0 | 0 | 0 | 0 | 750 | 750 |
| 6170 | Mission Resale Items | 1,122 | 67 | 500 | 814 | 500 | 500 |
|  |  |   |   |   |   |   |  |
|  | Total Pres Committees/Programs | 2,637 | 4,783 | 9,100 | 814 | 2,600 | 2,600 |
| Program Strategy |  |  |  |  |  |  |
| 6210 | Program Strategy Committee | 279 | 45 | 400 | 25 | 300 | 300 |
| 6220 | Program Resources | 0 | 0 | 0 | 0 | 1,000 | 500 |
| 6230 | Task Forces | 0 | 0 | 250 | 0 | 250 | 100 |
| 6260 | International Partnership | 0 | 0 | 0 | 70 | 400 | 400 |
| 6270 | Recognitions | 0 | 0 | 100 | 0 | 100 | 0 |
|  |  |   |   |   |   |   |  |
|  | Total Program Strategy | 279 | 45 | 750 | 95 | 2,050 | 1,300 |
| Council Programs & Committees |  |  |  |  |  |  |
| 6310 | Overtures & Bylaws | 17 | 0 | 100 | 0 | 100 | 100 |
| 6330 | Council Meeting Expense | 420 | 251 | 800 | 89 | 700 | 700 |
| 6340 | Finance & Budget | 0 | 0 | 75 | 3 | 75 | 75 |
| 6350 | Personnel | 0 | 168 | 75 | 35 | 75 | 75 |
| 6360 | PNW Representation | 0 | 0 | 75 | 0 | 100 | 100 |
| 6380 | Commissioner Orientation | 170 | 0 | 0 | 0 | 250 | 250 |
|  |  |   |   |   |   |   |  |
|  | Total Council | 607 | 419 | 1,125 | 127 | 1,300 | 1,300 |
| Camping |  |  |  |  |  |  |  |
| 6430 | Youth Triennium | 2,000 | 2,000 | 2,000 | 0 | 2,000 | 2,000 |
| 6440 | Camping Scholarships | 6,840 | 7,640 | 8,000 | 8,000 | 8,000 | 8,000 |
| 6450 | Clearwater Forest | 8,000 | 8,000 | 8,000 | 0 | 8,000 | 8,000 |
|  |  |   |   |   |   |   |  |
|  | Total Camping | 16,840 | 17,640 | 18,000 | 8,000 | 18,000 | 18,000 |
| Structure |  |  |  |  |  |  |  |
| 6530 | Councils of Churches | 3,687 | 0 | 1,500 | 1,500 | 1,500 |  1,500  |
|  |   |   |   |   |   |   |  |
|  | Total Structure | 3,687 | 0 | 1,500 | 1,500 | 1,500 | 1,500 |
| Other |  |  |  |  |  |  |  |
| 6610 | University Campus Ministry | 1,300 | 1,300 | 1,300 | 1,300 | 1,300 | 1,300 |
| 6620 | WhiteFish Cemetery Maintenance | 0 | 0 | 0 | 0 | 500 | 500 |
|  |  |   |   |   |   |   |  |
|  | Total Other | 1,300 | 1,300 | 1,300 | 1,300 | 1,800 | 1,800 |
|  |  |  |  |  |  |  |  |
|  | Total Program & Mission Expenses | 31,044 | 28,206 | 38,425 | 12,551 | 33,900 | 32,150 |
|  |  |   |   |   |   |   |  |
|  |  |  |  |  |  |  |  |
|  | Total Expenses | 212,078 | 180,701 | 243,850 | 109,923 | 224,554 | 224,532 |
|  |  |   |   |   |   |   |  |
|  |  |  |  |  |  |  |  |
|  | TOTAL OPERATING & MISSION | 6,467 | 39,473 | (15,017) | 8,526 | (4,248) | (11,440) |
|  |  |   |   |   |   |   |  |
|  | Per Capita History | 2016 |  | 2017 |  | 2018 | 2019 |
|  | Membership for per capita |  5,018  |  |  4,803  |  |  4,629  |  4,428  |
|  | Percentage change in membership |  (2.90) |  |  (4.28) |  |  (3.62) |  (4.34) |
|  |  |  |  |  |  |  |  |
|  | GA portion |  7.12  |  |  7.50  |  |  7.73  |  8.95  |
|  | Synod portion |  5.25  |  |  5.30  |  |  5.40  |  5.40  |
|  | Presbytery portion |  16.63  |  |  17.20  |  |  17.37  |  17.65  |
|  | Total Per Capita Apportionment |  $29.00  |  |  $30.00  |  |  $30.50  |  $32.00  |
|  |  |  |  |  |  |  |  |
|  | PNW portion of Per Capita |  $83,449  |  |  $82,612  |  |  $80,406  |  $78,154  |
|  |  |  |  |  |  |  |  |
|  | **Approved by Presbytery 10/26/2018**

|  |
| --- |
|  |

 |  |  |  |  |  |  |
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|  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |

**COM REPORT**

 COM Report was given by Rev. Dorothy Duquette and Rev. Robyn Weaver, Co-chairs.

**August 14, 2018:** COM recommends to Presbytery the 2019 Minimum Salary Standards as follows:

**2019 MINIMUM SALARY STANDARDS**

In keeping with the formula approved by Presbytery in October 2000, we propose the following minimum salary standards for the year 2019:

Cash only (manse provided) Cash & Housing/Utilities Years of Service Cont. Education

$36,591 $47,600 $366 $1,000

In addition, churches will grant at least four weeks annual vacation, two weeks of study leave time, and pay full Board of Pensions dues. Auto allowance is fully negotiable.

**FOR YOUR INFORMATION**

The Presbytery of Northern Waters took the following action with regard to salary structure in October, 2000:

“The minimum salary level for the Presbytery of Northern Waters for 2002, and years after will be set at 80% of the

previous year’s Church Wide Median Salary as published by the Board of Pensions, plus an additional 1% of the base

cash salary for each year of total full-time ordained experience in the Presbytery of Northern Waters up to 10 years.

Car allowance and study allowance are not included in computing effective salary.

NOTE: Effective salary is base (cash) salary, plus housing and utilities (these last two should have a combined value

of at least 30% of base salary.)”

Comparative figures available from previous years are as follows (based on 80% of previous year’s Median salary):

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Year** | **Cash Basis** | **+Yrs Service (to 10)** | **Cont. Ed.** | **Church Median** |
| 2005 | $27,200 | $272 | $500 | $45,500 |
| 2006 | $28,000 | $280 | $500 | $46,500 |
| 2007 | $28,616 | $286 | $500 | $47,900 |
| 2008 | $29,477 | $295 | $500 | $49,000 |
| 2009 | $30,154 | $301 | $500 | $50,800 |
| 2010 | $31,262 | $312 | $500 | $52,200 |
| 2011 | $32,123 | $321 | $500 | $52,900 |
| 2012 | $32,554 | $325 | $500 | $53,300 |
| 2013 | $32,800 | $328 | $500 | $54,000 |
| 2014 | $33,231 | $332 | $1,000 | $54,500 |
| 2015 | $33,539 | $335 | $1,000 | $55,400 |
| 2016 | $34,093 | $341 | $1,000 | $56,200 |
| 2017 | $34,585 | $346 | $1,000 | $56,300 |
| 2018 | $35,629 | $356 | $1,000 | $58,000 |
| 2019 | $36,591 | $366 | $1,000 | $59,100 |

Pastors shall receive a minimum of $1,000 and two weeks study leave per year. Since study time and money are understood as intended to benefit both pastor and congregation, it is expected that a pastor will confer with his or her session about particular use of study leave prior to any expenditure of time and money. It is also recommended that pastors occasionally solicit suggestions from their sessions regarding skill areas to improve or specializations to gain for the sake of all concerned.

Study time and funds may be accumulated up to three years when a particularly expensive or lengthy study experience is anticipated. Carry-overs from one year to the next will be cleared with the Session and their purpose and amounts recorded in Session minutes at the change of each calendar year pertaining. It should be kept in mind that with the pressures of ministry and the continuing need for rejuvenation pastors are ordinarily urged to use their study time fully each calendar year.

When a pastor terminates his or her position of church leadership, unexpended money will not be carried away nor unused time taken as paid leave.

**CERTIFIED CHRISTIAN EDUCATOR’S MINIMUM STANDARD SALARY IN 2019**

1. Salary: 50% of the previous years church-wide median salary for ministers;
2. Full participation in the Board of Pensions Benefit Plan;
3. Continuing Education: 1 week and Presbytery-approved compensation;
4. Vacation: 2 weeks.

**PULPIT SUPPLY MINISTERS** minimum remuneration in 2019 will be **$125** for one service and **$175** for two services.

**MODERATORS OF VACANT CHURCHES** minimum remuneration in 2019 will be $50.00 per meeting.

**BOTH PULPIT SUPPLY MINISTERS AND MODERATORS OF VACANT CHURCHES IN 2019** will be reimbursed for travel at the Federal Reimbursement rate which is **$.545 (effective 01/01/2018).**

Ministers & Their Work

Sub-Committee of COM

*Recalculated 8/14/2018*

*Pulpit Supply increase recommended 8/14/2018*

*Continuing Ed changed by COM 10/8/2013*

Rev. Matthew Arneson made a motion to amend the COM motion that on the Presbytery Minimum Salaries instead of using 80% of the churchwide median salary as the minimum (the current policy/practice) that we change to use the minimum salary basis (for medical benefits) of the Board of Pensions.

Matthew spoke to the motion and Rev. Arlin Talley spoke against.

The proposed amendment was defeated.

**Presbytery approved the Minimum Salary Standards**

**August 14, 2018:** COM recommends to Presbytery the merging of the Gordon and Solon Springs Congregations and that any proceeds from the sale of real or personal property and all financial assets of the two churches will be transferred to the new congregation. Further, that an Administrative Commission be appointed with a minimum of 3 members, appointed by the Moderator, with authority to take all actions to effect the merger and/or sale of any real and/or personal property.

 **Information:**  The following motion has been approved by both the Gordon and Solon Springs congregations: Motion: That the congregations of First Presbyterian Church of Gordon and First Presbyterian Church of Solon Springs merge to form a single new congregation meeting in the current Gordon Church building. Joint worship services will begin October 7, 2018. Worship time will 9:30 am Sundays. Current sessions will be dissolved and a new 6 member session elected at a congregational meeting in November, assuming Presbytery of Northern Waters approval of the merger plan. 3 elders from each of the previously existing congregations will serve on the new session. A new name for the congregation will be chosen at the same meeting from a short list of recommendations presented by the Merger Task Force. After Presbytery approval, the Solon Springs properties will be sold, and all proceeds from the sale, all remaining physical property, and all financial assets of First Presbyterian Church of Solon Springs will be transferred to the new congregation. All members of the existing congregations will be transferred to the rolls of the new congregation unless they request otherwise. The merged congregation will assume responsibility for the upkeep of the buildings and grounds of First Presbyterian Solon Springs until such time as the property is sold. Following the November meeting, new articles of incorporation will be filed with the state of Wisconsin.

**Presbytery approved the merger of the Solon Springs and Gordon Churches.**

**September 11, 2018:** COM recommends that Ruling Elders Katie Larson, Chip Holt and Mary Shideler, be commissioned at the October Presbytery Meeting.

**Presbytery approved the recommendation**

**September 11, 2011:** COM recommends that upon successful completion of “Leaderwise” program, Mary Shideler be commissioned as CRE to the Community Presbyterian Church of Grand Rapids. The cost of this program will be split with Mary paying $200, the church $500 and Presbytery $300. If this is completed before the October Presbytery meeting she should then be commissioned.

**Presbytery approved the recommendation**

**Council report included in COM report.**

1. **June 26, 2018:** Council approved the following changes to the Manual of Operations as recommended by the Overtures and Bylaws Committee and recommends the same to the Presbytery.

Section 4:303

E. “Sunday to Sunday” pulpit supplies are persons used by a particular church/parish no more than six (6) Sundays in six (6 months), no more than three (3) Sundays to be consecutive.

to be changed to (the new words underlined.)

E. “Sunday to Sunday” pulpit supplies are persons used by a particular church/parish no more than six (6) Sundays in six (6 months), no more than three (3) Sundays to be consecutive**, except upon consultation with and approval by the Committee on Ministry.**

 **Presbytery approved the recommendation**

**Resiliency Workshop**

Ken Ribe presented an outline of a “Resiliency Workshop” that he would like to see the Presbytery host. Workshop would be put on by “Leaderwise.” Workshop was described as follows:

Leading well in today’s church is especially challenging for clergy. How do you remain resilient, so you can focus on leading God’s mission in the world, when the future of God’s church feels so out of focus?

 In this retreat-style workshop, we will explore what it means to be a resilient leader. We will offer

 you the opportunity to discover what resilience means for your own leadership, as we explore mind, body, and spirit practices that will enhance your leadership effectiveness. Come rejuvenate! For your leadership and tomorrow!

**Council approved that we pursue this workshop and that the Presbytery cover the $3000 fee for presenters and their expenses from Leadership/Speaker’s Fund.**

Ken provided Brochures for the Resiliency workshop, “Leading Long, Leading Well” which will be held April 24-26 at Glen Avon Presbyterian Church. Early registration is $125.00 through March 15. Late Registration is $150.00. The workshop will be led by Mark Sundby, M.Div., Ph.D., Licensed Psychologist and Mary Kay DuChene, MA, Leadership Consultant.

**Personnel Committee Report**

Jim Deters presented the Personnel Committee Report

 In August most of the personnel reviews took place. Jay and Kari met with Ann. She is able to balance both jobs very nicely. The Committees of PNW need to remember to utilize Ann’s skills, since she is able and willing to do more work. The committee is very pleased with Ann’s ministry.

 Three of the five committee members met with both Jay and Ken. Jay has been a great resource for many of our presbytery committees. We are pleased with Jay’s ministry.

 Ken has reached out to all the pastors in our presbytery, which is wonderful. He handles confidentiality vey well. The personnel committee is working on supporting Ken with means for continuing education funding and communication with a few committees. We are blessed with this new position in our presbytery and Ken’s ministry.

 The committee has yet to hold Brad’s review.

 On an e-mail vote the Personnel Committee approved to recommend to the Finance and Budget Committee, the recommended 2.7% increase in salaries.

 Respectfully submitted,

 Kari Jutila

**Presbytery approved the Personnel Committee Report**

**CPM COMMITTEE**

**Presbytery of Northern Waters**

**Committee for Preparation for Ministry (CPM)**

**Commissioned Ruling Elders Committee (CRE)**

June 20, 2018

Present for Video Conference: Committee Members - Jeremiah Knabe and Jeanne Brown; Candidate – Kate Rupert

Committee met via Video Conference for the final assessment for Candidate Kate Rupert.

Kate has graduated from Dubuque Seminary, she received an Old Testament Scholarship Award, she has been teaching at the University of Dubuque and the Seminary too; and she works as the office manager at the Waukon, IA, Presbyterian Church and does some preaching there. She has not had her CPE experience.

Kate's response to “what is your call?”: campus chaplaincy.

Kate read her Statement of Faith that each of the committee had received via email, and she responded to questions. Jeremiah noted that nothing about the Statement needs editing, and the questioning during this meeting is to help Kate with responses so she will be prepared for questioning on the floor of Presbytery.

Jeanne had suggestions for some punctuation and word usage changes on the PIF and Faith Statement.

Jeremiah suggested the following for Kate's PIF: selecting more work options choices; listing a smaller minimum salary; listing six references, including congregational members in churches where she has worked; and, he noted that her essays are good.

Jeremiah restated that our Committee would still recommend that Kate do a CPE experience, and that we would affirm Kate's Call to Ministry, ready to seek Ordination.

Jeremiah ended the video conference with a prayer for Kate as she continues toward Ordination.

Jeanne Brown, Recorder

**Presbytery approved the CPM Report and offers prayers for Kate as she continues toward Ordination.**

**BIBLICAL STORYTELLING**

Tom Boomershine presented his second workshop on Biblical Storytelling.

 Tom led the presbytery in learning how to tell the story of The Call of Bartimaeus from Mark 10:46-52. He suggested that “Call him here” from verse 49 is an instruction for discipleship. Then he asked, “What would you ask for?”

**Sabbath Time**

 A time of Sabbath was declared between 4:30 and 5:30.

Mary Voss, newly elected Moderator asked that we sing “Johnny Appleseed” as our meal blessing.

Thanks to the staff at Clearwater Forest for the excellent meals prepared for the Presbytery.

**WORSHIP**
Evening Communion Worship was led by Karel Hanhart and Tom Boomershine. Scriptures were read in story and song. The offering was designated for Peace and Global Witness and Christmas Joy.

The following Ruling Elders were commissioned:

 Chip Holt, First Presbyterian Church of Bemidji

Katie Larson, First Presbyterian Church of Hibbing

, Mary Shideler, Community Presbyterian Church, Grand Rapids

Mary Voss was installed as Presbytery Moderator and Rev. Chris McCurdy was installed as Vice Moderator.

Mary read the Necrology Report for 1917.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Name** | **Congregation** | **Ord.** | **Active** | **DOD** | **Title** |
| Anderson, Donald R**.** | Hibbing | 5/23/1905 | 1 year | 9/8/2017 |  |
| Betz, Arline | Coleraine & Bovey | 3/1/1998 |  | 3/27/2017 | Deacon |
| Campbell, D. Kelly | Virginia | 6/26/1988 |  | 12/6/2017 | Elder |
| Carlson, Lucille  | Ely | 1/21/1997 | 6 years | 3/15/2017 | Elder |
| Christiansen, Shirley | Virginia | 1/11/2004 |  | 3/22/2017 | Deacon |
| Crane, Verene | Chippewa Falls |  12/9/1984 |  | 7/16/2017 | Elder |
| Doran, Herb | Bemidji | 5/17/1905 |  | 6/9/2017 | Elder |
| Gerner, Adolf Lloyd (Al) | Blackduck |  |  | 7/9/2017 | Elder |
| Galiger, Miles | Phillips | 7/3/1905 |  | 3/1/2017 | Elder |
| Gorman, James | Blackduck |  |  | 10/3/2017 | Elder |
| Johansen, Freeman | Cloquet | 12/28/1975 |   | 12/12/2017 | Elder |
| Johnson, Shirely  | Superior-Country Peace |  |  | 3/24/2017 | Elder |
| Koller, Betty | Manitowish Waters | 6/17/1956 |  | 11/6/2017 | Elder |
| Langford, Jeffrey | Ashland |  |  |  | Elder |
| Lundeen, Warren | Pike Lake | 1/30/1958 |  | 1/22/2017 |  |
| McClay, Joanne  | Superior-Country Peace |  |  | 1/18/2017 | Elder |
| Mason, Marilyn | Coleraine & Bovey | 1/13/1991 |  | 7/28/2017 | Elder |
| Mandelert, Joseph | Chippewa Falls | 12/8/1963 |  | 3/23/2017 | Elder |
| Nelson, Jeannette | Virginia | 7/12/1987 |  | 5/7/2017 | Deacon |
| Olesen, Eleanor  | Manitowish Waters | 1/9/1983 |  | 12/3/2017 | Deacon |
| Silas, Robert C.  | Hibbing | 5/25/1905 | 9 years | 2/20/2017 | Elder |
| Smith, Ralph | Ely | 1/21/1988 |  | 11/24/2017 | Elder |
| Smock, Eileen | Hibbing | 6/30/1905 | 3 years |  | Elder |
| Sorenson, Nolan | Coleraine & Bovey | 3/27/1977 |  | 11/17/2017 | Elder |
| Stoneburner, Dale | Hibbing | 5/6/1905 | 7 years | 10/13/2017 | Elder |
| Tamte, James | Virginia | 5/4/1981 |  | 12/6/2017 | Elder |
| Teener, Kathryn  | Ashland |  |  |   | Elder |
| Voss, Carolann | Hibbing | 6/25/1905 | 4 years | 3/28/2017 | Elder |
| Witt, Cle | Phillips | 6/22/1905 |   | 12/1/2017 | Elder |
|   |   |  |   |   |   |

Karl Hanhart offered Romans 12 as the Benediction and asked for prayer requests:

 Betty Starkey’s step-sister, Carol Larson

 Barron County Wisconsin and the search for Jennie Foss

 Mike Rouse – Surgery

 Bill Evans family on Bills recent death

 Renee Van Dyke facing more surgery in the future

 Paul Rigstad’s wife Barb and his brother-in-law, Sid.

 Jim Vandalay

 Our country as we come closer to the election

 Joan Beech

 Marcie

 Mel Hintz

 Matthew’s dad

 Reconciliation of mercy and peace in the world.

Worship was closed with prayer.

Fellowship and indoor games was shared at the various lodges following worship.

Mary Voss, Presbytery Moderator, called the Stated Meeting back to order on Saturday, October 27 at 9:02 AM. She opened the meeting with the reading of Psalm 149 and prayer.

**Synod meeting report**

Rev. Bradley Carloss gave the report of the Synod Meeting.

 The Rev. Dr. Curtiss DeYoung who has been the CEO of the Minnesota Council of Churches for a little more than a year, advised synod of the necessity to become ‘less white’ to be multicultural addressing a necessity in the transformation of dominant spaces into beloved community. He has been in the process of helping the organization restructure to match its own vision.

To put it simply: “If you want to be multicultural, you have to feel less white.” DeYoung offered the sermon during the Synod of Lakes and Prairies’ worship service that opened its fall meeting at Mt. Olivet Conference and Retreat Center and he followed the service with a presentation during the meeting’s educational time. While DeYoung’s directive to “feel less white” might sound simple, it’s not easy to attain. And it’s a real problem for churches and church organizations, he said. “We don’t have to lose what we’ve learned,” DeYoung said. “We don’t want to throw it away, but there’s so much more that needs to be added.” When the time comes, he said, “We need to step aside so that a person of color can step in.”

In the year 2042 ethnic and racial minorities will comprise a majority of the U.S. population, according to Census Bureau projections. Americans who identify themselves as Hispanic, black, Asian, American Indian, Native Hawaiian and Pacific Islander will together outnumber non-Hispanic whites.

Mary Kes, 40-year synod staff member, will retire in November. Mary, who has served the Synod of Lakes and Prairies. The synod feted her with a reception before the synod’s fall meeting opened.

Synod commissioners elected and installed the Rev. Dan Davis, a teaching elder from the Presbytery of Central Nebraska, to the synod’s moderator position, and Angela Oglesby, a ruling elder from the Presbytery of Milwaukee, to the synod’s vice moderator post.

Membership continues to decline across synod Membership within the Synod of Lakes and Prairies of the Presbyterian Church (U.S.A.) continued to decline through 2017. At the end of the year membership totaled 100,646, down from 105,557 at the end of 2016. On a percentage basis, the loss represented a decline of 4.65 percent. From 2015 through 2016, membership declined 4.6 percent. The number of churches in the synod fell to 780 at the end of 2017, down from the 788 reported at the end of 2016.

The Synod of Lakes and Prairies adopted a 2019 budget of $1.45 million, a budget slightly less than the $1.47 million budget of 2018. The budget includes $533,563 for ministries in partnership, and ecumenical and institutional ministries. The ministries in partnership portion includes $354,496 for council partnerships, including $221,430 in comprehensive presbytery support – or more than $14,700 for each of 15 presbyteries – and $16,737 for Dakota Presbytery. The council partnerships area also includes $6,000 for disaster or emergency assistance grants, $6,000 for emergency shared assistance grants, and $3,000 for presbytery staff training. Also under ministries in partnership is a block for leadership development totaling just over $118,000, including $45,000 for Synod School, $20,000 for the Leadership Summit, $20,000 to support emerging mission, $17,000 for racial ethnic ministries, and a $10,000 line for leadership development. The synod also budgeted $162,000 for ecumenical and institutional ministries. That area includes $63,600 for ministry in higher education, $45,000 for ecumenical and institutional ministries, $25,000 for ministry development centers – most of that, $23,000, going to LeaderWise, $10,000 each to media centers in Iowa and Minnesota, and $7,500 to Clearwater Forest, a camp and conference center partly owned by the synod. The synod’s budget also includes a separate line for communications totaling $7,700. The synod has voted to hold per capita steady at $5.40 for 2019. Per capita had increased by 10 cents in 2018. The per capita apportionment is based on the funds needed for the synod to carry out its essential ecclesiastical work.

Regina Lynn “Gina” Meester has been named as the initial $3,500 Hendrickson Scholar by the Synod of Lakes of Prairies as administrators of the Hendrickson Scholarship Fund. Meester is in her third year of a five-year program of studies at Louisville Presbyterian Theological Seminary where she will earn a Master of Divinity degree and a master’s degree in marriage and family therapy.

**GA COMMISSIONER REPORT**

General Assembly Report

October 27, 2018

Teaching Elder Commissioner, Rich Blood

This was the 5th time I’ve attended GA> Twice as commissioner, twice as alternate, and once as an observer and volunteer. I was more excited by the *spirit* of GA this year than I ever have been before. I felt more engaged in *being* the church together. Communion services were amazing because of a sense of seriousness about following Jesus together.

We’ve been through years of arguing over things like sexual orientation and ordination. There was a sense this year that while we’ve come away scared and hurting, smaller, we really have moved past the worst of the fighting and have a job to do. Modeling what being disciples of Jesus looks like during challenging times socially and politically. There was an *activist spirit* to the Assembly. Enough talk, lets roll up our sleeves and *do*.

At our first worship service together, we came up with an offering, that after putting it together with some other donations, totaled $47,000. And 1000 of the GA crew marched that offering down to the City Justice Center and handed it over to the ARChDefenders, a faith-based group bailing out low=level offenders trapped by the cash bail system. (Get stopped for just about anything, and if you can’t pay fees on the spot, you’re in until someone does. It’s really hard on low-income people. The average stay in jail even for minor offenses is over 200 days. It’s a little like debtor’s prison. The march made national news. One of my daughters, who as a PK has become a little jaded with church culture, called to tell me how proud she was of us *Doing* rather than just talking.

Another of our first actions was to recommend that “Reclaiming Jesus” confession to our churches for study. Some of you will remember we opened our spring meeting in Ely with that confession. Written by American ecumenical leaders, it’s modeled after the Barmen Declaration, written by the Confessing Church in Germany. People like Barth and Bonheoffer challenged the rise of Nazism before World War II.

“Reclaiming Jesus” comes from a deep concern over political trends we’re seeing here in the US today.

We committed ourselves to transformation, to welcoming people of all ages, abilities, classes, races, genders, and orientations to our churches and Governing bodies.

We committed ourselves to doing a better job of communicating throughout the church, including making materials more accessible through coordinated translation services.

We reaffirmed past General Assembly’s policies intended to reduce gun violence, and called our congregations to seriously talk about the issue together. That’s a hard one

We debated pulling our investment out of fossil fuel industry stocks completely, then, I think wisely, decided to keep a voice at the table, coordinating with like-minded organizations from the inside to give us more leverage in corporate decision-making.

We asked the State of Israel to fully comply with the Universal Declaration of Human Rights, and called on the US to rejoin the United Nations Human Rights Council. Did that matter? Mainline Protestant and Catholic voices seem to be sidelined in or administration toady. But we have a historic commitment to speak truth to power anyway.

We approved an increase of $1.22 to General Assembly per-capita payments, to a total of $8.50 per member. And we called for the appointment of a 12-15 member teams to review our current per-capita system and whether it’s a sustainable way to fund the church.

I worked on the Way Forward Committee and was somewhat disappointed by our process and some of our outcomes. There was too much work to be done in the time we had. The vision statement brought to us and passed through committee was weaker than I would have like. We were asked to endorse a hostile takeover of the corporation handling the money for the church in order to bring wider representation to the corporate board. And we did. We *needed* wider representation, so the outcome was basically good. But I was disappointed our agencies couldn’t work out a voluntary agreement that would have avoided forcefully taking power from our mission agency. There are legitimate questions about whether we gave the Stated Clerk too much power as the denomination’s spokesperson. (But aren’t stated clerks always grabbing for too much power, Brad?

Aside from my own committee though, I really did come away with hopeful and positive feelings about the church basically being on the right track. I loved the activism. And I thank you very much for the opportunity to serve as your commissioner.

Peace, Richard Blood

**Program Strategy Report**

Rev. Karal Hanhart, chair gave the Program Strategy Report

**Program Strategy Report, October 26, 2018**

Participants: Rev. Karel Hanhart Chair, Rev. Corey Larsen, Jackie Ranco, Rev. John Yingling, Rev. Arlin Talley, Rev. Brad Carlos, Jay Wilkinson, Ref. Ken Ribe.

Ken Ribe made a presentation on a workshop he would like to conduct on Pastoral Resiliency. It would be a two day Seminar conducted by Mark Sundby and Mary Kay from **LeaderWise**, formerly known as North Central Ministry Development. They could do a 2-day Seminar ($3000) or a 4- day seminar ($6000.) It was recommended that Ken present this to the Presbytery Council for approval and funding. It is a needed Seminar for the Pastoral Leadership to the Presbytery (<https://leaderwise.org/resilence-ministry-three> action steps.

The Minutes from April 17 were approved.

A Budget Request was approved for 2019: Committee $300. Program Resources $500. Task Forces $100, International Partnerships $400, Triennium $1000 each year so there is $3000 in the Fund the year of Triennium.

It was recommended that we no longer request funding for, and transfer the responsibility of, “Recognitions” to the Moderator of Presbytery as they already take on this responsibility.

Sandy Utley has distributed signup sheets and flyers to the Presbytery for the 2019 Triennium. She plans to sue the money in the budget to pay for the bus and asked about the scholarships for those attending. She was informed that the Trustees handle scholarships.

Rev. Brad Carloss is continuing to develop the Presbytery’s relationship with our sister Presbytery in Portugal. He is planning another trip to Portugal and is looking for others to join him. He’d like to find ways for the Presbyteries to better connect.

The Presbytery Meeting held in Ely on May 3rd went well.

 To incorporate the workshop schedule into the Agenda. Ref. Boomershine will plan and conduct the Worship Service and will co-officiate Communion. (Rev. Karl Hanhart offered to co-officiate). The cost for the workshop will come from the Speakers Fund ($1000 plus expenses).

The February 2, 2019 Presbytery meeting will be a two day meeting held at Philips Presbyterian Church. Philips has arranged for housing for those who wish to attend the Friday night programming. We welcome and programing ideas and the name of anyone who wishes to Preach.

Karel will ask Rev. Cindy Kohlmann (Co-Moderator of the PCUSA) to speak at, and lead worship, during the October 2019 Presbytery meeting at Clearwater forest. (She has since agreed to come.)

Our next meeting will be a face to face meeting. Rev. Corey Larsen will send out a doodle poll to find a common date.

Respectfully submitted,

Rev. Karel Hanhart Chair Program Strategy

PDA Trip

Rich Blood shared thoughts on the February PDA trip being planned for either the second, third, or fourth week in February. Places suggested to work would be New Orleans, where the group worked before, North Carolina or Houston. Please contact him at reblood@msn.com for details and to let him know if you are interested in going. He asked that we encourage our churches to support the PDA trip.

Action from Council was approved with the Committee on Ministry Report

The SDOP (Self-Development of People) and the Presbyterian Women’s report were mistakenly left out of

the booklet.

**SDOP Report**

**Presbytery of Northern Waters Self Development of People**

**Fall 2018 Report to Presbytery**

Dear PNW Brothers and Sisters,

This past year it was our honor to recommend a grant to Local Solutions to End Poverty (LSEP), a grass roots group in Duluth, MN. The following includes portions of a report submitted by LSEP regarding how the grant was used.

We have not received any grant requests for this fall yet, but are aware of a couple of groups working on applications. We are thankful for the support you have given to SDOP’s work locally and nationally through the One Great Hour of Sharing.

We hope you will generously support the One Great Hour of Sharing this next spring and wish you many blessings of joy in knowing you are making a difference in the world.

In Christ,

Rev. Dr. Karen Schuder, PNW SDOP Chairperson

&

PNW SDOP Committee Members

**Self Development Of People Grant Report**

*Local Solutions to End Poverty October 2017 - April 2018*

**Local Solutions to End Poverty Background:**

Local Solutions to End Poverty (LSEP) first came together in 2013 to propose solutions to issues affecting people living in poverty to elected officials and candidates. The group was originally made up of people working with, working for or volunteering with the following local non profit and grassroots organizations: Loaves and Fishes, Community Action Duluth, American Indian Housing Organization, MN Coalition for the Homeless, and MN Citizens Coalition. The group has grown organically to include other organizations, such as Arc Northland and PAVSA, as well as people that have volunteered and/or spoken at past forums.

The first goal for the LSEP Candidate Forum and Accountability Session is to create awareness among local officials and candidates of how poverty affects people in the Duluth area. Additionally, the forum proposes solutions to some of these issues and determines if local officials and candidates will commit to working on the proposed solutions. The Second goal is to build solidarity in our community by forming partnerships between elected officials, people experiencing poverty and local non -profit/grassroots groups so that they can work together on solutions to end poverty. LSEP hopes to advance human dignity by giving people experiencing poverty a time and place to share their stories and ideas with elected officials, candidates and the community.

**Goals and Key Activities:**

Local Solutions to End Poverty (LSEP) hosts two events annually. There is a candidate forum during election season every October that gives candidates the opportunity to learn about issues affecting people experiencing poverty and respond with their view on the issues presented. There is then a follow up event, called an Accountability Session in May. This event holds elected officials accountable to commitments made during the election season.

The Self Development Of People’s Grant helped to fund the activities of the October 10th, 2017 LSEP Candidate Forum, hosted at Denfeld High School as well as the April 25th, 2018 Accountability Session hosted again at Denfeld High School.

**Specific activities and the population served by this grant:**

In order to prepare for the candidate forum, LSEP developed a survey to gather input from people in the community who have experienced poverty. A total of 93 people were interviewed at a variety of locations, such as HDC’s Harmony program, Access North Center for Independent Living and CHUM.

People were asked to list ideas for improving transportation, housing, recreation, job/careers, education and public safety. Input from surveys was used to guide topics that were discussed at the candidate forum and to selected speakers to share their experience with the topics.

At the forum, community members shared presented four issues for Duluth city council candidates discuss and three issues for Duluth school board candidates to discuss. Issues presented to city council candidates included a housing trust fund, safe-play parks, including a fixed-income community member on the DTA Board and the cost of living in Duluth. Issues presented to the school board candidates included the Pathways2Teaching program, the 250:1 Student to Counselor Ratio and Diversity in Hiring Practices.

Following the forum, time was allotted for breakout sessions where community members and candidates discussed issues in more detail. LSEP hosted their accountability session on Wednesday, April 25, 2018. At the session, newly elected city council members and school board members met in small groups to discuss the issues that were presented at the forum. The groups first defined the issues and then worked together to come up with creative solutions and action plans on each issues. The elected official present in each group then presented small group findings to the whole group.

The population serviced by the grant included community members who have experienced poverty and/or community members with disabilities, the general public and candidates (and then newly elected officials) for Duluth city council and school board.

**Key numbers:**

● A total of 93 adults participated in the survey used to prepare for the candidate forum.

● 100+ people attended the October 10th, 2017 LSEP Candidate Forum.

● 80 + people attended the April 25th, 2018 LSEP Accountability Session.

● There was 90% Candidate and Elected official attendance at the LSEP Candidate Forum and

Accountability Session respectively.

**How LSEP addresses the SDOP Key Measures:**

● Both the LSEP Candidate Forum and Accountability Session **develop diverse**

**leadership/membership/engagement** by providing a platform for our community members

who are experiencing the hardships of poverty to speak frankly and publicly to candidates and

elected officials who hold governance over our community’s quality of life.

● LSEP efforts are directed toward advancing policy changes in the state, county, city and school

governing bodies that contribute to poverty in the northland, such as funding cuts to affordable

housing, rental discrimination, food and transportation inequity in urban planning, and cash

assistance cuts to families to name some of the LSEP priorities of recent past. We **realize social**

**justice achievements** when elected officials contribute to trackable progress and more importantly, when grass led efforts on the issues are bolstered by the forum & accountability session.

● Through listening sessions and partnerships with other community organizations, LSEP continues to **strengthen relationships** in our community and **collaborate** on solutions to end poverty. As a platform for people living in poverty, a line of **communication** is opened between individuals.

● As demonstrated in this report, the LSEP candidate forum and accountability session are a means of our community to advance grassroots initiatives, changes in governmental policies, and new programs that alleviate poverty in the community. The **quality of life** issues span the gamut: **education, housing, economic opportunity, transportation, health, and equity**.

**Presbyterian Women Report**

The PW of Northern Waters Annual Spring meeting was held May 10th at Lakeside Presbyterian Church in Duluth, MN. Forty women gathered for fellowship and worship.

The main speaker was Linda Hora, speaking about her Global Exchange trip to India. We enjoyed her power point presentation. This was the first time we had used this technology. The offering went to Rahab’s Rope as their mission is helping women to love in dignity in India.

We were surprised by the Presbytery of Northern Waters’ generous offer of a scholarship to women attending the Churchwide Gathering.

 Jan Letsos, Moderator

**Unfinished Business** –

 Matthew Arneson asked that the following names be included in the Nominating Committee Report.

Chip Holt – COM

 Sue Goodin, CPM

He suggested looking at times meetings are held and that people on committees felt they were not trained to work on the various committees. Possibility of clustering committees in certain parts of the Presbytery. Possibility of smaller committees.

**New Business**

 Leslie Anderson thanked the Presbytery for her experience as Moderator of Presbytery and Chair

of council. She shared her experience with diversity through the work of her mother’s church.

 They had a huge banner that said, “Immigrants and Refugees Welcome.”

Rich Blood was presented with a framed picture of “Walleyes on the Rock”. Mary thanked him for being a roll model for her, for serving as Moderator of Presbytery and all the other work he does within the Presbytery.

**Report of the Roll Clerk and Offerings Received**

Teaching Elders 20

 Commissioned Lay Pastors 5

 Commissioners 14

 Visitors 12

 Staff 2

 53

 Offering for Peace and Justice and Christmas Joy - $308

 BIBLE STORY PRESENTATION

 Tom Broomershine wrapped up his presentation by asking the presbyters to go home and

 practice scripture story telling in their congregations.

 He passed out “Scripture By Heart” for use in congregations. “Gotell.com” if another

 Resource.

 He asked, “can we reform ourselves for Christianity in a digital culture?”

Presbytery approved to adjourn at 11:35 and Mary Voss offered the closing prayer. Bag lunches were

provided by the Clearwater Staff.

**UPCOMING MEETINGS OF THE PRESBYTERY OF NORTHERN WATERS**

**Saturday, February 2, 2019 Lakeside Presbyterian, Duluth**

**Saturday, May 4, 2019 First Presbyterian, Philips, WI**

**Friday & Saturday, October 25 & 26, 2019, Clearwater Forest**

Betty Starkey

Minutes Taker

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