

February 8, 2025

Presbytery of the Miami Valley

Presbytery of the Miami Valley Stated Meeting MINUTES

**February 8, 2025, at 9:00 a.m.
Via Zoom**

PREPARE

A Convening Prayer and welcome was offered by CRE Janet Miller, Moderator at 9:00 am and a quorum was declared. The moderator reminded the assembly of the zoom protocols in the packet.

The Moderator recognized RE Michael Seewer, Leadership Council chair. It was reported that the stated clerk's was excused due to a death in the family.

A MOTION PREVAILED to appoint RE Marge Morgan stated clerk pro tempore.

A MOTION PREVAILED to approve the celebration to the Lord's Supper at all stated meetings of the Presbytery of the Miami Valley in 2025.

The Moderator recognized RE Marge Morgan to give the Clerk's report.

A MOTION PREVAILED to seat with voice Megan Worster to speak about the Colombia Network, Marvella Lambright to speak about the Synod Women's Gathering, MWS Trisha Tull as a corresponding member from the Presbytery of Mid Kentucky, and to excuse 5 minister members of the presbytery, 1 of whom is retired.

A MOTION PREVAILED to adopt the docket with a slight change. The energizer and the PW reports were switched.

The Moderator welcomed first time commissioners and then recognized RE Jim Griffin, COM chair to introduce Rev. Jay Joeng Kim, new pastor at Wilmington, and Rev. Bruce Archibald, retired and residing in our presbytery. The Moderator invited the assembly to relax and to share Christ's peace.

The Moderator recognized RE Jim Griffin. COM Chair.

A MOTION PREVAILED to approve the recommissioning, during worship at this meeting, of CRE Gidget Collins as required by the Book of Order (G-2.1001) and to continue serving at Seven Mile Presbyterian Church.

The Moderator recognized MWS Lawrence Bartel for a memorial for CCE Prudence Dana.

Hospitality Report - A video was shared about Covington Presbyterian Church and encouraging support for the Covington Outreach Association for our mission at every meeting project.

We Worship Together

Worship leadership included CRE Janet Miller and MWS Trisha Tull. CRE Cheryl (Gidget) Collins was recommissioned to serve at Seven Mile Presbyterian. MWS Francisco Pelaez-Diaz presided at communion.

The Moderator recognized RE Marge Morgan to give the report of the stated clerk.

It was announced that the 2024 Congregational Minute Review is complete although there are still churches who have not had their minutes read.

Clerks were reminded that statistical reports are due this week. Thanks to those who have already completed their reports.

A reminder was given about Boundary Training and that the Synod was providing Child Protection Training this year.

A report from the Administrative Commission for College Hill Community Church was shared. Reminders about upcoming Presbytery Meeting and MWS changes were given.

Tuesday, May 13, 2025, 2:00 p.m., at Oxford Presbyterian Church
 Reports and Docket requests due by April 25, 2025
 Tuesday, September 9, 2025, 2:00 p.m., Springfield Covenant (tentative)
 Reports and docket requests due by Aug. 22, 2025
 Saturday, November 8, 2025, 9:00 a.m., ZOOM, Host: Piqua Good Shepherd
 (tentative)
 Reports and docket requests due by October 24, 2025

+Membership and Minister Changes since the November 2024 stated presbytery meeting:

- a. Gains: Rev. Jay Joeng Kim (from Blackhawk), Rev. Bruce Archibald (from Western New York)
- b. Losses: Rev. Ken Locke (to Whitewater)
- c. In transition: Rev. Emily Knoth (to Southern Kansas)

The Moderator recognized RE Michael Seewer, LC Chair who moved the consent agenda.

A MOTION PREVAILED to approve the meeting's Consent Agenda consisting of the action items below:

Stated Clerk

Approved the following actions of the Stated Clerk:

1. **Minutes** of the November 9, 2024, stated presbytery meeting as distributed, and that the Stated Clerk be authorized to make any technical and non-substantive corrections as needed.

Leadership Council:

Approved the action of the Leadership Council to: None

Receive the report of the Leadership Council:

Approved an amount not to exceed \$3000 from Acct. #330200 for travel, hospitality and miscellaneous items for speaker Tod Bolsinger on Aug. 23, 2025.

Approved a PMV membership to Practical Resources for Churches at a cost not to exceed \$840 to be taken from account #330200.

Committee on Ministry:

Approve the action of the Committee on Ministry: None

Receive the report of the COM:

+ **approved** the dismissal of and directed the Stated Clerk to transfer MWS Kenneth Locke to White Water Valley Presbytery.

+ **approved** the following contracts:

Honey Creek - to approve the action of the session of the Honey Creek Presbyterian Church to renew the part-time Stated Supply Pastor appointment of MWS Lynette Bova for the period of Jan. 1, 2025 – Dec. 31, 2025 at the following terms, and continue her appointment as moderator of the session:

Annual Salary* (780 hours @ \$30.00 per hour)	\$ 23,400.00
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*Payment to be made monthly.

TOTAL EFFECTIVE SALARY	\$ 23,400.00
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BOP Contribution (26% of \$23,400)	\$ 6,084.00
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Pension (10%)	\$ 2,340
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Medical (Congregational Package)	
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SECA (50%)	\$ 1,790.10
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Travel (at current IRS rate, if claimed, up to a total of)	\$ 500.00
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Professional Expenses (goes away if not used)	\$ 500.00
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Continuing Education (can accrue if not used)	\$ 1,750.00
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Total annual compensation package:	\$ 34,024.10
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Annual Leave Time:

Vacation: 4 weeks including 4 Sundays

Study Leave: 2 weeks including 2 Sundays

Other Provisions:

1. Vacation time and study leave can accrue up to six (6) weeks. However, it is anticipated by both parties that leave will be taken at reasonable and regular intervals during the year to obviate any significant accrual.

2. Study Leave and Continuing Education expenses may accrue up to three years.

Severance and Termination Package: This agreement may be terminated by the Pastor with 60 day notice. In this event the Pastor shall forfeit all claim for compensation beyond the 60 days. This agreement may be terminated by the session with 60 day notice. In this event the above compensation will be continued for two months after the Session terminates this relationship if the Pastor has not found employment in another church.

Upon receiving notice as provided herein, the Pastor shall diligently pursue new employment and shall be entitled to such time off as shall reasonably facilitate this effort, without interfering with their primary duties.

The Pastor shall be entitled to accelerate the termination hereof once notice is given, so as to be available for any such new employment as they shall choose to accept, and all compensation shall cease during the notice period upon commencement of the new employment.

This agreement may be extended or changed as mutually agreed upon. Failure to extend the contract prior to 60 days from its expiration date or notice of non-renewal of the contract shall be considered notice of termination.

Seven Mile – In keeping with the Book of Order of the Presbyterian Church (U.S.A.) and to set forth clearly the agreement for the Commissioned Ruling Elder relationship between the Seven Mile Presbyterian Church in Seven Mile, Ohio and Ruling Elder Cheryl (Gidget) Collins, the following covenant is mutually agreed to:

Ruling Elder Cheryl (Gidget) Collins agrees to provide pastoral leadership and guidance in the following ways during the period of this commission:

1. Preach and involve the congregation in worship, thereby facilitating spiritual growth;
2. Administer the Sacraments of Baptism and the Lord's Supper if authorized by the Presbytery and the Session;

Serve as Moderator of Session and congregational meetings.

Perform weddings and funerals if authorized by the Presbytery and the Session and in accordance with the laws of the State of Ohio;

Provide pastoral care, including visitation;

Advise the Personnel Committee, serve ex officio with the Nominating Committee, and act as a resource to other committees as necessary;

Maintain personal growth programs through formal and informal study as required and as appropriate;

Attend meetings of the Presbytery of the Miami Valley, and serve on presbytery committees and commissions as appropriate;

Participate in evaluations of the pastoral experience with the Committee on Ministry;

Agree to only perform pastoral duties for the church named in this agreement, and agree to cease all pastoral functions with this church when this commission ends;

During the commission, the Commissioned Ruling Elder will be a member of Fairmont Presbyterian Church.

The congregation will support and cooperate with the Commissioned Ruling Elder in every way and will assume responsibility for:

1. Attending worship services and meetings;
2. Supporting the Commissioned Ruling Elder by engaging fully in the church's ministry to the community;
3. Providing clerical assistance as needed;
4. Participating in evaluation during and at the end of the commission.

This Commissioned Ruling Elder's service will be part-time at 20 hours weekly.

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- NOTE: Either the Session or the Commissioned Ruling Elder can terminate the pastoral relationship, with notice of at least 60 days.

Study leave (minimum of 2 weeks) 2 weeks (including 2 Sundays);

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cumulative to ___ weeks.

(PMV recommends that 3 years of study leave or up to 6 weeks plus 3 years of Cont. Ed. Funds be permitted to accrue.)

A provision for a minimum of twelve (12) weeks paid family medical leave per the Book of Order G-2.0804 is included in these terms of call. YES

Authorized the COM chair to take any necessary urgent actions, in consultation with the Executive Presbyter and Vice Chair, prior to the first COM meeting in January 2025, subject to the ratification of those actions by the COM at that first January meeting.

Approved RE Bethany Stewart be added to the list, pending the question/answer session with Michele, Galen, and Josh.

Approved MWS Brian Maguire to serve as Justin Miller's mentor.

Approved the consent agenda including:

+ **approved the** following contracts:

Sugar Creek - to approve the action of the Session of the Sugar Creek Presbyterian Church to renew the appointment of MWS Amy Duiker for the period of Jan. 1, 2025 – December 31, 2025 as Stated Supply and Moderator of Session 2025 at the following terms:

This position is full time during the program year and part-time (32 hours/week) during the months of June, July, and August.

Annual Cash Salary	\$33,405.62
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Annual Housing and/or Utilities Allowance	\$32,217.59
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Deferred Income (403b)	\$17,300.00
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TOTAL EFFECTIVE SALARY	\$82,923.21
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BoP Pension & Disability	\$ 8,292.32
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Medical	\$ 0
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If not covering health insurance for spouse or family, please note the other source for health insurance:

NOTE: Spouse's health insurance covers pastor and family. Deferred income is intended to provide additional coverage if needed.

SECA ¹ (portion up to 50%)	\$ 0
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Reimbursable Expenses:

Auto(@ current IRS rate)	\$ 0
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Continuing Education	\$ 1,750.00
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(required: must meet entire presbytery minimum including part-time work - \$1750 for 2025)

Professional Expenses/Books	\$
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3,000.00 Other (please specify)	\$ 0
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TOTAL COST TO THE CHURCH	\$ 95,965.53
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ANNUAL LEAVE: (INCLUDING PART TIME WORK)

Vacation -	4 weeks (including 4 Sundays)
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Study leave -	2 weeks (including 2 Sundays); cumulative to 6 weeks.
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(PMV recommends that 3 years or up to 6 weeks plus 3 years of Cont. Ed. Funds be permitted to accrue.)

A provision for a minimum of twelve weeks paid family leave is included in these terms.

Termination of Employment Agreement

The Stated Supply relationship is for a maximum period of twelve months. At the end of that time, it is to be reviewed and may be renewed for an additional twelve months with the concurrence of the Presbyte1y's Committee on Ministry. The Session may terminate the contract with 60 days' written notice and with the concurrence of the Presbyte1y's Committee on Ministry. The Pastor may terminate the contract with 60_ days' written notice to the Session and the concurrence of the Committee on Minist1y. The Pastor will be paid for all services up to the date of termination. The Pastor will submit all requests

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for expense reimbursement by the date of termination, and the Session will promptly pay those expenses. Board of Pensions coverage ceases at termination.

Southminster, Dayton: to approve the action of the session of Southminster Presbyterian Church, Dayton, to renew the full-time Stated Supply Associate Pastor appointment of MWS Stan Gockel for the period of Dec. 12, 2024-Dec. 11, 2025 at the following terms:

Annual Cash Salary	\$ 47,158.00
Annual Housing &/ or Utilities Allowance	\$ 38,000.00
Medical Supplement Reimbursement	\$ _____
SECA ¹ (portion <u>above</u> 50% only)	\$ _____
Deferred Income	\$ _____

(Annuity, Life Insurance, IRA, 403b, retirement savings, etc.)

TOTAL EFFECTIVE SALARY \$ 85,158.00

BoP² Estimated Pension/Medical Dues (Total) \$ _____

If not covering health insurance for spouse or family, please note the other source for health insurance: see footnote

Reimbursable Expenses:

Auto (@ current IRS rate) \$ 1,000.00

Continuing Education **\$ 1,750.00**

(required: must meet entire presbytery minimum including part-time work - \$1750 for 2025)

Professional Expenses/Books \$ 1500.00

Other (please specify)

Bureau of Workman's Compensation \$ 96.30

TOTAL COMPENSATION \$ 96,018.89

ANNUAL LEAVE: (INCLUDING PART TIME WORK)

Vacation (minimum of 4 weeks) 4 weeks (including 4 Sundays)

Study leave (minimum of 2 weeks) 2 weeks (including 2 Sundays); cumulative to ____ weeks.

(PMV recommends that 3 years or up to 6 weeks plus 3 years of Cont. Ed. Funds be permitted to accrue.)

Plus 4 additional Sunday's, paid time off, scheduled in conjunction with the HOS.**

A provision for a minimum of twelve weeks paid family leave is included in these terms.

Footnotes:

- Pastor Stan Gockel does not participate in Board of Pension plans or any of their benefits. Based on conversation with representative from Board of Pension, no dues are therefore required.

** The additional Sundays off were requested to be able to travel out of state to visit family and help care for grandchildren.

Termination of Employment Agreement

The Stated Supply relationship is for a maximum period of twelve months. At the end of that time, it is to be reviewed and may be renewed for an additional twelve months with the concurrence of the Presbytery's Committee on Ministry. The Session may terminate the contract with 60 days written notice and with the concurrence of the Presbytery's Committee on Ministry. The Pastor may terminate the contract with 60 days written notice to the Session and the concurrence of the Committee on Ministry. The Pastor will be paid for all services up to the date of termination. The Pastor will submit all requests for expense reimbursement by the date of termination, and the Session will promptly pay those expenses.

BATH, DAYTON: to approve the action of the session of the Bath Presbyterian Church to renew the part-time (19 hours/week) Supply Pastor appointment of MWS Emily Haddox for the period of January 1, 2025-December 31, 2025 at the following terms and continue her appointment as moderator of the session:

Annual Cash Salary	\$ 41,000.00
Annual Housing &/ or Utilities Allowance	\$ _____

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Medical Supplement Reimbursement	\$ 1,026.00
SECA ¹ (portion <u>above</u> 50% only)	\$ _____
Deferred Income	\$ 2,000.00
(Annuity, Life Insurance, IRA, 403b, retirement savings, etc.)	
TOTAL EFFECTIVE SALARY	\$ 44,126.00
BoP ² Estimated Pension/Medical Dues (Total)	\$ _____
Pension/Disability (10%)	\$ _____
Covering Health Insurance for: Pastor (16%)	\$ _____
Spouse	\$ _____
Children	\$ _____
Family	\$ _____

If not covering health insurance for spouse or family, please note the other source for health insurance: The entire family is covered under the spouse's insurance.

SECA¹ (portion up to 50%) \$ 0 _____

Reimbursable Expenses:

Auto (@ current IRS rate) \$ 0 _____

Continuing Education \$1,750.00 _____

(required: must meet entire presbytery minimum including part-time work - \$1750 for 2025)

Professional Expenses/Books \$ 250.00 _____

Other (please specify) \$ _____

TOTAL COMPENSATION \$ 46,126.00

ANNUAL LEAVE: (INCLUDING PART TIME WORK)

Vacation (minimum of 4 weeks) 4 weeks (including 4 Sundays)

Study leave (minimum of 2 weeks) 2 weeks (including 2 Sundays); cumulative to 2 weeks.

(PMV recommends that 3 years or up to 6 weeks plus 3 years of Cont. Ed. Funds be permitted to accrue.)

A provision for a minimum of twelve weeks paid family leave is included in these terms.
YES

Termination of Employment Agreement

The Stated Supply relationship is for a maximum period of twelve months. At the end of that time, it is to be reviewed and may be renewed for an additional twelve months with the concurrence of the Presbytery's Committee on Ministry. The Session may terminate the contract with 90 days written notice and with the concurrence of the Presbytery's Committee on Ministry. The Pastor may terminate the contract with 90 days written notice to the Session and the concurrence of the Committee on Ministry. The Pastor will be paid for all services up to the date of termination. The Pastor will submit all requests for expense reimbursement by the date of termination, and the Session will promptly pay those expenses. Board of Pensions coverage ceases at termination.

One Community Church, Monroe: to approve action of the session of One Community Church, Monroe, to renew the part-time (10 hours/week) Stated Supply Pastor appointment of Rev. Dr. Steven Copeland for the period of January 1, 2025 - December 31, 2025 at the following terms and to continue his appointment as moderator of the session:

Annual Cash Salary	\$ 19,500.00 (\$375 week)
Other:	\$ 6,100.00 (\$5,200 + \$900)
Care Pastor (\$100/week)	
Moderator of Session (\$75/month)	

TOTAL EFFECTIVE SALARY \$ 25,600.00

REIMBURSABLE EXPENSES

Continuing Education \$1,750.00

TOTAL COMPENSATION: \$ 27,350.00

ANNUAL LEAVE:

Vacation (up to 4 weeks as approved by Session)

Study leave (up to 2 weeks as approved by Session)

Termination of Employment Agreement

The Stated Supply relationship is for a maximum period of twelve months. At the end of that time, it is to be reviewed and may be renewed for an additional twelve months with the concurrence of the Presbytery's Committee on Ministry. The Session may terminate the contract with 30 days written notice and with the concurrence of the Presbytery's Committee on Ministry. The Pastor may terminate the contract with 30 days written notice to the Session and the concurrence of the Committee on Ministry. The Pastor will be paid for all services up to the date of termination. The Pastor will submit all requests for expense reimbursement by the date of termination, and the Session will promptly pay those expenses. Board of Pensions coverage ceases at termination.

MONROE: to approve action of the session of One Community Church, Monroe, to renew the part-time (10 hours/week) Stated Supply Pastor appointment of MWS Vaughn Lewis for the period of January 1, 2025-December 31, 2025 at the following terms and to continue his appointment as moderator of the session:

Annual Cash Salary	\$ 19,500.00 (\$375 week)
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TOTAL EFFECTIVE SALARY	\$ 19,500.00
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REIMBURSABLE EXPENSES

Continuing Education	\$1,750.00
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TOTAL COMPENSATION:	\$ 21,250.00
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ANNUAL LEAVE)

Vacation (up to 4 weeks as approved by Session)

Study leave (up to 2 weeks as approved by Session)

Termination of Employment Agreement

The Stated Supply relationship is for a maximum period of twelve months. At the end of that time, it is to be reviewed and may be renewed for an additional twelve months with the concurrence of the Presbytery's Committee on Ministry. The Session may terminate the contract with 30 days written notice and with the concurrence of the Presbytery's Committee on Ministry. The Pastor may terminate the contract with 30 days written notice to the Session and the concurrence of the Committee on Ministry. The Pastor will be paid for all services up to the date of termination. The Pastor will submit all requests for expense reimbursement by the date of termination, and the Session will promptly pay those expenses. Board of Pensions coverage ceases at termination.

Yellow Springs: to approve the action of the session of the Yellow Springs Presbyterian Church to renew the part-time (18 hours/week) Stated Supply Pastor appointment of MWS Daria Schaffnit for the period of January 1, 2024 – December 31, 2024 at the following terms and continue her appointment as moderator of session:

Annual Cash Salary	\$ 13,046
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Annual Housing &/ or Utilities Allowance	\$ 13,046
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Medical Supplement Reimbursement	\$
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SECA ¹ (portion <u>above</u> 50% only)	\$ _____
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Deferred Income	\$ _____
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(Annuity, Life Insurance, IRA, 403b, retirement savings, etc.)

TOTAL EFFECTIVE SALARY	\$26,092
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SECA ¹ (portion <u>up to</u> 50%)	\$ _____
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Reimbursable Expenses:

Auto (@ current IRS rate)	\$ 500.00
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Continuing Education	\$ 1,750.00
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(required: must meet entire presbytery minimum including part-time work - \$1750 for 2025)

Professional Expenses/Books \$ _____

Other (please specify) \$ _____

TOTAL COMPENSATION \$ 28,342.00

ANNUAL LEAVE: (INCLUDING PART TIME WORK)

Vacation - 4 weeks (including 4 Sundays)

Study leave - 2 weeks (including 2 Sundays); cumulative to ____ weeks.

(PMV recommends that 3 years or up to 6 weeks plus 3 years of Cont. Ed. Funds be permitted to accrue.)

Termination of Employment Agreement

The Stated Supply relationship is for a maximum period of twelve months. At the end of that time, it is to be reviewed and may be renewed for an additional twelve months with the concurrence of the Presbytery's Committee on Ministry. The Session may terminate the contract with 60 days written notice and with the concurrence of the Presbytery's Committee on Ministry. The Pastor may terminate the contract with 60 days written notice to the Session and the concurrence of the Committee on Ministry. The Pastor will be paid for all services up to the date of termination. The Pastor will submit all requests for expense reimbursement by the date of termination, and the Session will promptly pay those expenses. Board of Pensions coverage ceases at termination.

Faith, Huber Heights: to approve the action of the session of Faith Presbyterian Church, Huber Heights, to renew the part-time (20 hours) Stated Supply Pastor appointment of MWS Julia Williamson for the period of Jan. 1, 2025 – Dec. 31, 2025 at the following terms, and continue her appointment as moderator of the session

Annual Cash Salary \$ 31,229.08

Annual Housing &/ or Utilities Allowance \$ _____

Medical Supplement Reimbursement \$ _____

SECA¹ (portion above 50% only) \$ _____

Deferred Income \$ 5,259.22

(Annuity, Life Insurance, IRA, 403b, retirement savings, etc.)

TOTAL EFFECTIVE SALARY \$ 36,488.30

BoP² Estimated Pension/Medical Dues (Total) \$ _____

If not covering health insurance for spouse or family, please note the other source for health insurance:

Rev Julia Williamson is a member of the UCC denomination and is not required to have Board of Pensions coverage.

SECA¹ (portion up to 50%) \$ 2791.36

Reimbursable Expenses:

Auto (@ current IRS rate) \$ 800.00 (up to)

Continuing Education \$ 1,750.00

(required: must meet entire presbytery minimum including part-time work - \$1750 for 2025)

Professional Expenses/Books \$ 500.00 (up to)

Other (please specify) \$ _____

TOTAL COMPENSATION \$ 41,829.66

ANNUAL LEAVE: (INCLUDING PART TIME WORK)

Vacation (minimum of 4 weeks) 4 weeks (including 4 Sundays)

Study leave (minimum of 2 weeks) 2 weeks (including 2 Sundays); cumulative to 2 weeks.

(PMV recommends that 3 years or up to 6 weeks plus 3 years of Cont. Ed. Funds be permitted to accrue.)

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A provision for a minimum of twelve weeks paid family leave is included in these terms.
_____ (yes or no)

Termination Agreement

Unused vacation is prorated quarterly from January 1, 2025, and may be claimed at the time of contract termination. No more than two (2) weeks of unused vacation can be carried over to the next period with approval of the Session upon renewal of the contract. Annual study leave is earned effective with the starting date of the contract, January 1, 2025, and unused leave cannot be carried over to the next period unless approved by the Session.

The Stated Supply relationship is for a maximum period of twelve months. At the end of that time, it is to be reviewed and may be renewed for an additional twelve months with the concurrence of the Presbytery's Committee on Ministry. The Session may terminate the contract with 30 days' written notice and with the concurrence of the Presbytery's Committee on Ministry. The Pastor may terminate the contract with 30 days' written notice to the Session. The Pastor will be paid for all services up to the date of termination. The Pastor will submit all requests for expense reimbursement by the date of termination, and the Session will promptly pay those expenses.

NOTE: this contract has reduced Julia's hours from 30 hours to 20 hours)

Bellbrook: to approve the action of the session of the Bellbrook Presbyterian Church to renew the part-time (30 hours/week) Stated Supply Pastor appointment of MWS Diane Ziegler for the period of January 1, 2025 – December 31, 2025 at the following terms, and continue her appointment as moderator of the session:

Annual Cash Salary	\$ 14,500.00
Annual Housing &/ or Utilities Allowance	\$ 32,500.00
Medical Supplement Reimbursement	\$ _____
SECA ¹ (portion <u>above</u> 50% only)	\$ _____
Deferred Income	\$ _____

(Annuity, Life Insurance, IRA, 403b, retirement savings, etc.)

TOTAL EFFECTIVE SALARY	\$ 47,000.00
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BoP ² Estimated Pension (only) Dues (Total)	\$ 3,995.00
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If not covering health insurance for spouse or family, please note the other source for health insurance: Covered by her husband's insurance

SECA ¹ (portion <u>up to</u> 50%)	\$ _____
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Reimbursable Expenses:

Auto (@ current IRS rate)	\$ _____
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Continuing Education

\$ 1,750.00

(required: must meet entire presbytery minimum including part-time work - \$1750 for 2025)

Professional Expenses/Books	\$ 250.00
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Other (please specify)

\$ _____

TOTAL COMPENSATION

\$ 52,452.00

ANNUAL LEAVE: (INCLUDING PART TIME WORK)

Vacation (minimum of 4 weeks) 5 weeks (including 5 Sundays)

Study leave (minimum of 2 weeks) 15 weeks (including 4 Sundays); cumulative to 12 weeks.

(PMV recommends that 3 years or up to 6 weeks plus 3 years of Cont. Ed. Funds be permitted to accrue.)

A provision for a minimum of twelve weeks paid family leave is included in these terms.
yes

Termination of Employment Agreement

The Stated Supply relationship is for a maximum period of twelve months. At the end of that time, it is to be reviewed and may be renewed for an additional twelve months with the concurrence of the Presbytery's Committee on Ministry. The Session may terminate

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the contract with 60 days written notice and with the concurrence of the Presbytery's Committee on Ministry. The Pastor may terminate the contract with 60 days written notice to the Session and the concurrence of the Committee on Ministry. The Pastor will be paid for all services up to the date of termination. The Pastor will submit all requests for expense reimbursement by the date of termination, and the Session will promptly pay those expenses. Board of Pensions coverage ceases at termination.

NOTE- this is a change in hours from full-time to part-time (30 hours).

Approved the removal of Rev. Bob Wade from the pulpit supply list per his request. The clerk will remove him from the list.

Approved the consent agenda including:

+ **ratified the email vote to approve** the following to serve on the Administrative Commission to Install MWS Cynthia Holder Rich for an undesignated term on February 2 during worship:

Moderator CRE Janet Miller

RE Hank Baust, Corinth Presbyterian, Dayton

RE Donna Courtney, Sugar Creek Presbyterian, Kettering

RE Steve Davis, Southminster Presbyterian, Dayton

RE Bridget Hawkins, First United Presbyterian, Bellefontaine

MWS Robert Wade, HR

MWS Angie Schenck, HR

+ **approved the** following contracts:

Yellow Springs: to approve the action of the session of the First Presbyterian Church Yellow Springs (FPCYS) to renew the part-time (18 hours/week) Stated Supply Pastor appointment of MWS Daria Schaffnit for the period of January 1, 2025 – December 31, 2025 at the following terms and continue her appointment as moderator of session:

Annual Cash Salary	\$ 13,503
Annual Housing &/ or Utilities Allowance	\$ 13,503
Medical Supplement Reimbursement	\$ _____
SECA ¹ (portion <u>above</u> 50% only)	\$ _____
Deferred Income	\$ _____

(Annuity, Life Insurance, IRA, 403b, retirement savings, etc.)

TOTAL EFFECTIVE SALARY	\$27,006
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BOP – Covered on her spouses insurance.

SECA ¹ (portion <u>up to</u> 50%)	\$ _____
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Reimbursable Expenses:

Auto (@ current IRS rate)	\$ 500.00
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Continuing Education	\$ 1,750.00
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(required: must meet entire presbytery minimum including part-time work - \$1750 for 2025)

Professional Expenses/Books	\$ _____
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Other (please specify)	\$ _____
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TOTAL COMPENSATION	\$ 29256
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ANNUAL LEAVE: (INCLUDING PART TIME WORK)

Vacation (minimum of 4 weeks) 4 weeks (including 4 Sundays)

Study leave (minimum of 2 weeks) 2 weeks (including 2 Sundays); cumulative to 4 weeks.

(PMV recommends that 3 years or up to 6 weeks plus 3 years of Cont. Ed. Funds be permitted to accrue.)

The primary pastoral duties include, but are not limited to: Prepare and lead worship, including regular Sunday worship, weddings, funerals and special services. Administer the sacraments. Provide pastoral assistance to parishioners. Moderate the Session and congregational meetings. Communicate pastoral concern and interest to membership and the larger community. Attend meetings and participate in work and fellowship of the PMV. Maintain regular office house, as time permits.

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It is agreed that the Pastor retains the copyright to original intellectual property created by the Pastor while employed by FPCYS and the Pastor grants perpetual license to the FPCYS to use that original work created during the Pastor's employment with PPCYS, without paying royalties to the Pastor.

Termination of Employment Agreement

The Stated Supply relationship is for a maximum period of twelve months. At the end of that time, it is to be reviewed and may be renewed for an additional twelve months with the concurrence of the Presbytery's Committee on Ministry. The Session may terminate the contract with 60 days written notice and with the concurrence of the Presbytery's Committee on Ministry. The Pastor may terminate the contract with 60 days written notice to the Session and the concurrence of the Committee on Ministry. The Pastor will be paid for all services up to the date of termination. The Pastor will submit all requests for expense reimbursement by the date of termination, and the Session will promptly pay those expenses. Board of Pensions coverage ceases at termination.

A provision for a minimum of twelve weeks paid family leave is included in these terms.
No

Fairborn: to approve the action of the session of the First Presbyterian Church, Fairborn, to renew the full-time Stated Supply Pastor appointment of MWS Joe Hinds for the period of January 1, 2025-December 31, 2025 at the following terms and continue his appointment as moderator of the session:

Annual Cash Salary	\$ 42,772
Annual Housing &/ or Utilities Allowance	\$ 20,000
Medical Supplement Reimbursement	\$
SECA ¹ (portion <u>above</u> 50% only)	\$
Deferred Income	\$
(Annuity, Life Insurance, IRA, 403b, retirement savings, etc.)	
TOTAL EFFECTIVE SALARY	\$ 62,772
BoP ² Estimated Pension/Medical Dues (Total)	\$ _____
Pension/Disability (10%)	\$ 6278
Covering Health Insurance for: Pastor (16%)	\$ _____
Spouse	\$ _____
Children	\$ _____
Family	\$ _____

If not covering health insurance for spouse or family, please note the other source for health insurance:

Covered under spouse's family coverage through Slifers Presbyterian Church and sharing in the cost.

SECA ¹ (portion <u>up to</u> 50%)	\$ 4802
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Reimbursable Expenses:

Auto (@ current IRS rate - \$.70)	\$ 1800
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Continuing Education	\$ 1,750.00
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(required: must meet entire presbytery minimum including part-time work - \$1750 for 2025)

Professional Expenses/Books	\$ 1500.00
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Other (please specify)	\$ _____
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TOTAL COMPENSATION	\$ 78,902.00
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ANNUAL LEAVE: (INCLUDING PART TIME WORK)

Vacation (minimum of 4 weeks) 4 weeks (including 4 Sundays)

Study leave (minimum of 2 weeks) 2 weeks (including 2 Sundays); cumulative to 4 weeks.

(PMV recommends that 3 years or up to 6 weeks plus 3 years of Cont. Ed. Funds be permitted to accrue.)

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A provision for a minimum of twelve weeks paid family leave is included in these terms.
?

Termination of Employment Agreement

The Stated Supply relationship is for a maximum period of twelve months. At the end of that time, it is to be reviewed and may be renewed for an additional twelve months with the concurrence of the Presbytery's Committee on Ministry. The Session may terminate the contract with 60 days written notice and with the concurrence of the Presbytery's Committee on Ministry. The Pastor may terminate the contract with 60 days written notice to the Session and the concurrence of the Committee on Ministry. The Pastor will be paid for all services up to the date of termination. The Pastor will submit all requests for expense reimbursement by the date of termination, and the Session will promptly pay those expenses. Board of Pensions coverage ceases at termination.

Bellefontaine: to approve the action of the session of the First United Presbyterian Church, Bellefontaine, to renew the full-time Transitional Pastor appointment of MWS Greg Menssen for the period of February 14, 2025-February 13, 2026 at the following terms and continue his appointment as moderator of the session:

Annual Cash Salary	\$ 27,651
Annual Housing &/ or Utilities Allowance	\$ 29,849
Medical Supplement Reimbursement	\$
SECA ¹ (portion <u>above</u> 50% only)	\$
Deferred Income	\$
(Annuity, Life Insurance, IRA, 403b, retirement savings, etc.)	
TOTAL EFFECTIVE SALARY	\$ 57,500
BoP² Estimated Pension/Medical Dues (Total)	\$ _____
Pension/Disability (10%)	\$ 5,750.00
Covering Health Insurance for:	
Transitional (33%)	\$18,975
Pastor (16%)	\$ _____
Spouse	\$ _____
Children	\$ _____
Family	\$ _____

If not covering health insurance for spouse or family, please note the other source for health insurance:

Covered under spouse's family coverage through Slifers Presbyterian Church.

SECA ¹ (portion <u>up to</u> 50%)	\$ 4398
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Reimbursable Expenses:

Auto (@ current IRS rate)	\$ 500
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Continuing Education	\$ 1,750.00
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(required: must meet entire presbytery minimum including part-time work - \$1750 for 2025)

Professional Expenses/Books	\$ 1500.00
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Other (please specify)	\$ _____
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TOTAL COMPENSATION

\$ 90,373.

ANNUAL LEAVE: (INCLUDING PART TIME WORK)

Vacation (minimum of 4 weeks) 4 weeks (including 4 Sundays)

Study leave (minimum of 2 weeks) 2 weeks (including 2 Sundays); cumulative to 6 weeks.

Unused vacation is prorated quarterly from Feb. 2025 – Feb. 2025 and may be claimed at the time of contract termination.

(PMV recommends that 3 years or up to 6 weeks plus 3 years of Cont. Ed. Funds be permitted to accrue.)

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A provision for a minimum of twelve weeks paid family leave is included in these terms. Not indicated.

This transitional pastor shall submit quarterly reports to the Presbytery's Committee on Ministry and, in consultation with the Session, establish a Transitional Team in the local church that consists of at least three members.

The addendum to the original contract did not change.

It is understood that this Transitional Pastor may be a candidate for Pastor of this Presbyterian Church and will be involved with the work of the PNC, in partnership with the Presbytery's COM Liaison, for training and support purposes only, or as directed by the COM.

Termination of Employment Agreement

The Session may terminate the contract with 30 days written notice and with the concurrence of the Presbytery's Committee on Ministry.

The Transitional Pastor may terminate the contract with 30 days written notice to the Session and the concurrence of the Committee on Ministry. The Transitional Pastor will be paid for all services up to the date of termination. The Pastor will submit all requests for expense reimbursement by the date of termination, and the Session will promptly pay those expenses.

This contract will be terminated at its conclusion but may be renewed for a specified period of time with approval of the Transitional Pastor, the Session and the Presbytery's COM.

The contract may be terminated by the announcement that a call has been extended and accepted. If there is no transition agreement, the minimum written notice to the Transitional Pastor is 30 days. When a transition agreement is included, the terms of that agreement will be effective the day notice is given. At the conclusion of the contract, Board of Pensions benefits will be granted for an additional 30 days as needed.

The Transitional Pastor relationship is for a maximum period of twelve months. At the end of that time, it is to be reviewed and may be renewed for an additional twelve months with the concurrence of the Presbytery's Committee on Ministry. Board of Pensions coverage ceases at termination.

SLIFERS: to approve the action of the session of Slifers Presbyterian Church, Farmersville, to renew the full-time Transitional Pastor appointment of MWS Kazy Hinds for the period of January 1, 2025-December 31, 2025 at the following terms and continue her appointment as moderator of the session:

Annual Cash Salary	\$ 43,200
Annual Housing &/ or Utilities Allowance	\$ 15,000
Medical Supplement Reimbursement	\$
SECA ¹ (portion <u>above</u> 50% only)	\$
Deferred Income	\$
(Annuity, Life Insurance, IRA, 403b, retirement savings, etc.)	

TOTAL EFFECTIVE SALARY	\$ 58,200
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BoP² Estimated Pension/Medical Dues (Total)	\$ 25,026
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Pension/Disability (10%)	\$ 5,820.00
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Covering Health Insurance for:

Transitional (33%)	\$ 19,206
Pastor (16%)	\$ _____
Spouse	\$ _____
Children	\$ _____
Family	\$ _____

If not covering health insurance for spouse or family, please note the other source for health insurance:

NOTE: the cost of health insurance is being shared with Fairborn.

SECA ¹ (portion <u>up to</u> 50%)	\$
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Reimbursable Expenses:

Auto (@ current IRS rate)	\$ 2,000
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Continuing Education

\$ 1,750.00

(required: must meet entire presbytery minimum including part-time work - \$1750 for 2025)

Professional Expenses/Books

\$ 500.00

Other (please specify)

\$ _____

TOTAL COMPENSATION

\$ 87,476

ANNUAL LEAVE: (INCLUDING PART TIME WORK)

Vacation (minimum of 4 weeks) 4 weeks (including 4 Sundays)

Study leave (minimum of 2 weeks) 2 weeks (including 2 Sundays); cumulative to __ weeks.

(PMV recommends that 3 years or up to 6 weeks plus 3 years of Cont. Ed. Funds be permitted to accrue.)

A provision for a minimum of twelve weeks paid family leave is included in these terms. Yes

This transitional pastor shall submit quarterly reports to the Presbytery's Committee on Ministry and, in consultation with the Session, establish a Transitional Team in the local church that consists of at least three members.

It is understood that this Transitional Pastor may be a candidate for Pastor of this Presbyterian Church and will be involved with the work of the PNC, in partnership with the Presbytery's COM Liaison, for training and support purposes only, or as directed by the COM.

Termination of Employment Agreement

The Session may terminate the contract with 60 days written notice and with the concurrence of the Presbytery's Committee on Ministry.

The Transitional Pastor may terminate the contract with 60 days written notice to the Session and the concurrence of the Committee on Ministry. The Transitional Pastor will be paid for all services up to the date of termination. The Pastor will submit all requests for expense reimbursement by the date of termination, and the Session will promptly pay those expenses.

This contract will be terminated at its conclusion but may be renewed for a specified period of time with approval of the Transitional Pastor, the Session and the Presbytery's COM.

The contract may be terminated by the announcement that a call has been extended and accepted. If there is no transition agreement, the minimum written notice to the Transitional Pastor is __ days. When a transition agreement is included, the terms of that agreement will be effective the day notice is given. At the conclusion of the contract, Board of Pensions benefits will be granted for an additional __ days as needed.

The Transitional Pastor relationship is for a maximum period of twelve months. At the end of that time, it is to be reviewed and may be renewed for an additional twelve months with the concurrence of the Presbytery's Committee on Ministry.

Approved the removal of Angie Schenck, at her request, from the pulpit supply list. There is a new pulpit supply list on the website.

Approved payment of \$240.50 from account 501200, COM operating budget, to CRE Janet Miller for travel and expenses.

HERE ENDS THE CONSENT AGENDA

The Moderator recognized RE Ivy Young, Treasurer, who reported on the year end reports for 2024.

The Moderator recognized RE Michele Slone to lead an energizer. An announcement about Covenant Gathering and about Triennium were shared.

The Moderator recognized MWS Terry Kukuk, Executive Presbyter, who thanked the assembly for their support. A letter from our partners from Colombia was shared including a statement of The Presbytery of the North Coast on Violence Against Women and for Peace.

The moderator recognized Megan Worcester, co-moderator of the Colombia Network. Information was shared about sister churches. A booklet is being prepared with testimonials. Two celebrations are

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being planned to celebrate the 30 year anniversary of the partnership, one in Colombia and one here in PMV. The assembly was invited to contact her with questions.

The executive presbyter continued by announcing FOCI 2025 including quality relationships, equip members of the presbytery, and the health and vitality of congregations and those in ordered ministry. The training tab on the website was introduced along with the Boundary Training for churches through Practical Resources for Churches. When training is completed, everyone who participates should be in the church minutes. Other resources are available from prcl.org and every church in the presbytery have access. Save the Date for MWS Tod Bolsinger on August 23. More information will be available soon.

The Moderator recognized MWS Chip Hardwick for a report from the Synod of the Covenant. The assembly was reminded of the Synod motto – “In our Synod, we’ll try anything to equip leaders who attend to God’s creative, emerging future.” CREs are being offered opportunities for continuing education once a month and information can be found on the Synod website. Critical Cultural Competency is being offered in February. Completed a series on Polarization through Science for the Church and they are available on the Synod You Tube station. Boundary training for Child Protection is being offered. Cultivating the Gift of Preaching is a cohort program offered by the Synod. Applications are being accepted and available on the Synod website. Mentors are also needed. Lectionary discussion group is a new offering. It is the 2nd and 4th Wednesday of the month. Preaching workshops are available on the Synod You Tube Channel.

The Moderator recognized RE Michael Seewer, chair, who reminded everyone to sign up for Constant Contact and Facebook for the presbytery. The By Law changes were introduced and were first in the November packet.

Proposed changes: words to be omitted have ~~strikethrough~~. Added words are ***bold italics***.

A MOTION PREVAILED to approve the Bylaw changes as recommended and required. (see below)

ARTICLE I - ORGANIZATION

Section 1.02: Name and Function

The Presbytery of the Miami Valley of the Presbyterian Church (U.S.A.) is a council of the Presbyterian Church (U.S.A.) ~~including Presbyterian congregations in Butler, Champaign, Clark, Clinton, Darke, Greene, Logan, Miami, Montgomery, Preble, Shelby, and Warren counties in the state of Ohio.~~ ***The geographic district of the Presbytery of the Miami Valley consists of the counties of Butler (excluding the townships of Fairfield, Fairfield City, Ross, and Westchester), Champaign, Clark, Clinton, Darke, Greene, Logan, Miami, Montgomery, Preble, Shelby, and Warren (excluding the townships of Deerfield, Hamilton, Harlan, and Mason), all in the state of Ohio.***

RATIONALE: *New descriptions of our presbytery are needed. This was adopted at GA this year.*

ARTICLE VI - COMMITTEES AND COMMISSIONS

Section 6.03: Investigating Committees

The Moderator of the presbytery may appoint an investigating committee between stated meetings of the presbytery as authorized by ~~D-10.0201b~~ ***D-7.0501*** upon receipt by the Stated Clerk of a written statement of an offense as defined in ~~D-10.0101 and D-10.0102~~ ***D-7.0102, D-7.0103 and D-7.0201e***. If the Moderator disqualifies her/himself in a particular case, the Moderator may delegate to the Vice-Moderator the authority to appoint an investigating committee. In making the appointment, the Moderator or Vice-Moderator shall consult with the Executive Presbyter and Stated Clerk of the presbytery or their designees. The appointment of investigating committee shall be reported as information to the next stated meeting of the presbytery.

Section 6.04: Committees of Counsel

In the event the presbytery becomes a complainant or respondent in a remedial case (~~D- 6.0302 D-4.0204a~~), the Moderator of the presbytery may appoint a committee of counsel between stated meetings of the presbytery as authorized by ~~D-6.0302a~~ ***D- 40204b***. If the Moderator disqualifies her/himself in a particular case, the Moderator may delegate to the Vice-Moderator the authority to appoint a committee of counsel. In making the appointment, the Moderator or Vice-Moderator shall consult with the Executive Presbyter and Stated Clerk of the presbytery or their designees. The receipt of the remedial complaint and the appointment of committees of counsel shall be reported as

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information at the next stated meeting of presbytery.

RATIONALE: *The reference numbers in the Book of Order have changed in Church Discipline (no longer called the Book of Discipline.)*

The Moderator recognized MWS Kazy Hinds, Chair of Trustees who introduced the proposed changes to the Trustee Policy and Practice.

A MOTION PREVAILED to approve the following change in the Trustee Policy and Practice:

6. Financial Statements

B. **Alternating** Financial reviews ~~or full audits~~, prepared by a Certified Public Accountant, shall be provided to the presbytery annually, not later than the September Stated Meeting, showing the operations for the prior year and the status of all the accounts as of the end of the prior year.

RATIONALE: *As there are not a large number of transactions or complex transactions that would make an Audit necessary, a financial review is deemed adequate when prepared by a Certified Public Accountant. There are checks and balances in place and a requirement for additional, different signatures for a larger amount transaction.*

The Moderator recognized Marvella Lambright to speak about the Synod Presbyterian Women's Gathering in June. PW is alive and well. Announced that Sandy Vining was recognized by the National PW at their gathering. Looking for one person to contact at each congregation.

The Moderator recognized MWS Lawrence Bartel, MWS Terry Kukuk, MWS Cliff Haddox to introduce the 226th General Assembly proposed amendments and ecumenical agreement. A called meeting will be held March 11, 2025 at 2:00 pm on Zoom to vote on these amendments and the ecumenical agreement between the Episcopal church and PCUSA.

In accordance with Section 4.02 of the Bylaws of the Presbytery of the Miami Valley, a special meeting of the Presbytery of the Miami Valley has been called for the purpose of voting on the 12 Proposed Amendments to the Constitution of the PCUSA and the proposed Ecumenical Agreement between the Episcopal Church and the Presbyterian Church (U.S.A.). This meeting is called by the moderator with the concurrence of three (3) Ministers of Word and Sacrament and three (3) Ruling Elders from different churches. The meeting will be held on Tuesday, March 11, 2025 at 2 pm on Zoom. The docket and supporting materials will be placed on the PMV website by March 1. Please save this date!

The moderator recognized MWS Emily Haddox, Chair. There was no report.

The Moderator recognized RE Marge Morgan, Chair of Nominations.

A MOTION PREVAILED to elect the following slate:

Committee on Representation and Diversity

CO- CHAIRS: MWS Justin Miller and MWS Francisco Pelaez-Diaz

The Moderator acknowledged the written report from staff support ad gave her moderator's report including the installations she participated in and spoke to her theme of earth care.

The moderator then reminded the assembly of a variety of announcements included in the packet.

The Moderator closed the meeting with prayer at 11:25 am and announced the next meeting would be:

*Tuesday, May 13, 2025 at 2:00 pm
At Oxford Presbyterian Church
101 North Main Street, Oxford, OH 45056
513-523-6364*

Recorded by:

RE Marge Morgan, Stated Clerk Pro Tempora

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