

MINUTES OF PRESBYTERY JULY 9, 2016
FIRST PRESBYTERIAN CHURCH
VALENTINE, NEBRASKA

The Presbytery of Central Nebraska meeting was called to order at 9:04 a.m. by teaching elder Stephen Price-Gibson, moderator, on July 9, 2016. The meeting was opened with prayer by Stephen Price-Gibson.

The Presbytery was welcomed by teaching elder Karen Woo interim pastor of the Valentine church.

WORSHIP WITH THE CELEBRATION OF THE LORD'S SUPPER

The worship service was led by teaching elder Karen Woo with teaching elder Karen Larson, preacher. They officiated at the celebration of the Lord's Supper. The offering of \$405, as well as two boxes of supplies, were donated to the Valentine Vacation Bible School for Presbyterian Disaster Assistance.

PRESBYTERY ATTENDANCE

Atkinson, First	absent
Aurora, Presbyterian UCC	Bruce Bradley
Axtell, First	absent
Beaver City, First	absent
Benkelman, First	absent
Broken Bow, First	absent
Campbell, Westminster United	absent
Central City, United	absent
Cozad, First	absent
Danbury, First	absent
Edgar, Church of the Plains	David Nienkamp
Ewing, Bethany	Pam Hubel
Ewing, UM-PC (USA)	absent
Fairfield, Community	absent
Fullerton, First	absent
Glenvil, Hanover	absent
Gothenburg, First	absent
Grand Island, First	Eunice Alexander
Hastings, First	Pam Canady
	absent
Hastings, Second	absent
Holdrege, First	Nancy Arehart
Kearney, First	Steve Miller
Kenesaw, First	Excused
Keystone	absent
Lebanon, Community	absent
Lexington, First	absent

Lexington, Buffalo Grove	absent
Loup City, First	absent
Minden, Westminster United	Brian Johnson
North Platte, First	Dean Kurth
O'Neill, First	Bill Walters
Orleans, First	absent
St. Paul, First	absent
Stapleton, First	absent
Stuart, Community	absent
Superior, First	absent
Sutherland, First	absent
Valentine	Bob Kilmer
Wood River, First	absent

TEACHING ELDER ATTENDANCE AT PRESBYTERY

Kathryn Bates	absent
Elaine Besthorn	absent
Bruce Bradley	absent
David Boyd	present
Jill Boyd	present
Don Canady — HR	present
James Cooke — HR	excused
Dan Davis	present
Stuart Davis	absent
Ivan Dean	present
Steve Deines — HR	excused
Polly Deppen-Williams	present
Lisa Ewald	absent
John Gallentine	absent
Cynthia Harvey	absent
Cheryl Lamb	absent
Berke Landrum	present
Karen Larson	present
David Matheke — HR	excused
David McCarthy	absent
Joan McCarthy	absent
Doug McHargue	absent
Frank Medsker — HR	excused
Roger Nelson — HR	excused
Steve Nofel	present
William Nottage-Tacey -- HR	excused
Charles Olsen — HR	excused
Caroline Price-Gibson	present
Stephen Price-Gibson	present
Kirwin Stewart	present
Robert Thom — HR	excused

H. Eldin Wells — HR	excused
Karen Woo	present
Gui-Jie Zhang	absent

COMMISSIONED RULING ELDER ATTENDANCE AT PRESBYTERY

Joyce Dean	present
Mark Diehl	absent
Marcine Farmer	absent
Beth Fotinos	absent
Ethel Fox	absent
Dave Irwin	present
Brad Jepsen	absent
David Johnson	absent
Linda Lambert	present
Phil LaRoe	absent
Gary Smith	present
Keith Theobald	absent
Wayne Owens	present
C.L.Wimer	absent

CERTIFIED ASSOCIATION OF PRESBYTERIAN ADMINISTRATORS

Angie Palmer
Rose Miller

CHAIRPERSONS OF COMMITTEES

Dean Kurth Steve Soundy

CORRESPONDING MEMBERS

Raymond Meester

VISITORS

Ramona Meester, Homestead Presbytery	Venetta Arganbright, Valentine
Cathie Belville, Valentine	Ginny Lee, Valentine
Marcy Cox, Valentine	Karen B. Butler, Valentine
Bill Quigley, Valentine	Laurie Johnson, Minden
Yvonne Bradley, Aurora	Evelyn Kilmer, Valentine
Virginia Elliott, Valentine	Marilyn Fisher, Valentine

The stated clerk, teaching elder Raymond Meester declared a quorum present.

The docket was presented and **APPROVED**.

The PRESBYTERY seated Corresponding Member —Raymond Meester.

First time commissioners were introduced.

The minutes of the April 2, 2916 stated meeting and of the June 11 special meeting were **APPROVED**.

WE RESPOND TO HEARING THE WORD

REPORT OF COMMITTEE OF THE WHOLE

Joyce Dean reported. Central Nebraska Presbytery met as a committee of the whole on June 11, 2016, and makes the following recommendations to the presbytery concerning staffing:

1. One-half time designated executive presbyter (3 year minimum with possibility of becoming installed)
2. One-fourth time stated clerk (includes recording clerk) — could be combined with EP
3. One-half time Administrative Assistant
4. Engage in long range planning/mission study process over next 3 years
5. Funds set aside for:
 - a. Expenses for pastoral care clusters/cohorts to provide pastoral care to TE and CREs
 - b. Special Presbytery Events

The financial ramifications of recommendations include:

- 2012 Budget for personnel function approximately \$162,000 actual
- 2013 Budget for personnel function approximately \$165,000 actual
- 2016 Budget for personnel function approximately \$202,000 budget

Included in the 2016 budget are the following positions (all expenses included in figure — salary, housing, medical, pension, travel, meals, continuing education, taxes, etc):

1. Transitional Executive Staff 119,205
 2. Temporary Stated Clerk 6,367
 3. Temporary Assistant to Temporary Stated Clerk 9,551
 4. Temporary Recording Clerk 550
 5. Office Support Staff 62,911
 6. Cleaning Service 550
 7. Office Temporary Help 500
 8. Synod Financial Services 2,500
- Total: 202,173*

Proposed staffing plan estimate:

1. Designated Executive Pastor (1/2 time) 59,000
 2. Stated Clerk (1/4 time) 16,500
 3. Presbytery Administrative Assistant 23,000
 4. Cleaning Service 550
 5. Synod Financial Services 2,500
 6. Financial support for clergy clusters/cohorts 4,000
 7. Financial support for special events 5,000
- Total 117,550*

Presbytery **APPROVED** the Committee of the Whole's recommendation.

PRESBYTERIAN WOMEN

Ruling elder Joyce Dean reported on behalf of the moderator of Presbyterian Women of

Central Nebraska Presbytery, Annabelle Wells. The Synod Gathering of Presbyterian Women was held in Sioux Falls, South Dakota, in June 2016; PW of Central Nebraska Presbytery gave over \$12,000 to special offerings and projects of Presbyterian Women; and Sue Medsker-Nedderman will be traveling to San Francisco, as part of the group of Twenty Presbyterian Women from the USA.

YOUTH COMMITTEE

Teaching elder Dan Davis reported. Youth from the presbytery will be attending the Presbyterian Youth Triennium to be held later in July, including 21 students (12 female, 9 male) 3 female sponsors and 1 male sponsor. The committee has **APPROVED** only 8 camperships as of June 13, 2016. The deadline for campership applications has been extended until school starts and the camps close.

REPORT OF SYNOD COMMISSIONER

Presbytery's commissioner to the Synod of Lakes and Prairies, teaching elder Dan Davis, reported on the May 1-3, 2016 meeting of the Synod of Lakes and Prairies. The synod per capita will be increasing five cents, from \$5.25 to \$5.30. Two long-term synod staff recently retired, Diana Barber and Jay Wilkinson. New synod staff are Elona Street-Stewart, Synod Executive; Deb DeMeester, Director of Leadership and Development, Alex DeVeyra, Director of Financial Services, and Pam Prouty, synod clerk.

REPORT OF THE 222ND GENERAL ASSEMBLY COMMISSIONERS

Ruling elder Gary Smith, and teaching elder Karen Larson, commissioners to the 222nd General Assembly (2016), reported on the General Assembly meeting held in Portland, Oregon. Temporary stated clerk Raymond Meester, also reported.

COMMITTEE ON PREPARATION FOR MINISTRY

Teaching elder reported that the committee is working with one candidate and four inquirers. The candidate is Sharon Ruzicka, St. Paul, Nebraska. She is having some family responsibilities and is not moving forward at this time. The inquirers include David Johnson, Harvard, Nebraska, Zach Spurgeon, Hastings, Nebraska, Sharon Rees, Kearney, Nebraska, and Logan Ellis, Beaver City, Nebraska. Zach Spurgeon met with the committee on February 16, 2016. The committee plans to do their annual consultations with the inquirers and candidates on July 25, 2016.

COMMITTEE ON MINISTRY

At the April 8, 2016 meeting of Committee on Ministry the following action was taken on behalf of the Presbytery: Committee on Ministry voted to not concur with the congregational vote of First Presbyterian Church, Hastings, to extend a call to a candidate to serve as pastor. (Name has been withheld for confidentiality.) COM has been working with the Hastings Session and the newly reconstituted PNC to bring the continued search process to a successful conclusion.

Teaching elder Steve Nofel, interim pastor of First Presbyterian Church, North Platte, was introduced to the presbytery.

At the June 14, 2016 meeting of Committee on Ministry the following actions were taken on behalf of the Presbytery:

- Rev. Harry Cross was examined and **APPROVED** to be received as a Temporary Member of presbytery. He is co-pastor of Heartland Shared Ministries. His terms of call are \$65,000 salary and \$3500 mileage.
- Received Rev. Steve Nofel as member of presbytery serving as Interim Pastor of FPC North, Platte and **APPROVED** his terms of call. The position will begin on July 1st. Steve is transferring from Western Colorado Presbytery.

Terms of Call:

▪ Effective Salary	\$55,000.00
▪ Travel	\$ 1,250.00
▪ Board of Pensions	\$20,350.00
▪ Continuing Education	\$ 1,250.00
▪ Social Security	\$ 4,207.50
Total Package \$ 82,057.50	

- Transferred the membership of teaching elder Cynthia Harvey to Missouri River Valley Presbytery.
- **APPROVED** the installation of teaching elder Jill Boyd as Pastor of First Presbyterian Church, Cozad, Sunday, August 7, 2016 at 5:00pm. Installation Commission:
 - Steven Price-Gibson (Teaching Elder, Kearney)
 - Caroline Price-Gibson (Teaching Elder, Grand Island)
 - David Boyd (Teaching Elder, Gothenburg)
 - Joyce Dean (Ruling Elder, Beaver City)
 - Judy Gilbert (Ruling Elder, Cozad)
 - Kim Skilling, Guest of the Commission (Teaching Elder, Member-at-Large, Los Ranchos Presbytery)

Presbytery APPROVED the following actions:

- Upon the committee's recommendation, presbytery **APPROVED** the partnership agreement between Fairfield Community Presbyterian Church of Fairfield, Nebraska, (or FCPC) and the Nelson Community United Church of Christ, of Nelson, Nebraska.

COVENANT FOR SHARED MINISTRY

PART I: The Churches

- A. The Fairfield Community Presbyterian Church of Fairfield, Nebraska, (or FCPC) and the Nelson Community United Church of Christ, of Nelson, Nebraska (or NCUCC), recognize and honor each congregation's heritage and denominational connection. The FCPC and NCUCC commit to covenant to work together in shared ministry.
- B. The reasons for a shared ministry are to make possible:
 1. A strengthened and united Christian witness in both communities.
 2. More efficient use of clergy leadership.
 3. A better-qualified resident pastor.
 4. The hope for longer pastorates and greater continuity.
 5. More efficient use of finances.
 6. Sharing of equipment and materials.
 7. Sharing of projects and ministries.

8. Larger pool of lay leadership and abilities.
- C. Each church will maintain its own identity.
1. Each congregation will maintain its own structure, including its own governing board.
 2. Each congregations' Sunday morning offering and other financial contributions will go into its own treasury.
 3. Each congregation will continue financial support of its own missions, including denominational support.
 4. Each congregation's form of worship will be self-determined.
- D. A Parish Council shall be formed for the purpose of facilitating cooperation. It shall operate by the following guidelines.
1. The Parish Council shall consist of the pastor and two (2) members from the governing board of each congregation. These members of the Parish Council shall be selected from their respective governing boards on an annual basis. The length and number of terms of office shall be established by each church's governing board. When a vacancy on the Parish Council occurs, the appropriate church's governing board shall appoint someone to fill the vacancy until the end of the term.
 2. Officers to be elected annually from within the Parish Council are the following: Two (2) Co-chairpersons (one from each church)
 3. The Parish Council shall serve as a liaison between the churches and meet at least two (2) times a year, or as needed and may plan joint programs and activities.
 4. The Parish Council will serve as a permanent study committee on the future and ongoing ministry of this parish, developing, promoting, and nurturing a sense of mutual adventure in ministry.
 5. The Parish Council shall meet before the end of each quarter. Special meetings may be called by the Pastor or either Chairperson of the Parish Council. Four (4) members in attendance (with at least two (2) present from each church) will constitute a quorum.
 6. The Parish Council will submit a budget each September relating to pastoral support (with recommendations), expenses, and parish programs for the coming year. This will be referred to each church board and, if required, then to each congregation for its response, amendment, and action.
 7. The Parish Council may make other recommendations for the betterment of the covenant.
 8. The Parish Council shall recommend to each of the church governing boards the hours and places of worship. These times shall then be established and coordinated by the Parish Council.
- E. The Parish Council has a special relationship with the Pastor:
1. The Parish Council will consult with the pastor and the congregations on their common ministry.
 2. The Parish Council shall review the congregations' relationship with the pastor and then make recommendations concerning pastoral goals and objectives and remuneration for the coming year.
 3. If problems should arise involving the pastor and the churches, the solution should be sought within the Parish Council in consultation with the Executive Presbyter and Conference Minister and/or the presbytery's council on ministry and Prairie

Association Team on Authorized Ministry.

Part II: The Pastor.

A. Procedure for ending a pastor's term of ministry.

When a change in pastoral leadership is anticipated, the process of termination shall follow the procedure of the United Presbyterian Church in the U.S.A. or the United Church of Christ, depending on the denomination of the pastor. If the pastor is to be asked to leave, he or she is to receive a sixty (60) day notice. If the pastor seeks to resign, he or she will give a sixty (60) day notice, subject to negotiation for more or less time at his/her request.

B. Procedure for calling a pastor.

1. The Parish Council appoint a Search and Call Committee consisting of four (4) members from the FCPC and four (4) members from the NCUCC, as recommended by the church's respective governing boards.
2. The Parish Council will select which denomination, either United Presbyterian Church in the U.S.A. or the United Church of Christ, and restrict its search to that denomination, rather than to consider candidates from both denominations at the same time.
3. The Search and Call Committee shall be responsible to the Parish Council. If it is decided that an interim ministry is desired, the covenant with the successful interim ministry candidate will include an exclusion stating that both the parish and the interim agree not to consider him or her as a candidate for the called ministry.
4. The Search and Call Committee will present one (1) candidate to the Parish Council for presentation at each church. The proposed pastor will candidate at each church, after which a vote will be taken by each congregation. The results of the voting shall be sealed and announced at a joint meeting of both churches. The candidate must be **APPROVED** by both churches. In both the UPCUSA and UCC, a call must receive approval beyond the congregation. Note: The candidate must receive approval by Central NE Presbytery and by the Prairie Association of the Nebraska Conference UCC. (Note: The procedure with the Presbyterians will need to be reviewed and honored.)
5. The terms of the call for the pastor shall follow the guidelines of both the Central NE Presbytery UPCUSA and Nebraska Conference UCC.
6. The Pastor Shall participate in the pension plan of his/her denomination. Each church's treasurer shall equally pay pension dues (50% Fairfield PCUSA;50% Nelson UCC) on the same ratio as the salary.
7. The beginning ratio of payment for pastoral support shall be determined by the recommendation of the Parish Council and reviewed annually.
8. The pastor shall have the option to live in either of the parsonage (UCC) or manse (PCUSA). Each congregation shall be responsible for the maintenance of their respective facilities, including their parsonage/manse.
9. The moving expenses will be shared by the churches on the same ratio as the salary.
10. The pastor shall be granted a continuing education allowance of \$500 per year, all or part of which may be allowed to accumulate up to five years. He or she shall also receive up to two weeks per year for continuing education time.
11. The pastor will receive vacation of four (4) weeks each year to include four (4) Sundays. The Parish Council will be responsible for pulpit supply in consultation

- with the pastor.
12. The pastor will be expected to attend the local association/presbytery and conference meetings of the Central NE Presbytery, Prairie Association, and Nebraska Conference UCC.
 13. Emphasis in areas of ministry is to be worked out with the pastor, taking into consideration his or her strengths as well as the goals and dreams of the congregations. It is to be understood that time split between the churches fairly but on a need basis.

Part III: The Parish Covenant

- A. This covenant may be reviewed at the annual meeting of each congregation. Any proposed changes of the Parish Covenant must be **APPROVED** by a two-thirds (2/3) majority of the governing board of each church and **APPROVED** by a two-thirds (2/3) majority of members present at the called congregational meeting. Termination requires a minimum of three (3) months advance notice to the other congregation. The covenant between the Parish Council and the pastor will be terminated sixty (60) days after the notification of termination of the Parish Covenant by a local church.
- B. Any other church wishing to join this shared ministry must apply through the Parish Council and be **APPROVED** by the member congregations and the denominations involved.
- C. A two-thirds (2/3) majority of members present and voting of each congregation shall be required to approve, amend, or terminate this covenant.

Presbytery also **APPROVED** the following actions:

- The following Administrative Commission be **APPROVED** to oversee the dissolution of Hanover Presbyterian Church, Glenvil, NE and disbursement of assets:
 - Bill Nottage-Tacey, Teaching Elder, Honorably Retired, Moderator
 - Ann Bohlke, Ruling Elder, First, Hastings
 - Joan McCarthy, Teaching Elder, Member-at-Large
- Ruling elder Linda Lambert reported for the administrative commission that was created to close the Loup City Presbyterian Church. The church was deemed closed on this day July 9, 2016.

The presbytery recessed for lunch with prayer by teaching elder Stephen Price-Gibson.

Following lunch, teaching elder Stephen Price-Gibson led in the prayers of the people with song.

NOMINATING COMMITTEE

Ruling elder Joyce Dean reported for the Nominating Committee. The committee nominated Kili Wenburg, Class of 2016; Mark Diehl, Class of 2016; and Temple Roberts, Class of 2018, all to the Committee on Ministry. Opportunity was given for nominations from the floor. None were made, and these three were duly elected.

Representation Report 2016

Presbytery received the following representation report for 2016:

Men serving on committees, task forces, and commissions — 32

Women serving on committees, task forces, and commissions — 31

Youth serving on committees, task forces, and commissions — 2

Racial Ethnic members of committees, task forces, and commissions — 2

Churches with members on committees, task forces, and commissions — 45 — if the lay pastor or pastor wasn't counted. Aurora, Hanover, Orleans, Campbell, Hastings Second, Kenesaw, Gothenburg, Loup City, Stapleton, Superior, and Wood River would not have anyone serving on a committee.

Atkinson — 3	Aurora —1	Beaver City — 5	Broken Bow — 5
Campbell — 1/2	Cozad — 2	Edgar — 2	Ewing Bethany -1
Fullerton -1	Gothenburg —1	Grand Island — 2	Hanover —1
Hastings First — 7	Hastings Second —1	Holdrege — 3	Kearney —7
Kenesaw — 1	Lexington — 6	Minden — 2	North Platte — 2
O'Neill — 2	Orleans -1	St. Paul — 2	Superior — ½
Valentine — 2	Wood River —1	Member-at-large 3	

Twelve of our churches do not have anyone serving on a committee, task force, or commission.

With the exception of Axtell they are all very small churches. They are:

Axtell	Benkelman	Central City	Danbury
Ewing PCUSA/UMC	Fairfield	Keystone	Lebanon
Lex. Buffalo Grove	Stapleton	Stuart	Sutherland

COUNCIL

Upon recommendation of the Council, presbytery **APPROVED** the dismissal of the Sudanese Commission with thanks, and to establish a Presbytery of Central Nebraska liaison to the Sudanese fellowship.

The council had approved the following:

- the Council Chair to take necessary steps to secure the process manager for our special meeting on June 11th and was instructed to call Deb DeMeester and then Saria Rice.
- the offering for the July 9, 2016 meeting to go to the PDA hygiene kit.
- to allow the Council Chair to send the docket directly to the Presbytery Administrator.
- the July 9, 2016 docket.
- the relationship with the Quad Presbytery Consortium.

Council reviewed and VOTED TO RECEIVE Deb DeMeester's report from the special Committee of the Whole Presbytery meeting held on June 11th that was presented by Stephen Price-Gibson, Presbytery Moderator.

Council VOTED TO EXPRESS their thanks to Angie palmer for her service to the Council and to the Presbytery.

Personnel

Personnel Committee reported that the recording clerk Beth Fontinos had resigned and **APPROVED** Raymond Meester as the temporary recording clerk. The administrative assistant Angie Palmer has also resigned. Karen is staffing the office in this period of transition. As of Thursday of this week Rose Miller will be helping with certain aspects of business.

Business and Budget

Upon the recommendation of Business and Budget, presbytery **APPROVED** the sale of the First Presbyterian Church of Hastings manse, defined as Lots 19 and 20, Fairfax Addition to the city of Hastings, Adams Co., NE. The street address is 1118 Jefferson Ave. Hastings, NE 68901.

The committee reported the following actions:

- **APPROVED** applications and guidelines that establish criteria for applying for grant money from the named fund accounts in the Fiscal Accountability Policy. The applications are available on the presbytery website located under committees.
- **APPROVED** the office lease for another three years with Johnson Imperial at the current location of 4111 4th Avenue, STE 28, Kearney.

The Presbytery adjourned with prayer by teaching elder Stephen Price-Gibson at 1:25 P.M.

Raymond Meester
Temporary Stated Clerk