

November 12, 2020
Moderator-Wendy Wait

Electronic Meeting-Zoom

CALL TO ORDER

The stated meeting of Homestead Presbytery was called to order by the moderator, Wendy Wait, at 10: 00 a.m., via Zoom. The moderator opened the meeting with prayer. The stated clerk was in attendance and Kris Brammer and Ramona Meester were seated as temporary clerks. A quorum was present and the agenda was approved as presented.

ROLL CALL

Roll call was taken and showed the following members present or excused with cause: (Attendance Key: A, Absent; P, Present; E, Excused; R, Retired; M, Military Service; VM, Validated Ministry)

MINISTERS OF WORD AND SACRAMENT (TEACHING ELDERS)

P - Jon Ashley	A - Douglas Hileman	E - Jock Tut Paleak
R/P - Sue Babovec	P - Kristine Hileman	P – Chris Peters
P - Teresa Bartlett	P - Michael Hill	P – Lauren Peters
P - Darin Bentzinger	E - Kara Hillhouse	P - Steve Piper
R/E - Steve Breazier	P - Jane Holtzclaw	P - Charity Potter
P - Alan Brehm	E - Jeff Hopson	R/E - Harold Rainey
R/E - Stephen J. Brownlee	M/E - Dennis E. Hysom	R/E - Rebecca Rising
R/E - Ronald L. Bump	R/E - Robert W. Jeamby	R/E - Jimmy Shelbourn
R/E - Robert Burdett	P - Brian Johnson	R/E - Robert Snell
E - Sue Coller	P - Melodie Jones Pointon	R/E - Jim Splitt
R/E - Gail Cross	R/E - Burton A. Knudsen	A - Kathleen Splitt
R/P - Ellen Davis	P - Joungnam Lee	R/E - Don R. Steiner
R/P - Lynn Davis	E - Sungjae Lee	R/E - Roxie Sullivan
R/E - Noel DeKalb	P - Leanne Masters	R/E - Gary A. Thomson
R/P - John Duling	R/E - Timothy McClain	R/E - Richard Tiggelaar
P - Thomas Dummermuth	R/E-Nancy McCurley	R/E - Nanette Tomlinson - Knoll
P - Stephen Earl	E - James K. McNeal	R/E - Earl Underwood Jr.
A - Michael Eickhoff	R/P - Raymond Meester	A - Jeff Warrick
R/E - Lonnie Eschliman	P - Karen Moritz	R/P - Duane Westing
VM/P - Carl Eskridge	R/E - Juventino Naranjo	R/E - Arlys Wilbur
R/E - Joel Gajardo	R/E - Gail M. Neal	P - Zac Wolfe
P - Sarah Gengler	A - Jon Noble	R/E - Richard Wyatt
R/E - James Goble	R/E - Tom Osborne	P - Seung Edward Yang

Temporary Members

P - Martha Atkins (ELCA)	A - Mary Avidano (UCC)	P - Owen Derrick (Church of Scotland)
P - Greg Gahan (Evangelical Free)	E - Heidi Wallace (ELCA)	

Commissioned Pastors

P - Lana Likens	P - John Nellessen	P - Carla Patterson	P - Steve Pointon
-----------------	--------------------	---------------------	-------------------

Certified Christian Educator

P - Kris Brammer, Lincoln, First

Elders

Church	Commissioner	Church	Commissioner
Akron	No Commissioner	Lincoln, Good Shepherd	No Commissioner
Alexander	No Commissioner	Lincoln, Heritage	No Commissioner
Auburn	No Commissioner	Lincoln, Korean	No Commissioner
Bancroft, First	No Commissioner	Lincoln, S. Heights	Suzie Harder
Beatrice, First	Doris Martin	Lincoln, Westminster	Margaret Sprude
Belden, Union	No Commissioner	Lincoln, Westminster	Tom Pappas
Cedar Bluffs, First	No Commissioner	Lincoln, Westminster	No Commissioner
Clarkson, New Zion	Tricia D Dusatko	Lyons, First	No Commissioner
Columbus, Federated	No Commissioner	Nebraska City, First	Mark Hopp
Craig, First	No Commissioner	Niobrara-Verdel	Mark Simpson
Dunbar	No Commissioner	Norfolk, First	Ed McClymont
Fairbury, First	Debra Hellbusch	North Bend, United	Andrew Tonnies
Fairbury, First	No Commissioner	Palmyra	No Commissioner
Falls City, First	John Martin	Panama	Paul Andringa
Fremont	Marcia Fouraker	Pawnee City	No Commissioner
Fremont	Joy Ball	Pender	No Commissioner
Gresham	Monte Romohr	Schuyler, First	No Commissioner
Hebron, First	No Commissioner	Steele City	No Commissioner
Hickman	No Commissioner	Tekamah, First	No Commissioner
Humboldt	No Commissioner	Thurston, John Huss	No Commissioner
Laurel, United	No Commissioner	Wahoo, Czech	No Commissioner
Liberty, Mission Creek	Mary Lou Morrison	Wahoo, First	No Commissioner
Lincoln, Eastridge	William Wehrbein	Wahoo, First	No Commissioner
Lincoln, Eastridge	Kris Brenneis	Wakefield	No Commissioner
Lincoln, Eastridge	No Commissioner	Wayne	John Fuelberth
Lincoln, First	Audrey Richert	Wymore, United	No Commissioner
Lincoln, First	Joan Berglund	York	No Commissioner
Lincoln, Fourth	Ginni Metcalf		

OFFICERS, COUNCIL, AND STAFF

Moderator	P - Wendy Wait
Vice Moderator/Moderator of Council	E - Sue Coller (Continuing Member)
Stated Clerk	P - Raymond Meester (Continuing Member)
Interim Executive Presbyter	P - Stephen Earl (Continuing Member)
Treasurer	E - Cheryl Rennick

Moderator, Committee on Ministry	A - Kristi Hill
Moderator, Nominating Committee	P - Michael Hill (Continuing Member)
Co-Moderator, Committee on Preparation for Ministry	P - Brian Johnson (Continuing Member)
Co-Moderator, Committee on Preparation for Ministry	A - Kathleen Splitt (Continuing Member)
Moderator, Business and Finance	P - Scott Eveland
Moderator, Program and Grants	E - James McNeal (Continuing Member)
Moderator, Personnel	P - Carl Eskridge (Continuing Member)
Moderator, Presbyterian Women	P - Terri Sherman
Moderator, Committee on New Worshiping Communities and Church Vitality	P - Zac Wolfe (Continuing Member)
Moderator, Disaster Response	P - Sue Babovec (Continuing Member)
Member at Large of Council	P - Joan Berglund
Member at Large of Council	P - Steve Pointon
Member at Large of Council	P - Julie Hopp

There were no corresponding members.

First time commissioners and new ministers were introduced and welcomed.

Stephen Earl and Edward Yang led the worship. The offering was designated for the PCUSA Christmas Joy Offering.

PROGRAM

The Strategy Team led the program. Participants moved to break-out rooms to give some input to the Team.

OFFICERS AND STAFF

The stated clerk, Raymond Meester, reported that the minutes of the August 15, 2020, stated meeting of Homestead Presbytery were approved by the council at its October 22, 2020, stated meeting.

The report of the presbytery's review of session minutes is attached as Attachment A.

The minutes of the Administrative Commission to install Chris Peters as pastor of Westminster Presbyterian Church, Lincoln, are attached as Attachment B.

Stephen Earl, interim executive presbyter, reported.

COMMITTEE ON MINISTRY

Sue Babovec reported, on behalf of the committee, that the Committee on Ministry approved the dissolution of the pastoral relationship between Douglas Hileman and the First United Presbyterian Church of Fairbury, effective September 30, 2020.

On behalf of the Presbytery, the Committee approved the terms of call for the pastors of the presbytery. See Attachment C.

Upon the recommendation of the Committee, the Presbytery approved the honorable retirement of Joel Gajardo, effective September 24, 2020, and the honorable retirement of Kathleen Splitt, effective November 30, 2020.

COMMITTEE ON PREPARATION FOR MINISTRY

Brian Johnson reported that the committee had their annual consultation with Moses Bilew, who will continue on the Commissioned Lay Pastor track, and Rick Martin, who will continue as an inquirer on the Minister of Word and Sacrament track.

Upon the recommendation of the Committee, Presbytery approved that Doris Martin, a ruling elder member of the Beatrice Presbyterian Church, be taken under care of Homestead Presbytery as a Commissioned Lay Pastor.

NOMINATING COMMITTEE

Michael Hill presented the slate of nominees for presbytery officers and committee moderators and members.

Calvin Crest Board

Class of 2023

Barb Kudera, ruling elder, New Zion – Clarkson

Business and Finance

Class of 2023

Joyce Douglas, ruling elder, Westminster - Lincoln

Neil Bateman, ruling elder, Eastridge - Lincoln

Moderator:

Commission on Ministry

Class of 2021

Edward Yang, teaching elder, Federated – Columbus

Sarah Gengler, teaching elder, Schuyler

Class of 2023

Leanne Masters, teaching elder, Southern Heights – Lincoln

Sue Babovec, teaching elder, Honorably Retired

Charity Potter, teaching elder, Bancroft / Thurston / Wakefield

Trisha Dusatko, ruling elder, New Zion – Clarkson

Moderator: Kristi Hill, ruling elder, North Bend Church

Vitality and Revitalization

Class of 2021

Lauren Peters, teaching elder, Member at Large

Class of 2023

Chris Hansen, ruling elder, Eastridge – Lincoln

Darin Bentzinger, teaching elder, Panama

Kathleen Splitt, teaching elder, Honorably Retired

Moderator: Zac Wolfe, teaching elder, Beatrice

Personnel

Class of 2023

Carl Eskridge, teaching elder, Member-at-Large

Moderator: Carl Eskridge, teaching elder, Member-at-Large

Preparation for Ministry

Class of 2023

Jane Holtzclaw, teaching elder, First – Lincoln

Marcia Grant, ruling elder, Federated – Columbus

Moderator: Brian Johnson, teaching elder, Norfolk

Programs and Grants

Class of 2023

Jim McNeal, teaching elder, Wymore

Moderator: Jim McNeal, teaching elder, Wymore

Disaster Response

Class of 2021

Jeff Warwick, teaching elder, Good Shepherd – Lincoln

Gary Haller, ruling elder, Westminster – Lincoln

Class of 2022

Bill Royer, ruling elder, Federated – Columbus

Class of 2023

Chris Peters, teaching elder, Westminster – Lincoln

Sarah Gengler, teaching elder, Schuyler

Marcia Fouraker, ruling elder, Fremont

Diane Frydendahl, ruling elder, First – Lincoln

Moderator: Sarah Gengler, teaching elder, Schuyler

Vice-Moderator of Presbytery for 2021: Michael Hill, teaching elder, North Bend

Moderator of Presbytery for 2021: Sue Coller, teaching elder, First Lincoln

Moderator of Council for 2021: Wendy Wait, ruling elder, Gresham

An opportunity for nominations from the floor was given. There being none, all were duly elected.

BUSINESS AND FINANCE

Scott Eveland, moderator, presented the 2021 budget for Homestead Presbyter. The presbytery approved the budget. See Attachment D.

PERSONNEL

Carl Eskridge, on behalf of the committee, moved that Article III, Section 6, of the bylaws be suspended for the election of the stated clerk for a one-year renewable term. The bylaws state the term is to be for three years. Presbytery voted to suspend the bylaws with a 2/3 vote.

The presbytery elected Raymond Meester for a one-year term for 2021.

Presbytery approved the terms of call for the interim executive presbyter, Stephen Earl:

Base Salary:	\$45,000.00
Housing	\$25,000.00

Continuing Education	\$3,000.00
Professional/Travel Expenses	\$7,000.00
Board of Pensions Pension & Medical	\$27,881.35
403(b) matching	\$2,400.00
SECA:	<u>\$5,355.00</u>
TOTAL PACKAGE:	\$115,636.35

COMMITTEE ON NEW WORSHIPPING COMMUNITIES AND CHURCH VITALITY

Zac Wolfe, moderator, shared information about the PCUSA's Vital Congregations Revitalization Initiative, encouraging Homestead Presbytery and the congregations to participate.

The Council, the Program – Grant Committee, Presbyterian Women, and the Synod Commissioner, Joan Berglund, presented written reports.

UNFINISHED BUSINESS

By unanimous consent, Presbytery adopted considering the bylaws revision by seriatim.

Presbytery adopted, by 2/3 vote, the motion to approve the bylaws revision as amended. See Attachment E.

Presbytery adopted the motion that the stated clerk be authorized to correct article and section designations, punctuation, and cross references and to make such other technical and conforming changes as may be necessary to reflect the intent of the assembly in connection with the revision of the bylaws.

ANNOUNCEMENTS

Audrey Richert, Executive Director of the Nebraska Presbyterian Foundation, announced that the Foundation will soon be accepting applications for grants.

Julie Hopp announced that the 2020 winner of the Robert Giles Outstanding Homesteader Award was ruling elder Charlene Cochell of the Hickman Presbyterian Church.

ATTENDANCE

A total of 62 voting commissioners were in attendance: 22 ruling elder commissioners from 18 congregations, 28 minister commissioners, 4 commissioned lay pastors, 3 temporary members, 1 Certified Christian Educator, and 13 members of council. The total of the groups will exceed the total number of people in attendance, as some people represent more than one group.

The meeting adjourned at 12:47 with prayer by the moderator.

Date Approved: January 21, 2021

Raymond A, Meester, Stated Clerk

Next Meeting of Homestead Presbytery

February 21, 2020, 10:00 AM

Zoom

ATTACHMENT A

REPORT OF PRESBYTERY'S REVIEW
2019 SESSION MINUTES

The following churches have submitted their 2019 minutes and all have been approved with exceptions.

Alexandria	Lincoln, Good Shepherd
Auburn, First	Lincoln, Southern Heights
Bancroft, First	Lincoln, Westminster
Beatrice, First	Lyons, First
Belden, Union	Niobrara, Niobrara-Verdel
Cedar Bluffs, First	Norfolk, First
Clarkson, New Zion	North Bend, United
Columbus, Federated	Palmyra
Craig, First	Panama
Fairbury, First	Pawnee City, United
Falls City, First	Steele City
Fremont	Tekamah, First
Gresham	Thurston, John Huss
Hebron	Wahoo, Czech
Hickman	Wakefield
Lincoln, Eastridge	Wayne
Lincoln, First	Wymore
Lincoln, Fourth	

The following churches submitted their records, but did not submit a checklist with them. Our policy is to not review minutes if we do not have a checklist. It much more difficult and time-consuming to review minutes without a checklist:

Heritage, Lincoln	Wahoo, First
Schuyler, First	

The following churches have not submitted their minutes. The years in the parenthesis indicates the last year Homestead Presbytery has a record of their review. The stated clerk went back as far as 2009, and a “?” means there is no record since 2009.

Albion, Akron (2012)	Lincoln, Korean (?)
Dunbar (?)	Nebraska City, First (2017)
Humboldt, First (?)	Pender, United (2018-Clerk says she does not need to have her minutes reviewed.)
Laurel, United (2018)	Primrose, First (2009)
Liberty, Mission Creek (2016)	York (2015)

ATTACHMENT B**ADMINISTRATIVE COMMISSION
INSTALLATION OF CHRISTOPHER PETERS
WESMINTER PRESBYTERIAN CHURCH, LINCOLN, NEBRASKA**

The Administrative Commission established by Homestead Presbytery to install Christopher Peters as pastor of Westminster Presbyterian Church, Lincoln, Nebraska, convened on November 1, 2020, at 1:00 PM.

The following Commission members were present:

Ruling Elders: Wendy Wait, Gresham; Joyce Douglas, Westminster, Lincoln; and Steven Pointon, Fourth Lincoln.

Teaching Elders: Stephen Earl, Melodie Jones Pointon, Leanne Masters, and Zac Wolfe.

A quorum was present.

The motion to enroll Lauren Peters, teaching elder, Presbytery of South Alabama, as a corresponding member, was approved.

The Commission elected Wendy Wait as moderator and Joyce Douglas as clerk of the Commission.

The congregation was called to worship by Stephen Earl. Lauren Peters preached the sermon based on the text Acts 2:43-47. The Commission moderator stated the proceedings of the Presbytery in preparation to the installation and asked the Constitutional Questions of the candidate. Joyce Douglas asked the Constitutional Questions of the congregation. Those being answered in the affirmative, the candidate knelt for the prayer led by Steven Pointon. The Commission installed him as pastor of Westminster Presbyterian Church, Lincoln. Leanne Masters led the charge to the pastor and Zac Wolfe delivered the charge to the congregation.

An offering was taken for Homestead Presbytery's Committee on Preparation for Ministry.

Christopher Peters pronounced the benediction.

The Commission approved the minutes and was adjourned with the benediction that closed the worship service.

Submitted by Wendy Wait, moderator, and Joyce Douglas, clerk of the commission.

Attachment C Terms of Call

Status of Changes	Name	Position	Church Served	1. Cash Salary	2. Deferred Compensation	3. Medical Deductible Reimburse
updated	Alan Brehm	Pastor/Head of	Hickman	48,722.42		
updated	Brian J. Johnson	Pastor/Head of Staff	Norfolk First	38,292.00		
No change	Carla Patterson	Commissioned	Auburn First	27,000.00		
updated	Charity Potter	Pastor/Head of Staff	Unity Parish (Wakefield &	1,819.00		
updated	Darin Bentzinger	Pastor/Head of Staff	Panama	39,400.00		
updated	Duane Westing	Pastor/Head of Staff	Pawnee City United Church Council		21600 (403b)	2,750 (FHSA)
updated	Douglas Hileman	Pastor/Head of Staff	Fairbury First	60,000.00		
updated	Edward Yang	Associate Pastor/ Acting Head of Staff	Columbus Federated	29,332.20		
No change	Gregg Gahan	Pastor/Head of	Craig-Alder	20,892.00	1,332.00	
	Heidi Wallace (ELCA)	Pastor/Head of Staff	Lyons First	18,000.00		
No change	Jeff Hopson	Interim Pastor	Lincoln Heritage	25,000.00		
	Jeff Warrick	Pastor/Head of	Lincoln Good	40,932.00		
updated	Jim McNeal	Pastor/Head of Staff	Wymore/Mission Creek/Steele	34,840.00		
No Change	Jon Ashley	Pastor/Head of Staff	The Presbyterian Church of	40,800.00		6,500.00
No Change	Kathleen Splitt	Pastor/Head of	Laurel/Belden	20,725.33		
updated	Leanne Masters	Pastor/Head of	Lincoln Southern	41,958.74		
updated	Martha Atkins (ELCA)	Pastor/Head of Staff	Niobrara- Verdel Presbyterian	20,000.00		7,200.00
no change	Melodie Jones	Pastor/Head of	Lincoln	41,680.00		
	Michael Hill	Pastor/Head of	North Bend	39,661.54	0.00	0.00
	Mike Eickoff	Pastor/Head of	York First	38,870.00		
updated	Sarah Gengler	Pastor/Head of	Schuyler First	37,242.00	0.00	3,000.00
	Steve Niles	Pastor/Head of	Clarkson New	33,862.00	2,400.00	
no changes	Steve Piper	Pastor/Head of	Palmyra (3/4	30,456.00	0.00	0.00
updated	Steve Pointon	Commissioned	Lincoln Fourth	43,108.00		
updated	Sue Coller	Pastor/Head of Staff	Lincoln First	22,048.00	25,000.00	2,000.00
updated	Teresa Bartlett	Pastor/Head of Staff	Wayne First	31,725.00	3,030.00	
	Thomas	Associate Pastor	Lincoln	12,000.00	18,000.00	
updated	Tom Osborne	Stated Supply	Nebraska City	31,600.00		
	Zac Wolfe	Pastor/Head of Staff	Beatrice First	18,400.00	1,200.00	

Attachment C Terms of Call

Name	4. Other	6. Housing Allowance/Free Use of Manse	7. BoP Effective Salary	9. Social Security Offset	10. Books & Periodicals	11. Professional/Misc. Exp
Alan Brehm		12,000.00	60,722.42	4,691.72		750.00
Brian J. Johnson	1500 (dental)	20,000.00	59,792.00			200.00
Carla Patterson			27,000.00			
Charity Potter	1/2 SECA 1,571	18,850.00	22,240.00			200.00
Darin Bentzinger		10,936.00	49,136.00			
Duane Westing		18,210.00	42,560.00			
Douglas Hileman		\$18,000 included in cash	60,000.00		750.00	
Edward Yang		21,600.00	50,932.20	5,240.40		1,500.00
Gregg Gahan		6,000.00	28,224.00			1,968.00
Heidi Wallace (ELCA)	8,537.50 (Disability & Life Insurance)	3,600.00	30,137.50	1,800.00	575.00	
Jeff Hopson		15,000.00	40,000.00			3,000.00
Jeff Warrick	1632.36	18,000.00	60,564.00	4,633.00		
Jim McNeal		13,800.00	48,640.00			1,000.00
Jon Ashley	\$1,200 auto	41,996.00	90,496.00	6,334.00	600.00	1,000.00
Kathleen Splitt		10,208.00	30,933.33			200.00
Leanne Masters		15,000.00	56,958.74	4,271.91	250.00	2,396.00
Martha Atkins (ELCA)	\$1,200 fuel allowance	0.00	28,400.00	1,887.00		250.00
Melodie Jones		40,000.00	81,680.00			2,400.00
Michael Hill	0.00	11,896.15	51,557.69	3,866.83	250.00	600.00
Mike Eickoff		26,670.00	65,540.00			
Sarah Gengler		13,034.70	53,276.70			750.00
Steve Niles		10,578.00	46,840.00			600.00
Steve Piper	0.00	9,136.80	39,592.80		500.00	
Steve Pointon		0.00	43,108.00			2,650.00
Sue Collier		35,000.00	84,048.00		Inc. in Professional	2,000.00
Teresa Bartlett	1500 for long term	14,550.00	51,405.00	3,930.00	750.00	
Thomas		23,092.00	53,092.00			2,085.00
Tom Osborne		14,400.00	46,000.00			
Zac Wolfe		24,000.00	43,600.00	3,243.60		2,000.00

Attachment C Terms of Call

Name	12. Con Ed	13. Mileage	15. Other	16. TOTAL Other (#10-15)	17. TOTAL PACKAGE
Alan Brehm	1,000.00	2,500.00		4,250.00	93,276.04
Brian J. Johnson	3,000.00	750.00		3,950.00	85,865.00
Carla Patterson	500.00			500.00	27,500.00
Charity Potter	500.00	3,300.00	Health Reimbursement	9,191.00	46,461.00
Darin Bentzinger	1,200.00	3,600.00		4,800.00	72,116.32
Duane Westing	600.00	6,000.00	1200 for ink, paper, phone, computer, half	7,800.00	66,467.20
Douglas Hileman	\$1,000 (Not used for 2020)	\$2,8000 (Not used for 2020)		750.00	83,250.00
Edward Yang	750.00	1,000.00	600 (cell phone), \$12,000 (extra pastoral duties)	15,850.00	92,105.20
Gregg Gahan	300.00			2,268.00	30,492.00
Heidi Wallace (ELCA)	500.00	1,500.00		2,575.00	34,512.50
Jeff Hopson				3,000.00	47,800.00
Jeff Warrick	500.00			500.00	88,105.81
Jim McNeal	1,000.00	6,000.00		8,000.00	74,637.00
Jon Ashley	1,000.00	1,250.00		3,850.00	134,164.00
Kathleen Splitt	500.00	1,000.00		1,700.00	47,345.33
Leanne Masters	1,000.00	1,500.00		5,146.00	87,451.38
Martha Atkins (ELCA)	500.00			250.00	31,412.00
Melodie Jones	2,400.00			4,800.00	116,701.60
Michael Hill	1,750.00	2,000.00		4,600.00	79,100.87
Mike Eickoff	1,100.00			1,100.00	90,890.00
Sarah Gengler	1,500.00	3,000.00	\$1,200 (cell)	6,450.00	79,439.08
Steve Niles	500.00	2,500.00		3,600.00	67,400.80
Steve Piper	500.00	600.00	\$200 (cell)	1,800.00	58,392.80
Steve Pointon	2,650.00			5,300.00	48,408.00
Sue Collier	2,250.00	Inc. in Professional Ex.		4,250.00	119,580.00
Teresa Bartlett	1,500.00	1,000.00	\$600 Flex Spending Acct.	3,850.00	78,204.85
Thomas	2,085.00			4,170.00	76,906.04
Tom Osborne	1,500.00			1,500.00	53,020.00
Zac Wolfe	500.00	3,000.00	\$4,000 medical reimbursement	9,500.00	72,475.60

ATTACHMENT D BUDGET

Accounts	2020 APPROVED BUDGET	2021 PROPOSED BUDGET
INCOME		
4000 - Per Capita	\$269,382.30	\$ 244,261.60
4020 - Synod Grant	\$13,285.00	\$ 11,957.00
4040 - Interest Income	\$9,000.00	\$ 1,200.00
4400 - Unified Mission	\$111,000.00	\$ 75,000.00
INCOME - OTHER		
4900 - Transfer Funds from Maj Holdings	\$10,000.00	\$ 10,000.00
Total Income	\$412,667.30	\$ 342,418.60
EXPENSE - Operations		
5010 - Presbytery Office Equipment	\$1,100.00	\$ 1,100.00
5011 - Resources for	\$200.00	\$ 200.00
5014 - Financial Review	\$2,500.00	\$ 2,500.00
5020 - Office Supplies	\$1,000.00	\$ 1,000.00
5024 - Communication	\$4,600.00	\$ 4,600.00
5030 - Telephone	\$2,800.00	\$ 2,800.00
5040 - Postage	\$200.00	\$ 200.00
5050 - Printed Material	\$200.00	\$ -
5060 - Pastoral Care	\$300.00	\$ -
5070 - Administrative Fees	\$500.00	\$ 500.00
NEW ACCT - BOOKKEEPING EXPENSE		\$ 6,000.00
Total EXPENSE - Operations	\$13,400.00	\$ 18,900.00
EXPENSE - PERSONNEL		
5200 - Social Security/Medicare Expense	\$3,070.88	\$ 2,495.76
5210 - EP Salary	\$45,000.00	\$ 45,000.00
5211 - EP Housing	\$25,000.00	\$ 25,000.00
5212 - EP Continue Ed - Current Year	\$3,000.00	\$ 3,000.00
5213 - EP Professional Expense/Travel	\$9,000.00	\$ 7,000.00
5214 - EP Medical &	\$27,881.35	\$ 27,881.35
5217 - EP 403(b) Employer Share	\$2,400.00	\$ 2,400.00
5218 - EP - SECA	\$5,355.00	\$ 5,355.00
5220 - Stated Clerk Salary	\$16,000.00	\$ 16,000.00
		\$ 115,636.35

ATTACHMENT D BUDGET

Accounts	2020 APPROVED BUDGET	2021 PROPOSED BUDGET	
5222 - Stated Clerk Continuing Ed	\$2,000.00	\$ 2,000.00	\$ 18,000.00
5226 - Stated Clerk - GA Allowance	\$1,000.00	\$ -	
5230 - Treasurer Salary	\$8,000.00		
5232 - Treasurer -	\$2,000.00		
5240 - Administrative Assistant Salary	\$32,142.19	\$ 32,624.32	\$ 40,920.08
5244 - Admin Assist -	\$5,597.81	\$ 5,800.00	
5251 - Additional Clerical Assistance	\$1,929.12		
Total EXPENSE -	\$189,376.35	\$ 174,556.43	\$ 174,556.43
EXPENSE - COMMITTEES			
5310 - Child Care Exp for Stated Meetings	\$500.00	\$ 500.00	
5311 - Presbytery Council Expenses	\$2,000.00	\$ 1,000.00	
5312 - Council & Committee Mileage Pool	\$500.00	\$ -	
5313 - Meal Expense - Presbytery Mtgs	\$500.00	\$ 500.00	
5314 - Strategic Planning	\$1,000.00	\$ 1,000.00	
5315 - GA Commissioner Expenses	\$150.00		
5316 - Moderator Expenses	\$1,500.00	\$ 1,500.00	
5320 - Committee on Ministry (COM) Expense	\$2,500.00	\$ 750.00	
5330 - Preparation for Ministry (CPM)	\$7,000.00	\$ 3,500.00	
5340 - Permanent Judicial Committee (PJC)	\$1,000.00	\$ 500.00	
5350 - Business & Finance	\$200.00	\$ 200.00	
5351 - Presbytery Insurance	\$5,000.00	\$ 3,000.00	
5370 - Program & Grants	\$16,000.00	\$ 10,000.00	
5380 - Church Vitality	\$10,000.00	\$ 10,000.00	
5400 - Mission Support -	\$4,440.00	\$ 2,250.00	
5410 - Mission Support -	\$4,440.00	\$ 2,250.00	
5420 - Calvin Crest Camp & Conference Supp	\$59,000.00	\$ 55,000.00	

**ATTACHMENT D
BUDGET**

Accounts	2020 APPROVED BUDGET	2021 PROPOSED BUDGET
5430 - Triennium Expense	\$6,000.00	\$ 6,000.00
5460 - HP Disaster Response Teams	\$1,500.00	\$ 1,000.00
Total EXPENSE -	\$123,230.00	\$ 98,950.00
EXPENSE - GA/SYNOD		
5600 - Per Capita - Synod	\$32,851.50	\$ 29,788.00
5610 - Per Capita - GA	\$53,458.35	\$ 48,473.20
Total EXPENSE - GA/SYNOD	\$86,309.85	\$ 78,261.20
<i>Provision for uncollected income</i>		\$ 50,000.00
Total Expenses	\$412,316.20	\$ 420,667.63
Net Total	\$351.10	(\$ 78,249.03)

ATTACHMENT E**BYLAWS
HOMESTEAD PRESBYTERY
PRESBYTERIAN CHURCH (U.S.A.)****ARTICLE I
Object**

- Section 1: Homestead Presbytery, hereafter referred to as the Presbytery, is a council of the Presbyterian Church (U.S.A.), hereafter referred to as the PCUSA. The Presbytery comprises an area included within the counties of Antelope, Boone, Burt, Butler, Cedar, Colfax, Cumming, Dixon, Dodge, Fillmore, Gage, Greeley, Jefferson, Johnson, Knox, Lancaster, Madison, Nemaha, Otoe, Pawnee, Pierce, Platte, Polk, Richardson, Saline, Saunders, Seward, Stanton, Thayer, Thurston, Wayne, Wheeler, and York.
- Section 2. As a council, the Presbytery is a sign of the unity of the one Church of Jesus Christ. It unites the congregations within its jurisdiction and it unites those congregations with the larger church.
- Section 3. As a council, the Presbytery exists to help the congregations in its jurisdiction and the church as a whole to be more faithful participants in the mission of Christ. The Presbytery is to nurture, guide, and govern those who witness as part of the PCUSA, to the end that such witness strengthens the whole church and gives glory to God.

**ARTICLE II
Members**

- Section 1. Members of the Presbytery are Ministers of the Word and Sacrament who have been received by the presbytery.
- Section 2 Ministers of other Christian churches enrolled by the presbytery and serving temporarily in a validated ministry within the presbytery, or in an installed relationship under the provisions of the Formula of Agreement, shall hold temporary membership.
- Section 3. A ruling elder commissioned to limited pastoral service shall hold membership during their commission.
- Section 4. A ruling elder elected moderator, vice moderator, moderator of a standing committee or commission or member of Council shall be enrolled as a member of the presbytery for the term of office, whether commissioned by his or her session.
- Section 5. Ruling elder commissioners elected by a session from a particular congregation are members when they present themselves at the meeting and are enrolled by the presbytery for that meeting. Their membership terminates upon adjournment of that meeting.

**ARTICLE III
Officers**

- Section 1. There shall be the following officers of the Presbytery: moderator; moderator-elect, who shall serve as vice moderator of the presbytery, stated clerk and treasurer. The Manual of Operations of the Presbytery shall include a current position description of all officers.
- Section 2. The corporation officers shall be:
- A. The moderator of the Business and Finance Committee shall be the president of the corporation.
 - B. The moderator of council shall be the vice-president of the corporation.
 - C. The stated clerk of the presbytery shall be the secretary of the corporation.
 - D. The treasurer of the presbytery shall be the treasurer of the corporation.
- Section 3. The officers of the Presbytery shall carry out all responsibilities as outlined in the *Book of Order* of the PC(USA), and Homestead Presbytery Manual of Operations.
- Section 4. A moderator of the Presbytery shall serve for a term of one year and until a successor is elected. If the office of moderator becomes vacant, the vice-moderator becomes the moderator for the remainder of the term.
- Section 5. A vice moderator's term of office shall be concurrent with that of the moderator.
- Section 6. A stated clerk shall be elected for a renewable term, no longer than three years. The compensation and length of term of this office shall be determined by the Presbytery.
- Section 7. A treasurer shall be elected for a term of three years. The compensation shall be determined by the Presbytery.

ARTICLE IV Meetings

- Section 1. **STATED MEETINGS.**
- A. The stated assemblies of the Presbytery will ordinarily be held on the following dates, unless otherwise ordered by the Council:
 - 1) Third Saturday in February (winter).
 - 2) Third Thursday in May (spring).
 - 3) Third Saturday in August (summer).
 - 4) Third Thursday in November (fall).
 - B. The annual meeting shall be the fall assembly.
- Section 2. **CALLED MEETINGS.**
- A. The moderator may call a special meeting. The moderator shall call a special meeting at the request of two ministers and two elders, the elders being of different churches. Should the moderator be unable to act, the stated clerk shall, under the same conditions, issue the call. If both the moderator and stated clerk are unable to act, any three ministers and three elders, the elders being of different churches, may call a special meeting.
 - B. The synod may direct the Presbytery to convene a special meeting for the transaction of designated business.
 - C. Notice of a special meeting shall be sent by email or other means no less than ten days in advance to each minister and to the session of every church. The notice shall set out the purpose of the meeting, and no other business than that listed in the notice shall be transacted.
- Section 3. **ELECTRONIC MEETINGS.** The Presbytery may meet by electronic means, if all ministers of Word and Sacrament members and ruling elder commissioners have

reasonable notice of the electronic meeting and the ability to discuss, deliberate, discern the will of God, and vote on business items.

Section 4. **QUORUM.** A quorum of a Presbytery meeting shall be three Ministers of the Word and Sacrament who are members of the Presbytery and three ruling elder commissioners from three different congregations.

Section 5. **PRIVILEGE OF THE FLOOR.** Any individual and/or organization that is called upon by the presbytery or any of its committees or commissions to make a report or a presentation on the floor of presbytery shall be awarded the privileges of the floor without specific action of the presbytery.

ARTICLE V

Committees and Commissions

Section 1. General Provisions

- A. Presbytery may create standing committees and commissions, as needed to accomplish its stated mission goals. These Presbytery standing committees and commissions shall meet the requirements of the Form of Government. Presbytery units shall ordinarily consist of church members, temporary members of Presbytery, and teaching and ruling elders elected to three-year terms and arranged in classes, with one class retiring each year. A commission shall consist of teaching elders and ruling elders. No members of committees and commissions shall be eligible to serve more than six consecutive years, and a member who has served six consecutive years shall be ineligible for election to the same committee or commission for at least one year.
- B. Members of the Permanent Judicial Commission shall be elected in three classes, with no more than one half of the members in one class. The term of each member of the Permanent Judicial Commission shall be six years. No person who has served on the Permanent Judicial Commission for a full term of six years shall be eligible for reelection until four years have elapsed after the expired six-year term.
- C. The moderator may appoint temporary or special committees or commissions (including appointment of a moderator), except in cases in which the Presbytery shall decide otherwise.
- D. Membership on Presbytery Council, or the committees, and commissions, of the Presbytery shall have as nearly as possible fair representation of male and female ministers of the Word and Sacrament, male and female elders, racial and/or ethnic categories, and generations.
- E. All committees of the Presbytery, except the Permanent Judicial Committee, shall meet quarterly, or as needed, and report activities and actions to the Presbytery. A quorum for a meeting of any Presbytery unit is a majority of the membership. Each Presbytery unit may name from among its members a vice moderator and a secretary. Committees shall not have co-moderators.
- F. The Presbytery authorizes its commissions, committees, boards, and agencies to take action required or permitted to be taken at a meeting with like effect between meetings of the entity, provided that every member is contacted either in person or via email and no member objects. If contacted via email, verification must consist of an email reply stating “no objection,” or words to that effect. If any member objects or wishes to have discussion on the motion, then a special meeting is required to take the action. Discussion via email in lieu of a meeting is not sufficient. Such action, if taken, shall be recorded in the minutes of the next meeting of the entity as an action taken by unanimous consent between meetings in accordance with the rules.

- G. Missing three meetings in a twelve-month period by any member of Presbytery Council, the standing committees, or commissions, shall ordinarily constitute resignation.
- H. Any unit of the Presbytery may co-opt additional members for special responsibilities, making sure that fair representation is taken into consideration.
- I. These are the standing units of Homestead Presbytery:
 - 1) Presbytery Council
 - 2) Commission on Ministry
 - 3) Committee on Preparation for Ministry
 - 4) Nominating Committee
 - 5) Permanent Judicial Commission
 - 6) Business and Finance Committee
 - 7) Personnel Committee
 - 8) Committee on New Worshipping Communities and Church Vitality
 - 9) The Disaster Preparation Response Team and Beyond
 - 10) Bills and Overtures Committee

Section 2. **Presbytery Council**

- A. **Membership:** Moderators of the standing committees and commissions; Presbytery moderator; presbytery moderator-elect, who shall serve as vice-moderator of the Council; stated clerk, who shall serve as clerk of Council; the executive presbyter; a representative of Presbyterian Women of Homestead Presbytery; and three at-large members elected by the Presbytery for a three-year term, one member per class. Moderator of the Council shall be the immediate past Presbytery moderator. Vice-moderator of the Council shall be the moderator-elect of the Presbytery.
- B. **Meetings and Quorum.** Meetings of Council shall occur at least two weeks before Presbytery assemblies. A quorum shall be one-third of the Council membership plus its moderator. Special meetings of the Council shall be called by the Council moderator at his/her discretion or upon the request of one-fourth of the membership.
- C. **Responsibilities:**
 - 1) Shall coordinate the mission and program of the Presbytery.
 - 2) Shall be responsible for long-range planning, goals, and policies of the Presbytery.
 - 3) Shall propose the docket for stated assemblies in consultation with the stated clerk, Presbytery moderator, and executive presbyter.
 - 4) Shall receive and provide for the study of proposals from individual churches and make recommendations to the Presbytery for appropriate action.
 - 5) Shall review and recommend updates to the Homestead Presbytery Manual of Operations at least every third year for action by the Presbytery.
 - 6) Shall, when a stated clerk for the presbytery is to be elected, appoint a task force. Such task force shall inform the presbytery they are receiving nominations for the stated clerk, and nominate one person to the presbytery for election.
 - 7) Shall constitute the COMMITTEE ON REPRESENTATION with the following Responsibilities:
 - i. Shall advise and assist the Presbytery in implementing principles insuring fair and effective representation.

- ii. Shall advocate for the representation of racial/ethnic members, different age groups, both sexes, persons with disabilities, and persons from differing geographical locations on the units of Presbytery and endeavor, in consultation with the Presbytery Nominating Committee; to discover and to encourage nominations of persons in these categories.
- iii. Shall advise the Presbytery on the employment of personnel, in accordance with the principles of participation and representation, and in conformity with the church wide plan for equal employment opportunity.
- iv. Shall review the performance of the Presbytery in these matters and shall report annually to it and to the next more inclusive council with recommendations for any needed corrective actions.

Section 3. **Commission on Ministry**

- A. Membership: Fifteen people, in numbers nearly equal as possible between teaching and ruling elders, one of whom shall be the moderator, elected by the Presbytery upon recommendation of the Nominating Committee.
- B. Responsibilities:
 - 1. Shall fulfill the responsibilities designated for a committee on ministry by the *Form of Government* [G-3.0307]:
 - i. to find terms of calls of teaching elders in order;
 - ii. to examine and receive into Presbytery membership teaching elders seeking admission to Presbytery;
 - iii. to dismiss teaching elders to other presbyteries;
 - iv. to authorize teaching elders to labor within or without the bounds of Presbytery;
 - v. to visit particular sessions or congregations reported to be affected with disorder, and inquire into and settle the difficulties therein [G-3.03d., e.], except that no pastoral relationship may be dissolved without the specific action of Presbytery;
 - vi. and to approve the honorable retirement of teaching elder members;
 - vii. all such actions taken pursuant to this section are to be reported to the next stated assembly of the Presbytery.
 - 2. Shall conduct a pastoral visitation with each session in the Presbytery at least triennially.
 - 3. Shall make recommendations to Presbytery concerning minimum salary for pastors and all other matters relating to compensation, benefits, allowances, and reimbursements, and conduct annually a review of total compensation for all ministers and report that to the Presbytery.
 - 4. Shall develop and maintain mechanisms and processes to serve as pastor and counselor to teaching elders, ruling elders commissioned to pastoral service, and certified Christian educators of Presbytery.
 - 5. Shall be responsible for the annual review of session minutes and records.
 - 6. Shall appoint moderators for sessions without pastoral leadership.
 - 7. Shall administer the Personal Assistance Fund for ministers, and the Ministry Support Fund for churches.

Section 4. Committee on Preparation for Ministry

- A. Membership: Nine people, one of whom shall be the moderator, elected by the Presbytery upon recommendation of the Nominating Committee.
- B. Responsibilities:
 1. Shall provide oversight, guidance, nurture, and examination of inquirers and candidates as directed by the Form of Government.
 2. Shall designate readers for the ordination examinations conducted by the Presbyteries' Cooperative Committee on Examinations for Candidates.
 3. Shall work in consultation with the committee on ministry on the identification and preparation of persons certified as commissioned lay pastors.

Section 5. Nominating Committee

- A. Membership: Nine people, one of whom shall be the moderator, nominated by the Council and elected by the Presbytery. Members are eligible to serve one three-year term. Any member having served a total of three years shall be ineligible for re-election to this committee for a period of one year.
- B. Responsibilities
 1. Shall nominate for election by the Presbytery:
 - i. all Presbytery standing committees and commissions, except the Nominating Committee,
 - ii. members of the permanent judicial commission.
 - iii. Moderator and vice-moderator of the presbytery.
 2. Shall nominate for election by the Presbytery moderators of all Presbytery committees, commissions, except the Nominating Committee and the Permanent Judicial Commission.
 3. Shall nominate to the Calvin Crest Camp and Conference Retreat Center Board of Directors, persons to serve as directors.
 4. Shall nominate for election by the Presbytery commissioners and youth advisory delegates to General Assembly and synod; and nominate persons for election to committees, councils and agencies of synod or General Assembly.
 5. Shall consider a representative geographical distribution of participants in making nominations.
 6. Shall give consideration to "expertise" in making nominations.
 7. Shall be responsive to the need for inclusiveness.
 8. Shall nominate no more than one person per vacancy.
 9. If more than one name is placed in nomination, elections shall be by ballot. A majority vote is required for election.
 10. Shall ordinarily present its slate of nominees at the fall assembly. Those persons elected shall take office on January first of the next year, except for the Presbytery moderator and vice moderator who take office immediately following election.
 11. Elections to fill unexpired terms shall be held when appropriate. They shall take office immediately upon election.

Section 6. Permanent Judicial Commission

- A. Membership: seven people, with no more than one of its ruling elder members from

any one of its constituent churches, elected by the Presbytery upon recommendation of the Nominating Committee in conformity with the requirements specified in the Rules of Discipline. The moderator, stated clerk, or any member of the staff of the Presbytery or the staff of any of its entities shall not serve on the Commission.

- B. The moderator and clerk of the Commission shall be elected by members of the Commission.
- C. Responsibilities: The permanent judicial commission shall carry out those duties and obligations assigned to it in the Rules of Discipline.

Section 7. **Business and Finance**

- A. Membership: six people, one of whom shall be the moderator, elected by the Presbytery upon recommendation of the Nominating Committee.
- B. Responsibilities:
 - 1. Prepare the annual budget for Presbytery
 - 2. Recommend to Presbytery the per capita rate for the following year.
 - 3. Provide an accounting of all Presbytery financials, and review them quarterly.
 - 4. Cause an annual audit or review of Presbytery books to be made.
 - 5. Manage Presbytery funds and banking relationships.
 - 6. Oversee and maintain Presbytery assets and properties.
 - 7. Prepare and file corporate papers for Presbytery.
 - 8. Review and determine master insurance policy for Presbytery and monitor individual church policies.
 - 9. Review and approve requests of congregations concerning property.
 - 10. Review and approve contracts of Homestead Presbytery.
 - 11. Review grant requests made on behalf of Homestead Presbytery.

Section 8. **Personnel**

- A. Membership: four people, one of whom shall be the moderator, elected by the Presbytery upon recommendation of the Nominating Committee.
- B. Responsibilities
 - 1. Review and administer personnel policies of Presbytery.
 - 2. Develop and review position descriptions for staff of Presbytery.
 - 3. Conduct performance reviews of executive presbyter annually.
 - 4. Implement a plan for equal opportunity employment consistent with the principles of inclusiveness of the PC (USA).
 - 5. Administer a process of job classification and compensation. Salaries for executive, administrative and program staff positions will be determined on the basis of relative responsibilities required.
 - 6. Administer a process for the reimbursement of employee related expenses.
 - 7. Administer a process of continuing education consistent with the needs of Presbytery, and the career goals of the employee.
 - 8. Provide employee benefits consistent with the goals and financial capacity of Presbytery.
 - 9. Administer a procedure for resolving job related problems.
 - 10. Make available to employees a copy of Presbytery personnel policies and procedures.

Section 9. Program — Grant

- A. Membership: six people, one of whom shall be the moderator, elected by the Presbytery upon recommendation of the Nominating Committee.
- B. Responsibilities:
 - 1. The Program — Grant Committee appoints Ministry & Missions task groups (M & Ms) for specific tasks or areas of responsibility. The M & Ms must be authorized each year by the Committee, contingent upon their goals, action plan, and a written report of objective and accomplishments. M & Ms may be allotted a budget through the Program — Grant Committee funds. Membership in an M & M task group shall be appointed by the Program-Grant Committee.
 - 2. The Program — Grant Committee, in conjunction with Business and Finance Committee, shall establish categories of funds available for individuals, congregations, task forces, commissions, committees, and other groups, and develop a fair application process with stipulations for awarding of funds.
 - 3. The Program — Grant Committee shall evaluate grant applications from individuals and congregations.

Section 10. Committee on New Worshipping Communities and Church Vitality

- A. Membership: seven ruling and teaching elders, one of whom shall be the moderator, elected by the Presbytery upon recommendation of the Nominating Committee.
- B. Responsibilities:
 - 1. Understanding that church in our changing culture takes on varied forms, the Standing Committee on New Worshipping Communities, Church Development and Redevelopment seeks to make and renew worshipping communities in Homestead Presbytery as they seek to form disciples of Jesus Christ through
 - i. Worship gathered by the Spirit to meet Jesus Christ in Word and Sacrament.
 - ii. Community that practices mutual care and accountability while developing sustainability in leadership and finances.
 - 2. Oversee development and redevelopment of new and existing worshipping communities establishing their identity as members of the larger Presbyterian Church (USA) worshipping community.
 - 3. Familiarize all committee members with the PCUSA information on New Worshipping Communities and Homestead Presbytery's redevelopment process.
 - 4. Develop a discernment process for all new worshipping communities.
 - 5. Oversee the redevelopment process currently in use in Homestead Presbytery.
 - 6. Recommend to Business and Finance Committee of Homestead Presbytery all financial requests of both new worshipping communities and church redevelopment projects.
 - 7. Provide a liaison to new and redeveloping worshipping communities within Homestead Presbytery.
 - 8. Recommend to Presbytery administrative commissions to act as session for new worshipping communities that are not a ministry of a Homestead

Presbytery congregation's session. Such commissions shall be composed of five members. A quorum of the administrative commission is a majority of members.

9. Recommend to Homestead Presbytery of all new worshipping communities within the bounds of Homestead Presbytery. Determination of new worship communities shall be based on the General Assembly definition of a new worshipping community.

Section 11. **The Disaster Preparation Response Team and Beyond**

- A. Membership: twelve ruling and teaching elders, one of whom shall be the moderator, elected by the Presbytery upon recommendation of the Nominating Committee.
- B. Responsibilities:
 1. Create, maintain and oversee Disaster Plan for the Presbytery
 2. Encourage every congregation to create a Disaster Plan unique, and specific for each congregation
 3. Maintain communication with the Presbyterian Disaster Assistance Program and assist in requesting grants as needed
 4. Serve on Long Term Recovery Groups as appropriate
 5. Organize work days/weeks within the Presbytery as appropriate
 6. Provide “Minute for Missions” at Assembly meetings regarding PDA and the Homestead Disaster Fund
 7. Maintain communication with retired clergy and their families currently on the Presbytery roles

Section 12 **Bills and Overtures Committee**

- A. Membership:
 1. Commissioners and delegates to the immediate past General Assembly and the commissioners-elect and delegates-elect to the next General Assembly.
 2. Commissioners to the Synod of Lakes and Prairies.
 3. The Stated Clerk and Executive Presbyter of Homestead Presbytery.
 4. One of the committee members (excluding staff) shall be the moderator, elected by the Presbytery upon recommendation of the Nominating Committee.
- B. Responsibilities:
 1. To receive from a session or entity of the presbytery any overtures to Synod or General Assembly, provide advice on format, deadlines, and procedures, without bias as to the merit or advisability of the request, and submit it to the presbytery for presbytery’s action.
 2. To propose overtures to Synod or General Assembly, and present to Presbytery for action.
 3. For overtures originating from Homestead Presbytery, seek concurrence from other presbyteries, and work with the appropriate General Assembly entity concerning overture advocates and others speaking to the overtures at General Assembly.
 4. To receive any requests from other presbyteries for concurrence on their overtures to General Assembly and to recommend to the presbytery any action

- on those requests.
5. Shall receive and provide for the study of proposed amendments to the *Book of Order* or the *Book of Confessions* from the General Assembly and recommend to the presbytery the presbytery's answer to those amendments.
 6. To keep the Presbytery apprised of the work of the General Assembly and Synod.
 7. To provide education to the Presbytery on issues coming before Synod or General Assembly.

ARTICLE VI Staff

The Presbytery may authorize staff positions as described in the *Book of Order* (G3.0110).

ARTICLE VII Indemnification

The Presbytery shall indemnify any director, officer, employee, or volunteer or former director, officer, volunteer, or employee of the Presbytery, or any person who may have served at its request as a director, officer, volunteer, against expenses and costs (including attorney's fees) actually and necessarily incurred by him or her, and any amount paid in satisfaction of judgment in connection with any action, suit or proceeding, whether civil or criminal in nature, in which he or she is made party by reason of being or having been such a director, officer, volunteer, or employee (whether or not a director, officer, volunteer, or employee at the time such costs or expenses are incurred by or imposed upon him or her) except in relation to matters as to which he or she shall be adjudged in such action, suit or proceeding to be liable for gross negligence, willful misconduct, or intentional criminal acts in the performance of duty. The corporation may also reimburse to any director, officer, volunteer, or employee the reasonable costs of settlement of any such action.

ARTICLE VIII Parliamentary Procedure

The rules contained in the current edition of *Roberts Rules of Order Newly Revised* shall govern the Presbytery in all cases to which they are applicable and in which they are not inconsistent with these bylaws, any special rules of order the Presbytery may adopt, or the *Book of Order*.

ARTICLE IX Amendment of Bylaws

These bylaws may be amended at any regular meeting of the Presbytery by a two-thirds vote, provided that the amendment has been submitted in writing at the previous stated meeting.