

August 21, 2021
Moderator -Sue Coller

Electronic Meeting-Zoom

CALL TO ORDER

The stated meeting of Homestead Presbytery was called to order by the moderator, Sue Coller, at 10:03 a.m., on August 21, 2021, by Zoom due to the pandemic. The moderator was in the chair and the stated clerk was present. The meeting was opened with prayer by Sue Coller. A quorum was present and the agenda was approved as amended.

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

Temporary Members

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

Commissioned Pastors

E - Lana Likens	P - John Nellessen	P - Carla Patterson	P - Steve Pointon
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Certified Christian Educator

A - Kris Brammer, Lincoln, First

Elders

Churches	Elders	Churches	Elders
Akron	No Commissioner	Lincoln, First (2)	Nancy Field
Alexander	No Commissioner	Lincoln, Fourth	Ginni Metcalf
Auburn	No Commissioner	Lincoln, Good Shepherd	Maggie Horak
Bancroft, First	No Commissioner	Lincoln, Heritage	Jay Weyers
Beatrice, First	Suzanne Byler	Lincoln, Korean	No Commissioner
Belden, Union	No Commissioner	Lincoln, S. Heights	Suzanne Harder
Cedar Bluffs, First	No Commissioner	Lincoln, Westminster	Margaret Sprude
Clarkson, New Zion	No Commissioner	Lincoln, Westminster (2)	No Commissioner
Columbus, Federated	No Commissioner	Lincoln, Westminster (3)	No Commissioner
Craig, First	No Commissioner	Lyons, First	No Commissioner
Dunbar	No Commissioner	Nebraska City, First	Mark Hopp
Fairbury, First	Marsha Baumfalk	Niobrara-Verdel	No Commissioner
Fairbury, First (2)	Debbie Hellbusch	Norfolk, First	Dennis Sateren
Falls City, First	Jennifer James	North Bend, United	No Commissioner
Fremont	Joy Ball	Palmyra	No Commissioner
Fremont (2)	Lori Bute	Panama	No Commissioner
Fremont (3)	No Commissioner	Pawnee City	Karen Richardson
Gresham	Wendy Wait	Pender	No Commissioner
Hebron, First	No Commissioner	Schuylers, First	No Commissioner
Hickman	Paul Bauman	Steele City	No Commissioner
Hickman (2)	No Commissioner	Tekamah, First	No Commissioner
Humboldt	No Commissioner	Thurston, John Huss	No Commissioner
Laurel, United	No Commissioner	Wahoo, Czech	No Commissioner
Liberty, Mission	Mary Lou Morrison	Wahoo, First	Grace Ketner
Lincoln, Eastridge	Bill Wehrbein	Wakefield	No Commissioner
Lincoln, Eastridge (2)	No Commissioner	Wayne	John Fuelberth
Lincoln, Eastridge (3)	No Commissioner	Wymore, United	No Commissioner
Lincoln, First	Joan Berglund	York	No Commissioner

OFFICERS, COUNCIL, AND STAFF

Moderator	P - Sue Coller (Continuing Member)
Vice Moderator	Vacant
Council Moderator	P - Wendy Wait
Stated Clerk	P - Raymond Meester (Continuing Member)
Interim Executive Presbyter	P - Stephen Earl (Continuing Member)
Treasurer	P - Ed McClymont
Moderator, Commission on Ministry	P - Sue Babovec (Continuing Member)
Moderator, Nominating Committee	P - Teresa Bartlett (Continuing Member)
Committee on Preparation for Ministry	P - Brian Johnson (Continuing Member)

Moderator, Administration and Finance	P – Leanne Masters (Continuing Member)
Moderator, Program and Grants	E - James McNeal (Continuing Member)
Moderator, Presbyterian Women	E - Terri Sherman
Moderator, Committee on New Worshiping Communities, Church Development, and Church Redevelopment	P - Zac Wolfe (Continuing Member)
Moderator, Disaster Response and Beyond	Vacant
Member at Large of Council	P – Joan Berglund
Member at Large of Council	P - Steve Pointon
Member at Large of Council	P - Julie Hopp

Elona Street-Stewart, Sara Tonje, and Erica Nelson were seated as corresponding members per presbytery rule.

First-time commissioners were introduced and welcomed.

Teresa Bartlett and Brian Johnson led worship and officiated at the Lord’s Supper. Erica Nelson, the candidate for pastor of Lincoln, Heritage, church was the preacher.

Elona Street-Stewart, Executive of the Synod of Lakes and Prairies and Co-Moderator of the 224th General Assembly, presented the program. She spoke about the mission of the PCUSA and the Synod of Lakes and Prairies, including Presbyterian Disaster Assistance, the Matthew 25 initiative, and a restorative justice movement for indigenous people and African Americans.

OFFICERS AND STAFF

The stated clerk, Raymond Meester, reported. The sacrament of the Lord’s Supper was celebrated on Wednesday, June 23, 2021, at the Embassy Suites, in Lincoln, Nebraska, as part of a retreat of the Pastoral Leadership Revitalization program of the Omaha Theological Seminary Foundation. The officiant was Rev. Sara Tonje, a member of the Presbytery of Missouri River Valley. This was approved at the May 20, 2021, meeting of Homestead Presbytery.

Raymond Meester reported that the minutes of the May 20, 2021, stated meeting of Homestead Presbytery, were approved as printed by the Council at its July 20, 2021, meeting.

Treasurer, Ed McClymont reported. The Financial Review of 2016 and 2017 is attached as Attachment A and the Statement of Financial Position as of June 30, 2021 is attached as Attachment B.

The interim Presbytery Executive reported. He highlighted the work he has done and the progress that has been made in the presbytery.

COUNCIL

Wendy Wait reported for the Council.

Upon recommendation of the Council the bylaws were amended. See Attachment C.

COMMISSION ON MINISTRY

Sue Babovec reported the following actions of the Commission:

- 1) The Commission reported that the minimum salary for 2022 for installed, full-time Ministers of Word and Sacrament will be \$49,680; and \$24,840 for Certified Christian Educators.

- 2) The following moderators were appointed:
 - a) Karen Moritz moderator of Heritage Presbyterian, Lincoln
 - b) Laura Rasmussen of United Presbyterian, North Bend
 - c) Carl Eskridge of The Presbyterian Church, Fremont
 - d) Darin Bentzinger of First Presbyterian, Beatrice
- 3) Jeff Hopson was moved to minister-at-large, effective June 30, 2021
- 4) Jane Holtzclaw was moved to minister at large, effective June 6, 2021.
- 5) The terms of call for the pastors of the presbytery that were approved by the COM earlier and reported at the May 20, 2021 presbytery meeting, were updated. (See Attachment D.)
- 6) Sara Tonje was received as a teaching elder member from Missouri River Presbytery, as interim pastor of The Presbyterian Church, Fremont, effective October 1, 2021, with the following terms of call:

Effective Salary

Cash Salary	\$	48,000.00
Housing Allowance	\$	22,000.00
SECA Supplement (up to 50%)	\$	5,355.00
Total Effective Salary without SECA	\$	70,000.00
Total Salary with SECA	\$	75,355.00

Reimbursable Expenses

Automobile Expense (by Vouchers)		\$1,000.00
Business/professional Expenses (by Vouchers)		\$1,500.00
Continuing Education and Books (by Vouchers)		\$1,000.00
Other Allowances		
Cell Phone		\$450.00
Total Reimbursable Expenses		\$3,950.00

Benefit Expenses (by Board of Pension dues)

Medical 27%	\$	20,345.85
Pension 8.5%	\$	6,405.18
Death & Disability 1%	\$	753.55
Temporary Disability 0.5%	\$	376.78
Dental 1.4%	\$	1,054.97
Vision 1.7%	\$	1,190.00
Flex (50% match if chosen, IRS max \$2,750)	\$	1,375.00
Total Benefit Expenses	\$	31,501.33

Total Yearly Financial Package \$ 116,161.33

One Time Moving Cost of Office (up to) \$ 500.00

Total First Month Cost \$ 10,180.11

The Commission moved and the presbytery approved the motion that the pastoral relationship between Michael Hill and the United Presbyterian Church of North Bend be dissolved effective July 31, 2021, and that he be transferred to the Presbytery of Cayuga-Syracuse.

Presbytery approved that the pastoral relationship between Zach Wolfe and the First Presbyterian Church, Beatrice, be dissolved effective August 31 and that his membership be moved to member-at-large.

Presbytery recessed for lunch at 12:04 PM, after a prayer by Elona Street-Stewart.

Presbytery reconvened at 12:35.

Sue Babovec introduced Erica Nelson, a candidate for Minister of Word and Sacrament, from the presbytery of Utah. She spoke briefly about herself and then was examined for ordination as Minister of Word and Sacrament.

Presbytery approved the motion that the examination be sustained, and she be ordained.

Presbytery approved the motion for Heritage Presbyterian Church, Lincoln, to extend a call to Erica Nelson as a part-time, installed, solo pastor, her terms of call, (see Attachment E for terms of call), and the formation of an Administrative Commission for her ordination and installation, tentatively set for September 26, 3:00 PM, at Heritage Presbyterian Church, Lincoln. The moderator of presbytery will appoint the administrative commission.

The Commission moved, and the presbytery approved the motion, to dissolve the pastoral relationship between Jon Ashley and The Presbyterian Church of Fremont, effective June 30, 2021, and that he be made minister-at-large, with the following severance package:

Three months salary and six months Board of Pensions benefits.

Salary	\$ 10,414.26
Housing Allowance	\$ 10,719.51
Self-Employment Contributions Act (SECA) Supplement	<u>\$ 21,133.77</u>
Subtotal Salary, Housing, and SECA	\$ 22,750.53
Board of Pensions	\$ 17,063.46

Their report was received and placed on file.

COMMITTEE ON PREPARATION FOR MINISTRY

Brian Johnson, moderator of the Committee on Preparation for Ministry, reported on their annual consultation with candidate Regina Meester.

Their report was received and placed on file.

NOMINATING COMMITTEE

Teresa Bartlett reported. Upon nomination from the Committee, the presbytery elected the following as commissioners to the 225th General Assembly: Darin Bentzinger, as teaching elder

commissioner; Carla Patterson, Commissioned Pastor at Auburn, alternate ruling elder commissioner; and Jane Holtzclaw, alternate teaching elder commissioner.

Their report was received and placed on file.

COMMITTEE ON ADMINISTRATION AND BUSINESS

Leanne Masters reported. The Committee moved, and the presbytery approved by ballot, that the Interim Executive Presbyter Stephen Earl’s contract be extended to the end of December, 2022, and terms of the Interim Executive Presbyter Agreement (See Attachment F.) The vote was 25 for and 13 against.

Their report was received and placed on file.

NEW WORSHIPPING COMMUNITIES AND CHURCH VITALITY COMMITTEE

Zach Wolfe reported. Presbytery approved the motion to empower the Administration and Finance committee to make the decision regarding the submission of the grant request of the New Worshiping Communities and Church Vitality.

The report was received and placed on file.

PRESBYTERIAN WOMEN

The report by Terri Sherman was received and placed on file.

ANNOUNCEMENTS AND CELEBRATIONS

22 ruling elder commissioners, 23 ministers of word and sacrament, 2 temporary members of presbytery, 3 commissioned pastors, and 13 members of Council were in attendance. There was a total of 52 ruling elder commissioners and minister members in attendance. (The total of the groups will be greater than the total in attendance as some have more than one role.) Nineteen of our 48 churches sent ruling elder commissioners.

The meeting was adjourned at 2:35 pm. with prayer by Sue Coller.

**NEXT STATED MEETING OF
HOMESTEAD PRESBYTERY
NOVEMBER 11, 2021, 10:00 AM**

Raymond Meester, Stated Clerk

Date Approved: _____

Signed: _____

***Homestead Presbytery
Lincoln, Nebraska***

December 31, 2017 and 2016

*Financial Statements
and
Independent Certified Public Accountants' Review Report*





CPAs & Consultants | Wealth Management



INDEPENDENT CERTIFIED PUBLIC ACCOUNTANTS' REVIEW REPORT

Board of Directors
Homestead Presbytery
Lincoln, Nebraska

We have reviewed the accompanying financial statements of Homestead Presbytery (a not-for-profit organization), which comprise the statements of financial position as of December 31, 2017 and 2016, and the related statements of activities and cash flows for the years then ended, and the related notes to the financial statements. A review includes primarily applying analytical procedures to management's financial data and making inquiries of Organization management. A review is substantially less in scope than an audit, the objective of which is the expression of an opinion regarding the financial statements as a whole. Accordingly, we do not express such an opinion.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement whether due to fraud or error.

Accountants' Responsibility

Our responsibility is to conduct the review engagement in accordance with Statements on Standards for Accounting and Review Services promulgated by the Accounting and Review Services Committee of the AICPA. Those standards require us to perform procedures to obtain limited assurance as a basis for reporting whether we are aware of any material modifications that should be made to the financial statements for them to be in accordance with accounting principles generally accepted in the United States of America. We believe that the results of our procedures provide a reasonable basis for our conclusion.

Accountants' Conclusion

Based on our reviews, except for the issue noted in the Known Departure from Accounting Principles Generally Accepted in the United States of America paragraph, we are not aware of any material modifications that should be made to the accompanying financial statements in order for them to be in accordance with accounting principles generally accepted in the United States of America.

Known Departure from Accounting Principles Generally Accepted in the United States of America

As disclosed in Note A to the financial statements, property and equipment should be recorded at cost. Management has informed us that not all land has been recorded, which is not in accordance with accounting principles generally accepted in the United States of America. The effect of this departure from accounting principles generally accepted in the United States of America has not been determined.

HBE LLP

February 26, 2021

HBE
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Homestead Presbytery

STATEMENTS OF FINANCIAL POSITION

December 31,

ASSETS

	<u>2017</u>	<u>2016</u>
ASSETS		
Cash and cash equivalents (note A)	\$ 567,381	\$ 556,686
Investments (notes A, B and C)	231,179	203,728
Receivables (notes A and D)	6,857	4,122
Prepaid expenses	19,488	21,722
Property and equipment (notes A and E)	<u>460</u>	<u>1,281</u>
 TOTAL ASSETS	 <u>\$ 825,365</u>	 <u>\$ 787,539</u>

LIABILITIES AND NET ASSETS

LIABILITIES		
Accounts payable	\$ 3,024	\$ 1,722
Mission payables	103,835	89,982
Deferred revenue (note A)	<u>20,375</u>	<u>11,740</u>
 TOTAL LIABILITIES	 <u>127,234</u>	 <u>103,444</u>
NET ASSETS (notes A and F)		
Unrestricted	301,891	284,390
Unrestricted, designated	370,863	374,328
Temporarily restricted	20,377	20,377
Permanently restricted	<u>5,000</u>	<u>5,000</u>
 TOTAL NET ASSETS	 <u>698,131</u>	 <u>684,095</u>
 TOTAL LIABILITIES AND NET ASSETS	 <u>\$ 825,365</u>	 <u>\$ 787,539</u>

Homestead Presbytery

STATEMENT OF ACTIVITIES

Year ended December 31, 2017

	<u>Unrestricted</u>	<u>Temporarily Restricted</u>	<u>Permanently Restricted</u>	<u>Total</u>
CHANGES IN NET ASSETS				
Revenue and support				
Per Capita assessments	\$ 303,086	\$ -	\$ -	\$ 303,086
Synod grants	18,225	-	-	18,225
Mission receipts	111,337	-	-	111,337
Other income	5,586	-	-	5,586
Investment income	28,551	-	-	28,551
	<u>466,785</u>	<u>-</u>	<u>-</u>	<u>466,785</u>
Expenses (note G)				
Per Capita	97,390	-	-	97,390
Mission support	10,089	-	-	10,089
General missions and support	104,113	-	-	104,113
Salaries and benefits	165,068	-	-	165,068
Presbytery operating expenses	10,775	-	-	10,775
Office and professional expenses	5,052	-	-	5,052
Insurance	27,068	-	-	27,068
Travel	9,197	-	-	9,197
Continuing education	3,442	-	-	3,442
Committees	1,531	-	-	1,531
Depreciation expense	821	-	-	821
Bad debt expenses	18,203	-	-	18,203
	<u>452,749</u>	<u>-</u>	<u>-</u>	<u>452,749</u>
INCREASE IN NET ASSETS	14,036	-	-	14,036
Net assets, beginning of year	<u>658,718</u>	<u>20,377</u>	<u>5,000</u>	<u>684,095</u>
Net assets, end of year	<u>\$ 672,754</u>	<u>\$ 20,377</u>	<u>\$ 5,000</u>	<u>\$ 698,131</u>

Homestead Presbytery

STATEMENT OF ACTIVITIES

Year ended December 31, 2016

	<u>Unrestricted</u>	<u>Temporarily Restricted</u>	<u>Permanently Restricted</u>	<u>Total</u>
CHANGES IN NET ASSETS				
Revenue and support				
Per Capita assessments	\$ 306,582	\$ -	\$ -	\$ 306,582
Synod grants	26,917	-	-	26,917
Mission receipts	131,323	-	-	131,323
Events	23,046	-	-	23,046
Other income	22,200	-	-	22,200
Investment income	12,473	-	-	12,473
	<u>522,541</u>	<u>-</u>	<u>-</u>	<u>522,541</u>
Total revenue and support				
Expenses (note G)				
Per Capita	100,717	-	-	100,717
Mission support	11,765	-	-	11,765
General missions and support	145,188	-	-	145,188
Salaries and benefits	169,122	-	-	169,122
Presbytery operating expenses	9,284	-	-	9,284
Office and professional expenses	5,202	-	-	5,202
Insurance	17,357	-	-	17,357
Travel	12,562	-	-	12,562
Continuing education	4,781	-	-	4,781
Committees	2,989	-	-	2,989
Depreciation expense	1,031	-	-	1,031
Bad debt expenses	16,898	-	-	16,898
	<u>496,896</u>	<u>-</u>	<u>-</u>	<u>496,896</u>
Total expenses				
INCREASE IN NET ASSETS				
	25,645	-	-	25,645
Net assets, beginning of year				
	<u>633,073</u>	<u>20,377</u>	<u>5,000</u>	<u>658,450</u>
Net assets, end of year				
	<u>\$ 658,718</u>	<u>\$ 20,377</u>	<u>\$ 5,000</u>	<u>\$ 684,095</u>

Homestead Presbytery

STATEMENTS OF CASH FLOWS

Years ended December 31,

	<u>2017</u>	<u>2016</u>
Cash flows from operating activities		
Cash received from revenue and support	\$ 417,295	\$ 513,707
Cash paid for missions, to employees and suppliers	(407,701)	(485,251)
Investment income received	<u>1,101</u>	<u>1,169</u>
Net increase in cash	10,695	29,625
Cash and cash equivalents at beginning of year	<u>556,686</u>	<u>527,061</u>
Cash and cash equivalents at end of year	<u>\$ 567,381</u>	<u>\$ 556,686</u>
Reconciliation of increase in net assets to net cash provided by operating activities		
Increase in net assets	<u>\$ 14,036</u>	<u>\$ 25,645</u>
Adjustments to reconcile increase in net assets to net cash provided by operating activities		
Realized and unrealized gains on investments	(27,450)	(11,304)
Depreciation expense	821	1,031
Bad debt expenses	18,203	16,898
(Increase) decrease in assets		
Accounts receivable	(20,938)	3,638
Prepaid expenses	2,234	(2,193)
Increase (decrease) in liabilities		
Accounts payable	1,302	234
Missions payable	13,852	(12,054)
Deferred revenue	<u>8,635</u>	<u>7,730</u>
Total adjustments to increase in net assets	<u>(3,341)</u>	<u>3,980</u>
Net cash provided by operating activities	<u>\$ 10,695</u>	<u>\$ 29,625</u>

Homestead Presbytery

NOTES TO FINANCIAL STATEMENTS

Homestead Presbytery (the Presbytery) is a not-for-profit organized as a governing body of the Presbyterian system. The Presbytery carries out the administrative and program responsibilities for the congregations under its jurisdiction, and pursues administrative and legislative responsibilities related to the Synod of Lakes and Prairies and the General Assembly of the Presbyterian Church (U.S.A). The Presbytery comprises an area of eastern Nebraska including 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.

NOTE A - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Method of Accounting. The accompanying financial statements of the Presbytery have been prepared on the accrual method of accounting, except for recording all property.

Net Asset Classification. The Presbytery reports information regarding its financial position and activities according to three classes of net assets: unrestricted net assets, temporarily restricted net assets, and permanently restricted net assets.

Unrestricted net assets. Net assets that are not subject to outside restrictions.

Temporarily restricted net assets. Net assets on which grantors or donors have placed restrictions regarding the use of the funds or the time period in which the funds can be used. When a restriction expires, temporarily restricted net assets are reclassified to unrestricted net assets and reported in the statement of activities as “net assets released from restrictions.”

Permanently restricted net assets. Net assets whose funds must be held indefinitely.

Cash and Cash Equivalents. For purposes of the statements of cash flows, the Presbytery considers all short-term securities purchased with an original maturity of three months or less to be cash equivalents.

Investments. Investments in marketable securities with readily determinable fair values and all investments in debt securities are reported at their fair values in the statement of financial position. Unrealized gains and losses are included in the statements of activities.

Homestead Presbytery

NOTES TO FINANCIAL STATEMENTS

NOTE A - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES - CONTINUED

Fair Value Measurements. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at measurement date. The Presbytery utilizes a framework to prioritize the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1 measurements) and the lowest priority to unobservable inputs (level 3 measurements). The three levels of the fair value hierarchy are described as follows:

- | | |
|---------|--|
| Level 1 | Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Presbytery has the ability to access. |
| Level 2 | Inputs to the valuation methodology include: <ul style="list-style-type: none">• quoted prices for similar assets or liabilities in active markets;• quoted prices for identical or similar assets or liabilities in inactive markets;• inputs other than quoted prices that are observable for the asset or liability;• inputs that are derived principally from or corroborated by observable market data by correlation or other means. <p>If the asset or liability has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset or liability.</p> |
| Level 3 | Inputs to the valuation methodology are unobservable and significant to the fair value measurement. |

The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Transfers between levels shall occur at the actual date of the event or change in circumstances that caused the transfer. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

Receivables. Receivables are reported at the amount management expects to collect from outstanding balances. Management provides for probable uncollectible amounts through a charge to earnings and a credit to a valuation allowance based on its assessment of the current status of individual accounts. Balances that are still outstanding after management has used reasonable collection efforts are written off through a charge to the valuation allowance and a credit to accounts receivable. Receivables consist of Per Capita dues from various churches in the Presbytery's district.

Property and Equipment and Depreciation. Property and equipment are carried at cost, if purchased and at fair market value at the date of contribution, if received by donation, less accumulated depreciation. Depreciation is provided for in amounts sufficient to relate the cost of depreciable assets to operations over their estimated useful lives computed primarily on the straight-line method. Office equipment is depreciated over estimated useful lives from five to seven years. However, not all land that may be titled to the Presbytery is recorded, which is not in accordance with accounting principles generally accepted in the United States of America.

Deferred Revenue. Per Capita dues intended for future years are recorded as deferred revenue and recognized in the year specified.

Homestead Presbytery

NOTES TO FINANCIAL STATEMENTS

NOTE A - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES - CONTINUED

Income Taxes. The Presbytery is exempt from federal income taxes under Section 501(c)(3) of the Internal Revenue Code, except on net income derived from unrelated business activities. For the years ended December 31, 2017 and 2016, the Presbytery had no tax liability on unrelated business activity. The Presbytery believes that it has appropriate support for any tax positions taken, and as such, does not have any uncertain tax positions that are material to the financial statements.

The Presbytery qualifies as a church-affiliated organization and is not required to file an annual federal Return of Organizations Exempt from Income Tax (Form 990).

Use of Estimates. The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results could differ from those estimates.

NOTE B - INVESTMENTS

Investments consist of:

	2017	
	<u>Cost</u>	<u>Fair Market Value</u>
Mutual funds	<u>\$ 205,339</u>	<u>\$ 231,179</u>
Gross unrealized gain		<u>\$ 25,840</u>
	2016	
	<u>Cost</u>	<u>Fair Market Value</u>
Mutual funds	<u>\$ 201,844</u>	<u>\$ 203,728</u>
Gross unrealized gain		<u>\$ 1,884</u>

NOTE C - FAIR VALUE MEASUREMENTS

The following is a description of the valuation methodologies used for assets and liabilities measured at fair value. There have been no changes in methodologies used during the year ended December 31, 2017.

Mutual funds: Valued at the observable net asset value (NAV) of shares held by the Presbytery at

Homestead Presbytery

NOTES TO FINANCIAL STATEMENTS

NOTE C - FAIR VALUE MEASUREMENTS - CONTINUED

The preceding methods described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Presbytery believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following table sets forth the balances of assets and liabilities measured at fair value on a recurring basis as of December 31, 2017 and 2016.

	2017			
	Fair Value	Quoted Prices in Active Markets for identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Investments:				
Mutual funds				
Moderate allocation	\$ 231,179	\$ 231,179	\$ -	\$ -
	2016			
	Fair Value	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Investments:				
Mutual funds				
Moderate allocation	\$ 203,728	\$ 203,728	\$ -	\$ -

NOTE D - RECEIVABLES

	2017	2016
Receivables consist of:		
Grant receivable	\$ 2,883	\$ -
Per Capita receivable	94,847	76,791
Less allowance for doubtful accounts	<u>(90,873)</u>	<u>(72,669)</u>
	<u>\$ 6,857</u>	<u>\$ 4,122</u>

Homestead Presbytery

NOTES TO FINANCIAL STATEMENTS

NOTE E - PROPERTY AND EQUIPMENT

	<u>2017</u>	<u>2016</u>
Property and equipment consists of:		
Office equipment	\$ 5,157	\$ 5,157
Less accumulated depreciation	<u>(4,697)</u>	<u>(3,876)</u>
	<u>\$ 460</u>	<u>\$ 1,281</u>

Depreciation expense was \$821 and \$1,031 for the years ended December 31, 2017 and 2016, respectively.

NOTE F - NET ASSETS

Temporarily restricted net assets are available for the following:

Disaster relief	\$ 7,880	\$ 7,880
Mission	11,975	11,975
Ministry candidate assistance	<u>522</u>	<u>522</u>
	<u>\$ 20,377</u>	<u>\$ 20,377</u>

Unrestricted, designated net assets are available for the following:

Church redevelopment	\$ 739	\$ 739
Continuing education and travel allowances	4,695	6,941
Closed churches	175,779	184,550
Triennium	6,000	-
Growth Summit	5,000	5,000
Congregation development	20,000	20,000
Capital development/redevelopment	114,013	114,013
Pastoral assistance	20,552	20,000
Ministry support	20,000	20,000
Officer training	85	85
Permanent Judicial Committee	<u>4,000</u>	<u>3,000</u>
	<u>\$ 370,863</u>	<u>\$ 374,328</u>

Permanently restricted net assets are to be held indefinitely with earnings available for Presbytery expenses.

Homestead Presbytery

NOTES TO FINANCIAL STATEMENTS

NOTE G - CLASSIFICATION OF EXPENSES

The statements of activities disclose expenses by natural classification. The classification of expenses by function is as follows:

	<u>2017</u>	<u>2016</u>
Program services	\$ 324,950	\$ 408,518
Management and general	<u>127,834</u>	<u>88,378</u>
	<u>\$ 452,784</u>	<u>\$ 496,896</u>

NOTE H - CONCENTRATIONS OF CREDIT RISK

Financial instruments which potentially subject the Presbytery to concentrations of credit risk consist principally of checking accounts and money market accounts at financial institutions. Accounts at each institution are insured by the FDIC up to \$250,000. At December 31, 2017 and 2016, the bank accounts exceeded federally insured limits by \$274,020 and \$347,020, respectively. The Presbytery has not experienced any losses on such accounts.

NOTE I - OBLIGATIONS UNDER GUARANTEES

From time to time, the Presbytery has guaranteed debt with the Presbyterian Church (U.S.A.) for congregations under its jurisdiction. Based on management's assessment, the Presbytery believes there is only a remote possibility the congregations will not fulfill their requirements on these notes. If the Presbytery were required to honor the obligation, the property securing the debt would be used to offset the liability, therefore no liability has been recorded at December 31, 2017 and 2016.

NOTE J - SUBSEQUENT EVENTS

Subsequent events have been evaluated through the review report date, the date the financial statements were available to be issued.

Attachment B

Homestead Presbytery
Statement of Financial Position
June 30, 2021

Assets

Cash and Cash Equivalents	
Union Bank & Trust - Checking	\$156,303
Union Bank & Trust - Savings	<u>\$494,619</u>
Total Cash and Cash Equivalents	\$650,922
Investments	
New Covenant Mutual Fund	\$335,095
Fixed Assets	
Equipment	\$5,157
Accumulated Depreciation - Equipment	<u>-\$2,845</u>
Total Fixed Assets	\$2,312
Total Assets	\$988,329

Liabilities and Fund Balance

Accounts Payable	
Payroll due Synod	\$25,989
Per Capita due GA and Synod	\$63,367
Offering receipts due GA	\$51,971
Collections for specific purposes	<u>\$28,808</u>
Total Accounts Payable	\$170,135
Fund Balance	\$818,194
Total Liabilities and Fund Balance	\$988,329

Fund Balance Breakdown
June 30, 2021

Church Vitalization	\$20,000
Grants	\$12,700
Closed Properties	\$333,213
Congregational Development	\$16,297
Ministry Support of Churches	\$20,000
Unallocated	<u>\$415,984</u>
Total Fund Balance	\$818,194

Attachment C

Bylaw Amendments

Words to be deleted are marked with a ~~strike through~~. Words to be inserted are underlined.

Bylaw Article III Officers, Section 2.A The corporation officers shall be:

After the words “The moderator of the,” delete the words “Business and Finance Committee” and insert the words “Committee on Administration and Finance.”

Current Wording	If adopted, will read
The moderator of the Business and Finance Committee shall be the president of the corporation.	The moderator of the Committee on Administration and Finance shall be the president of the corporation

Bylaw Article V Committees and Commissions, Section 8.B.2 Program—Grant, Responsibilities:

After the words “in conjunction with,” delete the words “Business and Finance Committee,” and insert the words “Committee on Administration and Finance.”

Current Wording	If adopted, will read
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	The Program — Grant Committee, in conjunction with Committee on Administration and Finance, 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

Bylaw Article V Committees and Commissions, Section 9.B.6 Committee on New Worshiping Communities and Church Vitality, Responsibilities:

After the words “Recommend to” delete the words “Business and Finance Committee,” and insert the words “the Committee on Administration and Finance.”

Current Wording	If adopted, will read
Recommend to Business and Finance Committee of Homestead Presbytery all financial requests of both new worshiping communities and church redevelopment projects.	Recommend to the Committee on Administration and Finance of Homestead Presbytery all financial requests of both new worshiping communities and church redevelopment projects.

Name	Position	Church Served	Cash Salary	Fair Rental Value of Manses	Housing Allowance
Ashley, Jon	Pastor/Head of Staff	Presbyterian Church of Fremont	\$ 41,657.00		\$ 42,878
Bartlett, Teresa	Pastor/Head of Staff	Wayne First	\$ 31,355.00		\$ 14,550
Bentzinger, Darin	Pastor/Head of Staff	Panama	\$ 42,800.00	\$ 14,400.00	
Brehm, Alan	Pastor/Head of Staff	Hickman	\$ 49,696.87		\$ 12,000
Coller, Sue	Pastor/Head of Staff	Lincoln First	\$ 24,141.00		\$ 35,000
Dummermuth, Thomas	Associate Pastor	Lincoln Eastridge	\$ 31,593.00		\$ 23,092
Eickoff, Mike	Pastor/Head of Staff	York First	\$ 38,000.00		\$ 28,670
Gengler, Sarah	Pastor/Head of Staff	Schuyler First	\$ 38,472.00	\$ 13,465.00	
Hill, Michael	Pastor/Head of Staff	North Bend United	\$ 41,677.00	\$ 13,274.00	
Johnson, Brian J.	Pastor/Head of Staff	Norfolk First	\$ 38,292.00		\$ 20,000
Jones Pointon, Melodie	Pastor/Head of Staff	Lincoln Eastridge	\$ 44,630.00		\$ 39,500
Masters, Leanne	Pastor/Head of Staff	Lincoln Southern Heights	\$ 41,958.74		\$ 10,000
McNeal, Jim	Pastor/Head of Staff	Wymore/Mission Creek/Steele City	\$ 32,460.00		\$ 11,000
Peters, Christopher	Pastor/Head of Staff	Lincoln Westminster	\$ 44,000.00		\$ 44,000
Piper, Steven	Pastor/Head of Staff	Palmyra (3/4 time)	\$ 31,380.00	\$ 9,414.00	
Potter, Charity	Pastor/Head of Staff	Unity Parish (Wakefield & Thurston) 1/2 Time	\$ 3,025.00		\$ 18,850
Warrick, Jeff	Pastor/Head of Staff	Lincoln Good Sheph	\$ 43,000.00		\$ 18,500
Wolfe, Zac	Pastor/Head of Staff	Beatrice First	\$ 18,400.00		\$ 27,052
Yang, Edward	Associate Pastor	Columbus Federated	\$ 30,350.84		\$ 21,600

Name	Utilities Allowance	Deffered Compensation	Other Allowance	Total Effective Salary	Automobile expense	Business Prof. Expenses
Ashley, Jon			\$ 7,700.00	\$ 92,235.00	\$ 1,250.00	\$ 1,000.00
Bartlett, Teresa		\$ 3,000.00	\$ 3,030.00	\$ 51,930.00	\$ 1,000.00	\$ 750.00
Bentzinger, Darin	\$ 2,400			\$ 58,800.00		
Brehm, Alan				\$ 61,696.87	\$ 2,500.00	\$ 750.00
Coller, Sue		\$ 26,000.00		\$ 85,141.00		\$ 2,000.00
Dummermuth, Thomas				54,685S		
Eickoff, Mike				\$ 66,670.00	\$ 1,500.00	
Gengler, Sarah	\$ 3,000			\$ 57,937.00	\$ 2,000.00	\$ 1,000.00
Hill, Michael				\$ 54,951.00	\$ 1,500.00	\$ 850.00
Johnson, Brian J.			\$ 1,500.00	\$ 59,792.00	\$ 750.00	\$ 200.00
Jones Pointon, Melodie				\$ 84,130.00	current fed. Rate	\$ 2,400.00
Masters, Leanne				\$ 56,958.74		
McNeal, Jim	\$ 2,800			\$ 46,260.00	\$ 6,000.00	\$ 1,000.00
Peters, Christopher		\$ 1,200.00	\$ 650.00	\$ 89,850.00	\$ 2,500.00	\$ 1,500.00
Piper, Steven				\$ 40,794.00	\$ 500.00	\$ 500.00
Potter, Charity					\$ 3,600.00	\$ 200.00
Warrick, Jeff			\$ 1,448.16	\$ 62,948.16		
Wolfe, Zac		\$ 1,200.00	2,000 (med)	\$ 48,652.00	incl. with business expenses	\$ 4,500.00
Yang, Edward	600 (cell)		\$ 12,000.00	\$ 64,550.84	1,000 (.56/mile)	\$ 1,500.00

Name	SECA Supplement (up to 50%)	Con. Ed.	Clergy renewal Leave?	Other Allowances	Total Reimbursable Expenses
Ashley, Jon	\$ 6,467.00	\$ 1,000.00	Yes	\$ 600.00	\$ 10,317.00
Bartlett, Teresa	\$ 3,973.00	\$ 2,000.00	N/A		\$ 7,723.00
Bentzinger, Darin		\$ 500.00	No		\$ 500.00
Brehm, Alan	\$ 4,785.55	\$ 1,000.00	No		\$ 9,035.55
Coller, Sue		\$ 2,250.00	Yes		\$ 4,250.00
Dummermuth, Thomas			Yes, 6 week sabbatical after 5 yrs of service		
Eickoff, Mike		\$ 1,100.00	No		\$ 2,600.00
Gengler, Sarah	\$ 3,800.00	\$ 1,750.00	Yes	1200 cell phone	\$ 9,750.00
Hill, Michael	\$ 4,070.00	\$ 1,725.00		\$ 1,813.00	\$ 9,958.00
Johnson, Brian J.		\$ 3,000.00			\$ 3,950.00
Jones Pointon, Melodie		\$ 2,400.00	Yes, 6 week sabbatical after 5 yrs of service		\$ 4,800.00
Masters, Leanne					
McNeal, Jim		\$ 1,000.00			\$ 8,000.00
Peters, Christopher	\$ 3,500.00	\$ 2,500.00	Yes		\$ 10,000.00
Piper, Steven		\$ 500.00	No (has not requested and does not feel the need for CRL)	\$ 400.00	\$ 1,900.00
Potter, Charity	\$ 1,663.00	\$ 500.00			\$ 5,963.00
Warrick, Jeff	\$ 4,815.53		No		\$ 4,815.53
Wolfe, Zac	\$ 3,246.60	\$ 2,000.00			\$ 9,747.00
Yang, Edward	\$ 3,896.31	\$ 750.00	No		\$ 7,146.31

Name	Paid Vacation	Paid Continuing Ed.	
Ashley, Jon	4 weeks/ yr cumulative for 3 yrs max	2 weeks/yr cumulative for 3 years max	
Bartlett, Teresa	4 weeks/yr	2 weeks/yr	
Bentzinger, Darin	4 weeks/yr	2 weeks/yr	
Brehm, Alan	4 weeks/yr	2 weeks/yr	
Coller, Sue	22 working days	2 weeks/yr	
Dummermuth, Thomas	4 weeks + 4 days including 4 Sundays	2 weeks including 2 Sundays	
Eickoff, Mike	5 Sundays (Full Pension Payment)	\$ 640	
Gengler, Sarah	4 weeks incl. Sundays	2 weeks incl. Sundays	
Hill, Michael	20,961		
Johnson, Brian J.			
Jones Pointon, Melodie	4 weeks + 4 days incl. 4 Sundays	2 weeks + 4 days incl. 2 Sundays	
Masters, Leanne			
McNeal, Jim			
Peters, Christopher	4 weeks/yr	2 weeks/ yr cummulative up to 4	
Piper, Steven	8 weeks/yr	4 weeks/yr	
Potter, Charity	5 weeks/yr	2 weeks/yr	
Warrick, Jeff	5 weeks/yr	500	
Wolfe, Zac	22 working days incl. 4 Sundays	14 days incl. Sundays	
Yang, Edward	4 weeks (20 days)	2 weeks (10 days)	

PASTORAL CALL FORM

Pastoral Call for Pastor, Co-Pastor or Associate Pastor

Heritage Presbyterian Church of Lincoln, Nebraska, belonging to Homestead Presbytery, being well satisfied with your qualification for ministry and confident that we have been led to you by the Holy Spirit as one whose service will be profitable to the spiritual interests of our church and fruitful for the Kingdom of our Lord, earnestly and solemnly calls

Erica Nelson to undertake the office of Part-time Solo Pastor of this congregation, beginning September 13, 2021, promising you in the discharge of your duty all proper support encouragement and allegiance in the Lord.

That you may be free to devote 25 hours per week part-time to the ministry of Word and Sacrament among us, we promise and obligate ourselves to pay you in regular monthly payments the following effective salary and following vouchered expenses. All below items to be prorated for the term beginning September 13, 2021, and ending December 31, 2021, unless noted.

Effective Salary

Cash Salary	\$17,363
Housing Allowance	<u>\$13,800</u>
Total	\$31,163

Reimbursable Expenses (by Voucher)

Pastor's Expense	\$750
-To be used at Pastor's discretion and includes Automobile Expense at current IRS business rate and Cell Phone Expense	
Moving Costs-One time cost, not prorated (up to)	\$3000

Paid Vacation/Sick Leave: 15 weekdays to include up to 3 Sundays

Paid Continuing Education and Book Allowance: 10 weekdays to include up to 2 Sundays + \$750 (money and time may be carried over for 3 years)

Full medical, pension, disability, and death benefit coverage under the Board of Pensions Pastor's Participation Plan in the amount of \$1,176.36/ month. The effective enrollment date for the Board of Pensions shall be September 1, 2021.

Effective January 1, 2022, one Sunday per month, the pastor shall not be required to preach at Heritage in order to attend worship (at Heritage or at other worship services) and to pursue other personal growth experiences. The hours used for these experiences shall be paid as part of the 25 hour work week.

We further promise and obligate ourselves to review annually the adequacy of this compensation.

Homestead Presbytery recommends at minimum that in the seventh year of service, the congregation provides for a three-month Clergy Renewal Leave, continuing the salary and benefits for that period, and providing for pulpit supply in the pastor's absence.

The church will provide a Clergy Renewal Leave.

INTERIM EXECUTIVE PRESBYTER AGREEMENT

The following agreement between the Council of the **Homestead Presbytery** (HP) and the **Rev. Stephen Earl** is for the purpose of providing ministry leadership as the Interim Executive Presbyter (IEP): to serve as head of staff, to lead HP in discerning and carrying out its mission and priorities for ministry during the transitional period,

GOALS FOR MINISTRY: To provide full time mid-council Executive Presbyter leadership to HP during the transition time.

1. To lead the Council and HP in the process of transition.
2. To lead the HP and Council in identifying and articulating its vision, values, mission and ministry goals and implementing any revisions to its structure design as desired and/or needed.
3. To assist HP in fulfilling its Constitutional responsibility “for assisting and supporting the witness of congregations to the sovereign activity of God in the world, so that all congregations become communities of faith, hope, love, and witness” (G-3.0301),
4. To assist HP, its Council and leadership in addressing the transitional tasks and Focus Points:
 - a) **HERITAGE:** HP’s history, celebrating successes, grieving losses;
 - b) **MISSION:** becoming more aware of HP’s present identity, vision, values, mission, and ministry while aligning its life, structure and staff around it;
 - c) **LEADERSHIP:** facilitating the equipping of current leadership and the rise of new leadership;
 - d) **CONNECTIONS:** strengthening congregational partnerships with and within HP as well as the connections and partnership with the Synod and General Assembly; and
 - e) **FUTURE:** committing to a promising, vital future Structure for the HP.

ACCOUNTABILITY

The Reverend **Stephen Earl** is employed/called by **HP** to serve as **Interim Executive Presbyter** for a term beginning **May 19, 2019 and ending December 31, 2022 or earlier as provided in this Agreement**, with a possible extension upon agreement in writing by both Presbytery and IEP. He is accountable to HP. The Personnel and Policy Work Group will supervise and provide for an annual review of his work while providing prayerful support, encouragement for his well-being and opportunity for continuing education. The review will include a written evaluation and recommendation to HP concerning the continuation of the contract.

RESPONSIBILITIES: The IEP will be responsible for the following duties:

- I. Transitional Leadership Tasks
 - a. Provide resourcing and assistance to the Strategy Team to complete and enact the new ministry and mission vision of HP.
 - b. Serve as a proactive leader, guiding and nurturing HP towards an understanding of the shared vision and purpose.
 - c. Prepare HP for the process of implementing the strategic plan adopted by HP.
- II. Life of the Presbytery Tasks
 - a. Encourage healthy HP life.
 - b. Maintain strong relationships with the congregations of HP by working with and through the sessions.

- c. Provide care, support and encouragement to the ministers, commissioned lay pastors and church educators of HP.
- d. Provide care, support, and encouragement to the lay leaders of HP serving in HP and in the larger church.
- e. Be sensitive to the needs of all people in HP and provide leadership in assuring the full participation and inclusiveness of ministers and laity in the ministry and mission of HP as described in the Book of Order F-1.0403.

III. Administrative Leadership Tasks

- a. Administer the mission and ministry of HP in accordance with G-3.0106 (Administration of Mission).
- b. Oversee policies and programs of HP directly, through staff, or through committees.
- c. Serve in an advisory capacity as a member of the Council.
- d. Attend and participate in meetings of HP and its committees, task forces, commissions as needed with direct responsibility for the resourcing of the constitutional committees.
- e. Supervise the work of HP's paid staff, currently consisting of the Stated Clerk and Office Administrator providing for the systematic review of each position while giving prayerful support, encouragement for their well-being, and opportunities for continuing education. (These reviews include annual written evaluations.)
- f. Work with the Personnel and Policy Committee to hire the staff of HP.
- g. Attend and participate in meetings of other councils of the church and ecumenical organizations as needed.

IV. Mission of the Presbytery Tasks

- a. Work with the Council to review and evaluate the mission, ministry and structures of HP.
- b. Work with the staff, HP and its entities to implement actions designed to lead HP in achieving its mission.
- c. Interpret and advocate the mission and ministry of HP, the Synod and General Assembly to HP and its churches.
- d. Assist in providing resources, encouragement and support to congregations seeking transformation and development of their mission in making Christ known to their communities and beyond.
- e. Encourage, support, and, as needed, resource leadership development for the laity and clergy of HP.
- f. Provide primary staff resourcing for the Committee on Ministry as it works with the congregations, ministers, commissioned pastors, and certified Christian educators of HP
- g. Report to a stated meeting of HP on the previous year's progress of HP, and on the joys, concerns and needs of HP.

Personnel and Policy Work Group(PPWG) AGREEMENT

1. The PPWG will help interpret the above stated GOALS FOR MINISTRY to HP and encourage involvement in the transition work.
2. The PPWG agrees that it will counsel, support and advise the IEP.
3. The PPWG and IEP shall assess regularly, but no less than annually, the above-mentioned GOALS FOR MINISTRY and goals developed together and the Focus Points of transitional ministry.

4. The PPWG will allow the IEP reasonable time away to fulfill responsibilities to the larger church as set out in this contract.
5. The PPWG will pray for, encourage, and support the IEP in his ministry and encourage him to take Sabbath time and time for the nurture of his own faith in and relationship to Jesus Christ.

SEARCH AND CALL OF THE EXECUTIVE PRESBYTER/STATED CLERK

HP through its Finance and Administration Committee assumes complete responsibility for the search and call of an installed staff as determined by the Strategic Plan adopted by HP. The IEP will not be involved in the work of the search committee except if requested to do the following: providing assistance in group building; training in the search process; providing feedback on the Ministry Information Form (MIF); advocating for opportunities to communicate its work with HP and serving as a reference on the MIF. The IEP shall not recommend persons for consideration nor provide an evaluation of candidates. If the IEP is a reference on the MIF and should there be contact made by a candidate, there shall not be any feedback or evaluation given other than he has been contacted and by whom. Once the candidate has been chosen, the IEP will seek in every way to prepare HP and its staff for the arrival of a new installed staff and to assist that person with entry into the life and work of HP and its staff.

TERMS

The IEP is to be employed on a full-time basis as follows:

Effective Salary

Cash Salary	\$45,000
Housing Allowance	\$25,000
Total	\$70,000

Reimbursable expenses (by voucher)

Business/professional expenses	\$9,000 (includes travel expenses)
SECA Supplement (up to 50%)	\$5,355
Continuing Education	\$3,000
Other allowances	\$2,400

(Matching contributions BOP Optional Retirement Savings Plan)

Study Leave of two weeks (14 days) annually prorated quarterly.

Vacation of four weeks (28 days) annually prorated quarterly.

Moving and Relocation Expense not to exceed **\$7,000**.

In addition to all moving expenses, this shall include travel to and from Lincoln in order to secure housing, transfer of driver's license and car plates, utility hook-up's and other expenses directly related to the relocation.

NOTICE OF TERMINATION AND CONTINUATION PAY

Due to the unique nature of transitional/interim ministry, which provides specialized service to the presbytery at financial risk to the presbytery leader, care will be taken to provide adequate time, compensation, and benefits to enable a good transition for the presbytery. The purpose of this termination agreement is to enable the IEP to focus on this presbytery during the contract period rather than on seeking a new call.

The IEP, with a **30-day** notice, may terminate this agreement. In this event, the IEP shall forfeit all claims for compensation beyond the **30 days**, except for accrued Vacation and Study Leave.

The HP, with a **30-day** notice, may terminate this agreement. In this event or in the event of non-renewal or extension of this agreement, the above Total Effective Salary (Salary and Housing), pro-rated SECA Allowance and the Benefits (Pension, Major Medical, and Death & Disability) will be continued for **two months** after the termination date if the IEP has not found comparable employment in another church or mid-council. Upon receiving notice of termination as provided herein, the IEP shall diligently pursue new employment and shall be entitled to such time off as shall reasonably facilitate this effort, without interfering with his primary duties. The IEP shall be entitled to accelerate the termination once notice is given to him, so as to be available for any such new employment as he shall choose to accept, and all compensation (other than pay for accrued Vacation and Study Leave) shall cease upon commencement of the new employment. Accrued Vacation and Study Leave compensation will be given or paid at the end of the contract.

This agreement may be extended or changed as mutually agreed upon.

APPROVALS

Interim Executive Presbyter

Date

Presbytery Moderator

Date