

HOMESTEAD PRESBYTERY

Steve Piper, Moderator

November 16, 2023

If you are more comfortable wearing a mask, please bring one. We will also provide masks.

All times are approximate and are NOT orders of the day.

- 9:30 a.m. ORIENTATION.....Erica Nelson
- 10:00 a.m. PRESBYTERY CONVENES
Call to Order
Opening Prayer
Adoption of Docket
Seating of Corresponding Members
Welcome of first-time commissioners and pastors
- 10:10 a.m. WELCOME FROM HOST.....Melodie Jones Pointon
- 10:15 a.m. OPENING DEVOTION.....Terri Sherman
- 10:30 a.m. TABLE TALK.....Implementation Team
- 11:30 a.m. CELEBRATIONS
- 11:40 a.m. PASTORAL LEADERSHIP REVITALIZATION.....Tricia Dillon Thomas
- 11:50 a.m. NEBRASKA PRESBYTERIAN FOUNDATION.....Audrey Richert
- 11:55 a.m. UPDATE FROM CAMP CALVIN CREST.....Craig Huffman
- 12:00 p.m. LUNCH
- OFFICERS AND STAFF REPORTS
- 1:00 p.m. Presbytery Moderator.....Steve Piper
Steering the Ship Moderator.....Terri Sherman
Leadership Team.....Steve Piper
Implementation Team.....Terri Sherman
Treasurer.....Ed McClymont
Stated Clerk.....Erica Nelson
Synod Commissioners.....Duane Westing and Maggie Horak
- STANDING TEAM REPORTS
- 2:10 p.m. Companions for the Journey.....Charity Potter
Presbyterian Women.....Joan Berglund

CONTINUING BUSINESS

2:30 p.m. WORSHIP AND INSTALLATION OF NEW MODERATORS

The offering is designated to the Synod of Lakes and Prairies for Indigenous American aid.

3:30 p.m. ANNOUNCEMENTS

Stewardship Kaleidoscope

Future Missionary Visit

3:40 p.m. CLOSING PRAYER AND ADJOURNMENT



STEERING THE SHIP REPORT TO PRESBYTERY

Date of Meeting: November 2023

Reported by: Terri Sherman

SECTION A: Information background:

1. Offering for the November Presbytery meeting will go assist Native Americans in the Synod.
2. Selection of those to represent homestead at General Assembly will be announced soon.

SECTION B: Actions taken/Decisions made:

1. Giles award nomination information has been published. Special Task group has been set up to review any nominations. To be presented in 2024.
2. We voted and approved, via email, to add a medical insurance line for the administrative assistant into our 2024 budget. This had to be done by Sept for this to be conveyed to the Board of Pensions.
3. The next Presbytery Meeting will be on February 20th. This meeting will be held via Zoom only.

SECTION C: Number of recommendations requiring Presbytery action: ___#___

1. Motion to add Presbyterian Women as a permanent member of Steering the ship with voice and vote. This group was accidentally left out of the original motion earlier this year.

Robert Giles Outstanding Homesteader Award

The Award, in memory of the Rev. Robert Giles, former Stated Clerk of Homestead Presbytery, honors clergy and laity in the Presbytery who have made outstanding contributions to church and community life.

One Award is made each year, consisting of an appropriately framed certificate, the addition of the recipient's name to an on-going plaque in the Presbytery office, and the opportunity for the recipient to designate a gift of \$100.00 to a special mission or ministry within the bounds of the Presbytery.

The Award is administered by a special task group, consisting of two members of the Presbytery's Steering the Ship, two members of the Companions for the Journey Team, and two persons named at large by the Presbytery Steering the Ship Team. The Task Group includes both lay and clergy, male and female. The decisions of the Task Group are considered final. Only the name of the annual recipient is publicly announced. The names of other nominees, who are not notified of their nomination, are not announced. Renominations of non-recipients in a succeeding year is permissible.

All nominations must be emailed, mailed, or delivered to the Presbytery office no later than December 15.

Announcement and presentation of the Award will be made at the February meeting of Presbytery. Nominations may be made for, or by, any clergy continuing member of Presbytery, retired or active, or any lay member of a church in the Presbytery.

Nomination Process

Nominations should follow the outline below, typed as a Word document with the page to begin with "ROBERT GILES OUTSTANDING HOMESTEADER AWARD NOMINATION" "Robert Giles Award nomination for (name of nominee). Include the date of nomination at the top of the word document. Nominators must not inform anyone else of whom they are nominating, except as necessary to obtain data for the nomination. Nominators shall not inform those whom they are nominating of the fact.

Outline of Nomination Content

- A. Name, mailing address, email address and phone number of Nominee, plus place of clergy service or home congregation membership. Include details about spouse name and names of children—especially if children are still resident in the home or in area.
- B. Name, mailing address, email address, and phone number of Nominator.
- D. Clergy or lay persons must have served on a Presbytery committee/commission/team for a minimum of 1 term.
- E. Lay persons must have served on a congregation's committee and / or session.
- F. If clergy member of Presbytery is being nominated, give place of current service or note if retired (service may be continuing); and history of other calls within the Presbytery.
- G. For a clergy nomination, give details of service to congregation(s) served; and/or of service in non-parish work that are the basis for this nomination. (The Stated Clerk of the Presbytery may be a source for this information.) Give qualitative information as well as quantitative--i.e., qualities and special achievements thought relevant.
- H. For lay persons give details of service to the local congregation--again supplying qualities and special achievements--something more than simply years served.
- I. For either clergy or lay person, detail any special services and achievements in the life of the Presbytery-- offices and/or committees served, but with attention to special contributions.
- J. Any special positions/contributions/offices in the life of the church beyond the Presbytery-- Synod, General Assembly, ecumenical (interdenominational or interfaith).
- K. Special contributions in the life of the civil community--local town, region, state, nation and/or international.
- L. Why do you, the nominator, consider this person to be an "Outstanding" Homesteader?

(Please note: The Task Group will be considering the special quality of lasting contributions made by the nominee to the life of the Church -- not the number of years and offices served.)

email to hpoffice@homesteadpres.org with the subject: Robert Giles Nomination
and it will be forwarded on to the Task Group.

Or you may mail or deliver your nomination, by December 15, to:
Robert Giles Nomination
Homestead Presbytery
2110 Sheridan Blvd
Lincoln, NE 68502

Thank you for taking the time and care to prepare this nomination!



OUTCOMES OF LEADERSHIP TEAM MEETINGS REPORT TO PRESBYTERY

Date of Meeting: November 2023

Reported by: Steve Piper

August 15, 2023

1. **Granting privilege of the floor to Homestead ruling elders** who are not commissioners at presbytery meetings. Steve got some feedback at the last presbytery meeting that this would be appreciated so that those ruling elders who are present but not commissioners may speak. A change to the bylaws would be needed to do this. This matter was referred to Steering the Ship for action.
2. **Presbytery-wide communication about the transfer of the Calvin Crest property** approved at the August 12 presbytery meeting. It has been previously communicated in past Homesteader newsletters that this action was being considered. It was agreed that an update stating that the action has been approved and the practical effects of it should be sent out. Carl agreed to write something for the September newsletter.
3. **Advertising about the GA commissioner applicant process.** This will go out in the newsletter as well. Erica agreed to write something for this.
NOTE: Since nominations for this are due by October, this should probably be sent out before September if possible.
4. **Is it appropriate for Admin and Finance work, including handling personnel issues, be handled by a co-opted Admin and Finance group?** Should a standing member or members of Steering the Ship be involved? Might the vice-moderator or one or two of the at-large members of Steering the Ship provide oversight? It was discussed that how this is handled depends a lot on experience in matters having to do with administration, finance, and personnel. This matter was referred to Steering the Ship to discuss.
5. **For information: 2023 Moderator's conference** Nov 9-11, registration opens Sept 11 and closes Oct 10.
6. **New policy templates developed by the stated clerks of the Synod.** These are templates for the new policies required by the recent changes to the *Book of*

Order. Steve agreed to work on the new presbytery policies using these templates as the starting place.

7. **Add treasurer to the official membership of Steering the Ship.** The treasurer has been attending but the role is not currently included in the membership of that team. Steve will include this change in the bylaws update he is working on. He will also check to make sure that the treasurer and stated clerk positions are included where they should be.
8. **Starting medical insurance for the administrative assistant position.** The addition of medical insurance effective January 1, 2024, was included in the first reading of the 2024 budget at the August 12 presbytery meeting without comment from the body. That budget won't be voted on until the November 16 presbytery meeting. But to be in effect on January 1, action has to be taken in October to initiate it. Terri will ask Steering the Ship to vote by email to approve the action needed to start the insurance even though the insurance hasn't been approved yet.
9. **Request from Barb Kudera regarding events at the Akron church,** now no longer affiliated with the PCUSA. Barb had intended to make an announcement at the August 12 presbytery meeting about an upcoming event at the Akron church that that congregation wanted to invite people to. She forgot about it. We agreed to have Sheryl include this announcement in the Homesteader.
10. **Calvin Crest property description detail.** Joyce reported that the county wants the official description of some of the property to be updated. That has to be done before the deed can be transferred. We are waiting for a surveyor to get this done.

August 22, 2023

1. **Updates are needed to Giles award form and process to reflect the restructuring.** Sheryl will update the form and Terri will draft changes to the process.
2. **November presbytery location** - Tekamah is not able to host. Terri is going to check with Lincoln Eastridge.
3. **We discussed items to be in the next Homesteader newsletter.**
4. **Follow up - signing up for medical insurance for the administrative assistant position.** The email vote by Steering the Ship will happen soon.

September 5, 2023

We discussed the Giles Homesteader award process documentation with the suggested revisions made by Terri. Those present gave her feedback. If you weren't present at the meeting and have some feedback for Terri, please send it to Terri so that she can incorporate it into the next revision.

As part of the conversation, we discussed what the timeline for the next award cycle should be. The current process calls for submission of nominations by 10/15 with the presentation of the award to be made at the November presbytery meeting. The following decisions were made:

1. At this point, it is too short notice to ask for nominations for this year, even if the deadline were to be extended to 10/31.
2. The deadline for 2023 award nominations will be 12/15 for presentation at the February 2024 presbytery meeting.
3. For the 2024 award, we will revert to the usual timeline of 10/15/24 deadline for nominations with the award to be presented at the November 2024 presbytery meeting.

September 12, 2023

1. **We strategized about relationships with our neighboring presbyteries.** Erica will contact the other stated clerks to suggest having conversations together.
2. **GA is working on clarifying presbytery boundaries for the whole denomination.** Erica provided a map showing presbytery boundaries. Homestead and Central Nebraska both claim Greeley and Wheeler counties of Nebraska as part of their presbytery. There are no churches there so a conversation is needed about what makes the most missional sense. It was the view of the team that it probably made sense to include Greeley and Wheeler counties in Central Nebraska presbytery. Erica will look into what the process going forward should be. Our bylaws will need to be changed.
3. **Giles award revisions** – Sheryl made the form changes. Terri is completing the changes to the existing documentation. We will review next week.
4. **Reminder – please review the draft bylaws changes** that Steve wrote.
5. **We reviewed Carl's writeup** to be included in the Homesteader about the transfer of property to the Calvin Crest board. It was very good.
6. **We had a conversation about future presbytery meetings.** One idea was to have two Zoom meetings and two in person. Another was to hold all of our in-person meetings at Calvin Crest.

October 3, 2023

1. **Pastoral Leadership Revitalization (PLR) Program.** We received an email about this from Rev. Tricia Dillon Thomas, Director of Programs, Omaha Presbyterian Seminary Foundation. Charity has been in conversation with Tricia and she will work with Tricia to get some information to make available to pastors in the presbytery.
2. **Information for Presbytery Leaders.** Erica received a cheat sheet of information typically provided to presbyters from Ken Green, our BOP representative. Erica is going to make sure it is up to date (she already knew of one change) and then have it included in the presbytery packet.
3. **We discussed advertising about the Giles award nomination process.**
4. **We discussed what the new 12-week family medical leave policy should include.** We agreed that in addition to medical issues, parental leave should be included. Steve is working on a draft of the new policy.
5. **New M&M request has been received.** This will be referred to the Ministries for Extraordinary Times team to handle.

October 24, 2023

1. **We discussed table talk items for the presbytery meeting.**
2. **We added time to the presbytery agenda** for Melodie Jones Pointon to talk about Stewardship Kaleidoscope and a future visit by Sharon Kandel, Liaison to the Horn of Africa. Sharon is currently scheduled to come to our February 2024 presbytery meeting.
3. **Purchasing Books of Order.** Shipping would be cheaper if we could order a larger number of books. We decided to have Sheryl put something in the upcoming Homesteader asking people to let Sheryl know if they want to order.



IMPLEMENTATION TEAM REPORT TO PRESBYTERY

Date of Meeting: November 16, 2023

Reported by: Terri Sherman

SECTION A: Information background:

100 day plan progress

1. Redesign website to make it easier to use.
 - a. The bid we received has been sent to Steering the Ship for approval.
2. Connect proactively with every congregation to explain the new structure, to answer questions, and to invite them to be on a team.
 - a. We are almost done meeting with the congregations.
3. Conduct start-up meetings with new presbytery teams to help them make a good start.
 - a. The Steering the Ship coopted nominating folks are working to fill the Reconciliation and Trust Team and the Congregational Network Team
 - b. At the time of writing this report a meeting has been scheduled with the Ministries for Extraordinary times to get them going.
4. Communicate with the members of current committees about which teams they are on including information about what their team does and to ask if they want to continue to be on that team.
 - a. Contact was made with all committee members explaining what the new teams look like, so they know what they are now a part of
 - b. Most stayed on their current new team and some opted to move to a new team
5. Determine mechanism for regular presbytery-wide communication about what the implementation team is doing, will probably use the Homesteader in the meantime.
 - a. Working on a way to beef up our Facebook presence. Considering whether we should add this to someone's job description.

Other items on our minds

- Will be in charge of the November Presbytery Education time. Probably will do some table talking questions.

SECTION B: Actions taken/Decisions made: none

SECTION C: Number of recommendations requiring Presbytery action: none

Homestead Presbytery
Statement of Financial Position

	<u>09/30/23</u>	<u>12/31/22</u>
Assets		
Cash and Cash Equivalents		
Union Bank & Trust - Checking	41,512	\$75,596
Union Bank & Trust - Savings	<u>377,848</u>	<u>\$365,348</u>
Total Cash and Cash Equivalents	\$419,360	\$440,944
Investments		
New Covenant Mutual Fund	\$318,468	\$298,559
Fixed Assets		
Equipment	\$5,157	\$5,157
Accumulated Depreciation - Equipment	<u>-\$5,157</u>	<u>-\$2,845</u>
Total Fixed Assets	\$0	\$2,312
Total Assets	\$737,828	\$741,815
Liabilities and Fund Balance		
Accounts Payable		
Payroll due Synod	\$1,704	\$10,158
Mission Receipts due Others		
Hispanic Latino AC	\$8,569	\$12,569
Peacemaking	\$34	\$403
Synod Mission	\$827	\$285
GA Mission	\$827	\$251
One Great Hour	\$159	\$985
Pentecost	\$0	\$312
Theological Educational Fdn	\$592	\$192
Christmas Joy	\$0	\$404
GA designated	\$690	\$165
Calvin Crest	<u>\$0</u>	<u>\$32</u>
	\$11,698	\$15,598
Special Purpose Accounts		
CPM Scholarship	\$807	\$807
Permanent Judicial	\$6,850	\$6,850
Youth Triennium	\$22,870	\$22,870
Peacemaking	\$6,199	\$4,847
Local Disaster	<u>\$11,297</u>	<u>\$11,297</u>
	<u>\$48,023</u>	<u>\$46,671</u>
Total Accounts Payable	\$61,425	\$72,427
Fund Balance	\$676,403	\$669,388
Total Liabilities and Fund Balance	\$737,828	\$741,815

Fund Balance Breakdown

	<u>09/30/23</u>	<u>12/31/22</u>
Church Vitalization	\$20,000	\$20,000
Closed Properties	\$324,339	\$324,338
Congregational Development	\$20,000	\$20,000
Ministry Support of Churches (Admin & Finance)	\$10,000	\$8,920
Personal Financial Assistance (COM)	\$9,194	\$4,317
Hispanic Latino AC	\$40,790	\$40,790
Prior Years' Unallocated Earnings	\$242,836	\$364,908
Current Years' Surplus (Deficit)	<u>\$9,244</u>	<u>-\$113,885</u>
Total Fund Balance	\$676,403	\$669,388

Homestead Presbytery

Statement of Financial Activities

For the Period Ended September 30, 2023

	Actual <u>09/30/23</u>	Budget <u>2023</u>	Actual <u>2022</u>
Operating Receipts			
Per Capita	112,734	169,740	215,514
Unified Mission	43,955	52,500	65,569
Peacemaking	1,353	0	1,122
Synod Grant	7,500	10,000	10,000
Interest Income	12,500	0	5,680
Other Income	162	0	710
Unrealized Gain(Loss) Investments	<u>19,909</u>	<u>0</u>	<u>-55,004</u>
Total Operating Receipts	198,113	232,240	243,591
Personnel Expense			
EP - Salary	13,333	13,332	40,000
EP - Housing Allowance	10,000	10,000	30,000
EP - Continuing Educ	140	500	3,673
EP - Expense & Travel	2,100	1,500	18,026
EP - Medical & Pension	9,812	9,294	27,882
EP - 403(b) Retirement	800	800	2,400
EP - SECA	<u>1,785</u>	<u>1,785</u>	<u>5,355</u>
Total EP	<u>37,970</u>	<u>37,211</u>	<u>127,336</u>
SC - Salary	14,250	19,000	18,975
SC - Continuing Educ	495	2,000	1,408
SC - Expense & Travel	<u>356</u>	<u>1,000</u>	<u>318</u>
Total SC	<u>15,101</u>	<u>22,000</u>	<u>20,701</u>
AA - Salary	24,750	33,602	32,576
AA - SocSec & Medicare	1,090	0	2,906
AA - Medical	0	0	3,889
AA - Continuing Educ/Mileage	<u>3,454</u>	<u>3,600</u>	<u>1,721</u>
Total AA	<u>29,294</u>	<u>37,202</u>	<u>41,092</u>
Total	82,365	96,413	189,129
Per Capita Expense			
Per Capita - GA	36,347	48,462	46,498
Per Capita - Synod	<u>20,295</u>	<u>27,060</u>	<u>28,479</u>
Total	56,642	75,522	74,977

	Actual <u>9/30/2023</u>	Budget <u>2023</u>	Actual <u>2022</u>
Mission Expense			
Calvin Crest	30,000	40,000	55,000
Youth Triennium	<u>0</u>	<u>2,000</u>	<u>0</u>
Total	30,000	42,000	55,000
Companions for the Journey			
Commission on Ministry	808	7,500	5,140
Preparation for Ministry	<u>1,286</u>	<u>3,500</u>	<u>3,643</u>
Total	2,094	11,000	8,783
Ministries for Extraordinary Times			
Disaster Response	0	1,000	0
Program & Grants Pool	1,183	5,000	6,632
Church Vitality Committee	<u>41</u>	<u>2,500</u>	<u>0</u>
Total	1,224	8,500	6,632
Permanent Judicial Committee	0	500	0
Steering the Ship			
Synod - Accounting Services	4,500	7,000	6,000
Finance & Administration	2,773	3,000	2,529
Presbytery Meetings	1,080	2,500	2,167
Office Equipment & Supplies	2,907	1,500	3,686
Communication	3,980	4,000	5,547
Telephone	1,192	2,800	2,411
Postage	17	200	325
Administrative Fees	<u>95</u>	<u>500</u>	<u>290</u>
Total	16,544	21,500	22,955
Total Expense	<u>188,869</u>	<u>255,435</u>	<u>357,476</u>
Net Surplus (Deficit)	9,244	-23,195	-113,885
Breakdown by Type			
Net Deficit - Operations	-10,665		-58,881
Net Deficit - Investments	<u>19,909</u>		<u>-55,004</u>
Net Deficit	9,244		-113,885

Homestead Presbytery
Per Capita Receipts - 2023

	<u>Members</u> <u>12/31/2021</u>	<u>PerCapita</u> <u>2023 Plan</u>	<u>PerCapita</u> <u>09/30/23</u>
Alexandria	53	2,438.00	2,438.00
Auburn	30	1,380.00	0.00
Bancroft	27	1,242.00	0.00
Beatrice	138	6,348.00	1,587.00
Belden	24	1,104.00	690.00
Cedar Bluffs	30	1,380.00	1,380.00
Clarkson	128	5,888.00	3,434.69
Columbus	152	6,992.00	5,175.00
Craig	30	1,380.00	947.10
Dunbar	14	644.00	0.00
Fairbury	232	10,672.00	0.00
Falls City	25	1,150.00	1,150.00
Fremont	312	14,352.00	7,176.00
Gresham	38	1,748.00	0.00
Hebron	16	736.00	736.00
Hickman	209	9,614.00	5,842.00
Laurel	54	2,484.00	0.00
Lincoln Eastridge	598	27,508.00	0.00
Lincoln First	257	11,822.00	0.00
Lincoln Fourth	50	2,300.00	0.00
Lincoln Good Shephard	181	8,326.00	6,992.42
Lincoln Heritage	84	3,864.00	3,864.00
Lincoln Korean	12	552.00	0.00
Lincoln Southern Heights	138	6,348.00	3,174.00
Lincoln Westminster	584	26,864.00	20,148.00
Lyons	50	2,300.00	0.00
Nebraska City	133	6,118.00	4,588.56
Niobrara-Verdel	37	1,702.00	1,702.00
Norfolk	151	6,946.00	5,254.47
North Bend	158	7,268.00	5,451.02
Palmyra	69	3,174.00	0.00
Panama	79	3,634.00	0.00
Pawnee City	48	2,208.00	0.00
Pender	38	1,748.00	0.00
Primrose	15	690.00	0.00
Schuyler	54	2,484.00	2,484.00
Steele City	16	736.00	0.00
Tekamah	83	3,818.00	2,853.00
Thurston	14	644.00	644.00
Wahoo Czech	23	1,058.00	1,058.00
Wahoo First	164	7,544.00	0.00
Wakefield	21	966.00	966.00
Wayne	98	4,508.00	4,508.00
Wymore	26	1,196.00	1,196.00
York	188	<u>8,648.00</u>	<u>4,324.00</u>
Total		224,526.00	99,763.26

**Homestead Presbytery
2024 Budget**

	2021 <u>Budget</u>	2021 <u>Actual</u>	2022 <u>Budget</u>	2022 <u>Actual</u>	2023 <u>Budget</u>	09/30/23 <u>Actual</u>	2024 <u>Budget</u>
Per Capita Computation							
Membership Date	12/31/19		12/31/20		12/31/21		12/31/22
Membership	5416		5178		4920		4732
Per Capita by Entity							
GA - per member	\$8.95		\$8.95		\$9.85		\$9.80
GA - total	\$48,473		\$46,343		\$48,462		\$46,374
Synod - per member	\$5.50		\$5.50		\$5.50		\$5.50
Synod - total	\$29,788		\$28,479		\$27,060		\$26,026
Presbytery -per member	\$30.65		\$30.65		\$30.65		\$22.20
Presbytery - total	<u>\$166,000</u>		<u>\$158,706</u>		<u>\$150,798</u>		<u>\$105,050</u>
Total - per member	\$45.10		\$45.10		\$46.00		\$37.50
Total	\$244,262		\$233,528		\$226,320		\$177,450
Income							
Per Capita	244,262	188,852	233,528	215,514	169,740	112,734	150,000
Unified Mission Receipts	75,000	67,511	75,000	65,569	52,500	43,955	60,000
Peacemaking	0	1,086	0	1,122	0	1,353	1,000
Synod Grant	11,957	10,000	9,000	10,000	10,000	7,500	10,000
Unrealized Gain(Loss) Invstmnts	0	43,189	0	-55,004	0	19,909	0
Interest Income	1,200	91	200	5,680	0	12,500	13,000
Other Income	<u>0</u>	<u>33,488</u>	<u>0</u>	<u>710</u>	<u>0</u>	<u>162</u>	<u>0</u>
Total Income	332,419	344,217	317,728	243,591	232,240	198,113	234,000
Personnel Expense							
EP - Salary	45,000	45,000	40,000	40,000	6,667	13,333	0
EP - Housing Allowance	25,000	25,000	30,000	30,000	5,000	10,000	0
EP - Continuing Educ	3,000	2,529	3,000	3,673	500	140	0
EP - Expense & Travel	7,000	14,931	9,000	18,026	1,500	2,100	0
EP - Medical & Pension	27,881	27,882	27,881	27,882	4,646	9,812	0
EP - 403(b) Retirement	2,400	2,400	2,400	2,400	167	800	0
EP - SECA	<u>5,355</u>	<u>5,355</u>	<u>5,355</u>	<u>5,355</u>	<u>892</u>	<u>1,785</u>	<u>0</u>
Total EP	<u>115,636</u>	<u>123,097</u>	<u>117,636</u>	<u>127,336</u>	<u>19,372</u>	<u>37,970</u>	<u>0</u>
SC - Salary	16,000	19,000	19,000	18,975	19,000	14,250	20,045
SC - Continuing Educ	2,000	70	2,000	1,408	2,000	495	2,000
SC - Expnese & Travel	<u>0</u>	<u>170</u>	<u>0</u>	<u>318</u>	<u>1,000</u>	<u>356</u>	<u>1,500</u>
Total SC	<u>18,000</u>	<u>19,240</u>	<u>21,000</u>	<u>20,701</u>	<u>22,000</u>	<u>15,101</u>	<u>23,545</u>

	2021	2021	2022	2022	2023	2023	2024
	<u>Budget</u>	<u>Actual</u>	<u>Budget</u>	<u>Actual</u>	<u>Budget</u>	<u>05/31/23</u>	<u>Budget</u>
AA - Salary	32,624	32,624	33,602	32,576	33,602	24,750	34,815
AA - SocSec & Medicare	2,496	2,422	2,571	2,906	0	1,090	2,663
AA - Medical	5,800	5,776	5,800	3,889	0	0	6,800
AA - Mileage	<u>0</u>	<u>0</u>	<u>1,500</u>	<u>1,721</u>	<u>3,600</u>	<u>3,454</u>	<u>4,500</u>
Total AA	<u>40,920</u>	<u>40,822</u>	<u>43,473</u>	<u>41,092</u>	<u>37,202</u>	<u>29,294</u>	<u>48,778</u>
Total Personnel	174,556	183,159	182,109	189,129	78,574	82,365	72,323
Per Capita Expense							
Per Capita - GA	48,473	48,636	46,343	46,498	48,462	36,347	46,374
Per Capita - Synod	<u>29,788</u>	<u>29,788</u>	<u>28,479</u>	<u>28,479</u>	<u>27,060</u>	<u>20,295</u>	<u>26,026</u>
Total Per Capita	78,261	78,424	74,822	74,977	75,522	56,642	72,400
Mission Expense							
Calvin Crest	55,000	55,000	55,000	55,000	40,000	30,000	20,000
Youth Triennium	<u>6,000</u>	<u>6,000</u>	<u>6,000</u>	<u>0</u>	<u>2,000</u>	<u>0</u>	<u>0</u>
Total Mission	61,000	61,000	61,000	55,000	42,000	30,000	20,000
Companions for the Journey							
Commission on Ministry	750	144	750	5,140	7,500	808	7,500
Pastoral Retreats	0		0		0	0	14,000
Preparation for Ministry	<u>3,500</u>	<u>1,000</u>	<u>3,500</u>	<u>3,643</u>	<u>3,500</u>	<u>1,286</u>	<u>3,500</u>
	4,250	1,144	4,250	8,783	11,000	2,094	25,000
Ministry for Extraordinary Times							
Program & Grants Pool	10,000	10,000	10,000	6,632	5,000	1,183	7,500
Disaster Response Teams	1,000	0	1,000	0	1,000	0	1,000
Church Vitality Committee	<u>10,000</u>	<u>0</u>	<u>10,000</u>	<u>0</u>	<u>2,500</u>	<u>41</u>	<u>2,500</u>
	21,000	10,000	21,000	6,632	8,500	1,224	11,000
Permanent Judicial Committee	500	0	500	0	500	0	500
Steering the Ship							
Synod - Accounting Services	6,000	6,000	6,000	6,000	7,000	4,500	6,000
Finance & Administration	5,700	2,936	5,700	2,529	3,500	2,773	3,500
Presbytery Meetings & Planning	4,500	1,216	3,200	2,167	2,500	1,080	2,200
Office Equipment & Supplies	2,100	2,117	2,500	3,686	1,500	2,907	1,500
Communication	4,600	5,211	5,500	5,547	4,000	3,980	4,500
Telephone	2,800	3,074	2,800	2,411	2,800	1,192	2,400
Postage	200	184	200	325	200	17	300
Administrative Fees	<u>500</u>	<u>1,626</u>	<u>500</u>	<u>290</u>	<u>0</u>	<u>95</u>	<u>0</u>
Total Operations	26,400	22,364	26,400	22,955	21,500	16,544	20,400
Total Expense	365,967	356,091	370,081	357,476	237,596	188,869	221,623
Net Surplus (Deficit)	-33,548	-11,874	-52,353	-113,885	-5,356	9,244	12,377



STATED CLERK REPORT TO PRESBYTERY

Reported by: Erica Nelson
November 16, 2023

SECTION A: Information background:

1. The minutes from the July stated Steering the Ship meeting, and the August presbytery meeting were approved at the October Steering the Ship meeting.
2. The review of the 2021 Session minutes is complete and reports to clerks of sessions will go out before the end of the year. Some 2022 minutes were reviewed and I will report on those next year.
3. Attached is a Leadership Guide on the different aspects of the Board of Pensions. We would like to share this as a resource for everyone to use.
4. The General Assembly is currently reviewing presbytery boundaries and it was discovered that Homestead claims two Nebraska counties that Central Nebraska presbytery also claims; Greeley and Wheeler counties. After some discussion with their Presbyter, it was determined that Central Nebraska would keep those counties. There is no need for action until the General Assembly approves the change; at that point, we will need to update our own bylaws to match.
5. Please note that since Steering the Ship has determined that the February presbytery meeting will be virtual, we will move the Necrology report to the May meeting so we can honor those who have passed in person.

SECTION B: Actions taken/Decisions made: [Votes by Committee not needing Presbytery action.]

SECTION C: Number of recommendations requiring Presbytery action: ____#____

[List each motion by title. Full motion and rationale is provided in the Motion Sheet]

1.



THE BOARD OF PENSIONS
OF THE PRESBYTERIAN CHURCH (U.S.A.)

Presbytery Action Required:

- Signature on form
- Written Verification from Stated Clerk/EP

Information for Presbytery Leaders 2023

Candidates/Inquirers/CPM

- Medical coverage for seminary students (See [Quick Facts and Dues 2023](#) for costs)
- First Call, First Steps Seminar

First Call

- Structuring Terms of Call (See [Living by the Gospel](#))
- Enrollment at start of service, not ordination/installation—by church Employer Rep.
- Tax withholding/Quarterly payments (Income tax + SECA)

Minister's Choice - 10% of Effective Salary

- Non-installed ministers in validated ministry serving 20+ hrs./wk.
- Pension (8.5%), Temporary Disability (0.5%), D&D (1%),
- Access to: EAP, CREDO, MEDA, Assistance Programs

Pastor's Participation - 39% of Effective Salary

- Installed Positions (required) or ministers in validated ministry serving 20+ hrs./wk.
- Full-family medical (29%); Pension (8.5%), Temporary Disability (0.5%), D&D (1%)
- Access to: EAP, CREDO, MEDA, Assistance Programs

Benefits for Commissioned Ruling Elders

- The Benefits Plan has flexibility to offer a variety of benefits that best meet individual needs while considering local context. Also eligible for Housing Allowance

Presbyterian CREDO

- Three Versions: Newly Ordained; CREDO I (mid-career); CREDO II (age 55-70)

Employee Assistance Program (EAP)

- [Management Consultations & Referrals](#), Emotional Health, and Other Support
- Cigna: (866) 640-2772 and www.mycigna.com

Assistance Programs **2023 Changes**

- [Emergency Assistance Grants](#) (generally shared 50/50 with sponsor) **Expanded Eligibility**
- [Adoption Assistance](#) **Pensioners and Surviving Spouses are now eligible**
- [Transition to College](#) **Pensioners and Surviving Spouses are now eligible**
- [Minister Debt Relief](#)*: Up to \$10,000 **Changes in Eligibility**
- [Minister Educational Debt Assistance* \(MEDA\)](#): Up to \$5,000/year up to 5 years
- [Sabbath Sabbatical Support Grants](#) **Increased to \$5,000**
- [Clergy Wellness Support](#) **NEW**
- [Housing Supplements](#), [Income Supplements](#), and [Medical Assistance](#) for Retirees

**May receive both Debt Relief and MEDA grants up to \$25,000 max.*

Termination of Service

- Pastors Participation: Medical to end of month + 1 month; + 3 months free death coverage
- Minister's Choice: up to 3 months free death coverage
- May enroll in Transitional Participation/Medical Continuation

Transitional Participation Coverage

- Up to 24 months for clergy in Pastor's Participation/Minister's Choice
- Covers whole family

Medical Continuation

- 18 months - May follow Transitional Coverage, but not vice/versa
- Same medical plan (does NOT include Pension, Death & Disability)
- May provide medical coverage beyond 18 months for eligible early retirees (Rule of 70)

Resignation/Forced Termination - Dissolution of Call

- Severance payments impact dues
- Reporting continuation of salary and benefits
- Renunciation of jurisdiction: **Notify BoP immediately**--Benefits end on notification

Disability

- Temporary Disability: on 15th day, 60% of Effective salary, can last until 90th day
- D&D Benefit: Church covers for first 90 days
- Disability initiates on the 91st day, 60% Effective Salary or Church Median
- Determined by BoP and actively managed by Lincoln Financial

Retirement

- Encourage to participate in pre-retirement seminar ([THRIVE](#)); timing is important!
- Early and Post-Normal Retirement Options for Pension Plan
- Healthcare must be part of the conversation
- Presbytery notified after member retirement paperwork with BoP

Post Retirement Service and Dues

- Over 20 hours per week carries 12% dues (supports Medicare Supplement Plan)
- Reported to BoP by employer + Presbytery Letter within 60 days
- Does not affect Pension Benefits

Death

- Report to Member Services (800-773-7752)
- Active/Disabled Members: Salary Continuation (12 mo.); Lump Sum Benefit
- Retiree Death Benefit: Gradual phase out over 36 months after retirement to \$10,000

Additional Programs

- [Pathways to Renewal](#): Reduced dues for up to 5yrs if church & pastor both eligible
- [Benefits for Organizing Pastors/Evangelists](#) (Job code 301): Board pays 100% for 3yrs, 66% in year 4, 33% in year 5

Other Relevant Topics

- [Understanding Effective Salary](#) – Comprehensive guide to what compensation is/is not included
- [Validated Ministries](#) – Employer/Presbytery complete and sign [registration form](#) to BoP first time; [annual verification](#) done via email reply (Stated Clerk)
- [Member Couples](#) – Enhanced medical benefits when employer(s) enroll both in PPO medical
- Collections – Presbytery notified when church is +90 days delinquent on dues

Contact Information:

Member/Employer Services, 800-773-7752, memberservices@pensions.org
Ken Green, Church Consultant | 215-587-7384, kgreen@pensions.org



REPORT TO HOMESTEAD PRESBYTERY FROM PRESBYTERIAN WOMEN OF HOMESTEAD

Presbyterian Women met Saturday, October 28 at Lincoln's Southern Heights Presbyterian Church. The meeting was a hybrid with 9 women attending by zoom and 21 in person with a few new faces among them. Continental breakfast was provided.

New officers were elected as follows:

Teresa Bartlett, Moderator
Jane Holtzclaw, Vice Moderator
Nancy Sloan, Secretary
Christyn Abraham, Social Justice & Peace Making Coordinator
Terri Sherman, Search Coordinator
Joan Berglund, Cluster Leader

These two officers are elected to finish terms:

Janice Stege, Coordinator of Celebration Giving & Mission Opportunities
Vena Alesio, Coordinator of Literature & Resources

Installation will be held at the spring meeting but these officers will assume their positions in January

Money was approved to be given as follows: \$1000 to PW's Farm animal project and the purchase of 4 sewing machines for an additional \$500.

Other Mission opportunities were discussed and we plan to keep Native American concerns as our priority.

Devotions and closing prayer were given by Teresa Bartlett, our new Moderator

Our Spring Gathering will be held in Fremont, NE on April 6, 2024 at 10 AM.