



**THE PRESBYTERY OF MINNESOTA VALLEYS
COMMISSION ON LEADERSHIP**

MANUAL AND RESOURCE GUIDE

***SECTION 11*
REFERENCES AND
RESOURCES FOR THE COMMISSION**

**COMMISSION ON LEADERSHIP MANUAL
SECTION 11: REFERENCES AND RESOURCES FOR THE COMMISSION**

CONTENTS

Table of Contents	1102
Presbytery's Regional Alignments and Congregational Nurture Liaisons	1103
Roles and Responsibilities of the Committee on Congregational Nurture	1104
Standards of Ethical Conduct – for Members	1105
Standards of Ethical Conduct – for Employees and Volunteers	1107
Standards of Ethical Conduct – for Ordained Persons	1109
Pulpit Supply List	1112
Pastoral Leader Compensation and Benefits Guidelines and Policies	1119
Membership Rolls of the Presbytery	1122

**THE PRESBYTERY OF MINNESOTA VALLEYS REGIONAL ALIGNMENT
with Committee on Congregational Nurture (CoCN) Liaisons (2017)**

NORTH REGION	CoCN Liaison		SOUTH REGION	CoCN Liaison
Ashby, First Browns Valley UMC-PC Doran, First Fergus Falls, Federated Maine Twp., Maine Western Twp., Western	John Lindholm		Brewster, First Fulda, First Jackson, First Round Lake, First Westbrook, First Worthington, Westminster	Keith Lohse
Brainerd, First Crosslake, Crosslake Foley, First Osakis, First Randall, First Saint Cloud, First	Bill Yueill		Cambria, Cambria Lake Crystal, First Madelia, First Mountain Lake, First Saint James, First Windom, First	Sue Goebel
Litchfield, First Maynard, First Silver Lake, Faith Spicer, Harrison Spicer, Hope Willmar, First	Dennis Peterson		Amboy, First Blue Earth, First Kasota, First Mankato, First Saint Peter, Union Winnebago, First	Jan Prehn
WEST REGION	CoCN Liaison		WEST REGION (continued)	CoCN Liaison
Beaver Creek, First Edgerton, First Ellsworth, Zion Lismore, First Luverne, First Rushmore, Emmanuel	Bob Bartlett		Canby, First Dawson, First Marshall, Christ United Milroy, Ashford, Redwood Falls, First Renville, Ebenezer	Herb Rotunda
Holland, First Iona, First Pipestone, First Rushmore, First Russell, Grace-First Slayton, First	Jean McCallum			

THE ROLE AND RESPONSIBILITIES OF THE COMMITTEE ON CONGREGATIONAL NURTURE

The Committee on Congregational Nurture will:

1. Develop relationships with and among the presbytery's congregations with a strong commitment to their overall health and well-being
2. Conduct regular visits to each congregation
3. Communicate the needs or concerns of the congregations to the appropriate presbytery entity. (Particularly Commission on Leadership – this is to be done by the CoCN Member to the CoCN Chairperson, who then passes the information to the COL.)
4. Recruit the members of and secure training for the Presbytery Response Team

Key Focus Points – This is What the CoCN Members were asked to Keep in Mind:

- ✦ You are the TENDERS OF CONGREGATIONS and RELATIONSHIPS – The health and well-being of our congregations and their relationships with one another and the presbytery is your primary priority.
- ✦ You are the TENDERS OF COMMUNICATIONS – encouraging congregations to tell their stories; discover what congregations need and connect them with the resources of the presbytery; ensuring that the news and information from the presbytery finds its way into the congregations, so that everyone is in the loop
- ✦ In a sense, you are the PRESBYTERY'S DEACONS – as you become aware of needs and concerns, direct them to where they can find a response
- ✦ YOU ARE NOT:
 - Conflict Solvers – but you will direct conflict matters to those who can assist in managing conflict
 - The “Answer to Every Question” – but you will help them find their answers
 - The One's Who Ask for Money
 - Automatic Pulpit Supply or Session Moderators when the Pastor is On Vacation or Study Leave
- ✦ Encouragements:
 - Know your congregations' pastors and leaders – help them to know you and see you as a helpful face
 - Be prayerful – pray for your congregations and their leaders
 - Celebrate significant moments with your congregations

STANDARDS OF ETHICAL CONDUCT
Approved by the 210th General Assembly (1998)
Presbyterian Church (U.S.A.)

**LIFE TOGETHER IN THE COMMUNITY OF
FAITH: STANDARDS OF ETHICAL CONDUCT
FOR**

**MEMBERS OF THE PRESBYTERIAN CHURCH
(U.S.A.)**

As a member of the Presbyterian Church (U.S.A.), in obedience to Jesus Christ, I accept Christ's call to be involved responsibly in the ministry of the church, confirm that Jesus Christ is the pattern for my life and ministry and, relying on God's grace, commit myself to the following standards of ethical conduct.

I

I will conduct my life in a manner that is faithful to the gospel and consistent with my membership in the Presbyterian Church (U.S.A.). Therefore, I will:

1. Practice the disciplines of study, prayer, reflection, worship, stewardship, and service;
2. Be honest and truthful in my relationships with others;
3. Be faithful, keeping the covenants I make and honoring marriage vows;
4. Treat all persons with equal respect and concern as beloved children of God;
5. Maintain a healthy balance among the responsibilities of my life's work and church membership, my commitments to family and other primary relationships, and my need for spiritual, physical, emotional, and intellectual renewal;
6. Refrain from abusive, addictive, or exploitative behavior and seek help to overcome such behavior if it occurs;
7. Refrain from gossip and abusive speech; and
8. Maintain an attitude of repentance, humility, and forgiveness, responsive to God's reconciling will.

II

I will conduct myself within the Presbyterian Church (U.S.A.) so that nothing need be hidden from sisters and brothers in Christ. Therefore, I will:

1. Bear witness to the gospel of Jesus Christ with courage, speaking the truth in love;

2. Honor the sacred trust of relationships within the covenant community and observe appropriate boundaries;
3. Be judicious in the exercise of the power and privileges of positions of responsibility I hold;
4. Avoid conflicts of interest that might compromise my witness and relationships within the community of faith;
5. Refrain from exploiting relationships within the community of faith for personal gain or gratification, including sexual harassment and misconduct as defined by Presbyterian Church (U.S.A.) policy;
6. Respect the privacy of individuals and not divulge information obtained in confidence without express permission unless an individual is a danger to self or others;
7. Recognize the limits of my own gifts and training, and refer persons and tasks to others as appropriate;
8. Claim only those qualifications actually attained, give appropriate credit to others where due and observe copyrights;
9. Be a faithful steward of and fully account for funds and property entrusted to me; and
10. Accept the discipline of the church.

III

I will participate as a partner with others in the ministry and mission of the Church universal. Therefore, I will:

1. Participate in the mission and governance of the Presbyterian Church (U.S.A.) and work for the unity of the holy catholic church;
2. Show respect and provide encouragement for sisters and brothers in Christ;
3. Recruit church members responsibly, respect existing congregational relationships and refrain from exploiting persons in vulnerable situations; and
4. Cooperate with those working in the world for justice, compassion, and peace, including partners in ministry of other faith traditions.

**LIFE TOGETHER IN THE COMMUNITY OF
FAITH: STANDARDS OF ETHICAL CONDUCT
FOR**

**EMPLOYEES AND VOLUNTEERS OF THE PRESBYTERIAN
CHURCH (U.S.A.)**

As an employee or volunteer in an entity, governing body, or congregation associated with the Presbyterian Church (U.S.A.), I commit myself to the following standards of ethical conduct.

I

I will conduct my life in a manner that will support the ministry of my workplace. Therefore, I will:

1. Be honest and truthful in my relationships with others;
2. Treat all persons with equal respect and concern;
3. Maintain a healthy balance among the responsibilities of my position, my commitments to family and other primary relationships, and my need for spiritual, physical, emotional, and intellectual renewal;
4. Refrain from abusive, addictive, or exploitative behavior and seek help to overcome such behavior if it occurs; and
5. Refrain from gossip and abusive speech.

II

I will conduct myself at my workplace in a manner that will support its ministry. Therefore, I will:

1. Honor relationships within the workplace and observe appropriate boundaries;
2. Be judicious in the exercise of the power and privileges of my position;
3. Avoid conflicts of interest that might compromise the effectiveness of my work;
4. Refrain from exploiting relationships within the workplace for personal gain or gratification, including sexual harassment and misconduct as defined by Presbyterian Church (U.S.A.) policy;
5. Respect the privacy of individuals and not divulge information obtained in confidence without express permission unless an individual is a danger to self or others;
6. Recognize the limits of my own gifts and training, and refer persons and tasks to others as appropriate;

7. Claim only those qualifications actually attained, give appropriate credit for all sources used in papers, music, and presentations, and observe copyrights;
8. Observe limits set by the appropriate governing body for honoraria;
9. Deal honorably with the record of my predecessor and, upon leaving a position, speak and act in ways that support the work of my successor;
10. Be a faithful steward of and fully account for funds and property entrusted to me;
11. Accept the appropriate guidance of those to whom I am accountable;
12. Participate in continuing education and seek the counsel of mentors and professional advisors;
13. Show respect and provide encouragement for colleagues; and
14. Cooperate with persons of other faith traditions.

**LIFE TOGETHER IN THE COMMUNITY OF
FAITH: STANDARDS OF ETHICAL CONDUCT
FOR**

ORDAINED OFFICERS IN THE PRESBYTERIAN CHURCH (U.S.A.)

As an ordained officer in the Presbyterian Church (U.S.A.), in obedience to Jesus Christ, under the authority of Scripture and guided by our Confessions, I affirm the vows made at my ordination, confirm that Jesus Christ is the pattern for my life and ministry and, relying on God's grace, commit myself to the following standards of ethical conduct.

I

I will conduct my life in a manner that is faithful to the gospel and consistent with my public ministry. Therefore, I will:

1. Practice the disciplines of study, prayer, reflection, worship, stewardship, and service;
2. Be honest and truthful in my relationships with others;
3. Be faithful, keeping the covenants I make and honoring marriage vows;
4. Treat all persons with equal respect and concern as beloved children of God;
5. Maintain a healthy balance among the responsibilities of my office of ministry, my commitments to family and other primary relationships, and my need for spiritual, physical, emotional, and intellectual renewal;
6. Refrain from abusive, addictive, or exploitative behavior and seek help to overcome such behavior if it occurs;
7. Refrain from gossip and abusive speech; and
8. Maintain an attitude of repentance, humility, and forgiveness, responsive to God's reconciling will.

II

I will conduct my ministry so that nothing need be hidden from a governing body or colleagues in ministry. Therefore, I will:

1. Preach, teach, and bear witness to the gospel of Jesus Christ with courage, speaking the truth in love;

2. Honor the sacred trust of relationships within the covenant community and observe appropriate boundaries;
3. Be judicious in the exercise of the power and privileges of my office and positions of responsibility I hold;
4. Avoid conflicts of interest that might compromise the effectiveness of my ministry;
5. Refrain from exploiting relationships within the community of faith for personal gain or gratification, including sexual harassment and misconduct as defined by Presbyterian Church (U.S.A.) policy;
6. Respect the privacy of individuals and not divulge information obtained in confidence without express permission, unless an individual is a danger to self or others;
7. Recognize the limits of my own gifts and training, and refer persons and tasks to others as appropriate;
8. Claim only those qualifications actually attained, give appropriate credit for all sources used in sermons, papers, music, and presentations, and observe copyrights;
9. Refrain from incurring indebtedness that might compromise my ministry;
10. Be a faithful steward of and fully account for funds and property entrusted to me;
11. Observe limits set by the appropriate governing body for honoraria, personal business endeavors, and gifts or loans from persons other than family;
12. Accept the discipline of the church and the appropriate guidance of those to whom I am accountable for my ministry;
13. Participate in continuing education and seek the counsel of mentors and professional advisors;
14. Deal honorably with the record of my predecessor and upon leaving a ministry or office speak and act in ways that support the ministry of my successor;
15. ****Participate in the life of a ministry setting I left or from which I have retired only as directed by presbytery;**
16. ****Provide pastoral services for a congregation I previously served only as directed by the presbytery and provide pastoral services to members of other congregations only with the consent of their pastors; and**
17. ****Consult with the committee on ministry in the presbytery of my residence regarding my involvement in any ministry setting during my retirement.**

I will participate as a partner with others in the ministry and mission of the Church universal. Therefore, I will:

1. Participate in the mission and governance of the Presbyterian Church (U.S.A.) and work for the unity of the holy catholic church;
2. Show respect and provide encouragement for colleagues in ministry;
3. Recruit church members responsibly, respect existing congregational relationships, and refrain from exploiting persons in vulnerable situations; and
4. Cooperate with those working in the world for justice, compassion, and peace, including partners in ministry of other faith traditions.

**** These standards apply only to pastors; they also apply to commissioned lay pastors (CRE's) when they are performing pastoral functions.**

**PRESBYTERY OF MINNESOTA VALLEYS
PULPIT SUPPLY LIST**

*Does not reflect the current geographical alignment of the presbytery.
As of December 1, 2017*

- NORTHWEST
- NORTHEAST

Jean Bauer (graduate of the Leadership Development for Ministry program)
13899 200th St
Cold Spring MN 56320
320-685-4071
tjbauer@cloudnet.com
Travel Restrictions: None

Richard Croghan (Homestead Presbytery)
40183 Pandora Drive
Browerville MN 56438
218-894-1873
Travel Restrictions:
May to September only

Rev. Dwight Johnson (retired Presbyterian pastor)
25900 Birch St
Nisswa, MN 56468
218-963-9603
gchsjohn@brainerd.net
Travel Restrictions: None

Rev. Vern Maxa (retired Presbyterian pastor)
143 Carol Lane
Brainerd MN 56401
218-828-3410
dixieboymaxaxa@gmail.com
Travel Restrictions: None

Pat Postlewaite (graduate of the Leadership Development for Ministry program)
PO Box 153

Crosslake MN 56442
218-692-4512
ppwaite@charter.net
Travel Restrictions: None
May 15 - Sept. 15

Gloria Vande Brake (graduate of the Leadership Development for Ministry program)
271 Shoreview Est
Big Lake MN 55309
218-820-4197
gloriavande@hotmail.com
Travel Restrictions: None

Rev. Bill Yueill (retired Presbyterian pastor)
27202 Carr St NW
Zimmerman MN 55398
wyeill@izoom.net
763-856-3803
Travel Restrictions: None

- EAST CENTRAL

Rev. Merle Elrod (retired Presbyterian pastor)
925 Hayden Ave
Hutchinson MN 55350
320-587-4333
Travel Restrictions: None

Sheila Sjerven (graduate of the Leadership Development for Ministry program)
1324 23rd St SE
Willmar MN 56201
320-235-6542
sasjerven@charter.net
Travel Restrictions: None

- WEST CENTRAL

Keith Carey (Commissioned Ruling Elder)
1009 1st Ave
Westbrook MN 56183
507-274-5673
kacarey@hotmail.com

Travel Restrictions: None

Karen Houtman (graduate of the Leadership Development for Ministry program)

714 Ring Ave

Canby MN 56220

507-223-5331

choutman@frontiernet.net

Travel Restrictions: None

Stan Menning (graduate of the Leadership Development for Ministry program)

PO Box 428

Dawson, MN 56232

320-769-4703

smenning0@gmail.com

Travel Restrictions: None

Rev. Glen Pearson (Presbyterian minister - Dakota Presbytery)

215 3rd Ave SW

Pipestone MN 56164

507-825-5015

Travel Restrictions: None

Cindy Matthews-Rosa (graduate of the Leadership Development for Ministry program)

27351 County Highway 5

Milroy MN 56263

507-530-5499

matthewsrosa@yahoo.com

Travel Restrictions: None

Dr. Wayne Taintor (graduate of the Leadership Development for Ministry program)

320 N Whitney St

Marshall MN 56258

507-532-5281

rwtaintor@charter.net

Travel Restrictions: None

Rev. William P. Warnock, Jr (Methodist pastor)

622 3rd Ave

Madison MN 56256

912-256-0126

williampwjr@yahoo.com

Travel Restrictions: None

- SOUTHWEST

Peter Anderson (graduate of the Leadership Development for Ministry program)

1306 South Shore Dr

Worthington MN 56187
507-372-5957
peterev@vastbb.net
Travel Restrictions: None

Kathy Knips (graduate of the Leadership Development for Ministry program)
13510 Chaney Ave
Lismore MN 56155
507-472-8231
Cell: 507-360-1655
kathyknips@hotmail.com
Travel Restrictions: None

Charles Moore (Ruling Elder)
1955 S Shore Dr
Worthington MN 56187
507-372-2610
cjmoore@iw.net
Travel Restrictions: None

Rev. Terry Morse (retired Presbyterian pastor)
504 Brandenburg St
Luverne MN 56156
507-449-0241
Cell: 507-227-0457
twm68@aol.com
Travel Restrictions: None

- SOUTHEAST

Rev. Tim Berg (United Church of Christ)
(Mankato State University Campus Pastor)
PO Box 771
Mankato MN 56001-0771
507-345-7806
Travel Restrictions: None

Norma Bergquist (graduate of the Leadership Development for Ministry program)
626 Pfau St
Mankato MN 56001-4319
507-625-4524

nib@hickorytech.net

Travel Restrictions: None

Rev. Dawn Carder (retired Presbyterian pastor)

413 Mulberry St

Mankato MN 56001

507-381-6514

dawncarder1@gmail.com

Travel Restrictions: None

Available January, February and March

Joan Engstrom (graduate of the Leadership Development for Ministry program)

1020 6th St N

Saint James MN 56081

507-375-4533

gejstrom@gmail.com

Travel Restrictions: None

Rev Dr Heather Hammond (ELCA pastor)

534 Byron St

Mankato MN 56001-3908

612-834-0211

pastorheatherhammond@gmail.com

Travel Restrictions: None

Rev. Barbara Jackman (UCC pastor)

32 Restless Ct

North Mankato MN 56003-2401

507-345-2169

bjj@hickorytech.net

Travel Restrictions: None

Coralee Krueger (Ruling Elder)

641 16th St

Windom MN 56101

507-831-3341

ickrueg@windomnet.com

Travel Restrictions: None

Rev. Bob Maharry (retired Presbyterian pastor)

804 W. Madison

Saint Peter MN 56082

507-934-9361

rmaharry70@gmail.com

Travel Restrictions: 50-75 Miles

John McKay (graduate of the Leadership Development for Ministry program)

428 Wabasha St

St. Peter MN 56082
507-934-6176 home
507-382-4145 cell
jmckay@hickorytech.net
Travel Restrictions: None

Pat Postlewaite (graduate of the Leadership Development for Ministry program)
757 S St
Owatonna MN 55060
507-271-9485
ppwaite@charter.net
Travel Restrictions: None

Iris Stevens (graduate of the Leadership Development for Ministry program)
PO Box 339
Amboy MN 56010
507-674-3986
dstevens1@hickorytech.net
Travel Restrictions: None

Betty Thorson (Commissioned Ruling Elder)
106 Ash St
New Ulm MN 56073
507-947-3255
thorsonbetty@gmail.com
Travel Restrictions: None

Terry Wheeler (graduate of the Leadership Development for Ministry program)
213 S Griffin
PO Box 207
Lakefield MN 56150
507-662-5281
Travel Restrictions: None

- Out of Bounds of the Presbytery of Minnesota Valleys

Rev. Michael McCallum (Presbyterian pastor)
4301 S Solberg Ave #7
Sioux Falls SD 57106
605-361-4967
momandpops_76@hotmail.com
Travel Restrictions: None

Dan Smith (graduate of the Leadership Development for Ministry program)

1305 E 68th St N

Sioux Falls SD 57105

605-271-5451 (Home)

605-610-6984 (Cell)

upham@sio.midco.net

Travel Restrictions: Travel to Clusters 4 & 5

Mark Volkens (retired Presbyterian pastor)

8315 W 56th St

Sioux Falls SD 57106

605-271-7564 home

Travel Restrictions: Travel to Clusters 4 & 5

Jean Volkens

8315 W 56th St

Sioux Falls SD 57106

605-271-7564 (home)

605-929-4786 (cell)

jevolkers@hotmail.com

Travel Restrictions: Travel to Clusters 4 & 5

PASTORAL LEADER COMPENSATION AND BENEFITS

POLICIES AND GUIDELINES FOR THE PRESBYTERY OF MINNESOTA VALLEYS 2017

These policies and procedures of the Presbytery of Minnesota Valleys are to assist sessions in their responsibility as employers. ***This section of the Manual will be updated by the Commission on Leadership on an Annual Basis, following action of the presbytery.***

All policies will be guided by the Presbytery of Minnesota Valleys, Board of Pensions compensation handbook, and additional guidance from the Synod and General Assembly.

The policy includes a Minister of the Word and Sacrament Minimum Compensation Policy, using the Church Wide Median Annual Effective Salary in determining a process for minimum compensation. The Median Annual Effective Salary for teaching elders serving in full-time positions in 2016 (as reported to the Board of Pensions) is \$57,300.00 for cash salary and housing. This is an increase of 2.0%.

The minimum compensation for Ministers of Word and Sacrament, including Associate Ministers of the Word and Sacrament, serving in full-time positions in the Presbytery of Minnesota Valleys shall range from 10% below the Church Wide Median Compensation for newly ordained Ministers of the Word and Sacrament to 0% below the Church Wide Median Compensation for Ministers of the Word and Sacrament with more than ten years of full-time experience since ordination. **Commissioned Pastor (also known as Commissioned Ruling Elder) minimums continue to be 75% of the Minister of the Word and Sacrament minimums shown below.**

Exceptions to the minimum compensation shall be approved by the Commission on Leadership and are subject to annual review and renewed approval.

Years' Experience Ordained Service	% Below Church Wide Median	Total Compensation	*Cash Salary (div by 1.3) When a manse is provided
Less Than One	10.00%	\$51,570	\$39,669
More Than One	9.00%	\$52,143	\$40,110
More Than Two	8.00%	\$52,716	\$40,551

More Than Three	7.00%	\$53,289	\$40,992
More Than Four	6.00%	\$53,862	\$41,432
More Than Five	5.00%	\$54,435	\$41,873
More Than Six	4.00%	\$55,008	\$42,314
More Than Seven	3.00%	\$55,581	\$42,755
More Than Eight	2.00%	\$56,154	\$43,195
More Than Nine	1.00%	\$56,727	\$43,636
More Than Ten	0.00%	\$57,300	\$44,077

*For churches providing manses and the church pays utilities directly, this may be used to adjust minimum compensation.

The above figures are minimum requirements, not salary recommendations. In addition to cash salary and utilities, all teaching elders serving in full-time positions are to be provided with housing (either manse or housing allowance), continuing education allowance, full pension benefits, an auto expense reimbursement, four weeks' vacation and two weeks' study leave. Ministers of the Word and Sacrament serving in part-time positions may be provided with benefits, allocated according to time served. All such items (except vacation time) are forfeited if unused prior to the dissolution of the pastoral relationship.

When the church does not provide rent-free, church-owned housing, the teaching elder may designate any appropriate amount with confirming action by the session prior to the beginning of the year. (See following for requirements for establishing housing allowance.)

When a manse is provided, the teaching elder may designate a utility and furnishing allowance (see following for requirements).

Guidelines:

- **Housing plus utilities** must be in accordance with guidelines used by the Board of Pensions to compute effective salary (guidelines to effective salary, January 2014 or newer edition).
- **Continuing education** - minimum of \$750.00 per year, plus two weeks (including two Sundays, beginning January 1). Continuing education benefits are cumulative for three years.
- **Auto expenses** - vouchered monthly at the current IRS allowance (as of January 2017 this rate is 53.5 cents per mile).
- **Vacation** - four weeks to include four Sundays per year, available January 1. For Interim Teaching Elders, this will be prorated based on the portion of the year served.
- **Maternity leave and paternity leave** - Presbytery policy provides for four weeks paid maternity leave, additional time off can be negotiated and suggests equal consideration be given to paternity leave.

- **Health and Medical Leave** – Minister of the Word and Sacrament members/Commissioned Pastors are entitled to up to ten working days of paid sick leave each calendar year cumulative up to ninety days. At the time of termination of employment (either voluntary or involuntary) a Minister of the Word and Sacrament/Commissioned Pastor shall have no claim for pay in lieu of unused sick leave. It is expected that used sick leave time shall be reported to the session.
- **Emergency Leave** - A maximum of five paid days per year shall be allowed for emergency leave arising out of the death of an immediate member of the family. In the event of serious illness or other emergency related to an immediate member of the family, such leave may be allowed by action of the session.
- **Sabbatical Leave:** After six years of service to a church, Presbytery recommends sessions of congregations grant at least three months of a compensated sabbatical to their Minister of the Word and Sacrament to be spiritually, emotionally and physically renewed through continuing education and spiritual reflection.
- **Disability** – the Presbytery of Minnesota Valleys requires that Minister of the Word and Sacrament members be paid full salary and Board of Pension dues by the congregation for up to 90 days of disability. Beginning with day 91, Ministers of the Word and Sacrament may be placed on disability through the Board of Pensions.
- **Full time shall be defined as 40 - 45 hours per week.** Part time parameters are as follows:
 - **¼ time = 10 hours per week:** provides a weekly sermon and monthly moderating of session and congregational meetings
 - **½ time = 20 hours per week:** in addition to above, provides a few hours for other ministry
 - **¾ time = 30 hours per week:** in addition to above, provides additional time for other ministry
- Ministers of the Word and Sacrament are encouraged to take two days off per week, with at least one full, uninterrupted day off per week. When there has been an unusually heavy work week, teaching elders are encouraged to take an extra day off during the next week to compensate. This is not considered a vacation day.

Housing Allowance:

The housing allowance is based on the out-of-pocket cost of providing a home and furnishing the home. It includes mortgage payments, home insurance, rent, utilities, furnishings and supplies. The Internal Revenue Code of 2002 and Congress have placed a three-part test for limiting the housing allowance exclusion. The lesser of:

1. The amount designated by the governing council (session) **or**
2. The amount actually spent to provide primary residence or
3. The fair market rental value, furnished, including appurtenances & actual utilities cost.

The allowance must be designated prior to the first payment every January.

Cost of Living Index Information:

According to statistics from the Bureau of Labor Consumer Price Index the cost of living has increased approximately .1% from June 2014 to June 2015.

**MEMBERSHIP ROLLS OF MINNESOTA VALLEYS PRESBYTERY (G-3.0306)
JANUARY 21, 2017**

Categories of membership G-20503

Ministers of the Word and Sacrament -- Installed Pastors -- G-2.0504a

Candace Adams – Spicer
Robert Bartlett – Round Lake
Elaine Boyd – Amboy
Jason Cunningham – Luverne
Andrew Davis – St. Peter
Douglas Dent – Fergus Falls, Federated
Mark Ford – Brainerd
Allen Jergenson – Foley
Randal Lubbers (RCA) – Lake Crystal
Sharon “Lynne” Matthews – Holland
Scott Prouty – Redwood Falls
Herbert Rotunda (UCC) – Dawson
Michael Roys – Winnebago
Dennis Secrease (UCC)-Kasota
Darin Seaman – St. Cloud
Galen Smith – Worthington
Paul Snyder – Ellsworth/Rushmore, Emmanuel
Penny Jo Temple-Johnson – Cambria
Leanne Thompson – Willmar
Scott Thompson – Willmar
Steve Tyykila – Canby
Anne Veldhuisen – Marshall
Tom Voigt – Edgerton/Lismore
Matthew Zelig (ELCA) - Ashby

Temporary Pastor: Designated G-2.0504b

Nathan Lamb-Pipestone

Temporary Pastor: Stated Supply G-2.0504b

Bob Bartlett – Brewster

Kathy Blair – Winnebago
Beverly Crute – Maynard
Tom Junkert (ELCA)-Maine, Underwood
John Lindholm – Fergus Falls, Western
Bonnie Roys – Windom
Penny Jo Temple-Johnson – Madelia

Temporary Pastor: Temporary Supply – G-2.0504b

Anna Williamson-Renville

Temporary Pastor: Interim – G-2.0504b

Leah Elrod- St. James
Nancy DeVries-Mankato

Ministers of the Word and Sacrament: Validated Ministries – G-2.0503a

Jon Armajani – Assistant Professor of Theology, College of St. Benedict and St. John's University;
Parish Associate, Foley G-2.0504b

Rick Carus – Transitional Executive Presbyter

Beverly Crute – Hospital Chaplain, Willmar

Sara Drew – Volunteer Hospice Chaplain, Jackson, MN

Cory Germain – United Church of Christ, Fairmont, MN

Edward Godshall – U. S. Navy Chaplain

Don Ottenhoff – Director of the Institute for Ecumenical and Cultural Research in Collegeville, MN

Owar Ojulu – Hope Christian Ministry, Worthington, MN (New Worshipping Community)

Pamela Prouty – Presbytery Stated Clerk and Synod of Lakes and Prairies Stated Clerk-Parish
Associate at Redwood Falls – G-2.0504b

Elizabeth Tot, pastor to Sudanese Fellowship and Parish Associate, St. Cloud G-2.0504b

Andrew Turner, chaplain at St. Cloud's Veteran Hospital

Ongoing Pulpit Supply (not a Book of Order designation, not Presbytery members)

Jeff Greathouse (ELCA Synodical Minister) – Russell

Serving a congregation; member of another Presbytery

Teaching Elder Mark Terayama, Presbytery South Dakota-Browns Valley

Honorably Retired Ministers of the Word and Sacrament (Pastors) (G-2.0503c)

Steve Boots, Madison Lake, MN (January 1, 2013)

Frank Brown, North Mankato, MN

George Buchin, Baxter, MN

Rick Carus, Willmar, MN (March 31, 2017)

Dawn Carder, Mankato, MN

Sue DeNio, Duluth, MN (December 4, 2015)

Jerry Dirks, Sauk Rapids, MN

Merle Elrod, Hutchinson, MN

Tom Gard, Fergus Falls, MN (May 4, 2015)

Roger Grussing (Pastor Emeritus – Crosslake, G-2.0504b), Pillager, MN

Rollin Haynes, Slayton, MN (September 1, 2014)
Dwight Johnson, Nisswa, MN
James Krapf, Worthington (December 31, 2012)
Ray Larson, Breezy Point, MN
Robert Maharry, St. Peter, MN
Kendrick Matthews, Holland, MN (December 31, 2013) (Pastor Emeritus-Holland, G-2.0504b)
Vern Maxa, Brainerd, MN
Hugh Miller, Mankato, MN
C. Edward Morgan, Fergus Falls, MN (Pastor Emeritus – Federated, Fergus Falls, G-2.0504b)
Terry Morse, Luverne (August 31, 2012)
Terry Olthoff, AZ (June 15, 2013)
Wayne Purinton, Morrow, OH
Charles Reid (Pastor Emeritus G-2.0504b – Windom), Windom, MN
Robert Springer, Hanska, MN
Norma Spurgin, Big Lake, MN (August 6, 2013)
Timothy Sutton, Albuquerque, NM (October 31, 2015)
Richard Underdahl-Peirce – Minneapolis (May 31, 2012)
Harold Utzinger, Lakeland, FL
Leslie Winters, Stillwater, MN
William Yueill, Zimmerman, MN

**MINISTERS OF THE WORD AND SACRAMENT: CONTINUING MEMBERS AT LARGE
(G-2.0503b)**

Aaron Alfred, WI (working at UMC, Berlin, WI in Winnebago Presbytery)
Karen Anderson-Dent, Fergus Falls (Parish Associate – Fergus Falls, Federated - G-2.0504b)
Mark Chamberlain, Willmar (on disability)
Chris Conlin – Mankato, MN
Donald Crissinger-Clark – Minnetonka, MN (on disability)
Christopher Drew, Jackson, MN
Stephanie Guzman, Omaha, NE
Erin Kobs, Dayton, OH
Kate Stangl – Crosslake
Barbara Whipple, Philadelphia, PA

COMMISSIONED PASTORS (also known as COMMISSIONED RULING ELDERS: (G-2.1001)

Linda Becken, Mountain Lake: mentor: Bonnie Roys (commissioned on February 7, 2015)
Michael Blank, Beaver Creek: mentor: Jason Cunningham (commissioned on August 9, 2016)
Keith Carey – Westbrook; mentor:
Carol Chmielewski – Silver Lake; mentor: Bev Crute
David Erickson – Tracy and Currie; mentor: Ken Matthews
David Hollis-Slayton: mentor Lynne Matthews (Commissioned on May 10, 2016)
Deb Klaassen – Iona; mentor: Lynne Matthews
Gordy Pennertz – Litchfield: mentor: Thompsons
Kathy Terpstra – Harrison, Spicer; mentor: Bev Crute
Betty Thorson – Cambria; mentor: Penny Jo Temple-Johnson
Sue Goebel – Cambria; mentor: Penny Jo Temple-Johnson (Commissioned on August 9, 2016)

Moderators (if different from who is serving the church):

Beaver Creek – Rev. Bob Bartlett

Blue Earth – Rev. Michael Roys

Cross Lake-???

Doran – Rev. John Lindholm

Fulda-Rev. James Krapf

Jackson – Ruling Elder Keith Lohse

Iona – Rev. Lynne Matthews

Milroy – Rev. Pamela Prouty

Osakis – Rev. Rick Carus

Pipestone – Rev. Galen Smith

Randall – Rev. Norma Spurgin

Rushmore, 1st – Rev. Jim Krapf

Silver Lake????

THOSE DELETED FROM OTHER ROLLS DURING 2016

Amy Vaughn, Deer Isle, Maine - Transfer to Presbytery of Northern New England (January 19, 2016)

Robert Bellin (UCC) – Randall- removed from roll

Arthur Bailey, Albuquerque, NM deceased July 15, 2016

David Hicks-Transfer to the Presbytery of Grand Canyon (October 6, 2016)

Andrew Vaughn, Deer Isle, Maine- Removed from our roll (October 6, 2016)