

Presbytery of Minnesota Valleys
Stated Meeting
August 17, 2021
First Presbyterian Church, Mankato, Minnesota

The Presbytery of Minnesota Valleys was called to order in a Stated Meeting by Presbytery Moderator the Rev. David Lick with prayer at 10:00 a.m. at the First Presbyterian Church, Mankato, MN. This is the first time we have been together face to face since March, 2020 the start of the COVID 19 pandemic. Prior to the Presbytery meeting a Commissioner Briefing was held led by the Rev. Galen Smith.

The welcome to First Presbyterian Church, Mankato was given by Rev. Lindsay Jacaruso

Agenda, roll and quorum

The agenda for the day was presented by Stated Clerk, the Rev. Pamela Prouty. PRESBYTERY VOTED to approve the agenda. She also declared a quorum present. The roll was established as seen below. The Rev. Peggy Cooper from the Presbytery of Northern Waters was seated as a corresponding member.

Teaching Elder Members	Feb 6	May 18	Aug 17	Nov 6
Aaron Alfred	E	E	E	
Karen Anderson-Dent	E	E	E	
Jon Armajani	E	E	E	
Murphy Ashley	P	E	E	
SanDawna Ashley	P	E	E	
Robert Bartlett	P	P	E	
Kathy Blair	P	E	E	
Steven Boots	E	E	E	
Elaine Boyd	P	P	P	
Beverly Brock	E	P	P	
Hank Campbell	E	E	E	
Dawn Carder	E	E	E	
Mark Chamberlain	E	E	E	
David Choate	P	P	P	
Chris Conlin	E	E	E	
Beverly Crute	P	P	E	
Jason Cunningham	E	E	E	
Andrew Davis	P	P	E	
Sue DeNio	E	E	E	
Nancy DeVries	E	E	E	
Douglas Dent	E	P	E	
Jerry Dirks	E	E	E	
Daniel Duggan	P	P	E	
Merle Elrod	E	E	E	
Mark Ford	P	P	P	
Tom Gard	E	E	E	
Cory Germain	P	E	E	
Edward Godshall	E	E	E	

Michael Hartwell	P	P	P	
Rollin Haynes	P	E	E	
Lindsay Jacaruso	P	P	P	
Allen Jergenson	P	P	P	
Dwight Johnson	E	E	E	
Randall Knuth	P	P	P	
James Krapf	P	P	P	
Raymond Larson	E	E	E	
David Lick	P	P	P	
John Lindholm	E	E	E	
Robert Maharry	E	E	E	
Sharon “Lynne” Matthews	E	P	P	
Ed Morgan	E	E	E	
Terry Morse	E	E	E	
Tony Oltmann	E	E	E	
Don Ottenhoff	E	E	E	
Pamela Prouty	P	P	P	
Scott Prouty	P	P	P	
Wayne Purintun	E	E	E	
Charles Reid	E	E	E	
Herbert Rotunda	P	P	P	
Bonnie Sue Roys	E	E	P	
Michael Roys	E	P	P	
Patricia Schick	E	E	E	
Darin Seaman	P	P	P	
Galen Smith	P	P	P	
Paul Snyder	P	E	P	
Robert Springer	E	E	E	
Norma Spurgin	P	E	E	
Tim Sutton	E	E	E	
Penny Temple-Johnson	E	E	P	
Leanne Thompson	P	P	P	
Scott Thompson	P	P	P	
Elizabeth Tot	E	E	E	
Anne Veldhuisen	P	P	E	
Tom Voigt	P	E	E	
Barbara Whipple	E	E	E	
Anna Williamson	P	P	E	
Leslie Winters	E	E	E	
William Yueill	E	P	E	
Commissioned Ruling Elders				
Linda Becken	E	E	P	
Sue Goebel	E	E	E	
Deb Klaassen	P	E	E	

Gordon Pennertz	P	P	E	
Kathy Terpstra	--	P	P	
Candidates/Inquirers				
By Virtue of Office				
Trans & Dev – Randy Knuth	P	P	P	
COL – Beverly Brock	E	P	P	
COL – Deb Hess	P	E	P	
CPL – Andy Davis	P	P	E	
CPL – Galen Smith	P	P	P	
COO – Stan Menning	P	P	P	
COO – Le Roy Ennenga	P	P	P	
PW Moderator – Gloria Rust	E	E	E	
Moderator – David Lick	P	P	P	
Vice Moderator – Nancy Skoog	P	P	P	

Ruling Elder Commissioners

Amboy – Dave Oliver
 Ashby – EXCUSE
 Baxter – Edith Alvarez
 Beaver Creek – EXCUSE
 Blue Earth – EXCUSE
 Brewster – EXCUSE
 Browns Valley – EXCUSE
 Cambria – EXCUSE
 Canby – EXCUSE
 Crosslake – Steve Anderson
 Dawson – Sharilyn Bates
 Doran – EXCUSE
 Edgerton – EXCUSE
 Ellsworth – EXCUSE
 Fergus Falls, Federated – EXCUSE
 Foley – Jill Emery
 Fulda – EXCUSE
 Holland – EXCUSE
 Iona – EXCUSE
 Kasota – EXCUSE
 Lake Crystal – EXCUSE
 Lismore – EXCUSE
 Litchfield – EXCUSE
 Luverne – EXCUSE
 Madelia – EXCUSE
 Maine – EXCUSE
 Mankato – EXCUSE
 Marshall – EXCUSE
 Maynard – EXCUSE
 Milroy – EXCUSE
 Mountain Lake – EXCUSE
 Osakis – EXCUSE

Pipestone – EXCUSE

Randall – Nancy Skoog
 Redwood Falls – Deb Hess
 Renville – Lenae Wordes
 Round Lake – EXCUSE
 Rushmore Emmanuel – EXCUSE
 Rushmore First – EXCUSE
 Russell – EXCUSE
 Saint Cloud – EXCUSE
 Saint James – Emory Buller
 Saint Peter – Marjorie Johnson
 Silver Lake – EXCUSE
 Slayton – EXCUSE
 Spicer Harrison – Dennis Peterson
 Spicer Hope – Howard Jones
 Willmar – Betty Knutson
 Windom – Daphne Easler
 Winnebago – EXCUSE
 Worthington – Lois Bruns

Visitors

Karen Lange – Presbytery Staff
 John Poncin – Saint Peter
 Herb Poncin – Saint Peter
 Brenda Choate – Rushmore/Ellsworth
 Dick Andzenge – SDOP
 Kristi Matthews – Holland
 Peggy Cooper – Holland
 Jan Prehn – Saint Peter
 Chuol G. Yat – SDOP
 Earl Knutson – Willmar
 Annette McGinness - Mankato

Consent Agenda

PRESBYTERY VOTED to approve the Consent agenda with the addition of the supplemental Commission on Leadership Report as presented:

1. Approve the minutes from the May 18, 2021 Stated Meeting
2. Receive the Stated Clerk's Report
3. Receive the Gap Executive Presbyter's report (attachment #1)
4. Receive Administrative Commission reports from Brooten and Jackson (attachment #6)
5. Receive the Commission on Presbytery Life report (attachment #4)
6. Receive the Commission on Presbytery Leadership report (attachment #3)
7. Receive the Commission on Congregational Transformation and Development report (attachment #5)
8. Receive the Commission on Presbytery Operations report (attachment #2)
9. Receive the Committee for Congregational Nurture report (attachment #6)

Stated Clerk's Report

The Stated Clerk's Report was presented as follows:

1. The Commission on Presbytery Life is considering a different format for presbytery meetings in 2022. Presently we hold four meetings a year. They are considering holding six meetings a year in the odd numbered months; four of these meeting would be held virtually and would last less than two hours. These meetings would focus on fellowship, worship, and business. The other two meetings would be held face to face and would be towards the center of the presbytery. These two meetings would focus on worship, fellowship, education, and business. If you have opinions on this action, please talk with the Commission on Presbytery Life, the Presbytery moderator, vice moderator or me.
2. The Session Records review will be held on Saturday, October 23 at the Willmar church.
3. Since the May stated meeting some of my work has included: answering many questions, advising committees and commissions, attending Presbytery Leadership meetings, presbytery planning meetings, attending, and taking minutes at Commission on Leadership, cleaning out the Presbytery office on Abbott and moving to the new location, attending Synod School, attending a weekly presbytery pastor cohort, attending and giving the charge at Paul Snyder's installation, attending presbytery staff meetings...plus more....

She also shared the ordination and commissioning dates since the last presbytery meeting.

Worship and Educational Presentation

Worship was presented by the Self Development of People (SDOP) Committee. The Peace and Global Witness Offering was received of \$497.50 with a SDOP offering of \$129.50. Communion was served with the Rev. Lindsay Jacaruso officiating.

Following worship a presentation about the work of the Self Development of People Committee was presented by the Rev. Jim Krapf, chair, and other committee members.

The Presbytery was dismissed for lunch at noon with prayer. The Presbytery reconvened at 1:35 p.m. with prayer and a hymn by the Presbytery Moderator.

Gap Executive Presbyter Report (attachment #1)

Gap Executive Presbyter, Ruling Elder Kathy Terpstra gave an oral report. She shared that we have begun to fill more pulpits. The Committee on Representation will begin their work soon if you are interested in serving in any capacity on a presbytery committee, please let us know.

Commission on Operations (attachment #2)

The Personnel report was given by Ruling Elder LeRoy Ennenga; he shared that the Personnel Committee is working on performance reviews for the staff. If you have been asked for a review, please do it.

The Budget and Finance report was given by Ruling Elder Stan Menning. He shared that the Presbytery finances are in good shape since so many of our congregations have paid their per capita. He thanked all the churches for paying it. The Presbytery Office has been sold for \$183,000 to Williamson Properties LLC, AKA West Central Sanitation; the final details of the sale are being worked out. The Presbytery office has been moved to First Presbyterian Church, Willmar and it is working out well.

Things are drawing to a close with wrapping up the First Presbyterian Church of Jackson sale of education building. The Administrative Commission will be taking care of other details in regards to the rest of First Presbyterian Church, Jackson building and property.

Information in regards to the 2022 budget process will soon be in the hands of chairs of commissions with request to return by end of September.

Commission on Leadership (COL) (attachment #3)

Commission on Leadership Report was given by Ruling Elder Deb Hess. She shared the 2022 Compensation Policy. PRESBYTERY VOTED to approve it.

She also shared that COL has increased the pulpit supply rate to \$150 per service with \$50 for each additional plus mileage at the IRS rate. Rev. Elaine Boyd is retiring at the end of September, 2021

Rev. Scott Thompson presented information about the Pastor's Renewal Retreat for September 19-22 at Clearwater Forest. He encouraged pastoral leaders to sign up for it.

Rev. Brian Jones, newly called pastor to Hope Presbyterian Church, Spicer was introduced with a commissioning prayer by Rev. David Lick.

Commission on Presbytery Life (attachment #4)

The Commission on Presbytery Life report was presented by the Rev. Galen Smith, co-chair. He brought information about a new program for pastor recruitment. PRESBYTERY VOTED to approve this program after a lengthy discussion.

He also brought forth proposed changes to the Clearwater Forest Board Bylaws and Articles of Incorporation. As one of the five owner entities of the camp, we need to look at these and act on any changes. PRESBYTERY VOTED to approve these changes.

The Rev. Leanne Thompson, chair of the executive search committee made a report. She shared that the Ministry Information Form will be posted by September 1 and asked that the Presbytery be in prayer for this group as they discern our next Executive Presbyter.

The Rev. Mark Ford introduced South Sudanese, Mr. Chual Yat who made brief presentation and his connections to First Presbyterian Church, Mankato.

Commission on Transformation and Development (attachment #5)

Commission on Congregational Transformation and Development report was presented by the Rev. Randy Knuth. He shared that they have given out over 40 camp scholarships and eleven Synod School scholarships. The technology grants have been increased to \$750/year per congregation. They are working on a putting together a Confirmation class via zoom for the presbytery. He then invited all of us to his installation service on September 26 at 3:30 p.m. in Fulda.

After Speak out and announcements, Ruling Elder Nancy Skoog, vice-moderator closed the meeting with prayer and the Lord's Prayer.

The meeting adjourned at 2:31 p.m. with prayer and a benediction from the Presbytery Moderator. The next stated meeting of the Presbytery of Minnesota Valleys will be on November 6, 2021 at the First Presbyterian Church, St. James.

Respectfully Submitted,

Pamela R. Prouty

Stated Clerk

**Gap Executive Presbyter Report
to the Presbytery of Minnesota Valleys
August 17, 2021**

Greetings all,

Summer has been busy. Good busy. I just got back from Synod School in Storm Lake, Iowa. It was wonderful to be able to attend all the wonderful classes, worship, and someone, not me, doing all the cooking and cleanup. Synod School is a family affair with my husband Dave, daughter Lisa, grandkids Collin 14, Clara 11, and Mackenzie 9, all with me. This year we were blessed to have two people from the Mission Agency in Louisville participating: Bryce Wiebe, Director of Special Offerings doing the convocation for the middle and high schoolers, and Rev. Samuel Song, Manager of Diversity and Reconciliation, leading worship every night. Even Collin said they both were really good.

The Presbytery Office is officially moved to the First Presbyterian Church in Willmar. Karen has done a lot of working getting things organized. My office looks really good. My plan is to be in the office at least part of the day on Thursdays. Stop in when you're in the area. The office is nice, but I still am doing a lot of Zoom calls from home, and I don't see that changing anytime soon.

There are a lot of good things happening in our Presbytery. We had to allocate more funds for camp scholarships because so many of our youth signed up for camp this year. There is really no better way to spend money than to help our young folks enjoy camp. Do you know that most pastors can tell you of the great experience and faith formation that they had at camp when they were growing up?

More good news, Hope Presbyterian Church in Spicer has called a pastor. Rev. Brian Jones, to start in August. They have waited a long time for just the right person, and it is wonderful that they finally found him.

We also have a couple more churches in the call process. I am hopeful we will have some new faces on our Zoom calls and at our meetings soon.

It will be good to see folks in person for the Presbytery meeting in Mankato, yet I am concerned for everyone's health. I check the Minnesota Department of Health website daily and worry as I see the numbers of those catching Covid19 going up daily as the Delta variant becomes more widespread. We do know that Minnesota is not one of the hot spots for the virus. As of August 3rd, 69% of Minnesotans 16 and over have received at least one dose of the vaccine, but there are some counties within the bounds of our Presbytery where the vaccine rate is under 50%.

Please, my friends, be cautious. Stay informed as the situation changes. Do what you can to protect yourself and others.

Many of you know that we had a glitch in our website and e-mail starting July 22nd. Poor Karen has spent hours on the phone working with a not so helpful tech company to resolve the issue. Thanks, Karen, for your patience and persistence.

As always, my prayers are with you and I am thankful for all the ministry that is being done in the Minnesota Valley Presbytery.

Kathy Terpstra, Gap Presbytery Executive

Attachment #2

Commission on Operations
Report of the Budget and Finance Committee
To the Presbytery of MN Valleys
August 17, 2021

We reported to the last meeting of the Presbytery that we were trying to sell the office building. On July 24 we received an offer of \$183,000 from Williamson Properties LLC, AKA West Central Sanitation. We have accepted that offer and are in the process of transferring the property. On July 15, the office was moved to the First Presbyterian Church in Willmar.

We are getting close to getting things wrapped up in Jackson. The remaining funds from the church have been transferred to the presbytery. All of the documents have been taken to the presbytery office. As of July 30 we closed on the Christian Ed. Building.

We have received some or all Per Capita payments from all but four churches. Thank you for your faithfulness in supporting the presbytery.

Year to date our investments have earned \$108,895.

We are working with Personnel in putting together a financial package to offer the new Executive Presbyter.

Stan Menning
Co-chair

Commission on Leadership (COL) Report

To the Presbytery of MN Valleys

August 17, 2021

Actions taken at the June 3, 2021 meeting

1. COL VOTED to grant permission to the First Presbyterian Church, Canby to form a Pastoral Nominating Committee.
2. COL VOTED to wait to grant permission to the First Presbyterian Church, Pipestone to form a Pastoral Nominating Committee.
3. COL VOTED to approve the covenant between Maine Presbyterian Church, Underwood, MN, and the Rev. Dr. Ed Morgan for June 1, 2021-May 31, 2022. The salary has been reduced since Ed is preaching less.

Actions taken at the July 8, 2021 meeting

1. COL VOTED to grant permission to the co-chairs to grant an exception to our Separation Policy to past pastors (most recent pastoral leaders) to officiate at funerals, weddings, and baptisms until the next pastoral leader is called. A Session member shall contact the COL co-chairs to seek permission for each event.
2. COL VOTED to approve the Consent Agenda as follows: receive the exit interviews from the Edgerton and Lismore Sessions and the Rev. Tom Voigt
3. Email votes: COL approved two actions via email on June 17, 2021:
 - a. COL VOTED to concur with the action from the Hope Presbyterian Church, Spicer to call the Rev. Brian Jones from the Presbytery of South Dakota. He has passed all the background checks, an entrance interview was completed, and the terms of call was reviewed by Presbytery Business Consultant, Bea. The congregational meeting to approve the call was on June 13, 2021. The start date for the call is August 2, 2021. The Terms are as follows:

Cash Salary	\$49,902.00
Housing Allowance	\$20,000.00
<u>Reimbursable expenses</u>	
Auto expense at IRS rate	\$750.00
Professional expense	\$750.00
SECA supplement (up to 50%)	\$5348.00
Continuing Education expense	\$750.00 (cumulative for three years)
Other allowances	\$4750.00
Moving costs	\$5000.00
Continuing Education time	2 weeks cumulative for three years
Vacation time	5 weeks annually including Sundays
In the seventh year, the congregation may provide a three-month Clergy Renewal/Sabbatical leave	

- b. COL approved the Administrative Commission for the installation of the Rev. Paul Snyder on Sunday, July 11 at 3:00 p.m. to the Ashby Presbyterian Church and the Dalton Lutheran

Church. The service will take place in Ashby, MN. The members of the Administrative Commission include: the Rev. David Lick, presbytery moderator, the Rev. Pamela Prouty, the Rev. Bev Brock, the Rev. John Lindholm, Ruling Elder Hayley Stevens, Ashby, Ruling Elder Kathy Terpstra, Executive Presbyter, Ruling Elder Deb Hess, Redwood Falls and Ruling Elder Kevin Withers, Osakis.

4. COL VOTED to make a policy that any church who is in a shared ministry or seeking a shared ministry would have a shared agreement approved by the Session and COL prior to the start of search for a pastoral leader.

Commission on Leadership Supplemental Report
To the Presbytery of Minnesota Valleys
August 17, 2021

Actions taken at the August 5, 2021

1. COL VOTED to dissolve the Administrative Commission to install the Rev. Paul Snyder at the First Presbyterian Church, Ashby met on Sunday, July 11 at 2:30. The minutes are on file.
2. COL VOTED to approve the Installation Commission for the Rev. Randy Knuth to the First Presbyterian Church, Fulda, Minnesota on Sunday, September 26, 2021 at 3:30 PM. Members of the commission include Rev. Robert Bartlett, Rev. Jason Cunningham, Rev. Lynne Matthews, and Rev. David Lick, Presbytery Moderator, Ruling Elder LeRoy Ennenga, Westminster Presbyterian Church, Worthington, Ruling Elder Kathy Knips – First Presbyterian Church, Lismore, Ruling Elder Loren Carlson- First Presbyterian Church, Fulda, and Ruling Elder Audrey Knuth – First Presbyterian Church, Windom and corresponding member Rev. Dr. David Ullom, Presbytery of Prospect Hill.
3. COL VOTED to approve the following Ruling Elders to serve Communion from the First Presbyterian Church, Winnebago, MN who have been trained to officiate at Holy Communion ending September 12, 2022: Mike Butler, Cheryl Gorackowski, Shirley Leagjeld and Carol Ricard.
4. COL VOTED to add to the exception to the Separation Ethics for the Rev. Kathy Blair to be able to serve communion on Christmas and Easter.
5. **COL VOTED to recommend the 2022 Compensation Policy to the Presbytery (This will come to the Presbytery floor).**
6. COL VOTED to transfer the membership of the Rev. Candace Adams from the Presbytery of Northern Plains to the Presbytery of MN Valleys; to validate her ministry as Associate Minister at the Franciscan Sister in Little Falls, Minnesota and endorse her online ministry “Spiritual Wellness Practitioner training.”
7. COL VOTED to ask the Small Residency Task Force to meet with a potential candidate for ordination before appearance on the floor of presbytery.

PRESBYTERY OF MINNESOTA VALLEYS
COMPENSATION POLICY 2022

Policies and procedures of the Presbytery of Minnesota Valleys are to assist sessions in their responsibility as employers.

All policies will be guided by the Presbytery of Minnesota Valleys, the Board of Pensions information, and the Book of Order.

This policy uses the Church-wide Median Annual Effective Salary for Ministers of the Word and Sacrament/Teaching Elders in determining a process for minimum compensation. The Median Annual Effective Salary for Ministers of the Word and Sacrament/teaching elders serving in full-time positions in 2021 (as reported to the Board of Pensions) is \$61,200.00 for cash salary and housing.

Commissioned Pastors/Commissioned ruling elder minimums continue to be 75% of the teaching elder minimums shown below.

Exceptions to this policy shall be approved by the Commission on Leadership annually.

Years of Ordained Service	% Below Church wide Median	Total Compensation	*Cash Salary (div by 1.3) When a manse is provided
None	10.00%	\$55,080	\$42,369
One	9.00%	\$55,692	\$42,840
Two	8.00%	\$56,304	\$43,311
Three	7.00%	\$56,916	\$43,482
Four	6.00%	\$57,528	\$44,252
Five	5.00%	\$58,140	\$44,723
Six	4.00%	\$58,752	\$45,194
Seven	3.00%	\$59,364	\$45,665
Eight	2.00%	\$59,976	\$46,135
Nine	1.00%	\$60,588	\$46,606
Ten	0.00%	\$61,200	\$47,077

Full time Ministers of the Word and Sacrament/Teaching Elders – In addition to cash salary Ministers of the Word and Sacrament are to be provided with housing (either a manse or a housing allowance), full pension benefits, an auto expense reimbursement (reimbursed at the IRS rate), and four weeks of vacation including four Sundays. Also, they shall receive a continuing education allowance (minimum \$750/year) and two weeks of continuing education time including two Sundays which are cumulative over three years. Professional expense, Social Security offset, annuities, medical reimbursement deductible and other expense related accounts are all negotiable. All such items (except vacation time) are forfeited if unused prior to the dissolution of the pastoral relationship.

Part-time Ministers of the Word and Sacrament and Commissioned Pastors – In addition to cash salary, these pastoral leaders are to be provided with housing (either a manse or a housing allowance), an auto expense reimbursement (reimbursed at the IRS rate) and four weeks of vacation including four Sundays. If the Pastoral Leader is part time and providing part time worship leadership then the vacation time can be negotiated. Also, they shall receive a continuing education

allowance and two weeks continuing education time including two Sundays which are cumulative over three years. Participation in the Board of Pensions, Professional expense, Social Security offset, annuities, medical reimbursement deductible and other expense related accounts are all negotiable

Requirements:

- The annual terms of call (including cash salary, housing and all reimbursable) shall be approved by the congregation before a change in the terms of call. The new terms of call must be approved by the congregation before the pastoral leader is paid for the first time.
- Housing Allowance –
 - ⊖ Housing plus utilities must be in accordance with guidelines used by the Board of Pensions to compute effective salary.
 - ⊖ When the church does not provide a manse, the pastoral leader may designate any appropriate amount of cash salary with confirming action by the session prior to January 1. This amount must be recorded in the Session minutes.
 - ⊖ When a manse is provided the pastoral leader may designate from the cash salary a furnishing and household expense allowance. This amount must be recorded in the Session minutes.
 - ⊖ 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 property maintenance supplies. The Internal Revenue Code of 2002 and Congress have placed a three-part test for limiting the housing allowance exclusion. The lesser of:
 - The amount designated by the council (session) **or**
 - The amount actually spent to provide primary residence **or**
 - The fair market rental value, furnished, including appurtenances & actual utilities cost.
- Continuing education - minimum of \$750.00 per year, plus two weeks (including two Sundays, available January 1). This is a vouchered expense. Continuing education benefits are cumulative for three years. Continuing education time and expense must be approved by the Session. Thus, it is recorded in the Session minutes. At the time of termination of employment (either voluntary or involuntary) a teaching elder/commissioned ruling elder shall have no claim for pay in lieu of unused continuing education time or expense.
- Auto expenses - vouchered monthly at the current IRS allowance
- Vacation
 1. Called/installed pastors will receive four weeks (including four Sundays) per year, available January 1st.
 2. Temporary pastors (i.e. interim, stated supply, CRES) will receive four weeks of vacation (including four Sundays) during their first year of employment as defined by their contract start date. If the contract is extended beyond a year, temporary pastors will receive one week of vacation (including one Sunday) for every three-month extension. Temporary pastors may reserve up to two weeks of paid vacation time to use after the end of their contract. This arrangement must be stated in the terms of the contract. Payment for this reserved vacation time will be made at the time the contract is ended.

- Maternity Leave – Six weeks paid maternity leave for childbirth or adoption; additional time can be negotiated.
- Paternity Leave – Four weeks paid paternity leave for childbirth or adoption; additional time can be negotiated.
- Health and Medical Leave – Pastoral Leaders have ten 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 Pastoral Leaders shall have no claim for pay in lieu of unused sick leave. Pastoral Leaders shall report used sick time to the Session thus it is recorded in Session minutes. Additional time can be negotiated for emerging medical situation.
 - Ministers of the Word and Sacrament enrolled in the pension and death disability portion of the Board of Pensions shall be paid full salary and Board of Pension dues by the congregation for up to 90 days of disability. Beginning with day 91, teaching elders may be placed on disability through the Board of Pensions.
- 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, a stillbirth or miscarriage. 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. This shall be recorded in the Session minutes.
- Full time shall be defined as 40 - 45 hours per week. Part time parameters are as follows:
 - ¼ time = 10 – 12 hours per week: provides a weekly sermon and monthly moderating of Session and Congregational meetings
 - ½ time = 20 – 22 hours per week: in addition to above, provides a few hours for other ministry
 - ¾ time = 30 -33 hours per week: in addition to above, provides additional time for another ministry
- Pastoral Leaders 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, Pastoral Leaders are encouraged to take an extra day off as negotiated with the Session. This is not considered a vacation day. This shall be recorded in the Session minutes.

Other Suggested Guidelines

- Sabbatical Leave: After six years of service to a particular church, Presbytery recommends sessions of congregations grant at least three months of a compensated sabbatical to their Pastoral Leader to be spiritually, emotionally, and physically renewed through continuing education and spiritual reflection. Refer to the Presbytery's Sabbatical Leave policy in the Commission on Leadership manual.
- Professional Expenses – negotiated between the pastoral leader and the Session, such as could books, periodicals, newspapers, meals, and lodging while on church business, cell phones, computers, and other tax approved professional expenses. The Professional expenses must be clearly defined in the Session minutes. A suggested minimum is \$500.
- Churches are strongly encouraged to provide for a SECA allowance.

- Benefits in excess of required can be counted towards presbytery required minimums including extra continuing education compensation and/or time, extra vacation time

Board of Pensions 403b accounts could be used to save for future housing for those who live in a manse or for bonuses. Church paid 403b benefits are excluded from Board of Pension effective salary IF it is matching an employee contribution withheld from cash salary. Paid as an employee benefit without employee contribution, it is part of effective salary.

Commission on Presbytery Life Report
To the Presbytery of MN Valleys
August 17, 2021

The Commission on Presbytery Life has been working on several projects.

Working with the leaders of the different commissions we adopted a revised Job Description for the Executive Presbyter and have given that to the Executive Presbyter search committee for their review.

The Occidente Presbytery Task Force is exploring ways our presbytery might help the Occidente presbytery with technology for as they struggle with the effects of the COVID-19 pandemic.

Approved the Self Development of People committee request to make a presentation to the August Presbytery meeting.

Recommendations

1. We recommend the approval of the proposed changes to the By-Laws of Clearwater Forest.
2. Recommend the establishment of the Minnesota Valleys Presbytery Pastor Recruitment Grant Program.

Pastor Recruitment Grant Program

PURPOSE: The purpose of this grant is to help bring pastors into the Minnesota Valleys Presbytery by providing a grant of \$10,000 to each pastor who moves into the presbytery to serve a congregation for a period of at least three years.

GUIDELINES:

- Up to 10 grants of \$10,000 each.
- A Minister of the Word and Sacrament or Commissioned Ruling Elder being installed/commissioned, to the Presbytery of Minnesota Valleys in one or more congregations within the bounds of the presbytery. Such pastoral leader would be a new member of the Presbytery of Minnesota Valleys and is eligible to receive a single grant.
- Persons who are from denominations in full communion with the PCUSA and those who are serving in part time or yoked congregations are eligible for this grant.
- This grant is to be awarded after 3 years of active participation in the presbytery which includes attendance at Presbytery meetings and service on committees or other roles in presbytery.
- A committee will be established consisting of 1 person each from the Commission on Presbytery Life, Commission on Leadership and Commission on Operations and presbytery staff to review applications and eligibility on a case by case basis.
- This grant shall be applied to student loans or a retirement fund.
- The start date of this grant program is August 1, 2021.

The funding for this grant would be divided over a 10 year period (or longer depending on the number and timing of applications). An assigned budget line item will be determined by the Commission on Presbytery Life in cooperation with Commission on Presbytery Operations.

**AMENDED BYLAWS OF
PRESBYTERIAN CLEARWATER FOREST, INC.**

Proposed amendments June 10, 2021

**ARTICLE I
MEMBERSHIP**

Section 1. The Governing Bodies are the five organizations who own and manage the ministries of Clearwater Forest. Governing bodies are the Synod of Lakes and Prairies of the Presbyterian Church (U.S.A.), the Presbytery of the Twin Cities Area, the Presbytery of Northern Waters, Inc., the Presbytery of Minnesota Valleys, Inc., all Minnesota non-profit corporations, and the Presbytery of the Northern Plains, Inc., a North Dakota non-profit corporation. Other presbyteries within the said Synod of Lakes and Prairies may be admitted to membership as prescribed in these bylaws.

Section 2. There shall be no membership fees or dues.

Section 3. There shall be only one type of membership, that of voting member.

Section 4. New governing bodies may be added as members by majority vote of the membership, providing that any and all such new members shall be presbyteries of the Synod of Lakes and Prairies of the Presbyterian Church (U.S.A.).

Section 5. Any governing body may withdraw from membership in the corporation upon twelve months' written notice of withdrawal delivered or mailed to the secretary of the corporation. Any such notice of withdrawal shall be registered upon receipt thereof by the secretary of the corporation, with withdrawal itself effective, unless sooner rescinded, twelve months from the date of receipt of withdrawal.

Section 6. The duties and responsibilities of the governing bodies shall be as follows:

- a. To elect, and when necessary to fill vacancies, persons to serve on the Board of Directors (hereafter referred to as the Board). Member presbyteries shall elect such persons from among its minister members or active members of churches within its bounds. The Synod of Lakes and Prairies shall elect such persons from among its constituent presbyteries who are either a minister member of a presbytery or an active member of a congregation.
- b. To amend the bylaws and articles of incorporation of the corporation.
- c. To act on the admission of governing bodies as members of the corporation or receive the termination of governing bodies as members from the corporation.
- d. To act on certain property and financial matters hereafter defined.
- e. To act on any other matters required by law to be acted upon by the members of a Minnesota non-profit corporation.

Section 7. The manner of giving notice for action by governing bodies on the above matters, except for the election of members to the Board, shall be as set forth in Article VII of the articles of incorporation.

ARTICLE II BOARD

Section 1. The Board shall have responsibility for the general supervision and management of Presbyterian Clearwater Forest, Inc., and act as the liaison between governing bodies and Presbyterian Clearwater Forest, Inc. The Board shall oversee camp activities, programs, policies, general procedures, and the employment of staff sufficient to accomplish its goals and ministry. Employment of Leadership Team members shall be the responsibility of the Board.

Section 2. The Board shall be made up of at least ten (10) but not more than fifteen (15) Board members. Each governing body shall be represented by two voting Board members, elected by the governing body into different classes (for the purpose of staggering term completions).

In the event that a specific expertise is needed, the Board, by majority vote, may elect to the Board a person who has the desired expertise. The addition of at-large Board members should not result in more than five from a particular presbytery.

The Synod Executive, or designee, and the Presbytery Executive Leader, or designee, of each governing body presbytery shall be ex-officio non-voting members of the Board. Synod and presbytery staff are eligible for election as voting members of the Board at the discretion of their governing body.

The Board shall endeavor at all times to have no less than fifty percent laity among its entire membership and each governing body shall follow this same requirement in electing its representatives.

Ordinarily terms of the Board members shall be for a period of three years beginning January 1. A Board member may serve for a total of two consecutive terms (whether full or partial). Board members shall not be eligible for election until after three years off the Board.

Section 3. The Board shall hold an Annual Meeting in December. At this meeting, the Board members shall elect from their number the following officers: a President, a Vice-President, a Secretary, a Treasurer, and such other officers as may, from time to time, be deemed necessary by the Board. At such Annual Meeting, the Board shall approve at-large members and a preliminary budget for the operation of the corporation and may transact such other business as may properly come before an annual meeting of a non-profit corporation. The time and place of the meeting shall be given to each Board member at least ten days in advance of such meeting.

Section 4. Regular meetings of the Board shall be held at least twice a year, and at such times and places as it may designate. The Annual Meeting may be considered to be one of the regular meetings.

Section 5. Special meetings of the Board may be called at any time by the President or by any three (3) Board members on ten days' advance written notice, stating the time, place, and purpose of such meeting.

Section 6. A quorum at a meeting of the Board shall be a majority of the voting members with at least four out of five of the governing bodies being represented by at least one of their elected Board members.

Section 7. Any Board vacancies shall be filled by action of the electing body in the manner specified under Article I, Section 6 of these bylaws or Article II, Section 2.

Section 8. A Board member who has two consecutive unexcused absences shall be contacted by the president of the Board regarding their intention to return to active participation. If absences persist, the Board shall consult with the electing body, and after such consultation the Board may, by majority vote, remove the Board member and request the electing body to fill the vacancy so created.

Section 9. When a quorum is present, the acts of the majority of the Board shall be the acts of the entire Board. If a quorum is not present at any meeting, the Board members may discuss but not act on items. Voting by proxy is not allowed.

ARTICLE III OFFICERS

Section 1. The officers of the corporation shall be voting Board members.

Section 2. The President shall preside at all meetings of the Board. The President shall be an ex-officio non-voting member of all standing teams.

Section 3. In the absence of the President, or in the event of the President's inability to act, or at the request of the President, the Vice-President shall exercise the powers and duties of the President.

Section 4. The Secretary shall keep a record of the meetings of the Board, shall prepare and give notices of all meetings of the Board, shall be the correspondent to the governing bodies, and shall perform such other duties usually pertaining to the office of Secretary.

Section 5. The Treasurer shall be responsible for the maintenance of accurate and complete records of all money and property received, owned, and disbursed by the corporation and, in such manner as may be prescribed by said Board, shall deposit and keep safely all monies and property in such banks or other depositories as may be designated by the Board. The Treasurer, at the Annual Meeting of the Board, shall make a report of the finances of the corporation in such manner as the Board shall prescribe, and shall perform such other duties as may be designated by the Board.

Section 6. The terms of all offices shall be one calendar year. No person shall hold the same office for more than six consecutive years.

Section 7. Vacancies in the position of officer of the corporation may occur from time to time, and in such event, the Board shall fill that vacancy.

Section 8. A member of the Board who is elected to serve as an officer, may be removed from office by an action of two-thirds (2/3) of the members of the Board. Such action to remove may be taken at any regular or special meetings of the Board, provided that ten days' written notice of the time and place of the meeting shall have been given to each Board member, and further provided, that said written notice contains a statement to the effect that the consideration of said removal is docketed as an item of business for that meeting.

Section 9. No member of the Board shall hold more than one office at any one time.

ARTICLE IV TEAMS

Section 1. Teams are authorized by the Board and appointed by the President to perform particular aspects of this ministry.

Section 2. The President appoints a Board member to chair each Team. Teams are comprised of sufficient members to complete its work, including Board members and non-Board members.

Section 3. Such teams shall meet on the call of the chairperson or the President.

Section 4. The purpose and responsibilities of each Team are outlined in the Board Function document in the Administrative Manual.

ARTICLE V FISCAL RESPONSIBILITY

Section 1. The Board shall adopt a fiscal accountability policy.

Section 2. No real property of the corporation shall be sold, mortgaged, leased, or otherwise encumbered without the approval of at least four out of five governing bodies.

Section 3. The fiscal year of this corporation shall end with the close of business on the 31st day of December of each year.

Section 4. The Board shall ensure that a full financial review of all financial books and records shall be conducted every year by a public accountant or a Board appointed task force versed in accounting procedures. Reviewers should not be related to the treasurer(s) in accordance with the Book of Order of the Presbyterian Church (U.S.A.) (Book of Order, G-3.0113).

Section 5. The Board shall take no action which will create a corporate debt that exceeds ten percent (10%) of the annual operating budget in the aggregate without the approval of at least four out of five governing bodies.

ARTICLE VI ELECTRONIC MEETINGS AND VOTING

Section 1. Electronic Meetings: Clearwater Forest and any of its teams, task forces, employees, or other entities are authorized to meet by electronic means (e.g., internet, telephone, or video conferencing) at such time and means as determined by the chairperson of the particular entity, provided the following conditions are met:

- a. The technology employed provides the opportunity for simultaneous communication (listening and speaking) among all participating members.
- b. The meeting notice includes adequate description for how to participate in the meeting.
- c. Arrangements satisfactory to the member can be made for the participation of any member who lacks the necessary equipment.
- d. All members may participate fully and can be recognized when they wish to speak/comment.

Section 2: Electronic Voting: Upon initiative of the President, when there is not adequate time to call a special meeting or the item requiring a vote needs to be expedited, Board members can be requested to vote electronically. The motion must set forth each proposed action and timeframe for response, as well as provide an opportunity to vote for or against each item. Electronic approval is valid only if the number of votes cast equals or exceeds the number of votes that would be required to approve the action at a meeting. Electronic votes will be recorded in the next regularly scheduled Board meeting minutes.

ARTICLE VII AMENDMENTS

Section 1. The governing bodies of the corporation shall have authority to amend the articles of incorporation and the bylaws of the corporation proposed by the Board or any governing body.

Section 2. Amendments of the articles of incorporation and/or bylaws shall be by action of at least four out of five governing bodies. Written notice of the proposed amendment shall be sent by the stated clerk of each governing body at least ten days in advance of their meeting.

ARTICLE VIII PARLIAMENTARY RULES

The conduct of meetings of the Board, and of teams of the Board, shall be done in accordance with the provisions of the most recently published edition of *Robert's Rules of Order* in all matters which are not inconsistent with these bylaws, the articles of incorporation, or any applicable governing statute of the State of Minnesota.

Approved by the Board of Presbyterian Clearwater Forest, Inc. on June 10, 2021.

Approved by the Presbytery of Minnesota Valleys on

Approved by the Presbytery of the Northern Plains on

Approved by the Presbytery of Northern Waters on

Approved by the Presbytery of the Twin Cities Area on

Approved by the Synod of Lakes and Prairies of the Presbyterian Church (U.S.A.) on

**ARTICLES OF INCORPORATION
OF
PRESBYTERIAN CLEARWATER FOREST, INC.**

The Articles of Incorporation of Presbyterian Clearwater Forest, Inc., a non-profit corporation under the provisions of the Minnesota Non-Profit Corporation Act, Minnesota Statutes Chapter 317A, and all amendments and supplements thereto shall be as follows:

**ARTICLE I
NAME**

The name of the Corporation shall be Presbyterian Clearwater Forest, Inc.

**ARTICLE II
LOCATION and REGISTERED OFFICE**

The location and post office address of the registered office of the corporation shall be 16595 Crooked Lake Road N.E., City of Deerwood, County of Crow Wing, State of Minnesota 56444- 8173.

**ARTICLE III
PURPOSES**

The general purposes of this corporation shall be for religious, educational, and charitable purposes as part of the Presbyterian Church (U.S.A.) and its successors:

1. To serve as a Christian ministry which shall extend the love of God and the life of Christ as guidelines for responsible living by us as creatures of God. We affirm Christian ministry in this context to include those programs which allow participants to share, learn, and grow in this faith, and that speak to the needs of the people served. We believe that camp and conferences are significant ways to implement this ministry.
2. The powers of this corporation shall embrace all of the powers now or hereafter permitted to a non-profit corporation by law. These shall include but not be limited to:
 - a. The powers authorized by Minnesota Statutes Chapter 317A cited as the Minnesota Non Profit Corporation Act,
 - b. The power to hold, acquire, manage, operate, maintain, repair, mortgage, keep, preserve, sell, and otherwise dispose of real and personal property, including corporate and individual securities and evidence of indebtedness, by any lawful means absolutely or in trust.
 - c. To borrow money by any lawful and convenient means and, subject to statutory restrictions, to issue any necessary and convenient securities in connection with such borrowing.

- d. The power to acquire by gift or purchase, sell, rent, lease, mortgage, encumber, plat, erect, build, construct, repair, remodel, expand, manage, control, operate, maintain, any such facilities as necessary.
- e. No substantial part of the activities of the corporation shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the corporation shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of any candidate for public office.
- f. The power to do all things lawful and convenient in connection with the execution of the purposes of this corporation.

ARTICLE IV PROPERTY HELD IN TRUST

All property owned or held by Presbyterian Clearwater Forest, Inc. is irrevocably held in trust for the use and benefit of the Presbyterian Church (U.S.A.) pursuant to G-4.0203 of the Book of Order of the Presbyterian Church (U.S.A.). This Article may not be amended or removed from the Articles of Incorporation except by written approval, in accordance with the Book of Order of the Presbyterian Church (U.S.A.), of the Governing Bodies identified in the Bylaws of the Corporation

ARTICLE V NO PERSONAL LIABILITY

None of the officers, Board members or governing bodies of the corporation shall have any personal liability attached to them for the obligations of the corporation.

ARTICLE VI MEMBERSHIP

Membership in this corporation shall be as provided by its bylaws.

ARTICLE VII DISSOLUTION

In the event this corporation, or any of its participating governing bodies, are realigned, dissolved, or transferred, in whole or in part, to some other judicatory, or successor denomination, or combination of denominations, the rights in the real and personal property, and due representation on the Board, of Directors, shall be vested in the legal and ecclesiastical successor to such governing body or governing bodies, on the basis of formula which is agreed upon in said transfer, realignment, or dissolution. Only the members of the corporation shall have the power and authority to designate some other non-profit corporation or agency, the purposes of which are similar to the purposes of this corporation, to receive and become the owner of the real and personal property of this corporation. Only the members of the corporation shall have authority to transfer and convey the real and personal property of this corporation to such designated non-profit corporation in the manner provided by the by-laws.

Upon the dissolution of this corporation, any remaining assets shall be distributed to corporations organized and operated exclusively for religious, charitable, educational, or scientific purposes as shall at the time qualify as exempt organizations under Section 501(c)(3) of the Internal Revenue Code.

ARTICLE VIII **AMENDMENT**

The governing bodies of the corporation shall have authority to amend the Articles of Incorporation proposed by the Board or any governing body. Amendments to the Articles of Incorporation shall be by action of two-thirds (2/3) of the governing bodies. Written notice of each governing body meeting containing the proposed amendment shall be sent by the stated clerk of each governing body at least ten days in advance of their meeting. Article IV, Property Held In Trust, of the Articles of Incorporation can only be amended, or removed from the Articles of Incorporation, in accordance with the Book of Order of the Presbyterian Church (U.S.A.).

Approved by the Board of Presbyterian Clearwater Forest, Inc. on June 10, 2021.
Approved by the Presbytery of Minnesota Valleys on
Approved by the Presbytery of Northern Plains on
Approved by the Presbytery of Northern Waters on
Approved by the Presbytery of Twin Cities Area on

Attachment #5

Commission on Congregational Transformation and Development Report
To the Presbytery of Minnesota Valleys
August 17, 2021

The Commission on Congregational Transformation and Development has met once since the last Presbytery meeting and report.

During this time, we have approved 39 camp scholarships and 11 Synod School Scholarships that we approved. This being larger than anticipated we received additional funding from Budget and Finance Commission. Thanks!

We have a task force formulated to begin working on Confirmation via Zoom. If you are yet interested, please get back to our commission as soon as possible.

Thanks to the gracious generosity of the Budget and Finance Commission, we are now able to offer technology grants up \$750.00 each year, not to exceed ½ of the cost of the total project. So, the total project will have to be over \$1500 in order to receive that amount.

Still looking for those who might serve on a missional experience in the Jackson, Minnesota area or possibly other areas of our presbytery.

Respectfully Submitted,

Rev. Randy Knuth, Chair

Attachment #6

Committee on Congregational Nurture Report

To the Presbytery of MN Valleys

August 17, 2021

The Committee met on July 21. We shared updates on the churches to whom we are connected and prayed for pastoral leaders and congregations in transition.

Administrative Commission for

First Presbyterian Church of Jackson MN Report

To the Presbytery of MN Valleys

August 17, 2021

The Administrative Commission continues its work related to the closing of First Presbyterian Church of Jackson.

The Minutes books, Register and other historical documents have been collected and are being transferred to the presbytery office.

We have transferred all finances, funds, and insurance to the presbytery.

The sale and transfer of the Christian Education building to First Baptist Church in Jackson is almost complete.

The Church building has been secured but no action has been taken yet regarding its disposition. We are awaiting further discussions with the University of Dubuque regarding a desire to start a new presbyterian ministry in Jackson.

Respectfully submitted

Galen Smith, TE

Administrative Commission for the Brooten Church

Report to the Presbytery of Minnesota Valleys

August 17, 2021

We continue to seek ways to transfer the church owned cemetery.

Stan Menning

Chair

Statement of Financial Activity										
For the Month Ended		June 30, 2021								
		Previous Years				Current Year		Current Budget		
					YTD	Current Mo.	Current YTD	YTD	Full Yr.	
Statement of Financial Activities		12/31/2018	12/31/2019	12/31/2020	6/30/2020	6/30/2021	6/30/2021	Budget	Budget	
STAFF SERVICES AND SUPPORT										
<i>Executive</i>	6010	EP Salary & Housing	\$76,168	\$81,874	\$89,368	\$44,684	\$3,140	\$29,262	\$45,399	\$90,798
	6020	EP Benefits	\$26,152	\$27,397	\$30,717	\$15,358	\$0	\$5,201	\$15,604	\$31,208
	6030	EP Continuing Education	\$1,711	\$437	\$750	\$750	\$0	\$0	\$750	\$1,500
	6040	EP Expense Account	\$6,526	\$10,543	\$4,222	\$2,663	\$0	\$911	\$4,800	\$9,600
	6050	EP GA Expense Account	\$1,952	\$0	\$207	\$2	\$0	\$0	\$1,000	\$2,000
	6060	Mid-Council Leaders Gathering	\$1,510	\$1,358	\$0	\$0	\$0	\$0	\$750	\$1,500
		<i>Total Executive Presbyter</i>	\$114,020	\$121,611	\$125,263	\$63,458	\$3,140	\$35,374	\$68,303	\$136,606
<i>Admin. Assistant</i>	6210	Admin Assistant-Salary	\$42,548	\$42,504	\$44,629	\$22,315	\$3,779	\$22,672	\$22,673	\$45,345
	6215	Admin Assistant Bonus	\$0	\$0	\$1,035	\$1,035	\$0	\$0	\$0	\$0
	6220	Admin Assistant-Pension	\$8,193	\$29,952	\$32,288	\$16,144	\$2,425	\$14,548	\$2,267	\$4,534
	6221	Admin Assistant-Major Medical	\$17,563	\$0	\$0	\$0	\$0	\$0	\$12,230	\$24,459
	6230	Admin Assistant-Cont Ed	-\$881	\$70	\$0	\$0	\$0	\$0	\$250	\$500
	6235	Admin Assistant-Social Securit	\$3,237	\$3,190	\$3,347	\$1,671	\$281	\$1,675	\$1,735	\$3,469
	6250	Admin Professl Assoc Certific	\$2,055	\$1,000	\$0	\$0	\$0	\$0	\$500	\$1,000
		<i>Total Admin Assistant</i>	\$72,715	\$76,716	\$81,299	\$41,165	\$6,484	\$38,895	\$39,654	\$79,307
	6310	Financial Manager-Salary	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	6320	Financial Manager-Pension	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	6321	Financial Manager-Major Medicl	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	6330	Financial Manager-Cont Educ	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	6335	Financial Manager-Social Secur	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	6451	Overall Benefits - Ins & Pens	-\$38	\$0	\$0	\$0	\$0	\$0	\$0	\$0
		<i>Total Financial Manager</i>	-\$38	\$0	\$0	\$0	\$0	\$0	\$0	\$0
		Total Staff Services & Support	\$186,697	\$198,326	\$206,562	\$104,622	\$9,624	\$74,269	\$107,957	\$215,913
ECCLESIASTICAL SERVICES & SUPPORT										
<i>Stated Clerk</i>	7010	Stated Clerk-Salary	\$18,262	\$20,761	\$23,348	\$11,674	\$1,672	\$10,033	\$10,033	\$20,066
	7012	Stated Clerk-Annuity	\$4,497	\$5,000	\$5,000	\$2,500	\$417	\$2,500	\$2,500	\$5,000
	7030	Stated Clerk-Continuing Educ	\$368	\$236	\$0	\$0	\$0	\$0	\$250	\$500
	7035	Stated Clerk-Social Security	\$1,413	\$1,588	\$1,786	\$893	\$128	\$768	\$767	\$1,534
	7040	Stated Clerk-Expense Account	\$2,577	\$1,420	\$1,341	\$613	\$0	\$266	\$750	\$1,500
	7050	Stated Clerk-GA Expense Acct	-\$24	\$0	\$185	\$0	\$0	\$0	\$500	\$1,000
	7060	Stated Clerk-Fall Polity Conf	\$1,255	\$729	-\$386	-\$386	\$0	\$0	\$750	\$1,500
		<i>Total Stated Clerk</i>	\$28,348	\$29,734	\$31,274	\$15,294	# \$2,217	\$13,566	\$15,550	\$31,100
<i>GA Alt. Commission</i>	7110	GA Commiss & Alternates	\$2,077	\$0	\$836	\$411	\$0	\$0	\$500	\$1,000
<i>Ecclesiastical Services</i>	7210	Bills&Overt Cmte Exp&Mileage	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	7220	Session Records Committee	\$37	\$34	\$0	\$0	\$0	\$0	\$50	\$100
		<i>Total Ecc. Services & Support</i>	\$30,462	\$29,767	\$32,110	\$15,705	# \$2,217	\$13,566	\$16,100	\$32,200
COMMISSION ON LEADERSHIP										
	7310	COL Commission Mtg&Mileage Exp	\$6,597	\$6,793	\$2,822	\$2,280	\$12	\$242	\$3,250	\$6,500
	7320	COL Conf/Granta/Scholarships	\$0	\$1,500	\$1,500	\$0	\$0	\$0	\$2,000	\$4,000
	7330	COL Ann Consult Cand/Inquirers	\$0	\$161	\$0	\$0	\$0	\$0	\$250	\$500
	7340	COL-Synod Leadership Summit	\$0	\$0	\$0	\$0	\$0	\$0	\$500	\$1,000
		<i>Total Commission on Leadership</i>	\$6,597	\$8,454	\$4,322	\$2,280	\$12	\$242	\$6,000	\$12,000
COMMITTEE ON CONGREGATIONAL NURTURE										
	7410	CCN Mtg Exp & Mileage	\$258	\$206	\$363	\$363	\$0	\$0	\$250	\$500
	7420	CCN Visitation Mileage	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
		<i>Total Comm. On Cong. Nurture</i>	\$258	\$206	\$363	\$363	\$0	\$0	\$250	\$500
COMMISSION ON CONGR TRANSFORMATION & DEVELOPMENT										
	7510	CTD Commission Mtg Exp&Mileage	\$248	\$761	\$617	\$615	\$0	\$0	\$500	\$1,000
	7520	CTD Camp Scholarships	\$2,000	\$3,750	\$150	\$450	\$1,800	\$2,625	\$1,500	\$3,000
	7530	CTD Synod School Scholarships	\$200	\$1,200	\$0	\$400	\$400	\$400	\$800	\$1,600
	7550	Leadership Dev. - Academy	\$0	\$2,500	\$2,500	\$0	\$0	\$0	\$1,250	\$2,500
		<i>Total Cong. Trans. & Development</i>	\$2,448	\$8,211	\$3,267	\$1,465	\$2,200	\$3,025	\$4,050	\$8,100

Statement of Financial Activity										
For the Month Ended		June 30, 2021								
			Previous Years				Current Year		Current Budget	
						YTD	Current Mo.	Current YTD	YTD	Full Yr.
Statement of Financial Activities			12/31/2018	12/31/2019	12/31/2020	6/30/2020	6/30/2021	6/30/2021	Budget	Budget
PRESBYTERY RESPONSE TEAM										
	7610	PRT Mtg Expenses & Mileage	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	7620	PRT Team Training	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
		<i>Total Presbytery Response Team</i>	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
COMMITTEE ON REPRESENTATION										
	7710	COR Mtgs & Mileage	\$342	\$389	\$0	\$0	\$0	\$0	\$250	\$500
PERMANENT JUDICIAL COMMISSION										
	7910	PJC Mtg Expenses & Mileage	\$0	\$0	\$0	\$0	\$0	\$0	\$250	\$500
TRANSFORMING EVENTS										
	5015	Grant Transfer	\$0	\$21,950	\$31,050	\$0	\$0	\$0	\$0	\$0
	7215	TRFMG Evt's Grant expenses	\$239	\$12,978	\$9,980	\$8,390	\$0	\$650	\$0	\$0
	8215	TRFMG Evt's exp not pd by grant	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
		<i>Total Transforming Events</i>	\$239	\$34,928	\$41,030	\$8,390	\$0	\$650	\$0	\$0
		Total Expenses	\$469,957.93	\$532,450.41	\$491,690	\$240,609	\$34,753	\$195,308	\$215,397	\$430,793
		Operating Net Income	\$8,586	(\$30,517)	\$9,970	\$72,383	(\$17,182)	\$68,993	(\$31,875)	\$0
Portfolio Value Changes										
	4910	FMV Change Dev & Mission	-\$19,245	\$67,172	\$59,317	-\$945	\$24,586	\$34,553	\$0	\$0
	4920	FMV Change Church Closure	-\$16,547	\$51,388	\$68,619	\$7,720	\$26,668	\$37,480	\$0	\$0
	4950	FMV Change Candidate Trust	-\$1,337	\$1,680	\$1,054	\$299	\$600	\$831	\$0	\$0
	4980	FMV Change (Loan + Balance Funds)	-\$30,254	\$52,582	\$63,559	\$2,519	\$25,637	\$36,030	\$0	\$0
	4990	Unrealized Gain/(Loss)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
		Total Other Income	(\$67,384)	\$172,822	\$192,550	\$9,593	\$77,491	\$108,895	\$0	\$0
		Net Income	-\$58,798	\$142,304	\$202,520	\$81,976	\$60,309	\$177,887	(\$31,875)	-\$63,750

Minnesota Valleys			6/30/2021			
Statement of Financial Position						
			12/31/2018	12/31/2019	12/31/2020	6/30/2021
Assets						
Operating Funds:	1000	Checking - USB	\$453,300	\$41,743	\$79,312	\$128,269
	1001	Checking-Credit Union	\$0	\$0	\$0	\$0
	1010	Savings - USB	\$112,645	\$112,700	\$112,711	\$112,714
	1011	Savings-Credit Union	\$0	\$0	\$0	\$0
	1180	Investment & Loan Program	\$0	\$0	\$0	\$0
		Near-term Operating Funds:	\$565,945	\$154,442	\$192,023	\$240,983
Investment Portfolios:	1100	NCTC Balanced Income Fund	\$165,453	\$186,047	\$213,553	\$228,574
	1110	NCTC MN Val Ch Loan Fund	\$230,656	\$262,643	\$298,696	\$319,705
	1120	NCTC Development & Mission	\$364,758	\$431,931	\$491,248	\$525,801
	1150	NCTC Proceeds - Church Closure	\$412,855	\$464,243	\$532,862	\$570,342
	1210	NCMF Candidates Trust Fund	\$16,878	\$18,558	\$19,612	\$20,444
	1220	Fndn-Ken Stinson	\$16,835	\$16,835	\$16,835	\$16,835
	1230	PCF Beatrice Ronning Fund	\$9,253	\$9,253	\$9,253	\$9,253
	1200	Fndn-Millennium Fund	(\$0)	(\$0)	(\$0)	(\$0)
			\$1,216,687	\$1,389,509	\$1,582,058	\$1,690,953
Non-Financial Assets:	1400	Willmar Church Loan	\$6,010	\$137	(\$0)	(\$0)
	1405	Edgerton Church Loan	\$1,716	\$1,716	\$0	\$0
	1450	Lifespring Ch-Contract forDeed	\$0	\$0	\$0	\$0
	1500	Office Equipment	\$39,589	\$39,589	\$39,589	\$39,589
	1510	Office Kitchenet	\$0	\$0	\$0	\$0
	1520	Office Furniture	\$0	\$0	\$0	\$0
	1530	Land	\$212,643	\$212,643	\$212,643	\$212,643
	1540	Building	\$139,524	\$139,524	\$139,524	\$139,524
	1550	Land Improvments	\$47,202	\$47,202	\$47,202	\$47,202
	1599	Accumulated Depreciation	(\$182,540)	(\$182,540)	(\$182,540)	(\$182,540)
			\$264,143	\$258,270	\$256,417	\$256,417
		Total Assets:	\$2,046,774	\$1,802,221	\$2,030,498	\$2,188,353
Liabilities						
Operating Payables:	1208	Due From (To) Synod Payroll	\$324,129	\$17,813	\$19,207	\$11,841
	1209	SBA PPP Loan	\$0	\$0	\$0	\$0
	2103	GA Per Capita	\$8,562	\$4,478	\$4,487	\$4,344
	2099	A/P Synod - Per Capita/Fin Svs	\$45,960	\$3,233	\$3,210	\$3,114
	2024	Unallocated Deposits	\$525	\$525	\$525	\$525
			\$379,176	\$26,049	\$27,429	\$19,824
Pass-through Payables:	2000	GA Unified Mission	\$9,218	(\$2,734)	(\$1,210)	(\$3,076)
	2001	GA Designated Mission	\$2,116	(\$3,172)	(\$722)	(\$3,172)
	2020	Synod Unified Mission	\$14,219	\$2,922	\$3,112	\$2,580
	2021	Synod Designated Mission	\$364	\$364	\$364	\$364
	2002	GA One Great Hour of Sharing	\$18,728	\$1,257	\$755	\$4,766
	2003	GA Christmas Joy Offering	\$9,721	\$1,155	\$874	\$724
	2004	GA Peace & Global Witness	\$1,855	(\$255)	\$1,854	\$1,854
	2005	GA Witness Offering	\$2,629	\$2,629	\$324	\$0
	2006	GA Pentecost Offering	\$3,454	\$86	\$0	\$801
	2007	GA Hunger Program	\$527	\$527	\$1,277	\$527
	2008	GA Theological Education Fund	\$1,900	\$1,300	\$890	\$1,000
	2009	GA Disaster Relief	\$16,023	\$8,860	\$9,950	\$8,300
	2010	Special Offering Payable	\$0	\$1,304	\$1,304	\$1,304
			\$80,754	\$14,242	\$18,773	\$15,972
		Total Liabilities:	\$459,930	\$40,291	\$46,202	\$35,796

Minnesota Valleys			6/30/2021			
Statement of Financial Position						
			12/31/2018	12/31/2019	12/31/2020	6/30/2021
Net Assets						
Designated Accounts:	2100	SDOP	(\$2,723)	(\$1,644)	\$3,267	\$567
	2105	Shared/Emergency Grant	\$7,743	\$10,923	\$13,423	\$15,923
	2110	Legal/PJC	\$2,619	\$3,529	\$4,029	\$4,529
	2115	Contingency Fund	\$0	\$0	\$0	\$0
	2120	Grants to be Disbursed	\$0	\$0	\$0	\$0
	2125	PPP Loan Fund	\$0	\$0	\$0	\$36,240
	2130	Operational Reserve Account	(\$5,730)	(\$5,730)	\$50,000	\$50,000
	2135	GA Alternates	\$1,800	\$1,523	\$3,523	\$4,687
	2140	EP General Assembly Account	\$1,311	\$359	\$1,359	\$3,152
	2145	Stated Clerk GA Acct	\$3,571	\$4,595	\$5,595	\$6,410
	2150	Funds Collected for Clearwater	\$2,150	\$0	\$1,440	\$0
	2160	Funds Collected for Okobojo	\$500	\$0	\$0	\$0
	2165	Admin Asst Contin Ed	\$276	\$0	\$405	\$905
	2170	EP Continuing Ed	\$1,133	\$0	\$0	\$750
	2175	Stated Clerk Contin Ed	\$0	\$0	\$264	\$764
	2200	Supp&Dev Pastrl&Congr Leaders	\$614	\$614	\$614	\$614
	2210	Commission on Leadership Event	\$7,413	\$7,640	\$8,560	\$9,310
	2220	Boundary Training	\$2,934	\$2,380	\$2,124	\$2,874
	2300	Camp&Conference Scho&Support	\$22,380	\$24,789	\$27,880	\$31,380
	2302	Triennium	\$10,400	\$93	\$3,273	\$6,593
	2305	Pby Peace & Global Witness	\$0	\$0	\$0	\$0
	2307	Ethiopia-So Sudan Mins Network	(\$290)	\$0	\$0	\$0
	2310	Cong Transformation	\$43,289	\$50,657	\$52,295	\$58,140
	2315	ChemicAbuse&DependTrng Pastors	\$2,239	\$1,747	\$2,060	\$2,202
	2320	Pby Pentecost Offering	\$241	\$241	\$241	\$241
	2325	Technology Upgrades	\$3,511	(\$964)	(\$1,660)	\$1,780
	2330	Peace and Global Witness	(\$2,454)	(\$70)	\$2,737	\$4,968
	2400	Dev & Mission -income is undes	\$321,061	\$301,816	\$244,442	\$244,442
	2450	Lead Dev for Minis-The Academy	\$4,623	\$4,623	\$4,623	\$4,623
	2500	Occidente Projects	\$2,747	\$3,707	\$200	\$200
	2510	Occidente Scholarships	\$3,276	\$941	\$7,943	\$7,943
	2520	Occidente Travel	\$631	\$1,081	\$1,447	\$2,947
	2530	Occidente Miss Work Trip	\$1,183	\$1,183	\$1,183	\$1,183
	2550	Candidate Trust Fund/Interest	\$26,909	\$28,074	\$28,842	\$29,918
	2600	Candid. Trust -income is undes	\$17,711	\$16,373	\$16,373	\$16,373
	2605	Millenium Fund	\$0	\$0	\$0	\$0
	2800	Endow Mem Acct/K Stinson	\$13,272	\$13,272	\$13,272	\$13,272
	2810	Perm Restricted - Ronning	\$9,253	\$9,253	\$9,253	\$9,253
	3215	Transforming Events Desig Fund	\$0	\$21,950	\$27,937	\$18,212
	3120	Small Church Residency Fund	\$0	\$0	\$15,000	\$15,000
			\$502,882	\$509,622	\$551,943	\$605,395
Reserves & YTD Surplus	3100	Operating Reserve	\$397,121	\$397,121	\$397,121	\$397,121
	3000	Prior Years Surplus Unalloc.	\$745,640	\$688,017	\$832,712	\$972,153
		YTD Operating Surplus (Deficit)				\$68,993
	4920	FMV Change Church Closure	(\$16,547)	\$51,388	\$68,619	\$37,480
	4980	FMV Change (Loan + Balance Funds)	(\$30,254)	\$52,582	\$63,559	\$36,030
	4910	FMV Change Dev & Mission	(\$19,245)	\$67,172	\$59,317	\$34,553
	4950	FMV Change Candidate Trust	(\$1,337)	\$1,680	\$1,054	\$831
			\$1,142,761	\$1,085,139	\$1,229,833	\$1,547,162

Minnesota Valleys		6/30/2021				
Statement of Financial Position						
		12/31/2018	12/31/2019	12/31/2020	6/30/2021	
Composition of Assets						
	Assets Needed to Cover Liabilities	\$459,930	\$40,291	\$46,202	\$35,796	
	Assets Needed to Cover Ded. Accounts	\$502,882	\$509,622	\$551,943	\$605,395	
	Non-Financial Assets	\$264,143	\$258,270	\$256,417	\$256,417	
	Unallocated YTD Income (incl. inv. gains)				\$177,887	
→	Undesig. Assets	\$819,820	\$994,038	\$1,175,936	\$1,112,858	
		\$2,046,774	\$1,802,221	\$2,030,498	\$2,188,353	