



Inspire, Strengthen, and Challenge Congregations for Christ's Mission

The Presbytery of Scioto Valley, PC(USA)

266th Stated Meeting

Tuesday, May 16, 2023, 3:30 P.M.

Circleville Presbyterian Church, Circleville, OH AND Via Zoom

Zoom Sign-In Information will be Available via E-mail from Dagmar Romage

(dagmar@psvonline.org)



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*Happy are those whose help is the God of Jacob, whose **hope** is in the Lord their God, who made heaven and earth, the sea, and all that is in them; who keeps faith forever.*

- Psalm 146:5-6 (NRSVue)

New Commissioners Orientation

As a new commissioner to the presbytery, we welcome you! The information below is provided for your orientation to the presbytery meeting and its activities. The meetings of presbytery are designed to provide opportunities for the community to worship and discuss issues together, as well as do the necessary presbytery business. This hybrid meeting will be held at Circleville Presbyterian Church in Circleville but will also be conducted online via Zoom video conference. Protocols have been put in place to ensure equal access and participation regardless of which avenue you choose. These policies can be found in the document entitled “Standing Rules for a Hybrid Presbytery Meeting” which can be found on pages 7-9 of this packet.

Presbytery meets from 3:30 – 6:30 p.m. There will be a pre-presbytery event at 2:30 at Circleville Church. There will be means of participating in this event online. There will also be a fellowship time for in-person participants from 3:00-3:30 and the meeting will begin promptly at 3:30 with worship designed by the Presbytery worship committee.

Before worship, the Presbytery Moderator will:

- Ask for approval of our special rules for hybrid meetings.
- Ask the stated clerk if there is a quorum present.

Following worship, the Presbytery Moderator will:

- Ask for the introduction of corresponding members (members of other presbyteries, congregations, or organizations),
- Call for the adoption of the agenda for the meeting, and
- Ask the stated clerk if there is any new business not previously included in the published agenda.

Most of the business for the Presbytery to consider is contained in this packet. It is divided into several sections for easy access. The sections are arranged according to the Commissions and reporting entities of the Presbytery in the order of the agenda for a particular meeting.

Below are some terms, abbreviations, and guidelines to help you be an effective participant in this meeting.

Consent Agenda -- items being reported to the Presbytery for their approval that do not come under a particular commission, or that are deemed routine such as approval of minutes or appointments of task forces or committees. Items in the Consent Agenda may be removed for discussion and action by commissioner motion and second.

Commissions/Committee with Common Abbreviations and Acronyms

BOP	Board of Pensions
CCL	Commission for Congregational Life
CCP	Commission for Church Professionals
CNO	Commission for Nurture and Outreach
CPO	Commission for Presbytery Operations
CT	Coordinating Team

Commissions/Committee with Common Abbreviations and Acronyms (cont.)

NC	Nominating Committee
COA	Committee for Overtures and Amendments
PJC	Permanent Judicial Commission
COR	Committee on Representation
FDN	Presbyterian Foundation
GA	General Assembly
HR	Honorably Retired (teaching elder)
PCUSA	Presbyterian Church (U.S.A.)
PILP	Presbyterian Investment and Loan Program
PMA	Presbyterian Mission Agency
PSV	Presbytery of Scioto Valley
PWUM	Presbyterian Westside Urban Ministry
TE	Teaching Elder
CRE	Commissioned Ruling Elder
RE	Ruling Elder

Guidelines for Participating in Presbytery Meetings

1. When speaking at Presbytery, please use the “hand raised” icon to be recognized, and when recognized speak to the Moderator, not the assembly.
2. Introduce yourself, by stating your name, and home church or place of ministry.
3. The parliamentary authority is Robert’s Rule of Order Newly Revised, 12th Edition (2020), unless the Book of Order (Presbyterian Church (U.S.A.) Constitution Part II) or the Manual of Operations of the Presbytery provide otherwise.
4. Motions presented by commissions or committees do not require a second.
5. During debate, each speaker has three minutes to address the issue to which they are speaking. The moderator may give a 30-second warning, so that speakers may conclude their remarks.
6. The moderator will normally alternate between speeches for and against the motion before the assembly.
7. The maker of the motion or commission/committee presenter may make the final speech.
8. Only enrolled commissioners (ruling elder commissioners, teaching elders, commissioned ruling elders, certified Christian Educators in active service, and ruling elders serving on commissions) are authorized to vote. Corresponding members are entitled to address the Presbytery. Visitors may be invited by the moderator to address the Presbytery.
9. Any substantive motion (new, amendment, substitute) made by a commissioner in the assembly must be given to the stated clerk in writing, at the time the motion is made. For Zoom participants, the chat feature may be used.
10. Any new business must be received by the stated clerk prior to the beginning of the meeting.

Seeking to Be Faithful Together:

Guidelines for Presbyterians During Times of Disagreement

In a spirit of trust and love, we promise we will...

Give them a hearing...listen before we answer (John 7:51 and Proverbs 18:13)

1. *Treat each other respectfully so as to build trust, believing that we all desire to be faithful to Jesus the Christ;*
 - we will keep our conversations and communications open for candid and forthright exchange,
 - we will not ask questions or make statements in a way which will intimidate or judge others.
2. *Learn about various positions on the topic of disagreement.*
3. *State what we think we heard and ask for clarification before responding, to be sure we understand each other.*

Speak the truth in love (Ephesians 4:15)

4. *Share our concerns directly with individuals or groups with whom we have disagreements in a spirit of love and respect in keeping with Jesus' teachings.*
5. *Focus on ideas and suggestions instead of questioning people's motives, intelligence or integrity;*
 - we will not engage in name-calling or labelling of others prior to, during, or following the discussion.
6. *Share our personal experiences about the subject of disagreement so that others may more fully understand our concerns.*

Maintain the unity of the spirit in the bond of peace (Ephesians 4:3)

7. *Indicate where we agree with those of other viewpoints as well as where we disagree.*
8. *Seek to stay in community with each other though the discussion may be vigorous and full of tension;*
 - we will be ready to forgive and be forgiven.
9. *Follow these additional guidelines when we meet in decision-making bodies:*
 - urge persons of various points of view to speak and promise to listen to these positions seriously;
 - seek conclusions informed by our points of agreement;
 - be sensitive to the feelings and concerns of those who do not agree with the majority and respect their rights of conscience;
 - abide by the decision of the majority, and if we disagree with it and wish to change it, work for that change in ways which are consistent with these Guidelines.
10. *Include our disagreement in our prayers, not praying for the triumph of our viewpoints, but seeking God's grace to listen attentively, to speak clearly, and to remain open to the vision God holds for us all.*

AGENDA (Updated 5/15/23)***The Presbytery of Scioto Valley (PCUSA)
Two Hundred and Sixty-sixth Stated Meeting**

Tuesday, May 16, 2023, 3:30 p.m.

Circleville Presbyterian Church, Circleville, OH and via Zoom Video Conference

Moderator: Reverend Emily Corzine

The Commissioner Handbook is available online at www.psvonline.org*Happy are those whose help is the God of Jacob, whose **hope** is in the Lord their God, who made heaven and earth, the sea, and all that is in them; who keeps faith forever.*

- Psalm 146:5-6 (NRSVue)

Pre-Presbytery Event -- 2:20-3:09

Connect For

I. The Presbytery Is Called by the Holy Spirit – 3:30 p.m.

Convening the Meeting

Declaration of a Quorum and Formation of the Roll

Adoption of the Meeting Agenda

Greetings from the Host Pastor – Rev. Nancy Jo Dederer

II. To Worship God

Worship continues to build on our 2023 theme of *HOPE* begun at our last meeting with Rev. Kathy Nice's sermon on *H-Hope*. Today Rev. Ron Johnson (Portsmouth, First) explores the theme of *O-Opportunity*. Also providing worship leadership are Rev. Alison Bauer (Portsmouth, Second) and Rev. Emily Corzine (Moderator, PSV).

III. To Steward Christ's Work

Seating of Corresponding Members & Guests

Consent Agenda

Staff Reports

1. Rev. Rev. Kathy Nice, Transitional General Presbyter
2. Rev. Bill Gause, Stated Clerk

Announcement of New Business (must be emailed to statedclerk@psvonline.org or submitted in writing to the Stated Clerk in person by the end of staff reports.)

*IV. To Celebrate Christ's Mission***A. Commission and Committee Reports**

1. Commission for Presbytery Operations – RE Jim Hines
 - Information items
 - Treasurer's Report
2. Commission for Congregational Life – RE Yvonne Gustafson
 - Information items

- **For Action:** Motion to form an Administrative Commission to close Columbus, St. Andrew
3. Commission for Church Professionals – Rev. David Bubb
 - Announcements and Report of Actions Taken on Behalf of Presbytery
 - **For Action:** Motion to Approve the 2024 minimums with a 3% increase.
 - **First Reading: Proposal to Amend the policy statement "Full-Time and Part-Time Positions" by removing Item #4.**
 - Honoring Our Colleagues on their Recent Retirements
 CRE Kae Merold
 Rev. Michael Wilson
 Rev. David Bubb
 4. Coordinating Team – CRE Bob Gustafson
 - **For Action:** Election of new Nominating Committee members.
 - **For Action:** Description of the Committee on Representation (Second Reading & Vote).
 - **For Action:** Move to change the November PSV meeting date to November 28.
 5. Nominating Committee – Rev. Peter Galbraith
 - **For Action:** Elect Chair of the Commission for Church Professionals
 6. Commission for Nurture and Outreach – RE Stephen Hills
 - Information items
- B. General Assembly Book of Order Amendments
 - **For Action:** Move to ratify Amendments 22-T thru 22-DD.
 - C. Report of the AC for Design & Discernment
 - D. Election of New members to the Administrative Commission for Design & Discernment
 - E. New Business (if any)
- V. To Be Sent with God's Call and God's Peace*
 Adjournment

Consent Agenda

- A. Approval of the minutes from the 265th stated meeting held at Columbus, Overbrook and via Zoom video conference, on February 21, 2023, available for review at the Presbytery website.
- B. Approve the following to serve on the Administrative Commission to Install Rev. Mary Gause as Associate Pastor of Overbrook Presbyterian Church: Emily Corzine, TE, PSV Moderator, Bill Gause, TE Overbrook, PSV Stated Clerk, Jennifer Keplinger, RE, Overbrook, Kathy Nice, TE, PSV Transitional Executive Presbyter, Steve Ryan, RE, Overbrook, Jim Wilson, RE, Broad Street, PSV Coordinating Team Convener.

Standing Rules for a Hybrid Presbytery Meeting

The following special standing rules have been developed for hybrid meetings of the presbytery. Hybrid being defined as a meeting in which some participate in person while others participate via video conference.

The online portion of the meeting will open 30 minutes before the announced meeting start time to allow commissioners to be checked-in in an orderly fashion. The chat window will be allowed for all online participants, both for general conversation and person-to-person communication, until 5 minutes prior to the announced meeting start time. At this point, the chat feature will be removed for general per-to-person communication and will be available only for communicating with the meeting host.

A. In person commissioners will participate as typical for an in-person presbytery meeting with the following notable procedures:

1. Those requesting the floor must be first recognized by the moderator. The moderator will make a concerted effort to balance recognizing in-person and online participants. When recognized, move to the microphone and speak to the Moderator, not the assembly.
2. Introduce yourself by stating your name, and home church or place of ministry.
3. The parliamentary authority is Robert's Rule of Order Newly Revised, 12th Edition (2020), unless the Book of Order (Presbyterian Church U.S.A. Constitution, Part II) or the Manual of Operations of the Presbytery provide otherwise.
4. Motions presented by commissions or committees do not require a second.
5. During debate, each speaker has up to three minutes to address the issue to which they are speaking. The moderator may give a 30-second warning, so that speakers may conclude their remarks.
6. The moderator will normally alternate between speeches for and against the motion before the assembly.
7. The maker of the motion or commission/committee presenter may make the final speech.
8. Only enrolled commissioners (ruling elder commissioners, teaching elders, commissioned ruling elders, certified Christian Educators in active service, and ruling elders serving on commissions) are authorized to vote. Corresponding members are entitled to address the Presbytery. Visitors may be invited by the moderator to address the Presbytery.
9. Any substantive motion (new, amendment, substitute) made by a commissioner in the assembly must be given to the stated clerk in writing, at the time the motion is made. For online participants, the chat feature may be used.
10. Any new business must be received by the stated clerk prior to the beginning of the meeting.
11. Votes traditionally taken by voice will now be taken by the use of Green (Yes) and Red (No) placards which will be raised and lowered to indicate a vote of "yes" or "no." Placards will be provided to in-person commissioners and will be requested back at the meeting's conclusion.

B. Online Commissioner participants will participate in the following manner:

1. Commissioners may participate using any of the following: a computer, smart phone, or tablet with an internet connection, microphone, and webcam.
2. The Recording Clerk shall serve as Zoom host for this meeting. The Executive Presbyter, Moderator, Registrar, Vice Moderator, and Technical Assistants shall serve as co-hosts.
3. Access will be provided through a link included in the call to the meeting which will be issued electronically through the Presbytery email list.
4. When you enter the meeting, please change your Zoom name to the following format: First Name Last Name, TE or RE or CRE (Teaching Elder, Ruling Elder, Commissioned Pastor), Ministry, City. This will make it easier for us to identify you. You can change your name in one of the following ways,
 - a.) Join the meeting via the link emailed to you. Then, once you are in the meeting, right click on your personal video window. From the menu that appears, click on “Rename” and then type your name and identifying information as described above, or
 - b.) Rather than entering the meeting via the emailed link, log into Zoom with the meeting ID and password that was also provided in the emailed meeting invitation; you will then be given the opportunity to change your name before entering the meeting.
5. The meeting shall open thirty minutes prior to the scheduled start time, and commissioners should log in to the meeting as soon as they are able. This will allow the Host and Co-Host to check-in commissioners virtually through the waiting room. The Presbytery reserves the right not to admit attendees who do not identify themselves, or to move them to the waiting room if they do not change their Zoom name within a reasonable grace period or do not identify themselves.
6. Commissioners should mute microphones when not speaking. This will reduce background noise. Laptop and smartphone users may mute and unmute themselves by clicking on the microphone or telephone icon on your personal video window. Participants who do not mute themselves upon request may find themselves muted by the host. In that event, the chat function is the appropriate method to request to be unmuted.
7. To be recognized by the Moderator, Commissioners should click “raise hand.” To find the raise hand icon, click on “Reactions” at the bottom of your Zoom screen. “Raise Hand” is one of the options inside that “Reactions” menu. Once your hand is raised, the moderator will recognize you. Commissioners should only lower their own hands if they no longer wish to speak.
 - a. Windows users can also use the Alt+Y keyboard shortcut to raise a hand.
 - b. Mac users can also use the Option+Y keyboard shortcut to raise a hand.
 - c. If none of these options are working, type “raise hand” in the chat function.

The Moderator shall recognize commissioners to the floor based on raised hands. The Vice Moderator and Recording Clerk will assist the Moderator in looking for raised hands. **Every effort will be made to watch both the Zoom window and the room to ensure online participants are not missed.**
8. When recognized to speak, commissioners shall identify themselves and their church as in any other Presbytery meeting.
9. Online commissioners may make a motion orally as during an ordinary meeting, i.e. when

recognized by the Moderator. If making a motion or speaking to the motion, commissioners shall unmute their microphone and make sure the video feed is on.

10. A motion may be submitted in writing using the chat function on the right side of the screen. Commissioners may also use the chat function to indicate if they are having technical difficulties or to gain recognition if they are unable to raise a hand. The chat function will only be available for communication with the meeting host.

11. The presence of a quorum will be determined by adding the number of participants in the online video conference (as reported by the registrar) to the number of in-person participants. The presence or absence of a quorum will be certified by the Stated Clerk.

12. Votes shall be taken and counted in the following manner:

a.) For matters that would, in an in-person meeting, be decided by a voice vote, a vote will be announced by the Moderator and participants will be able to click “Yes” or “No” on the question at hand. To find the “Yes” and “No” buttons, click on “Reactions” at the bottom of your Zoom screen. “Yes” and “No” are two of the options inside that “Reactions” menu.

Note: In-person participants will vote using their Green or Red voting placards.

The Moderator will ask whether all participants have voted to ensure everyone has had an opportunity to vote. The host and co-hosts shall assist the moderator in determining that all have had an opportunity to vote. As soon as they are available, the Stated Clerk will report the results to the Moderator who will announce them to the body.

b.) Votes may also be taken by general/unanimous consent as per Robert’s Rules of Order, at the discretion of the Moderator. The Moderator will ask if there are any objections. If there are none, the Moderator will rule the motion passes by general consent. Commissioners shall state an objection by raising a hand. If there are objections to the motion, the Moderator may call for a vote using the “Yes” and “No” buttons as specified above.

Note: In-person participants will note their objection by raising the red placard.

c.) If a commissioner calls for a vote by secret ballot, online participants will be invited to vote in a Zoom poll.

Note: In the event of a secret ballot, in-person participants will vote using paper ballots.

d.) For a ballot vote or for elections, the Recording Clerk will post a poll with all available choices. Online commissioners will be asked to cast their votes via this poll.

13. The Stated Clerk shall be responsible for minutes being taken, as in an ordinary meeting. The Recording Clerk shall also assist in keeping minutes and records of the proceedings. The video/audio stream and chat record of the meeting will be recorded and saved, if technologically feasible, with the recording made available upon written request to the Stated Clerk.

Adopted by action of the Presbytery of Scioto Valley, February 21, 2023

May 2023

The Synod of the Covenant

Presbyterian Church (U.S.A.)

Upcoming Synod Programs and Ministry

Matthew 25 Scholarships for Christian Leaders (for undergrad, associates, vocational and seminary students)

- Applications due 5/31/23 (with recommendation letter from pastor or clerk of session)
- Awards Announced by 6/30/23

Zoom Workshops

- 5/10/23 10:00 – 11:30 am: **The Leader's Table** Webinar (The Missional Network)
- 6/7/23 10:00 – 11:30 am: **Preaching Workshop** “Acceleration, Amplification, Accumulation, Alienation: Preaching in Times Like These” with Rev. Dr. Wes Avram of Pinnacle PC in Scottsdale, AZ
- 7/5/23 No Preaching Workshop due to Independence Day
- 8/2/23 10:00 – 11:30 am: **Preaching Workshop** “Standing in the Breach: Preaching and Conflict” with Rev. Dr. Aimee Moiso of the Louisville Institute
- 9/6/23 10:00 – 11:30 am: **Preaching Workshop** “Exploring the Themes of Advent 2023” with Rev. Dr. Chip Hardwick of the Synod of the Covenant
- 9/11 and 9/14/23 6:00 – 8:30: **Child Sexual Abuse Protection Training** (LeaderWise)
- 9/13, 9/27, 10/11, 10/25/23 10:00 – 11:30 am: **The Leader's Table** Cohort meetings
- 10/2-3 6:00 – 8:30 pm and 11/7-8/23 1:00 – 3:00 pm **Boundaries Training** (LeaderWise)
- **Anti Racism Training** Pending for Fall 2023

For more information visit www.synodofthecovenant.org or contact Synod Executive Chip Hardwick at chip@synodofthecovenant.org or 309-530-4578.

We're the Synod of the Covenant.

In our Synod, we'll try anything to equip and support leaders for God's emerging, creative future.

Commission for Presbytery Operations

Report to Presbytery -- May 16, 2023

1. Actions Taken on Behalf of the Presbytery

- a. Approved a request from the Washington Courthouse McNair Presbyterian Church for the sale of their church building and manse:
 - The church building is being sold to the City of Washington Courthouse for use as a homeless men's shelter to be named the McNair Shelter
 - The manse was sold to a private individual
- b. Approved managing the payroll for the new campus ministry position as part of PSV's "Pay Checks" account until such time as the UKirk board can assume that role.

2. Report on the Status of the Church Development Fund

a. Fund Assets

Dublin Presbyterian	314,309.16
Rose Run Presbyterian	432,409.94
Presbyterian Farm (Logan)	484,151.72
Harriott Rd., Jerome Twp.	69,850.00
	<hr/>
	1,300,720.82
Available Fund Balance	2,118,812.99
	<hr/>
 TOTAL FUND BALANCE	 3,419,533.81

b. Sustainability Guidelines for The Church Development Fund

At the April meeting of the CPO Investment Advisory Committee, a motion was made and approved to establish "sustainability guidelines" for the expenditure of funds from the Church Development Fund. The guidelines are as follows:

- \$500,000 will be held as "seed money" for future church or new church development
- After "setting aside" the \$500,000, no more than 15% of the Church Development Fund should be allocated or spent in any fiscal year.

CHURCH DEVELOPMENT FUND EXPENDITUES (2019 to present)

YEAR	GRANT TO:	AMT	PURPOSE of GRANT
2019	no grants issued	0	
2020	15 scholarships for \$400	6,000	scholarships for NEXT Church Conference participants
2021	Fredericktown First	40,000	Renovation of Fellowship Hall r to host monthly community luncheons
2022	CNO Global Mission	300	To purchase study guides for Mission Seminars I CNO-Global Mission Team
2022	Granville First	50,000	To partially fund hiring a coordinator for church-wide mission initiatives
2023	Nelsonville	50,000	Funds for development of facilities at the Presbyterian Farm.
2023	OSU Campus Ministry	75,000	OSU Campus Ministry (year 1 of a 3-year commitment)
2024	OSU Campus Ministry	75,000	OSU Campus Ministry (year 2 of a 3)
2025	OSU Campus Ministry	75,000	OSU Campus Ministry (year 3 of a 3)
TOTAL EXPENDITURES		371,300	
SUMMARY	BUDGET	DISBURSED	Budget vs Actual / Remaining Budget
2019	\$150,000	0	no grants were made in 2019
2020	\$150,000	6,000	144,000
2021	\$150,000	40,000	110,000
2022	\$150,000	50,300	99,700
2023	\$150,000	125,000	25,000
2024	\$150,000	75,000	75,000
2025	\$150,000	75,000	75,000
MIB PROGRAM TOTAL to DATE	\$1,050,000	\$371,300	

Treasurer
Report to the Presbytery -- May 10, 2023

As of the end of April we are 33% of the way through the year.

We have collected 29% of our budgeted operations income and incurred 29% of our budgeted operations expenses. We are right on target with our operations income and expenses. We are running a \$10,123 deficit against a budgeted deficit for the year of \$25,086. Our current operations deficit is 40% of the budgeted operations deficit.

On the mission side, we have collected 39% of our mission income and incurred 40% of our budgeted expenses. Our mission income and spending are tracking each other. We are currently running a mission deficit of \$3,715 against a budgeted deficit for the year of \$3,350. Our current mission deficit is 111% of the budgeted mission deficit.

The Budget and Finance Committee met on April 10, reviewed the monthly treasurer's reports and selected the ones that will be sent to the various commissions. Commission reports will provide a consolidated view of the administrative and mission components of their budgets.

The Budget and Finance Committee met on April 10. Numerous requests are being made for money from the Church Development Fund. We discussed the need to limit the amount of money that could be spent in any given year so as not to deplete the fund. We decided we should reserve \$500,000 of the liquid assets in the fund in case we want to fund a new church. Of the remaining liquid assets, we agreed that no more than 15% should be spent in any given year.

The Investment Committee met on April 10 and reviewed our investments. Our equity investments are well balanced and represent the proper percentage of our portfolio. We agreed to rebalance our cash and bond investments.

Respectfully submitted,
Bob Patterson
Presbytery Treasurer

Presbytery of Scioto Valley - Columbus OH

Treasurer's Report as of April 2023

	Consolidated		Operations		Mission	
	Annual Budget	YTD Amount	Annual Budget	YTD Amount	Annual Budget	YTD Amount
PRESBYTERY REVENUE						
Basic Mission - Presbytery	\$ 100,000	\$ 29,590	\$ -	\$ -	\$ 100,000	\$ 29,590
Per Capita - Presbytery	272,766	91,003	272,766	91,003	-	-
Per Capita - GA	99,879	32,910	99,879	32,910	-	-
Per Capita - Synod	32,955	10,958	32,955	10,958	-	-
Basic Mission - Presby. Women	1,600	745	-	-	1,600	745
Commission for Nurture & Outreach	43,500	1,463	-	-	43,500	1,463
Commission for Congregational Life	42,000	-	-	-	42,000	-
Commission for Church Professionals	8,200	-	200	-	8,000	-
Commission for Presbytery Operations	12,200	50,485	4,200	485	8,000	50,000
Miscellaneous Income	72,365	-	63,838	-	8,527	-
Total Revenue	\$ 685,465	\$ 217,154	\$ 473,838	\$ 135,356	\$ 211,627	\$ 81,798
PRESBYTERY EXPENSES						
Commission for Nurture & Outreach	58,500	2,687	-	-	58,500	2,687
Commission for Congregational Life	54,500	2,667	8,500	1,587	46,000	1,080
Commission for Church Professionals	35,200	11,138	9,000	1,895	26,200	9,243
Commission for Presbytery Operations	388,589	170,631	304,312	98,128	84,277	72,503
Assigned Receipts	177,112	43,868	177,112	43,868	-	-
Total Expenses	\$ 713,901	\$ 230,992	\$ 498,924	\$ 145,478	\$ 214,977	\$ 85,514
Surplus (Deficit)	\$ (28,436)	\$ (13,838)	\$ (25,086)	\$ (10,123)	\$ (3,350)	\$ (3,715)

Presbytery of Scioto Valley - Columbus OH

Treasurer's Report as of April 2023

Account #	Account Name	Consolidated		Operations		Mission	
		Annual Budget	YTD Amount	Annual Budget	YTD Amount	Annual Budget	YTD Amount
PRESBYTERY BUDGET							
Receipts							
4.1.0005	Basic Mission - Presbytery	\$ 100,000	\$ 29,590	\$ -	\$ -	\$ 100,000	\$ 29,590
4.1.0010	Per Capita - Presbytery	272,766	91,003	272,766	91,003	-	-
4.1.0011	Per Capita - GA	99,879	32,910	99,879	32,910	-	-
4.1.0012	Per Capita - Synod	32,955	10,958	32,955	10,958	-	-
4.1.0015	Basic Mission - Presby. Women	1,600	745	-	-	1,600	745
Total Gross Receipts		507,200	165,206	405,600	134,870	101,600	30,335
Assigned Receipts							
5.1.6009	GA Per Capita	133,172	32,910	133,172	32,910	-	-
5.1.6011	Synod Per Capita	43,940	10,958	43,940	10,958	-	-
Total Assigned Receipts		177,112	43,868	177,112	43,868	-	-
Net Receipts		\$ 330,088	\$ 121,338	\$ 228,488	\$ 91,003	\$ 101,600	\$ 30,335
Commission Activity							
Nurture and Outreach							
	Receipts	43,500	1,463			43,500	1,463
	Expenses	58,500	2,687			58,500	2,687
Net Nurture and Outreach		(15,000)	(1,224)	-	-	(15,000)	(1,224)
Congregational Life							
	Receipts	42,000				42,000	
	Expenses	54,500	2,667	8,500	1,587	46,000	1,080
Net Congregational Life		(12,500)	(2,667)	(8,500)	(1,587)	(4,000)	(1,080)
Church Professionals							
	Receipts	8,200		200		8,000	
	Expenses	35,200	11,138	9,000	1,895	26,200	9,243

Account #	Account Name	Consolidated		Operations		Mission	
		Annual Budget	YTD Amount	Annual Budget	YTD Amount	Annual Budget	YTD Amount
	Net Church Professionals	(27,000)	(11,138)	(8,800)	(1,895)	(18,200)	(9,243)
	Net Commission Activities	(54,500)	(15,030)	(17,300)	(3,482)	(37,200)	(11,548)
	Total Net Receipts	\$ 275,588	\$ 106,308	\$ 211,188	\$ 87,520	\$ 64,400	\$ 18,788
	Presbytery Operations						
	Receipts	12,200	50,485	4,200	485	8,000	50,000
	Expenses						
	Staff Salaries	183,998	58,530	134,498	43,593	49,500	14,937
	Employee Benefits	57,134	18,621	35,082	11,740	22,052	6,881
	Payroll Costs	18,807	10,439	18,807	10,439		
	Total Salaries, Benefits & Taxes	259,939	87,590	188,387	65,772	71,552	21,818
	Total Operations Admin	128,650	83,041	115,925	32,356	12,725	50,685
	Total Expenses	388,589	170,631	304,312	98,128	84,277	72,503
	Net Operations Activity	(376,389)	(120,146)	(300,112)	(97,643)	(76,277)	(22,503)
	Miscellaneous Income						
	Total Miscellaneous Income	72,365	-	63,838	-	8,527	-
	Operating Surplus (Deficit)	\$ (28,436)	\$ (13,838)	\$ (25,086)	\$ (10,123)	\$ (3,350)	\$ (3,715)

Presbytery of Scioto Valley - Columbus OH
Balance Sheet as of April 30, 2023

Monday, May 8, 2023

Page 1 of 2

Account #	Account Name	YTD Balance
1.1.0002	Chase Checking	442,823.13
1.1.0006	Mission Market Fund Note	156,803.44
	Cash	\$599,626.57
1.2.0007	Fidelity Investments Brokerage	1,977,323.77
1.2.0008	Fidelity Invest Brokerage-Mkt Value Adj	(32,655.30)
	Fidelity Investments	\$1,944,668.47
	Investments	\$1,944,668.47
1.2.0017	Notes Rec. - Presbyterian	13,172.90
	Accounts & Notes Receivable	\$13,172.90
1.1.0022	Prepaid Ins - PYO	374.75
1.1.0023	Prepaid Exp - PYO Office Rent	2,500.00
	Prepaid Expenses	\$2,874.75
1.4.0004	PY Property - Equip & Furn	51,537.54
1.4.0005	PY Acc. Depr. - Equip & Furn	(51,349.67)
1.4.0010	PY Property - Computer Equip	48,945.39
1.4.0011	PY Acc. Depr. - Computer Equip	(45,377.19)
1.4.0016	PY Property - Eastlawn	175.00
1.4.0020	RC Property - Equip & Furn	2,907.31
1.4.0021	RC Acc. Depr. - Equip & Furn	(2,907.31)
	Furniture & Equipment	\$3,931.07
1.2.0022	Property - Dublin	314,309.26
1.2.0029	Property - Harriott Road	432,409.94
1.2.0031	Property - Johnstown Road	484,151.72
1.4.0052	Longstreth	69,850.00
	Property	\$1,300,720.92
1.4.0060	Leasehold Improvements	6,400.66
1.4.0061	Acc. Amort. - Leasehold Improvements	(3,800.67)
	Leasehold Improvements	\$2,599.99
	Total Fixed Assets	\$1,307,251.98
	Total Assets	\$3,867,594.67
Liabilities		
2.0.0000	<i>Accounts Payable/Vendors</i>	150.00
2.1.0010	A/P -GA Basic Mission	2,950.23
2.1.0011	A/P - GA Sp. Offering	9,328.87
2.1.0012	A/P - GA Directed Giving	83.00
2.1.0014	A/P - GA Peacemaking	31.02
2.1.0015	A/P - GA Per Ca pita	3,498.09
2.1.0016	A/P GA Disaster Relief	1,465.00
2.1.0017	A/P - SY Basic Mission	642.55
2.1.0020	A/P - SY Peacemaking	7.99
2.1.0021	A/P - SY Per Capita	1,154.21
	Accounts Payable	\$19,310.96
2.1.0046	A.A. Labrinth	675.00
2.1.0054	A.A.SDOP	3,427.12
2.1.0055	A.A. NWC-Kinnison	1,971.50
2.1.0057	A.A. 2023 Isreal/Palestine Trip	2,000.00
	Other Liabilities	\$8,073.62
	Total Liabilities	\$27,384.58

Fund Balance

Presbytery of Scioto Valley - Columbus OH
Balance Sheet as of April 30, 2023

Monday, May 8, 2023

Page 2 of 2

Account #	Account Name	YTD Balance
<i>Commission for Nurture and Outreach Funds</i>		
3.1.1000	Peacemaking Fund Balance (R)	11,472.46
3.1.2000	Outdoor Ministries Fund Balance (D)	7,577.52
3.1.2015	Cap. City Helping Hands Fund Balance (R)	8,403.75
3.1.2200	Youth Triennium Fund Balance (D)	8,405.47
3.1.2300	Mission Work Trip Fund Balance	2,689.13
3.1.4000	Higher Education Fund Balance (R)	2,583.85
	Total Commission Nurture and Outreach	\$41,132.18
<i>Commission for Congregational Life Funds</i>		
3.2.4500	Church Dev Fund Balance (D)	3,419,533.81
3.2.4510	Cong. Fund Balance (R)	25,967.06
3.2.4520	Building Fund Balance (R)	66,042.28
	Total Commission for Congregational Life	\$3,511,543.15
<i>Commission for Church Professional Funds</i>		
3.1.5800	Pastor's Emergency Fund Balance (R)	13,672.21
	Total Commission for Church Professionals	\$13,672.21
<i>Commission for Presbytery Operations Funds</i>		
3.1.0000	Operating Fund Balance	106,290.81
3.3.0000	Investment Fund Balance	167,571.74
	Total Commission for Presbytery Operations	\$273,862.55
	Total	\$3,840,210.09
	Total Fund Balance	\$3,840,210.09
	Total Liabilities and Fund Balance	<u>\$3,867,594.67</u>

Commission for Congregational Life

Report to Presbytery – May 16, 2023

1. Actions Taken on Behalf of Presbytery.

- a. Recommended the Moderator form an AC to support St Andrew PC through closing.
- b. Dates for Session Review are soon to be announced. They will be available at the PSV Website under the CCL page as well as Clerk Resources.
- c. Wrote and approved additional documents to be added to the PSV website for church sessions when a pastor leaves.
- d. Approved MIFs for Fredericktown PC and Condit PC.
- e. Arranged for or provided Moderators for sessions without pastors.
- f. Opened discussions with churches facing severely limited resources
 1. Jersey PC
 2. Woodside PC

2. Motion for Closure of St. Andrew Presbyterian Church, Columbus, Ohio

That the Presbytery of Scioto Valley confirm appointment of Rev. Dr. Nancy Jo Dederer, Rev. Ginny Tietz, Elder Jim Hines, Elder Amos Lovejoy, Elder Lydia Anokye, and Elder Jennifer Pieratt to an Administrative Commission to “partner with the Session of St Andrew Presbyterian Church” for the closure of St. Andrew Presbyterian Church, Columbus, Ohio, and to act on Presbytery’s behalf. Working with the St Andrew Session, the Administrative Commission will:

1. Meet with the Session and members of the congregation, including calling a meeting of the Session and/or of the congregation, as necessary.
2. Arrange for the pastoral care of the members.
3. Publicize the dissolution of the congregation.
4. Ascertain the financial status and outstanding financial obligations of the congregation.
5. Secure the Session records.
6. Secure the legal rights to all property (real or personal) held by or for the benefit of the congregation.
7. Dispose of the moveable personal property of the congregation,
8. Secure the building and property.
9. Attend to matters of insurance.
10. Dispose of the building and grounds (subject to any guidelines established by the Presbytery) or convey the building and grounds to the Presbytery of Scioto Valley of the Presbyterian Church (U.S.A.), (The proceeds of this sale will be placed in a donor designated

fund, hereafter referred to as the “St Andrew Legacy Fund” per an agreement negotiated between St Andrew Presbyterian and the Presbytery of Scioto Valley, subject to approval of the agreement by the full Presbytery).

11. Plan and conduct a Service of Witness.

12. Secure the assistance of other individuals, as appropriate, to assist with its work, and

13. Generally to do such things and take such actions, for, in the name of, and on behalf of the Presbytery as shall be reasonably necessary to accomplish the general purpose of this resolution.

Yvonne Gustafson, Chair

Commission for Congregational Life

Commission for Church Professionals

Report to Presbytery – May 16, 2023

1. Report of Actions Taken on Behalf of Presbytery.
 - a. Christina Piper—CRE Covenant with Amanda Presbyterian Church (40%) 3/6/23
 - b. Bob Armstrong—Stated Supply for Rose Run 3/6/23
 - c. Kevin Horrigan—Parish Associate Worthington 3/6/23
 - d. Kevin Horrigan—received as member of PSV 3/6/23
 - e. Keith Jones—Stated Supply for Highlands (33.3%) 3/6/23
 - f. Rev. John Hart and Rev. Becky Hart designated as Pastors Emeritus for Liberty Presbyterian Church--congregation vote 3/5/23, CCP 2/6/23
 - g. Charlotte O'Neil—Resignation as Interim Pastor at Boulevard as of 4.9.23 3/6/23
 - h. Emily Corzine—Gap Pastor, Delaware First (up to 15 hrs/wk) 3/6/23
 - i. Ray and Barbara Lou Morrison—Contract for Pastoral Care—Delaware First (10 hrs/wk) 3/6/23
 - j. Ray Morrison—approved to minister within the bounds of PSV 3/6/23
 - k. Mary Gause—Associate Pastor, Overbrook (75%) 3/6/23
 - l. Joe Manos—Parish Associate, Rose Run 3/6/23
 - m. Betsy Rice—Stated Supply Pastor Worthington (75%) 4/3/23
 - n. Wayne Morrison—Contract renewal with Condit 4/3/23
 - o. David Bubb-retiring on June 15, dissolution from Mifflin June effective 6.15.23 4/3/23
 - p. Diane Baldwin (Transitional Pastor)—resignation from Logan effective 5.16.23 5/1/23
 - q. Jon Carlisle—Contract Extension with St Andrews 5/1/23
 - r. Julie Johnson (Associate Stated Supply)—resignation from Liberty 5/1/23
2. Approve 2024 minimums with a 3% increase
3. Retirements
 - a. Kae Merold
 - b. Michael Wilson
 - c. David Bubb
- 4 Announcements (Check the SVP E-News for next dates and details)
 - a. Invitation to Fireside Chats
 - b. Invitation of Hanging Rock Lunch

**The Presbytery of Scioto Valley (PSV)
Budget and Planning Information
Minimum Compensation Guidelines for 2024**

Full-Time (40 hours) Installed Ministers Minimum Compensation Package

Cash, Salary, Housing, Utilities	\$56,038 (3% increase)
Automobile Reimbursement	IRS Rate for 2023
Pastor's Participation Plan ¹	39% of Effective Salary ² (Subject to change by BOP)
Continuing Education Allowance	\$1500.
Professional Expenses	\$500.
Annual Study Leave	2 weeks
Annual Vacation	4 weeks

Full-Time (40 hours) Non-Installed Ministers Minimum Compensation Package

Cash, Salary, Housing, Utilities	\$56,038 (3% increase)
Automobile Reimbursement	IRS Rate for 2023
Minister's Choice Plan ¹	10% of Effective Salary ² (Subject to change by BOP)
Member Only Medical Plan ¹	(see www.pensions.org)
Continuing Education Allowance	\$1500.
Professional Expenses	\$500.
Annual Study Leave	2 weeks
Annual Vacation	4 weeks

Part-Time Ministers (20 or more hours/week) Minimum Compensation Package

Cash, Salary, Housing, Utilities	prorated
Automobile Reimbursement	IRS Rate for 2023
Pastor's Participation Plan ³ (for Installed Ministers)	39% of Effective Salary ⁴ (Subject to change by BOP)
Minister's Choice Plan ¹ (for non-Installed Ministers)	10% of Effective Salary ² prorated (Subject to change by BOP)
Continuing Education Allowance	prorated
Professional Expenses	prorated
Annual Study Leave	2 weeks
Annual Vacation	4 weeks

Part-Time Ministers (less than 20 hours/week) Minimum Compensation Package

Cash, Salary, Housing, Utilities	prorated
Automobile Reimbursement	IRS Rate for 2023
Continuing Education Allowance	prorated
Professional Expenses	prorated
Annual Study Leave	2 weeks
Annual Vacation	4 weeks

Part-time positions of any kind are prorated but still require 4 weeks of vacation and 2 weeks of study leave.

Commissioned Pastors (formerly called Commissioned Ruling Elders) – The minimum salary and housing terms for a full-time CP is 80% of the above rate, or \$44,830 . Part-time CP’s salary and housing terms are prorated. Commissioned Pastors receive the minimum compensation package of auto reimbursement, continuing education, professional expenses, study leave and vacation. Full-time Commissioned pastors will be offered the BOP “Other Church Employees Package.”

Certified Church Educators – The minimum salary and housing terms for Certified Church Educators is the same as for ministers.

Transitional Ministers - The minimum salary and housing terms for Transitional Pastors is 90% of the minister who just left, but not less than the Presbytery minimum.

Minimum Compensation for Pastoral Services:

Moderating a Session or Congregational Meeting \$50 plus IRS mileage rate

Presiding at Communion (when not preaching) \$50 plus IRS mileage rate

Contract Pastor Services (when not preaching) \$25/hr. plus IRS mileage rate

Pulpit Supply \$150 for one service, or \$200 for two or more services, plus IRS mileage rate.

Sabbatical Leave

Unless otherwise negotiated in terms of call, ministers with six continuous years of service (with at least three years of continuous service to their current congregation) shall be eligible for a Sabbatical. Sabbatical Leave may be repeated at six-year intervals thereafter. Sabbatical Leave shall last for a period of at least three months, containing thirteen consecutive Sundays. Pastors who complete a Sabbatical shall assure the session of continued service to that congregation for at least one full year after the conclusion of the Sabbatical. Sabbatical Leave is qualitatively different from vacation or study leave for the minister, in that there is a plan for personal and professional restoration. Thus, neither vacation nor study leave should be affected by Sabbatical Leave – however, vacation time or study leave may be taken in conjunction with the Sabbatical Leave, adding no more than four additional weeks of time away. For budgeting purposes, the Session should plan to cover the expense of pastoral services for the time that the minister is away on Sabbatical Leave. (See Sabbatical Leave Policy for more information at psvonline.org.)⁵

Notes

¹ The Board of Pensions offers various options for church professionals. More information is found at www.pensions.org. Although this policy identifies the minimum requirement for churches to offer, there are options available that may be added to these packages. If the pastor has a comparable alternate plan available, permission may be granted by CCP to use that.

² The definition of effective salary as it appears in Section 2 .1(p) of the Benefits Plan follows: Any compensation received during a Plan Year by a Plan Member from an employer, including but not limited to any sums paid as a housing (including utilities and furnishings) allowance. Effective Salary shall also include (1) any deferred compensation (funded or unfunded) credited to or contributed on account of a Member by an employer during a Plan Year, with the exception of any amounts contributed as an employer contribution to the Retirement Savings Plan under a matching contribution program that is available to at least all employees of the employer in the same employment classification, and (2) any salary reduction contributions to a plan or other arrangement providing a tax-favored benefit . Effective Salary does not include amounts received for reimbursement of professional expenses through an accountable reimbursement plan or Social Security amounts up to fifty percent (50%) of a minister’s Self- Employment Contributions Act (SECA) obligations. With respect to a Member eligible for a housing allowance, the amount for housing is calculated as follows: If a Manse is provided, the amount shall be at least thirty percent (30%) of all other

compensation described above; if no Manse is provided, the amount shall be the actual housing allowance. The plan year is January 1 to December 31.

³ The Board of Pensions offers various options for church professionals. More information is found at www.pensions.org. Although this policy identifies the minimum requirement for churches to offer, there are options available that may be added to these packages. If the pastor has a comparable alternate plan available, permission may be granted by CCP to use that.

⁴ The definition of effective salary as it appears in Section 2 .1(p) of the Benefits Plan follows: Any compensation received during a Plan Year by a Plan Member from an employer, including but not limited to any sums paid as a housing (including utilities and furnishings) allowance. Effective Salary shall also include (1) any deferred compensation (funded or unfunded) credited to or contributed on account of a Member by an employer during a Plan Year, with the exception of any amounts contributed as an employer contribution to the Retirement Savings Plan under a matching contribution program that is available to at least all employees of the employer in the same employment classification, and (2) any salary reduction contributions to a plan or other arrangement providing a tax-favored benefit . Effective Salary does not include amounts received for reimbursement of professional expenses through an accountable reimbursement plan or Social Security amounts up to fifty percent (50%) of a minister's Self- Employment Contributions Act (SECA) obligations. With respect to a Member eligible for a housing allowance, the amount for housing is calculated as follows: If a Manse is provided, the amount shall be at least thirty percent (30%) of all other compensation described above; if no Manse is provided, the amount shall be the actual housing allowance. The plan year is January 1 to December 31.

⁵ The rationale for adding the Sabbatical Leave portion is so that the practice of taking a Sabbatical becomes more normative. We continue to see pastors reach the point of burnout before they seek help and this may alleviate some of that experience. It also gives churches a reminder each year to plan for this. Some congregations may even want to put 1/6 of the cost of covering pastoral services in their budget each year and build a fund. A generous church might even add funds to that to cover some of their pastor's additional travel expenses during Sabbatical.

PRESBYTERY OF SCIOTO VALLEY Commission for Church Professionals (CCP)

FULL-TIME AND PART-TIME POSITIONS

1. The Federal Labor Standards Act defines an "exempt" employee as one who is exempt from the requirement to receive overtime pay. All ministers of the Word are defined by the Federal Labor Standards Act as "exempt" employees. "Non-exempt" employees would include secretaries, custodians, etc.
2. The Commission for Church Professionals (CCP) defines a full-time, exempt position as one which expects the person filling the position to be "on call" at all times. On average a full-time person is "on duty" an approximate average of 40 hours per week. Another definition of "full-time" is 10 four-hour modules. (A four-hour module may be a morning, afternoon or evening block of time.) At least one day off each week is expected for all persons serving full-time positions. If regular preaching and leading of worship is included in a part-time position, the contract shall include at least three modules of time for preparation for and conduct of worship.
3. All part-time positions are subject to the Presbytery Minimum Compensation Guidelines. All part-time position descriptions will specify what proportion of full-time the position requires. A comparable proportion of the full-time Minimum Compensation Guidelines will be applied to the part-time position. (For example, a half-time position must be compensated at a minimum of fifty percent of the full-time minimum.)
4. Limited-term positions may be approved by CCP for ministers who have previously been ordained, but limited-term calls will not be approved for candidates seeking their first call after ordination.

Ministry History of Retirees

Ministry History of Kae Merold— Kae served alongside her husband in the Celina First Presbyterian Church from 1987-2003 where she was elected as an elder. She took an active role in the Outville Presbyterian Church from 2003 serving as a deacon, choir director and youth leader. Kae became a Certified Ruling Elder in 2010 after completing the necessary course work. She began doing pulpit supply and moderating sessions as the need arose and later was commissioned to the Outville Presbyterian church as Parish Associate. In 2016 she was commissioned as the Pastor of Outville Presbyterian Church until retirement on December 31, 2022. Kae has also served through the Presbytery on CCP, as the moderator of the CRE Task Team, and participating in several mission trips.

Ministry History of Michael Wilson— Michael was ordained on June 2, 1985, and served as Pastor at Calvary Presbyterian Church in Greenville, MS, Berean Presbyterian Church in New Orleans, LA. and Capitol Presbyterian Church in Harrisburg, PA. He also served as Interim Pastor at Rice Memorial Presbyterian Church in Atlanta, GA and Bethany Presbyterian Church in Columbus, OH, as well as assisted First Presbyterian Chillicothe OH during their pastoral transition. He was Founding Executive Director of Covenant Presbyterian Urban Ministry Institute in New Orleans and Executive Director Urban Training Organization in Atlanta. Highlights of his service in urban ministry included working with Head Start, reading programs, after school and summer programs centered around computer literacy, and housing programs. A particular joy was leading a Martin Luther King Jr week workshop with worship at a mosque for the call to prayer, dinner and worship at the downtown synagogue, Saturday worship at Catholic Cathedral, then spending the night with people who were homeless and worshipping Sunday morning at Ebenezer Baptist Church. He served on committees in each presbytery, such as the Committee on Ministry, Stewardship, Youth, Education and Permanent Judicial Commission, as well as serving as a commissioner to synod. He served as a board member for both the national and regional Black Presbyterian United.

Ministry History of David Bubb— Prior to ordination David served as part-time Minister of Music and Youth at Hedgesville Baptist Church and as an intern at a number of small Methodist churches in NC. He was ordained in 1984. He served for two years as Assistant Pastor at Jordanhill Parish Church in Glasgow Scotland, then as Associate Pastor for Christian Education and Youth at Montgomery Presbyterian Church in Montgomery, OH from 1986-91. He served as chair of the Presbytery Youth Committee and on the Presbytery Congregational Life Committee. After he married his wife Kathi, they accepted positions as Associate Pastor and Director of Christian Education at First Presbyterian Church in Jackson TN, where they served for ten years. David served on the Presbytery Church Council and Congregational Leadership Committee, and served as a Commissioner to the General Assembly. David and Kathi then accepted a call to Santiago Community Church, an Interdenominational, International, English-speaking Church in Santiago, Chile —David as Pastor and Kathi as DCE. They served for eleven years, then returned to the states where David became Pastor at Mifflin Presbyterian Church in Gahanna in 2014 where he currently serves until his retirement on June 15, 2023. He recently chaired the Commission on Church Professionals.



Recognition of the Honorable Retirement
 The Reverend Michael O. Wilson
 The Reverend David L. Bubb
 Commissioned Ruling Elder L. Kae Merold
 The Presbytery of Scioto Valley, Circleville, Ohio, May 16, 2023

Litany

Moderator: There are different gifts,

People: **But it is the same Spirit who gives them.**

Moderator: There are different ways of serving God,

People: **But it is the same Lord who is served.**

Kae, Michael, and David, we are grateful for your faithful ministry through many years of service, including to this Presbytery. Inasmuch as the Lord has guided you through years of gospel ministry, the Presbytery of Scioto Valley now affirms your retirement. We wish you joy in your next endeavors. May God's Spirit continue to guide you and bless you in this next phase of your life and ministry. We hope it will be a time of refreshment and rest, along with new opportunities for living the good news of Jesus Christ.

Presentation of the Certificate of Retirement

Prayer

Eternal God and Lord of all, through the ages men and women have been called to serve you in countless ways. We honor your servants, **Michael, David and Kae** today. May the future bring them enjoyment and a measure of God's peace, help them to be good stewards of their leisure, and continue to use them for the purpose of building up your Kingdom wherever they may go. Amen.

Benediction

Now to the One who by the power at work within us can accomplish abundantly far more than all we could ask or imagine, to God be the glory in the Church and in Christ Jesus forever and ever. Amen.

Singing of the Doxology by the Presbytery

Coordinating Team

Report to Presbytery -- May 16, 2023

For Action:

1. Approve the following individuals for election to the Presbytery Nominating Committee, Class of 2025:
 - a. Désirée Youngblood, Teaching Elder
 - b. Robert Gustafson, Commissioned Ruling Elder

2. Approve the following description of the role of the Presbytery Committee on Representation. (This is a second reading. No changes have been made to the draft submitted to the Presbytery in February):

In order to strengthen the role of the Presbytery's Committee on Representation, and to strengthen the Presbytery by increasing the diversity of voices in the Presbytery's leadership and in its meetings, in addition to the duties provide by the Book of Order, the Presbytery of Scioto Valley charges the Committee on Representation with the following additional responsibilities and authority:

1. To provide training within the Presbytery and its congregations designed to increase the diversity of the individuals interested in and equipped for service on the Presbytery's commissions and committees.
 2. To support the Presbytery's commissions and committees in their openness to and ability to hear diverse voices as they carry out their work for the Presbytery and in the congregations of the Presbytery.
 3. To propose changes in the time, place, and format of Presbytery meetings that seeks to increase the diversity of the commissioners attending Presbytery meetings and the Presbytery's ability and willingness to hear diverse voices in its meetings.
3. To change the Presbytery meeting date in November from November 14th to November 28th, in order to accommodate the Church Professionals Retreat, which is scheduled to end on the morning of November 14th.

Nominating Committee

Report to Presbytery – May 16, 2023

For Action: The nominating committee places the name Rev. Joel Esala in nomination to serve as Chair of the Commission for Church Professionals

Commission for Nurture and Outreach

Report to Presbytery – May 16, 2023

Announcements and Information for the Presbytery

1. The Pentecost Offering at this May's presbytery meeting unites us in a church-wide effort to support young people and inspire them to share their faith, ideas, and unique gifts with the church and the world. Please look for baskets at the back of the Circleville sanctuary to make your contribution.

2. May 23, 2023 02:00 PM on Zoom -- Consider participating in the first of a three-part online workshop series on Matthew 25. The May 23rd workshop will focus on eradicating systemic poverty. Gather with Presbyterians-- across the country and around the world-- to share and learn five spiritual practices (worship, learn, relate, act, and share) as well as resources and activities that Presbyterians engage to end poverty. Walk away with practical tools and ideas for next steps! Facilitators will be national staff and mid-council leaders who sit on a monthly PC(USA) Matthew 25 consulting team on eradicating systemic poverty. For more information and registration, contact Rebecca Barnes at rebecca.barnes@pcusa.org.

Book of Order Amendments – Omnibus Motion

(Note: Any commissioner to the May 16 meeting of PSV may request one or more of the following motions be removed from this omnibus motion for individual consideration, debate, and vote. The request must be made in writing to the Stated Clerk either before the meeting via email or in person during the meeting, prior to close of the call for new business.)

For Action: The Coordinating Team moves to adopt all of the following:

1. Move to ratify Amendment 22-T which appears on page 42 of the amendment booklet, and which seeks to amend W-3.0205: Confession and Forgiveness.
2. Move to ratify Amendment 22-U which appears on page 43 of the amendment booklet, and which seeks to amend W-3.0409: Theology of the Lord's Supper.
3. Move to ratify Amendment 22-V which appears on page 44 of the amendment booklet, and which seeks to amend W-3.0401: Communion.
4. Move to ratify Amendment 22-W which appears on page 45 of the amendment booklet, and which seeks to amend W-4.0403: Order of Worship.
5. Move to ratify Amendment 22-X which appears on page 47 of the amendment booklet, and which seeks to amend W-5.0104: Household Worship.
6. Move to ratify Amendment 22-Y which appears on page 48 of the amendment booklet, and which also seeks to amend W-5.0104: Household Worship.
7. Move to ratify Amendment 22-Z which appears on page 49 of the amendment booklet, and which seeks to amend W-5.0201: The Church's Ministry Within the Community of Faith and W-5.0301: The Church's Mission in the World.
8. Move to ratify Amendment 22-AA which appears on page 51 of the amendment booklet, and which seeks to amend W-5.0204: Pastoral Care.
9. Move to ratify Amendment 22-BB which appears on page 53 of the amendment booklet, and which also seeks to amend W-5.0204: Pastoral Care.
10. Move to ratify Amendment 22-CC which appears on page 55 of the amendment booklet, and which seeks to amend D-3.0106: When Jurisdiction Ends.
11. Move to ratify Amendment 22-DD which appears on page 58 of the amendment booklet, and which seeks to amend D-10.0302: If Charges Are to Be Filed.

12. Move to ratify Amendment 22-EE which appears on page 60 of the amendment booklet, and which seeks to amend D-10.0303: Petition for Review.

13. Move to ratify Amendment 22-FF which appears on page 62 of the amendment booklet, and which seeks to amend Section D regarding use of the term “The Accused” in the Rules of Discipline.

14. Move to ratify Amendment 22-GG which appears on pages 64-133 of the amendment booklet, and which seeks to replace the current “Rules of Discipline” (Section D of the Book of Order) with a new “Church Discipline” section.

Rationale:

As of the most recent update on May 8, only one of these amendments has not received enough votes for ratification. That amendment, designated 22-CC, is a proposed change to the Rules of Discipline (section D of the Book of Order). Since the newly ratified Church Discipline section of the Book of Order replaces the old Rules of Discipline, any of the proposed amendments to that section are now rendered moot. Since Scioto Valley’s vote on these amendments will not change the outcome, the Coordinating Team thought the presbytery’s time might be better used on other tasks than on debating and voting on each one individually. For that reason, the Coordinating Team presents this omnibus motion.

Discernment Report for The Presbytery of Scioto Valley 2023



Presented in conjunction with Holy Cow! Consulting



Developing an Aligned Mission-Driven Strategic Plan for the Presbytery of Scioto Valley

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1 Attachment – Landscape Results

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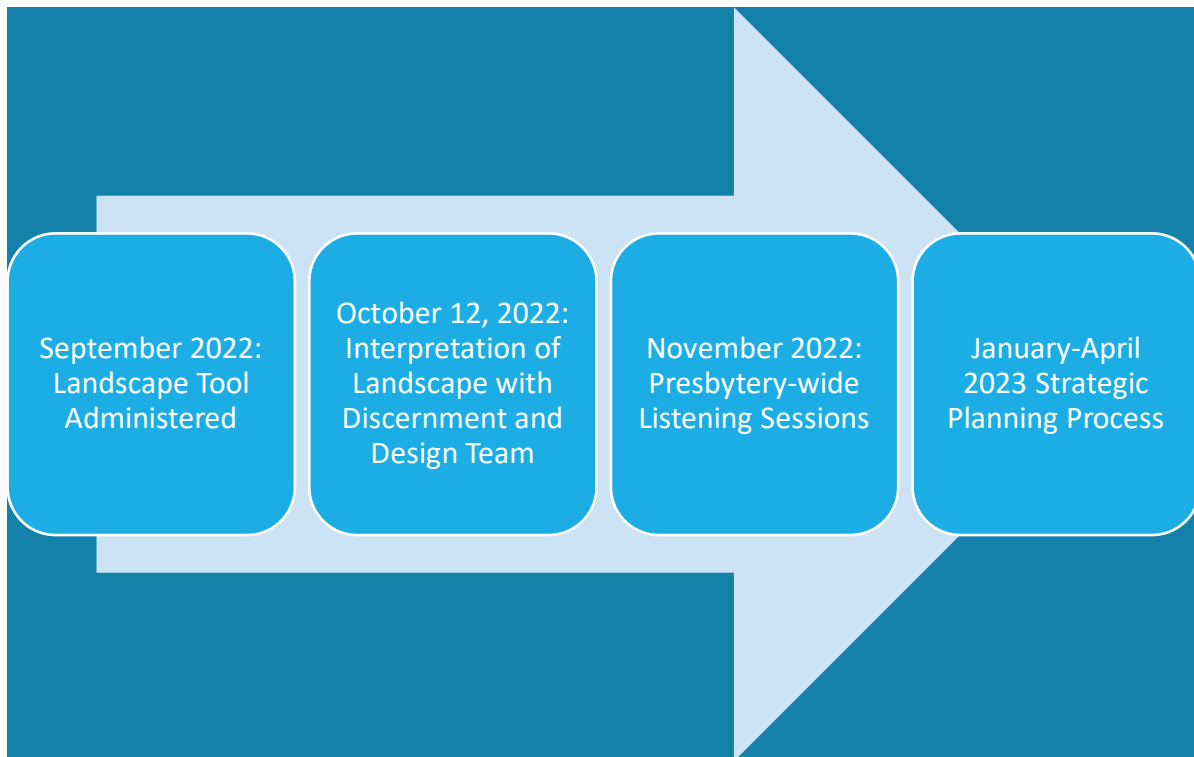
Discernment and Design Administrative Commission Members and Consulting Partner

Discernment & Design Commission Team	
Ruling Elders	
Larry Mead (Co-Chair)	Worthington
Melinda Lovern	Granville, First
Bill Lucas	Columbus, Glen Echo
Connie Money penny	Grove City, First
Teaching Elders	
Mary Jane Hitt (Co-Chair)	Retired (Westerville)
Steven Brand	Washington CH, First
Trip Porch	Columbus, Indianola
Patricia Stout	Retired (Delaware)
Consulting Partner	
<i>Holy Cow! Consulting</i>	

Discernment and Design Administrative Commission Authority

- Select, interview, and engage a professional consultant, who, if Presbyterian, will be from outside the PSV bounds.
- Working with the consultant, the *Discernment and Design Team* will:
 - Determine, schedule, and lead a process that will engage all aspects of life in the presbytery, including commissions, committees, and congregations throughout the presbytery's geography.
 - Propose a purpose statement for the Presbytery of Scioto Valley that addresses how best to discern and respond to God's will over the next three to five years.
 - Propose a new model for the Presbytery of Scioto Valley, addressing all pertinent aspects and components, including organizational structure, staffing, support, determining operational costs and proposing a financial plan for its undertaking.
 - Propose a schedule and timeline for the transition to the new presbytery structure, including proper considerations for staffing changes.
 - Consult with persons in the presbytery who may be of assistance and counsel, as deemed necessary.
 - Regularly (no less frequently than monthly) advise the presbytery of its progress, at stated presbytery meetings and through the PSV communication structure.

Timeline of Process



Landscape Assessment Results

The Landscape Assessment was administered in September of 2022. 397 responders took the assessment.

Vitality Measures:

Two attributes are needed to be a vital Regional Association -- high levels of **satisfaction** and **energy**. Satisfaction is the sense of peaceful contentment when working with each other within the organization. Energy is passion with intention and a compelling sense of purpose within the organization.

Overall, approximately 18% of the responders are clearly satisfied with how things are in the Presbytery of Scioto Valley. Approximately 13% feel there is a compelling sense of purpose or energy and that people within the Presbytery are not just going through the motions in their work. Notably, in both the measure of satisfaction and energy over 60% of the responders are on the fence. This indicates that many people are waiting to see what is going to happen next before

affirmatively stating whether they are clearly satisfied or energized. **Compared to other Regional Associations, the overall vitality of the Presbytery of Scioto Valley is in the low range, indicating that people are longing for change.**

While 27% of the responders stated that the Presbytery of Scioto Valley is weaker than three years ago, 12% of the responders that the Presbytery is stronger than three years ago. These numbers, with 61% stating that the strength of Presbytery of Scioto Valley is about the same as it was three years ago, indicate that **the perceived strength is low.**

Areas of Focus:

To determine how satisfied people are within the Presbytery of Scioto Valley, they are focusing on five different areas or drivers. If people perceive the Presbytery is performing well in these five areas, then the data suggests that their perception of their satisfaction will go up. Likewise, if people perceive that these five areas are not performing well, then their satisfaction levels will go down. The five areas of focus for people within the Presbytery of Scioto Valley are:

1. *Our Presbytery does a good job supporting persons who are serving in various Presbytery ministries.**
2. *Our Presbytery leadership has done a good job of developing a shared vision that unites us.**
3. *The whole spirit of our Presbytery makes people want to get as involved as possible.**
4. *I find Presbytery meetings to be a good use of my time and energy.*
5. *Our Presbytery helps members become engaged in finding roles for people that fit their gifts.*

Additionally, to determine how energized people are within the Presbytery of Scioto Valley, they are focusing on five different areas. If people perceive the Presbytery of Scioto Valley is performing well in these five areas, then the data suggests that their perception of their energy will go up. Likewise, if people perceive that these five areas are not performing well, then their energy levels will go down. These five areas of focus for people within the Presbytery are:

1. *Our Presbytery has been successful in helping congregations like mine become more vital and effective.*
2. *The whole spirit in the Presbytery makes people want to get as involved as possible.**
3. *Our Presbytery leadership has done a good job of developing a shared vision that unites us.**

4. *In important decisions in our Presbytery, adequate opportunity for consideration of different approaches is usually provided.*
5. *Our Presbytery does a good job supporting persons who are serving in various Presbytery ministries.**

**Indicate areas of focus that are shared in both satisfaction and energy levels.*

Out of these areas of focus, there are two areas that need significant attention. Throughout the Presbytery of Scioto Valley, people would like to experience more support of those serving in various Presbytery ministries, as well as an improvement of Presbytery meetings so they are a good use of time and energy. Responders have indicated that they would like these items to be addressed so that both their satisfaction and energy levels would have a higher likelihood of improvement.

There are other areas of less urgency still in need of attention, where improvements will have the greatest impact on the satisfaction levels within the Presbytery of Scioto Valley.

- *Increasing the spirit of involvement for the people in the Presbytery*
- *Involvement in the Presbytery resulting in feeling clearer about God's purpose in the lives of the members*
- *Experiencing that work in the Presbytery is a source of energy and spiritual renewal*
- *Committing to a shared uniting vision*
- *Effectively helping congregations become more vital and effective*
- *Helping recognize trends in larger society to help congregations adapt*
- *Providing competent leadership and support for congregations during challenging times*

Performance Areas:

There are seven performance indices reported in the Landscape: Morale, Conflict Management, Engagement, Governance, Collegiality, Leadership, and Support to Congregations. Within these performance areas, the Presbytery of Scioto Valley performs within an **average range** when compared to other Regional Associations in the areas of Governance (trust in leadership), Conflict Management, and Collegiality. The areas where the Presbytery of Scioto Valley scores in the **low range** are in the areas of Congregational Support, Morale, Leadership, and Engagement. Comparative data with other Regional Associations indicates that in order to be a vital Regional Association, the Presbytery of Scioto Valley will have to create a shared uniting vision that helps clarify next steps and define the work needed, as well as offer high quality support and resources to the congregations within the Presbytery.

Responders perceive the Presbytery of Scioto Valley to be somewhat flexible and open to new ways of doing things, but they also state that change is not often welcome. 54% of the responders feel that there is only a moderate amount of change necessary in order for their vision for the Presbytery of Scioto Valley to be met. 5% want to change almost everything, and 28% want a significant amount of change. It is significant to note that a system with a low-average range of flexibility but with a good percentage of responders wanting change will need to take concrete, intentional steps with good communication in place; otherwise, the system will push back and revert to previous unhealthy patterns.

Overall, responders stated that they have a very low level of vision clarity regarding where the Presbytery of Scioto Valley is headed and how it is going to get there. Only 24% of responders clearly agree that Presbytery of Scioto Valley members demonstrate a readiness to follow the leaders and Executive Presbyter. This level of readiness to follow is in the **very low range**.

When asked how engaged the responder's congregation has been with the work of the Presbytery of Scioto Valley within the last 12 months, 39% of responders stated that their congregation is moderately engaged, and 20% of responders stated their congregation is highly engaged. Only 26% of responders stated that they are more satisfied within the Presbytery of Scioto Valley than with other Presbyteries or Presbyterian Congregations they have been a part of, while 36% are less satisfied. In terms of gift utilization, 9% of the responders indicate that when they think about their gifts, interests, and time they could contribute to the Presbytery of Scioto Valley, they don't know how to give it.

Presbytery-wide Listening Sessions

After review of the Landscape results, Listening Sessions were held to get a better understanding of the concerns and hopes of the Presbytery of Scioto Valley. These Presbytery-wide Listening Sessions were held in November of 2022 using the Zoom platform.

When asked about congregational support received from the Presbytery, frequent comments were as follows:

- Congregations are grateful for the information and support to become *Matthew 25* congregations.
- There is a lack of trust that the Presbytery can help congregations, and trust needs to be built.

- Clergy and others often feel alone and disconnected.
- There does not seem to be a lot of congregational support available from the Presbytery, and there is a lack of clarity of who to go to for help.
- The Presbytery staff is too small and cannot meet the expectations or needs of the Presbytery.
- There is a lack of a sense of vision about who the Presbytery is as a whole.
- The current commission structure appears to have been put in place in response to executive overreach and malfeasance to avoid over-centralizing authority; however, elements of it are not working well and keep the Presbytery disconnected.
- The statement, “we are all the Presbytery,” seems to be a deflection and no one is accountable to providing help.

When asked to share what the Presbytery needs to do in order to be effective in the future, comments frequently included a desire for better connections with each other and the Presbytery at large. Participants shared that clarity around who the Presbytery is, with clear responsibilities and alignment behind a vision, is very important. Overall, many participants shared deep concern about churches that are losing members and not growing, but they also view the Presbytery as a possible resource for shared mission and ministries.

According to participants in the Listening Sessions, obstacles and hurdles that get in the way of moving forward together include:

- Continuing to do things that are no longer working
- Lack of or break of trust
- Lack of clarity about who does what
- Lack of capacity to get things done
- Geographic size is too large
- Presbytery meetings are not being used as a way to do creative and meaningful things together
- Lack of effective communication

When asked what gives people hope, the participants overwhelmingly shared that this process of listening and feedback felt hopeful. People also shared that just listening to each other in the sessions made them feel less alone. Participants find hope in God and the Holy Spirit moving in times of disorder. There was hopefulness around the recent Presbytery-wide youth retreat, in using Zoom which allows people to be together more, and in ministries in which churches collaborate with each other.

Participants asked that the Discernment and Design committee understand that churches need to feel valued and loved. Participants stated that there is a desire for change, and that

the committee should be open to trying new things. Many participants shared what they love about their churches and how the Presbytery could learn from those stories.

Our Core Values

These Core Values represent what is of deep significance to the Presbytery of Scioto Valley. Each of our core values is rooted in Scripture which gives us the spiritual depth and direction to fully live into these values.

- 1. Nurturing Spiritual Community:** We ground our work in the spirit of God and nurture the faith and lives of those we serve.

***Scripture:** It's like a person building a house by digging deep and laying the foundation on bedrock. When the flood came, the rising water smashed against that house, but the water couldn't shake the house because it was well built. Luke 6:48*

- 2. Connection:** Focusing on what connects us creates community and deepens our relationship with God.

***Scripture:** From whom the whole body, being fitted and held together by what every joint supplies, according to the proper working of each individual part, causes the growth of the body for the building up of itself in love. Ephesians 4:16*

- 3. Unity in Diversity:** The diverse experiences and gifts of our people and communities strengthen us.

***Scripture:** There is neither Jew nor Greek; there is neither slave nor free; nor is there male and female, for you are all one in Christ Jesus. Galatians 3:28*

- 4. Spirit-led Adaptability:** We are open and responsive to the spirit at work in our changing world.

Scripture: *Do not be conformed to this age, but be transformed by the renewing of the mind, so that you may discern what is the will of God—what is good and acceptable and perfect. Romans 12:2*

- 5. Outreach:** We walk in partnership and compassion with others to improve the human condition.

Scripture: *The king will say “I was hungry and you gave me food to eat. I was thirsty and you gave me a drink. I was a stranger and you welcomed me. I was naked and you gave me clothes to wear. I was sick and you took care of me. I was in prison and you visited me.*

...when you have done it for one of the least of these brothers and sisters of mine, you have done it for me.” Matthew 25:35-36; 40

Proposed Purpose Statement

A **purpose statement** embodies the vision of our preferred future together in the context of what our congregations need and our core values as a Presbytery. It is our intention that it will guide our entire Presbytery and help define what we do.

- **Our Purpose Statement:**

As a body of Christ, the Presbytery of Scioto Valley is a trusted and responsive spiritual community building connection and creating vitality across all and within each of our diverse congregations.

Potential Taglines: Woven together in Christ’s service
 Christ’s Heart in the Heartland
 One body of Christ. Many Congregations.
 A connected, vital body of Christ serving all.

Critical Success Factors and Strategic Targets

Our Critical Success Factors are the things we must do exceptionally well to accomplish our stated purpose. Critical Success Factors for our Presbytery are:

- Providing guidance for Congregational Transitions of all kinds and Clergy Support
- Supporting Congregational Consortiums (small groups)
- Equipping Congregations to do Outreach and Strategic work

Our Strategic Targets are parts of our preferred future from which actions can be developed. They require each part of our Presbytery to participate and are set for a 2-3 year period.

1. **Congregational Transitions of all kinds and Clergy Support:** The Presbytery is engaged in and responsive to the needs of clergy and congregations in times of change, challenge and opportunities.
2. **Congregational Consortiums (small groups):** In between our Presbytery quarterly meetings, regional groups of 5 to 10 congregations, represented by Clergy and Elders and supported by Presbytery leaders and staff, will meet to share and be responsive to the needs of their surrounding communities. This work will be shared in Presbytery meetings as an important and meaningful part of those meetings.
3. **Equip Congregations to do Outreach and Strategic Work:** The Presbytery will connect congregations with staffing, expertise, and financial support that empowers vitality, spirituality and outreach.

Next Steps – Woven Together in Christ’s Service

Through a discernment process facilitated by Holy Cow! Consulting, the Discernment & Design Administrative Commission of the Presbytery of Scioto Valley has gathered information from folks across the Presbytery. That information is summarized in the Holy Cow! Report you have received. The question now is what we will do with this information.

As your Discernment & Design team moves from Phase 1 of our work to Phase 2, we have been in conversation with the Rev. Chip Hardwick, Executive, Synod of the Covenant. One of the things he emphasized is the complexity and uniqueness of our Presbytery.

Complexity and Uniqueness of the Presbytery of Scioto Valley

- The Presbytery of Scioto Valley has the most churches (87 at this writing) in the Synod of the Covenant.
- The churches of this Presbytery have nearly 13,000 members, the second highest number in the Synod (with the Presbytery of Detroit having the most).
- The geographic spread of this Presbytery is wide, encompassing urban, suburban, and rural congregations across 21 diverse counties.
- The churches of this Presbytery range from very small (fewer than 12 members) to quite large (more than 1,300 members).

Such complexity requires that any significant attempt to change and even transform the Presbytery take an adaptive rather than simply technical approach.

Staff Functions Required to Address Our Critical Success Factors/Strategic Targets

Based on information gathered through the Landscape Survey and Listening Sessions, the Discernment & Design Administrative Commission has identified three **Critical Success Factors** (things we must do exceptionally well in order to accomplish our stated purpose) and corresponding **Strategic Targets**. (These are described in the Holy Cow! Report we have provided.)

In order to accomplish these Strategic Targets, we will be proposing that additional ministry/mission staff functions be added to the Presbytery’s current staff structure. **Any additional staff recommendations will be ministry and mission focused, not administrative in nature.**

The details of that proposal, including a funding plan, are still being considered and will constitute the bulk of our work in Phase 2. Our goal is to present a detailed staffing plan at the September Presbytery meeting. Ministry / mission staff functions required by our Strategic targets include the following:

- 1. Congregational transitions of all kinds and clergy support that provide:**
 - Guidance to congregations that are struggling and in times of clergy transition.
 - Conflict management support to congregations, both proactively and in times of conflict.
 - Clergy with information, connections, and resources needed for the work to which they have been called.
 - Care for clergy and clergy families, both active and retired.
- 2. Congregational consortiums**
 - Coordinate small groups throughout the Presbytery.
- 3. Equip congregations to do outreach and strategic work.**
 - Connect congregations with staff, expertise, and financial support to empower their efforts.

Creating a staffing model encompassing the above may require a significant financial investment in the future of the Presbytery. Any funding proposal will look strategically and smartly at resources, both current and potential.

Commission Structure

The Discernment & Design Administrative Commission also expects to recommend modifications to our current commission structure. Conversations with potentially affected groups will soon be underway.

Looking Ahead

As you can see, much work remains to be done on the “design” side of the Discernment & Design process. The Presbytery moderator is seeking those who might be interested in joining the Discernment & Design team as proposed staffing, finance, and commission details are developed. Please let Moderator Emily Corzine or Transitional General Presbyter Kathy Nice know if you are available to help with this work over the summer. And if you are not available to serve in this way, please continue to keep us in your prayers.

GLOSSARY (in conceptual order)

CORE VALUES – These represent what is of deep significance to our Presbytery. Each of our core values is rooted in Scripture which gives us the spiritual depth and direction to fully live into these values.

PURPOSE – A purpose statement embodies the vision of our preferred future together in the context of what our congregations need and our core values as a Presbytery

CRITICAL SUCCESS FACTORS – These are the things we must do exceptionally well to accomplish our stated Purpose.

STRATEGIC TARGETS – These are parts of our vision, from which actions can be developed. They require each part of our Presbytery to participate and are set for a 2-3 year period.

Appendix 1 Attachment – Landscape Results

Appendix 2 Attachment – Listening Session Results



Landscape™

Landscape for the Presbytery of Scioto Valley

10/7/22



Key Indicators

Overall Satisfaction

On the whole, I am satisfied with how things are in our Presbytery.

Clearly agree	18%
On the fence	61%
Clearly disagree	21%
Rating of satisfaction level	Low

Overall Energy

In this Presbytery it seems to me that we are just going through the motions. There isn't much excitement about it among our members.

Clearly agree	28%
On the fence	60%
Clearly disagree	13%
Rating of energy level	Low

Satisfaction Trends

Compared to the overall strength of the Presbytery three years ago, would you say the Presbytery is

Weaker	27%
About the same	61%
Stronger	12%
Rating of strength trend	Low

Top Three Priorities

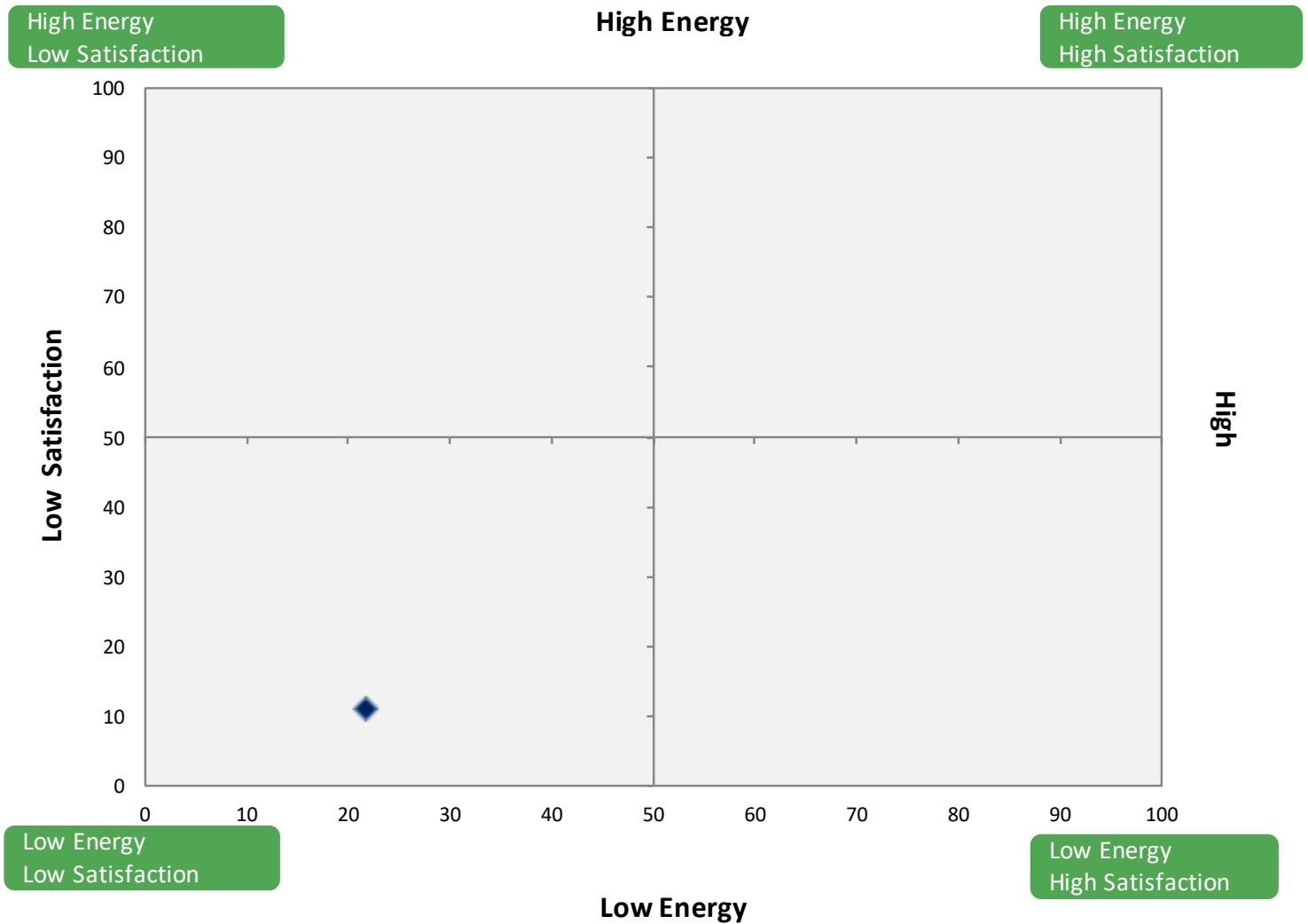
Where respondents believe additional energy needs to be applied to expand or improve your work.

First	Take a leadership role in working with churches that are struggling.
Second	Equip Clergy and other leaders in congregations with strategies that enable them to reach new members.
Third	Make our Presbytery more responsive to requests for assistance in dealing with particular needs including pastoral transitions, financial issues, or other pressing concerns.

Survey Process Statistics

Congregation Members	159
Session Member	95
Presbytery Leadership	37
Presbytery Staff	3
Active Clergy	43
Retired Clergy	14
Deacon	36
Elder Commissioner	10
Number of respondents	397

Energy-Satisfaction



The levels of satisfaction and energy have been found to be reliable indicators of the health and vitality of a regional association. There are four quadrants on this map.

The **high energy-low satisfaction** quadrant is the chaos quadrant. Organizations in this quadrant are often struggling to structure and channel their energy into a direction they feel good about.

The **low energy-low satisfaction** quadrant is the recovery quadrant. Organizations in this quadrant require major changes in order to regain a significant level of vitality and health.

The **low energy-high satisfaction** quadrant is the static quadrant. Organizations in this quadrant have normalized a low level of vitality which enables them to be relatively satisfied.

The **high energy-high satisfaction** quadrant is the transformation quadrant. Organizations in this quadrant may choose strategies of growth, expansion, replication, and impact.

Drivers of Satisfaction and Energy

What Is a Driver?

When the data from your Landscape Assessment is analyzed it discloses that not all questions are of equal importance. Questions that are more important are called drivers. A driver is an aspect of your regional association that significantly impacts how people feel or behave towards the organization. Drivers point to the critical services that members use to evaluate how well the body is addressing their concerns and what is impacting their level of satisfaction or energy. By attending to drivers, your regional association can focus attention on the services that may have the greatest impact on their members.

Another way of saying it is that the drivers comprise a lens through which members are viewing and evaluating their overall experience of the regional association; they color how members see nearly everything related to the regional association.

Drivers of Satisfaction

Respondents tend to feel more satisfied about their overall experience of the regional association when they feel positive in the following areas:

Importance

Driver #1	Our Presbytery does a good job supporting persons who are serving in various Presbytery ministries.	High
Driver #2	Our Presbytery leadership has done a good job of developing a shared vision that unites us.	High
Driver #3	The whole spirit in our Presbytery makes people want to get as involved as possible.	High
Driver #4	I find Presbytery meetings to be a good use of my time and energy.	High
Driver #5	Our Presbytery helps members become engaged by finding roles for people that fit their gifts.	High

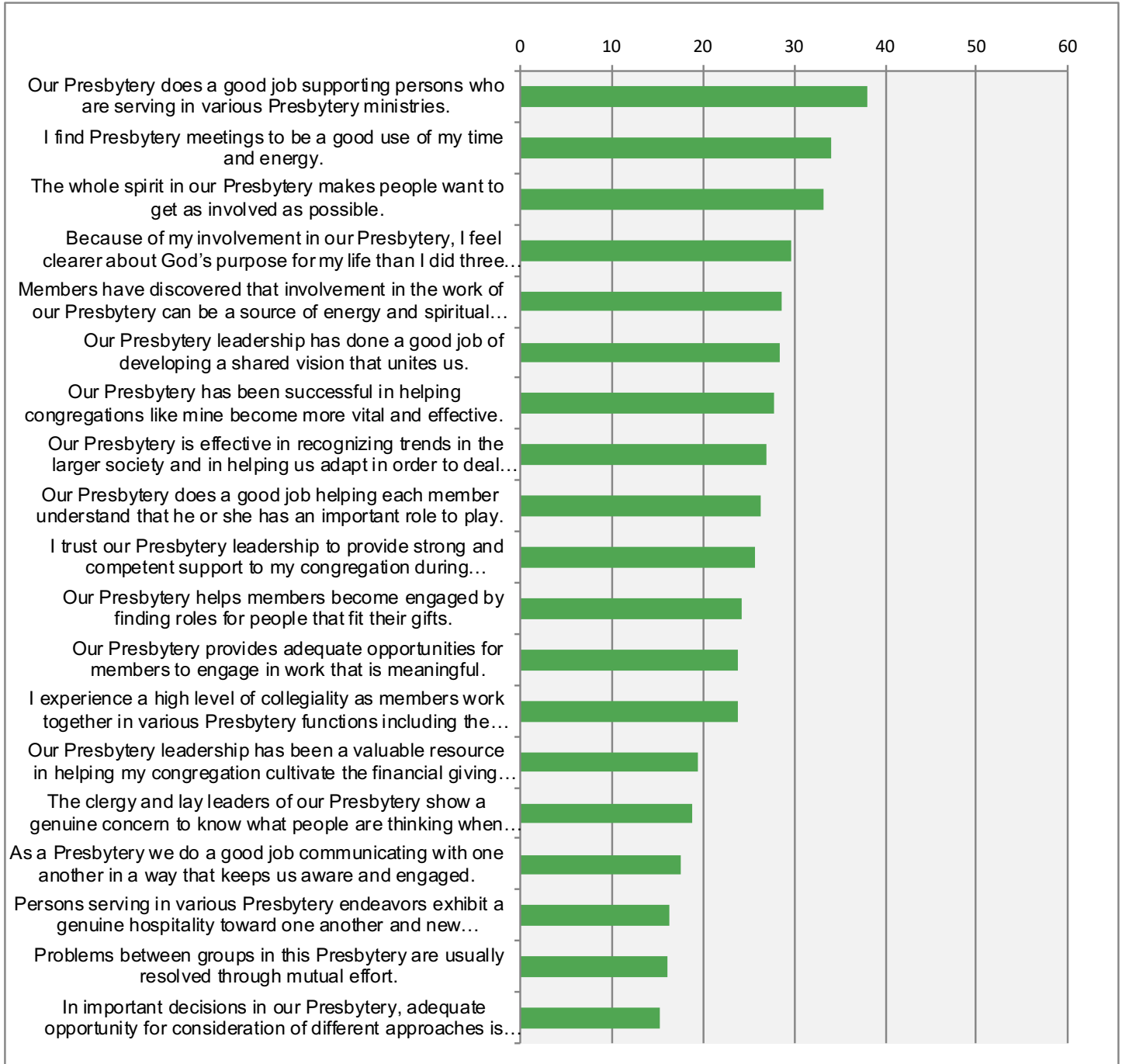
Drivers of Energy

Respondents tend to feel more energized about their overall experience of the regional association when they feel positive in the following areas:

Importance

Driver #1	Our Presbytery has been successful in helping congregations like mine become more vital and effective.	Moderate
Driver #2	The whole spirit in our Presbytery makes people want to get as involved as possible.	Moderate
Driver #3	Our Presbytery leadership has done a good job of developing a shared vision that unites us.	Moderate
Driver #4	In important decisions in our Presbytery, adequate opportunity for consideration of different approaches is usually provided.	Moderate
Driver #5	Our Presbytery does a good job supporting persons who are serving in various Presbytery ministries.	Moderate

Critical Success Factors for Improving Satisfaction



20 - 35 Significant
 35 - 50 Important
 >50 Urgent

Future Priorities

When members were asked where they believed additional energy needed to be applied to expand or improve the work of your regional association they indicated the following priorities:

Rank	Priority	Mean	Rating
First	Take a leadership role in working with churches that are struggling.	3.64	Average
Second	Equip Clergy and other leaders in congregations with strategies that enable them to reach new members.	3.60	Average
Third	Make our Presbytery more responsive to requests for assistance in dealing with particular needs including pastoral transitions, financial issues, or other pressing concerns.	3.42	High
Fourth	Equip congregations to be more effective in addressing problems affecting their surrounding communities.	3.29	Average
Fifth	Develop a discernment process to rethink how to be vital Presbyterian churches in our specific region.	3.29	Average
Sixth	Cultivate a higher level of trust within our Presbytery.	3.25	High
Seventh	Streamline our Presbytery organizationally and administratively so that it makes better use of financial resources.	3.20	Very high
Eighth	Equip Clergy and other leaders in congregations to help members become growing, vital disciples.	3.17	Very low
Ninth	Improve the programmatic resources that our Presbytery makes available to congregations to insure that they are the most effective ways to do ministry in the church today.	3.16	Average
Tenth	Work with local congregations to increase the awareness of our Presbytery's mission and its unique impact upon the region that it serves.	3.11	Low
Eleventh	Take a leadership role in new church development in promising regions of our Presbytery.	3.11	Average
Twelfth	Deepen our spiritual capacity as congregations to respond to life with serenity, confidence, and hope.	3.07	Low
Thirteenth	Provide church leaders with the interpretive resources that will build more support for the work of our Presbytery among members of our congregations.	2.85	Average
Fourteenth	Provide on-site stewardship consultants and programs to local churches in order to substantially increase the financial resources of congregations.	2.79	Average

Top Priorities by Role

Congregation Members

First	Take a leadership role in working with churches that are struggling.	3.51
Second	Equip Clergy and other leaders in congregations with strategies that enable them to reach new members.	3.49
Third	Make our Presbytery more responsive to requests for assistance in dealing with particular needs including pastoral transitions, financial issues, or other pressing concerns.	3.34
Fourth	Streamline our Presbytery organizationally and administratively so that it makes better use of financial resources.	3.20
Fifth	Cultivate a higher level of trust within our Presbytery.	3.18

Session Member

First	Equip Clergy and other leaders in congregations with strategies that enable them to reach new members.	3.76
Second	Take a leadership role in working with churches that are struggling.	3.76
Third	Make our Presbytery more responsive to requests for assistance in dealing with particular needs including pastoral transitions, financial issues, or other pressing concerns.	3.60
Fourth	Equip congregations to be more effective in addressing problems affecting their surrounding communities.	3.44
Fifth	Streamline our Presbytery organizationally and administratively so that it makes better use of financial resources.	3.37

Presbytery Leadership

First	Take a leadership role in new church development in promising regions of our Presbytery.	3.76
Second	Develop a discernment process to rethink how to be vital Presbyterian churches in our specific region.	3.61
Third	Equip Clergy and other leaders in congregations with strategies that enable them to reach new members.	3.61
Fourth	Work with local congregations to increase the awareness of our Presbytery's mission and its unique impact upon the region that it serves.	3.61
Fifth	Equip congregations to be more effective in addressing problems affecting their surrounding communities.	3.55

Presbytery Staff

First	Take a leadership role in new church development in promising regions of our Presbytery.	4.00
Second	Take a leadership role in working with churches that are struggling.	3.33
Third	Work with local congregations to increase the awareness of our Presbytery's mission and its unique impact upon the region that it serves.	3.33
Fourth	Equip congregations to be more effective in addressing problems affecting their surrounding communities.	3.33
Fifth	Develop a discernment process to rethink how to be vital Presbyterian churches in our specific region.	3.00

Top Priorities by Role

Active Clergy

First	Take a leadership role in new church development in promising regions of our Presbytery.	4.00
Second	Equip Clergy and other leaders in congregations with strategies that enable them to reach new members.	3.79
Third	Equip Clergy and other leaders in congregations to help members become growing, vital disciples.	3.74
Fourth	Take a leadership role in working with churches that are struggling.	3.65
Fifth	Equip congregations to be more effective in addressing problems affecting their surrounding communities.	3.64

Retired Clergy

First	Equip Clergy and other leaders in congregations to help members become growing, vital disciples.	3.92
Second	Equip congregations to be more effective in addressing problems affecting their surrounding communities.	3.79
Third	Take a leadership role in working with churches that are struggling.	3.71
Fourth	Take a leadership role in new church development in promising regions of our Presbytery.	3.57
Fifth	Equip Clergy and other leaders in congregations with strategies that enable them to reach new members.	3.54

Deacon

First	Take a leadership role in working with churches that are struggling.	3.97
Second	Equip Clergy and other leaders in congregations with strategies that enable them to reach new members.	3.59
Third	Make our Presbytery more responsive to requests for assistance in dealing with particular needs including pastoral transitions, financial issues, or other pressing concerns.	3.50
Fourth	Equip congregations to be more effective in addressing problems affecting their surrounding communities.	3.39
Fifth	Develop a discernment process to rethink how to be vital Presbyterian churches in our specific region.	3.38

Elder Commissioner

First	Take a leadership role in working with churches that are struggling.	4.33
Second	Make our Presbytery more responsive to requests for assistance in dealing with particular needs including pastoral transitions, financial issues, or other pressing concerns.	3.56
Third	Cultivate a higher level of trust within our Presbytery.	3.56
Fourth	Equip Clergy and other leaders in congregations with strategies that enable them to reach new members.	3.44
Fifth	Work with local congregations to increase the awareness of our Presbytery's mission and its unique impact upon the region that it serves.	3.44

Conflict Management Index

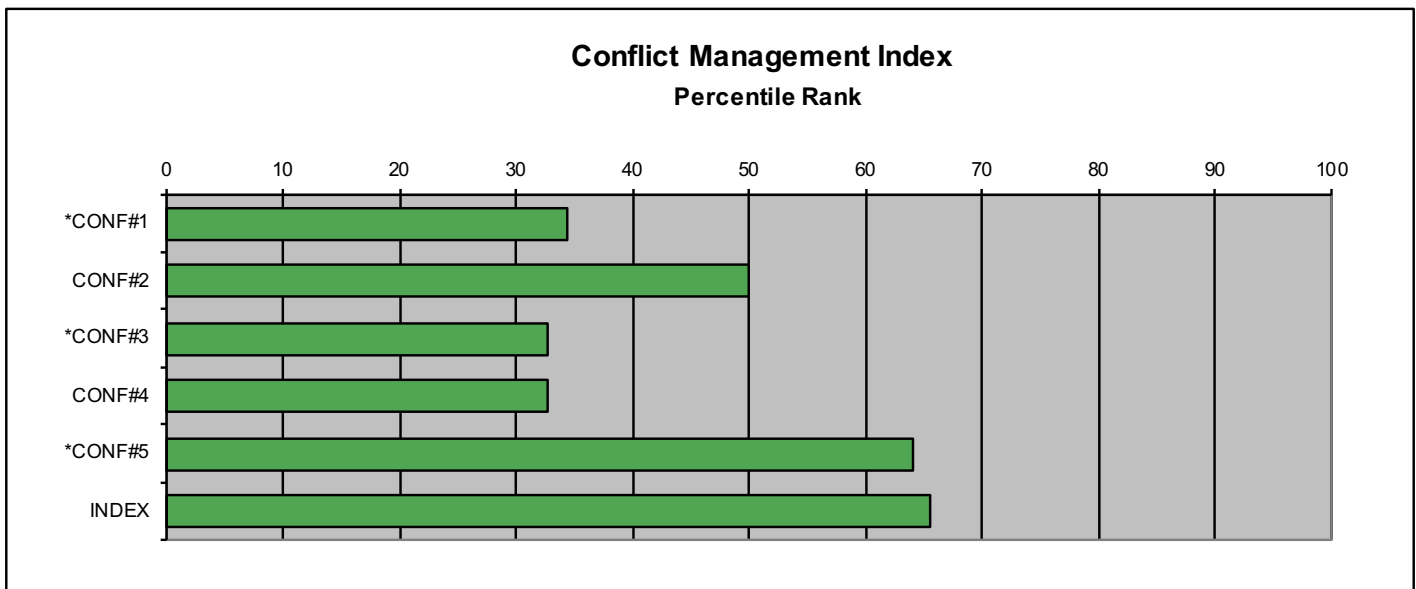
Question Text

- *CONF#1 There is frequently a small group of members in our Presbytery that opposes what the majority want to do.
- CONF#2 Problems between groups in this Presbytery are usually resolved through mutual effort.
- *CONF#3 Some leaders in my congregation have unresolved issues with the leadership of our Presbytery that get in the way of our working together.
- CONF#4 Among most of the members of our Presbytery there is a healthy tolerance of differing opinions and beliefs.
- *CONF#5 There is a disturbing amount of conflict in our Presbytery.

Responses (These are the scores from your regional association.)

	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
*CONF#1	2%	13%	23%	40%	17%	5%
CONF#2	3%	3%	13%	45%	31%	6%
*CONF#3	9%	30%	25%	23%	9%	4%
CONF#4	2%	6%	14%	45%	29%	4%
*CONF#5	5%	32%	41%	16%	3%	2%

Comparative Profile (These show how your scores compared with those from other regional associations.)



Engagement Index

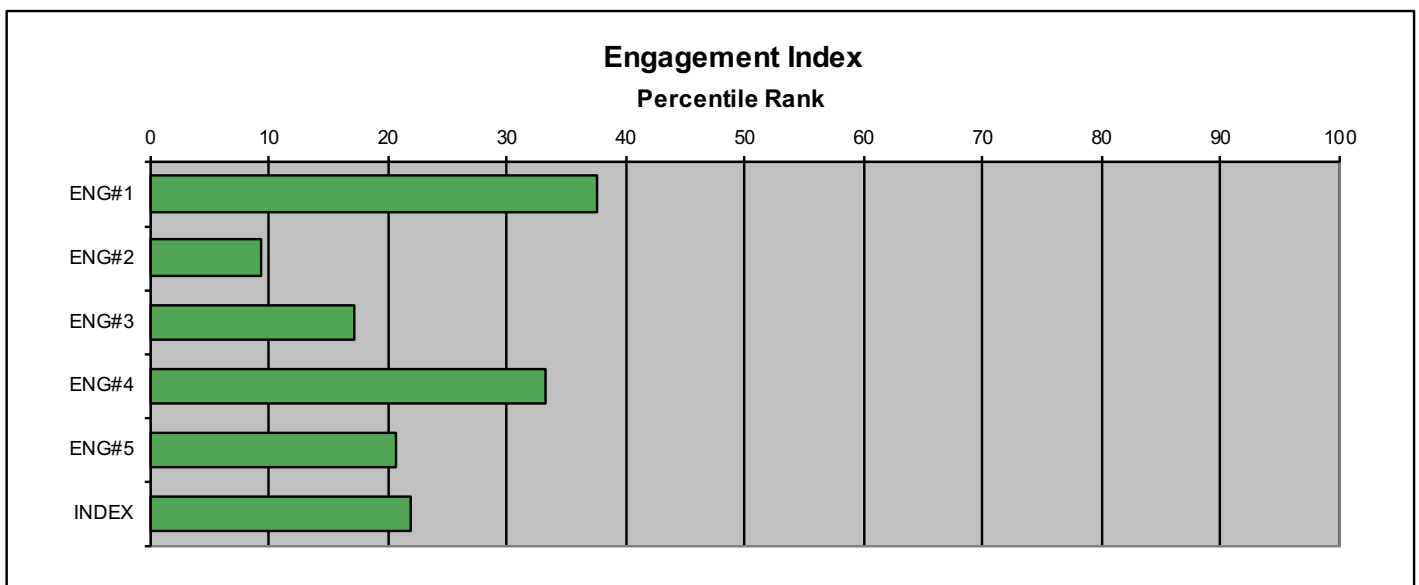
Question Text

- ENG#1 As a Presbytery we do a good job communicating with one another in a way that keeps us aware and engaged.
- ENG#2 Our Presbytery does a good job helping each member understand that he or she has an important role to play.
- ENG#3 Our Presbytery does a good job supporting persons who are serving in various Presbytery ministries.
- ENG#4 Our Presbytery helps members become engaged by finding roles for people that fit their gifts.
- ENG#5 Our Presbytery provides adequate opportunities for members to engage in work that is meaningful.

Responses (These are the scores from your regional association.)

	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
ENG#1	4%	11%	19%	42%	20%	3%
ENG#2	6%	17%	29%	30%	15%	3%
ENG#3	3%	8%	16%	37%	33%	3%
ENG#4	5%	15%	21%	41%	16%	2%
ENG#5	2%	7%	20%	46%	21%	5%

Comparative Profile (These show how your scores compared with those from other regional associations.)



Governance Index

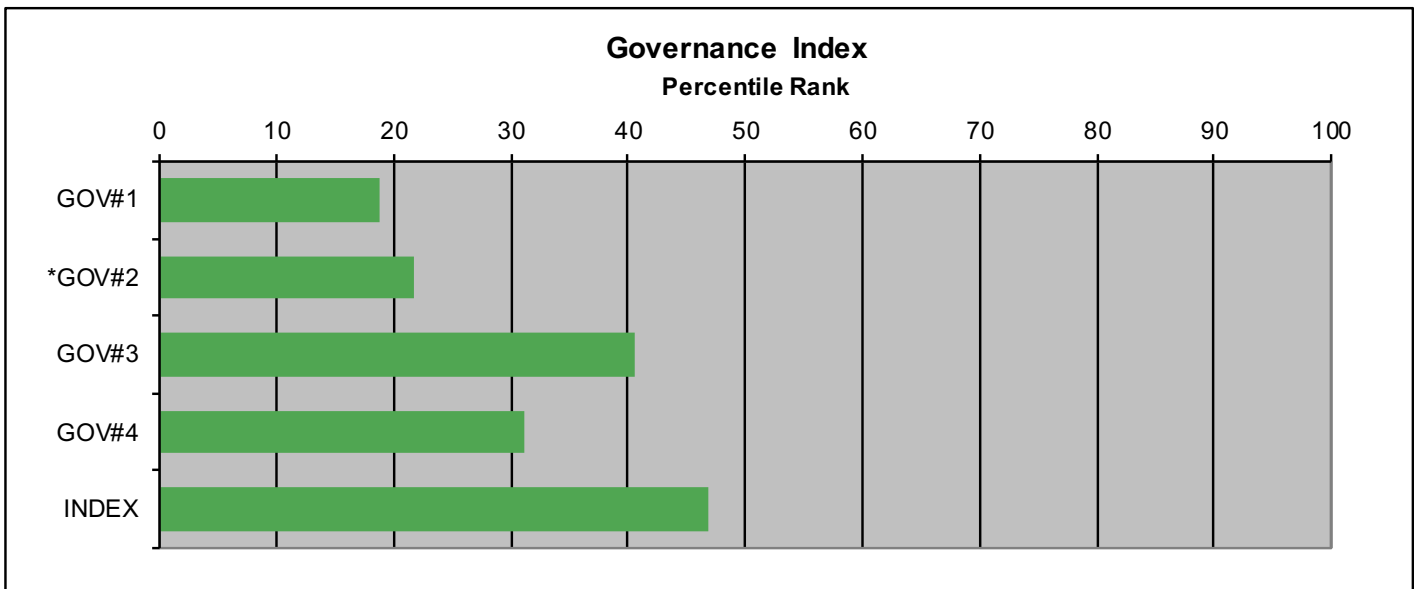
Question Text

- GOV#1 The clergy and lay leaders of our Presbytery show a genuine concern to know what people are thinking when decisions need to be made.
- *GOV#2 Most important decisions about what our Presbytery should do as a whole are really made by the same, small group of people.
- GOV#3 In important decisions in our Presbytery, adequate opportunity for consideration of different approaches is usually provided.
- GOV#4 Persons who serve as leaders in our Presbytery are generally representative of the members.

Responses (These are the scores from your regional association.)

	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
GOV#1	4%	7%	16%	28%	31%	14%
*GOV#2	3%	8%	21%	48%	14%	6%
GOV#3	2%	7%	20%	43%	23%	4%
GOV#4	2%	7%	16%	46%	28%	2%

Comparative Profile (These show how your scores compared with those from other regional associations.)



Collegiality Index

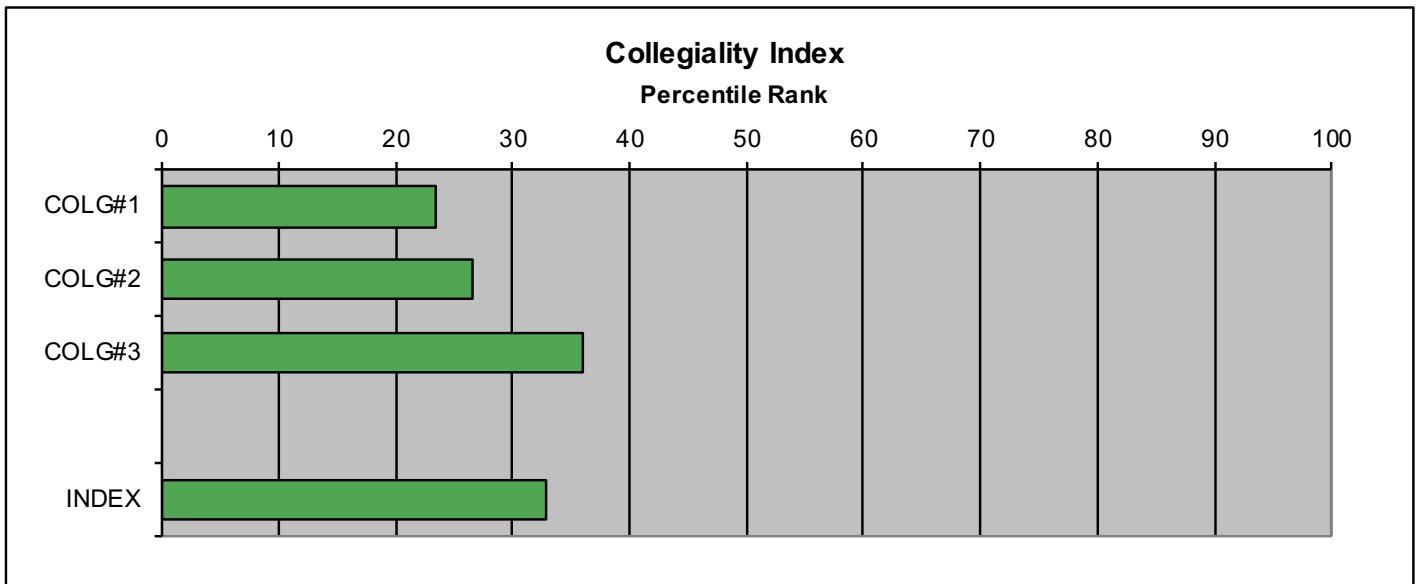
Question Text

- COLG#1 I experience a high level of collegiality as members work together in various Presbytery functions including the annual convention, on boards and committees, in collaborative ministries, and in partnership with the Presbytery staff.
 - COLG#2 Persons serving in various Presbytery endeavors exhibit a genuine hospitality toward one another and new persons entering into our Presbytery as new clergy or new lay leaders.
 - COLG#3 A positive spirit exists between the leaders of my congregation and the leaders of Presbytery.
- 0 0

Responses (These are the scores from your regional association.)

	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
COLG#1	5%	9%	11%	27%	35%	13%
COLG#2	3%	5%	8%	33%	31%	20%
COLG#3	3%	8%	15%	27%	32%	14%

Comparative Profile (These show how your scores compared with those from other regional associations.)



Leadership Index

Question Text

LEAD#1 Our Presbytery leadership has done a good job of developing a shared vision that unites us.

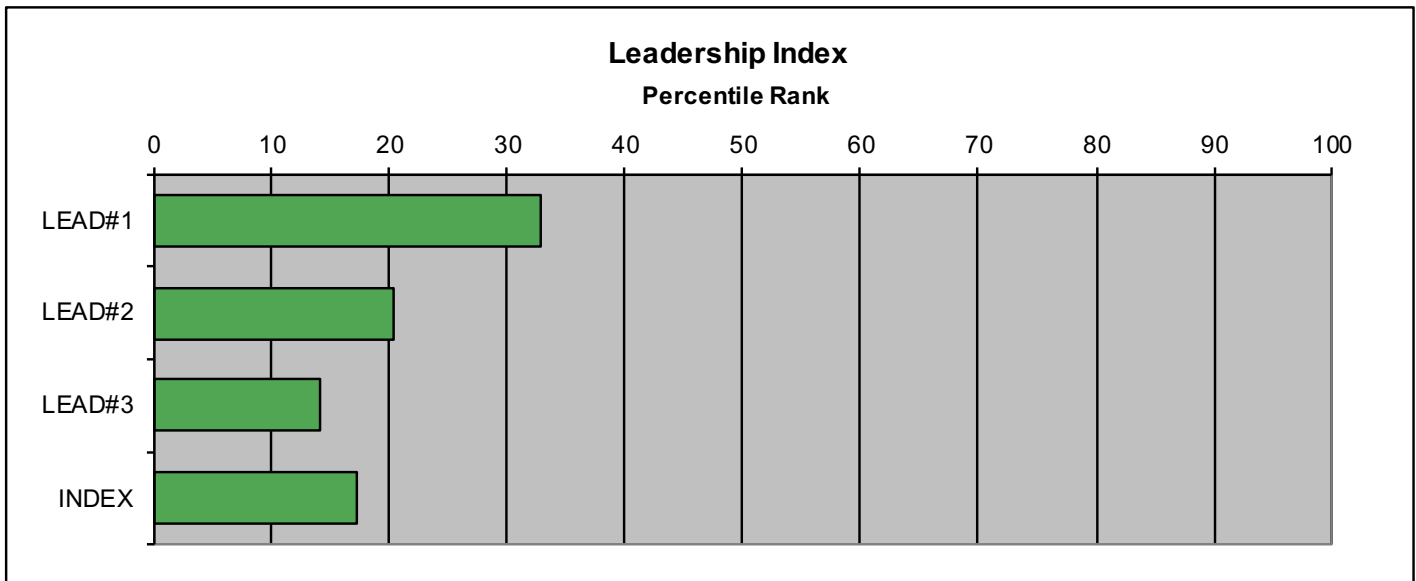
LEAD#2 Our Presbytery is effective in recognizing trends in the larger society and in helping us adapt in order to deal with those changes.

LEAD#3 I find Presbytery meetings to be a good use of my time and energy.

Responses (These are the scores from your regional association.)

	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
LEAD#1	4%	14%	20%	30%	25%	7%
LEAD#2	5%	12%	24%	34%	21%	4%
LEAD#3	7%	12%	22%	34%	19%	5%

Comparative Profile (These show how your scores compared with those from other regional associations.)



Morale Index

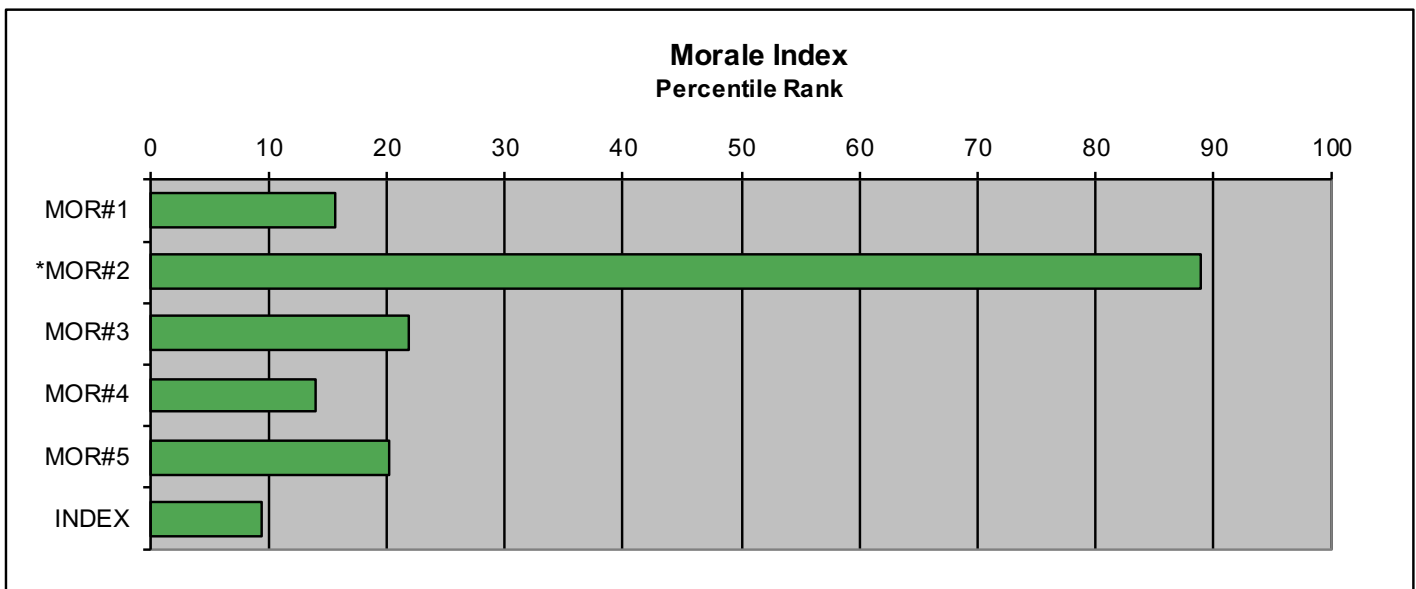
Question Text

- MOR#1 Members have discovered that involvement in the work of our Presbytery can be a source of energy and spiritual renewal.
- *MOR#2 In this Presbytery it seems to me that we are just going through the motions. There isn't much excitement about it among our members.
- MOR#3 On the whole, I am satisfied with how things are in our Presbytery.
- MOR#4 Because of my involvement in our Presbytery, I feel clearer about God's purpose for my life than I did three years ago.
- MOR#5 The whole spirit in our Presbytery makes people want to get as involved as possible.

Responses (These are the scores from your regional association.)

	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
MOR#1	3%	9%	16%	32%	30%	10%
*MOR#2	2%	11%	23%	36%	18%	10%
MOR#3	6%	14%	23%	38%	15%	3%
MOR#4	6%	20%	28%	25%	15%	6%
MOR#5	4%	19%	43%	28%	7%	0%

Comparative Profile (These show how your scores compared with those from other regional associations.)



Support to Congregations Index

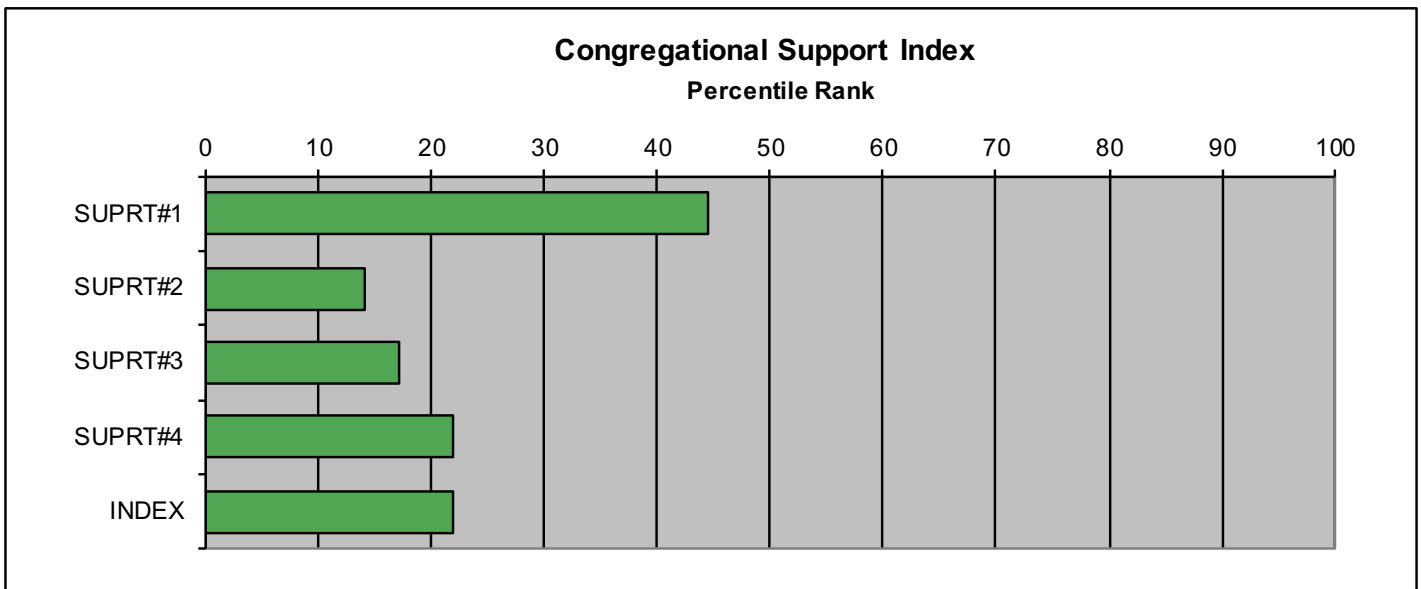
Question Text

- SUPRT#1 The Presbytery makes available policies and procedures that are helpful in the day to day operation of a church.
- SUPRT#2 Our Presbytery has been successful in helping congregations like mine become more vital and effective.
- SUPRT#3 I trust our Presbytery leadership to provide strong and competent support to my congregation during challenging times such as changes in clergy or other transitions.
- SUPRT#4 Our Presbytery leadership has been a valuable resource in helping my congregation cultivate the financial giving of our people.

Responses (These are the scores from your regional association.)

	Strongly Disagree	Disagree	Tend to Disagree	Tend to Agree	Agree	Strongly Agree
SUPRT#1	2%	4%	14%	31%	41%	9%
SUPRT#2	10%	15%	28%	32%	13%	2%
SUPRT#3	5%	13%	14%	32%	26%	10%
SUPRT#4	8%	29%	34%	20%	7%	2%

Comparative Profile (These show how your scores compared with those from other regional associations.)



Change and Vision Clarity

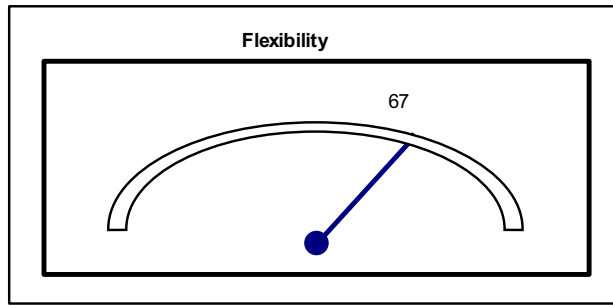
Flexibility

Our Presbytery tends to stay very close to established ways of doing things

Response	Percentage
Strongly disagree	2%
Disagree	3%
Tend to disagree	16%
Tend to agree	49%
Agree	25%
Strongly agree	7%

(lower rating desirable)

Rating: Average



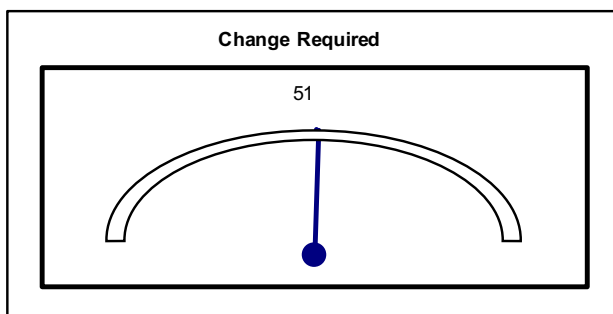
Change Required

In order to make significant progress toward your vision for our Presbytery, how much change will be required?

Response	Percentage
Almost no change	2%
Small amount of change	11%
Moderate amount of change	54%
Large amount of change	28%
Change nearly everything	5%

(lower rating desirable)

Rating: Average

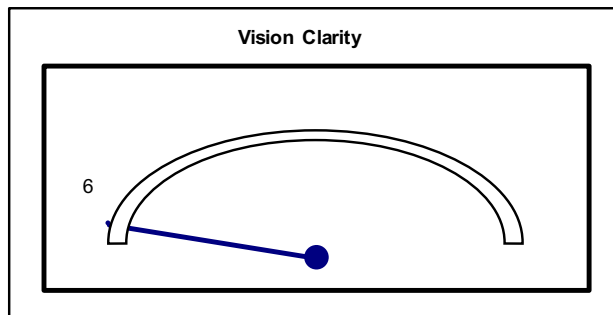


Vision Clarity

I am clear regarding where the Presbytery is headed and how we are going to get there.

Response	Percentage
Strongly disagree	12%
Disagree	32%
Tend to disagree	34%
Tend to agree	15%
Agree	5%
Strongly agree	2%

Rating: Very low

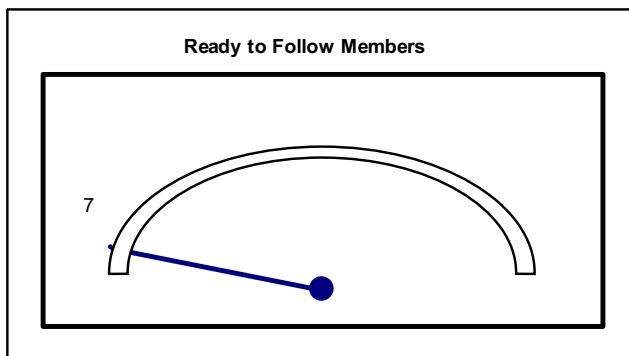


Member Readiness to Follow

In their actions, our members demonstrate open-mindedness and readiness to follow the lead of our Executive Presbyter and other Presbytery leaders.

Response	Percentage
Strongly disagree	4%
Disagree	10%
Tend to disagree	19%
Tend to agree	45%
Agree	20%
Strongly agree	4%

Rating: Very low



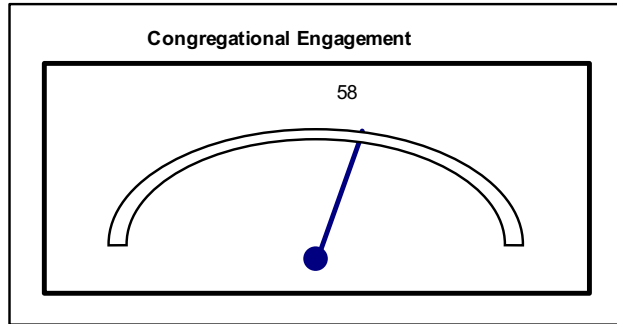
Engagement and Utilization

Congregational Engagement

Rating: Average

Beyond sending representatives to annual Presbytery meetings, how engaged would you say that your congregation has been with any phase of the Presbytery's life and work in the last 12 months?

Response	Percentage
Not engaged	5%
Little engagement	35%
Moderately engaged	39%
Highly engaged	20%

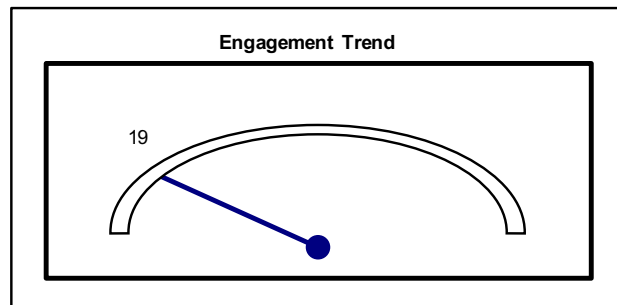


Engagement Trend

Rating: Low

Over the last three years how has your congregation's engagement with the Presbytery changed?

Response	Percentage
Less engaged	13%
About the same	65%
More engaged	22%

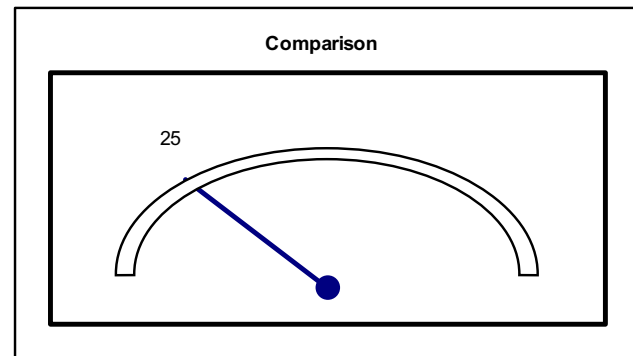


Comparison

Rating: Low

If you have served in leadership positions of other Presbyteries/congregations, how would you compare your level of satisfaction with our Presbytery to other Presbyteries you have worked with?

Response	Percentage
Less satisfied here	36%
About the same	37%
More satisfied here	26%

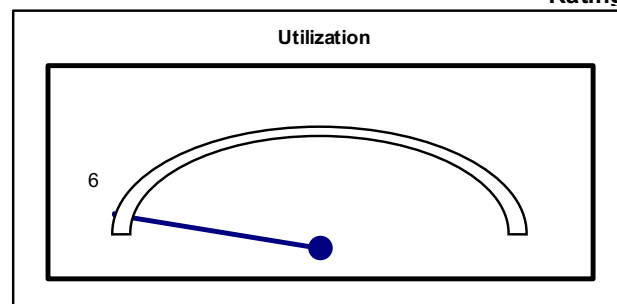


Utilization

Rating: Very low

When I think about my gifts, interests, and time, I often feel that I have something to give our Presbytery but don't know how to give it.

Response	Percentage
Strongly disagree	10%
Disagree	34%
Tend to disagree	27%
Tend to agree	20%
Agree	6%
Strongly agree	3%



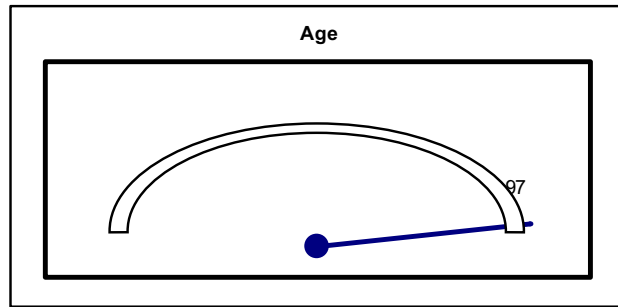
Respondent Profile

Age

Rating: Very high

My age is...

Response	Percentage
Below 19	0%
19 to 24	0%
25 to 34	3%
35 to 44	5%
45 to 54	8%
55 to 64	14%
65 +	71%



Ethnic Background

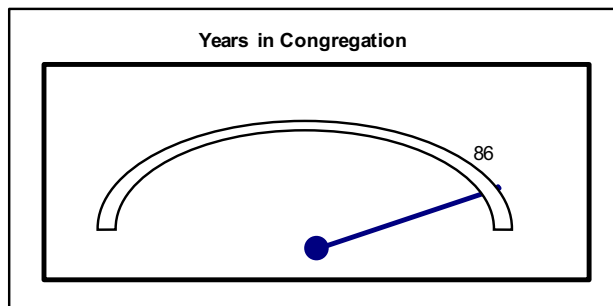
Response	Percentage
Black/African American	7%
White	82%
Indigenous/First Nations People	1%
Latino/Hispanic/Spanish Origin	1%
Asian	2%
Other	9%

Years in Congregation

Rating: High

I have been involved in my congregation...

Response	Percentage
Less than 1 year	5%
1 to 2 years	5%
3 to 5 years	10%
6 to 10 years	18%
11 to 20 years	13%
20+ years	50%

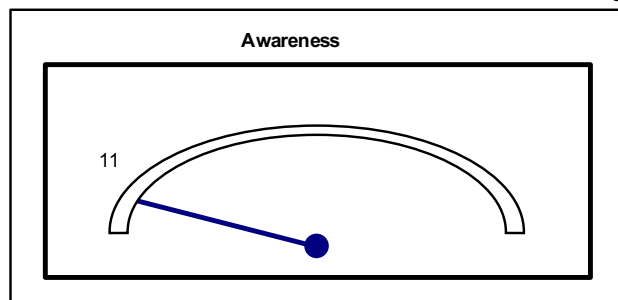


Awareness

Rating: Low

What would you say is your level of awareness regarding the work of our Presbytery?

Response	Percentage
Unaware	7%
Somewhat aware	41%
Moderately aware	36%
Very aware	16%



Presbytery of Scioto Valley		When was a time you felt the most engaged and motivated within the Presbytery or your church?		Session Members		Presbytery Committee Members		Deacons and other Congregation Members	
Active Clergy		Retired Clergy		Session Members		Presbytery Committee Members		Deacons and other Congregation Members	
Working on the Committee on Ministry and interviewing clergy to find a good fit for a church	Matthew 25 congregation mission and evangelical committee offered a grant to engage with schools	Motivate by the task force work of the CPM we meet once a month - mentors and liaisons find motivation from the candidates				Moderator of the presbytery and got to see other church installation and felt the welcome and proud of their congregation in the community		Last Monday when they distributed coats to Columbus Public schools there were lots of people engaged and it was Christ moving in the community	
Preparation for ministry which allowed working with seminarians to help to prepare them to become pastors and created lasting relationships	Diverse congregations - visitors from Cameroon ran into other people from the same village	Within my church I get to work with a wonderful group of elders and leaves meetings excited				Served on COM for 6 years and as the chair felt blessed to work with clergy searches and worked with a lot of small churches		Mission trips where congregations come together to spend a week focusing on other people serving Christ and each other	
Matthew 25 Commission on Mission and Outreach which is life-giving and is good work	Book studies on zoom with the Presbytery - very good dialogue opportunities	When the presbytery was redesigned over 10 years ago the Commission of nature and outreach helped with understanding how presbytery works				The opportunity to see churches involved in their communities and the search committees as a member of the COM		Used to be a resource center coordinator and Matthew 25 engagement in their congregation has been great.	
Annual retreat and hiring the Transitional Executive Presbyter	Copastors at a church are ecumenical - not both presbyterian	Was asked to be on PNC during COVID				When starting a new church in Dublin with Fran Nagy - was able to help with finding the property and then served on that church's PNC		Capacity Helping Hands giving coats which engaged other churches in a common cause	
Felt connected when having meals together but now feels there is a disconnect	Bible study that had a 4 year chronological study	Served on presbytery as a moderator and v. moderator and attended General Assembly				Serves on Commission for Church Professionals and offers some legal help and serves as a pastor interacting and teaching on retreats		Westside H.S. Christmas store that they used to do which allowed students to earn cowboy bucks to spend in the Christmas store	
Presbytery meeting time when it is spent on communication (connection) and worship	Women hosting a class that had a lot of interest	Hearing needs in the community and beyond which has led to getting to work with others to do work that is inspirational - churches shared experiences and struggles				As chair for Commission on Nurture and Outreach offered zooms during COVID with workshops and help for Matthew 25 churches		Health fairs sponsored by the Synod went into Kentucky to help folks discover better health for themselves	
When the Presbytery is creative in the time together with speakers and storying telling around how the Presbytery is making a difference	Felt engaged when under the care of Presbytery during an interim period	Before the reorganization of the presbytery served as supply pastor and worked with COM and got to see the joys and struggles of congregations				In 2012 and 2013 the youth retreat at Camp Akita over 100 youth with committed kids. Also loves ordinations and installations		Has never felt engaged with the presbytery but experiences motivation and energy from the church staff everyday	
Ordination of clergy and ongoing relationship between two congregations that are sharing resources	Used to feel engaged and nurtured when there was creative worship - longs to be inspired and do new things	Has served as clerk of session and deacon not a lot of involvement at presbytery level BUT has not felt welcome in the presbytery as a member of the LBGTQ+ community				Serving on Administrative Commission the team made connections with each other		Created commissions as a presbytery but doesn't know what they do	
	When not serving in a church does not feel engaged	Has only been to one session meeting but has experienced the most engaging time in the choir				Serving as a pastor at the church for 4 years before retirement - tried to be creative and serve the community offering the very best. It didn't work but it was a very creative time		International Peace Maker collaborative - Church in Palestine involvement	
						Feels this every month when offering the devotion on mission		Classes for deacons and elders (PIE)	
						Served as editor of the Presbytery Newsletter			
						is currently liaison to 9 churches but at least 6 don't want to hear from her			
						Youth retreats and getting his kids engaged and serving as a commissioner to the PCUSA means a lot			
						When we allow churches to close with integrity			
						Joined the deacons and was able to visit people in the hospital and read the Bible to them - this allowed him to understand the deeper meaning of scripture and that connection with those he was reading to			
						In any work that engages the CPM is the most meaningful			

Presbytery of Scioto Valley																
Priorities from Landscape Results																
1. To your knowledge what congregational care and support does the Presbytery currently provide? Do you know how to get congregational support or help from your Presbytery?																
Active Clergy	Retired Clergy	Session Members	Presbytery Committee Members	Deacons and other Congregation Member												
Thought there was a congregational liaison but has not met that person	Presbytery doesn't seem to be able to advise how to be effective but there is a lot of experience in congregations that could be used	There are congregational liaisons in times of crisis	Commission on Congregational Life (but is overtaxed) - can offer support in crisis	Did not have transition support when needed - received a \$500 IT grant during covid but was disappointed by the lack of support overall												
Doesn't feel that there is support for the human beings who make up the congregations		For deacons and elders there is onboarding training for their roles	Commission on Nurture and Outreach helps with mission in congregations	Doesn't know what staff there is or what they do												
Hearing a lot "we are all the presbytery" but this feels like a deflection and there is not a person who is accountable to the help that is needed"		Matthew 25 congregational help - speakers and information - this would have been heard to do for churches on their own		Presbytery helped in merging three congregations and they are headed in the right direction												
Need some healing and reconciliation with the presbytery with trust building		Not enough information about presbytery trickles down unless someone serves on the committees or commissions	Vital Congregations replaced new beginnings and evaluate where they stand as congregations	Neighborhood mission grant- can apply for it which allows churches to do outreach												
Feels alone and disconnected as clergy		Partners in education training it is hard to get people to attend	17 to 20 churches in transitions right now in the presbytery the commission on congregational life does that work	Matthew 25 work has been helpful - young people are attracted to this												
God's here but we are all tired and there are just not resources so we need to be able to brainstorm together			Sometimes the CCL liaisons find themselves in conflicted churches with no resources to help work that through	Pulpit supply and list is helpful												
Very little congregational support and doesn't know who to reach to for it			There needs to be a standard in terms of deliverables - there seems to be a lack of preparedness for the needs of churches													

2. What needs do congregations have that the Presbytery ideally could or should be a resource for?		Active Clergy	Retired Clergy	Session Members	Presbytery Committee Members	Deacons and other Congregation Member
In a previous presbytery there was a diversity group that read non-religious books (business books as well) that stretched our way of thinking and viewing the church. This helped us think beyond seminary training and about adaptive change - avoiding sibling, etc.	Someone needs to be a strategic thinker to come up with ways we can utilize experience and knowledge across the presbytery to help with congregational resources	More volunteers for youth and children - need safety training (like Darkness to Light) with costs deferred or grants to pay for it	During COVID churches needed IT help - everyone seemed to be doing the same thing but separately. This is a continuing need	Haven't heard of programs that are available - more promotion of those would be helpful		
Hopeful that the next EP is willing and open to things that work in different denominations	There needs to be someone on presbytery staff who can support the pastors - it needs to be someone with energy	Stephen ministers training or oversight	It is frustrating because the last good years in the church were in the 1970s	Need to hear what other congregations are doing		
Served on the first commission for congregational life and they learned as they went. Serving 8 churches per person is a stretch and hard to do well	To make good use of retired pastors would be a great benefit to the presbytery and transitional training for churches	IT and computer resources - this would help churches and the presbytery develop a full calendar and contact names, etc. Create about better connectivity with websites	Not every church has the right to exist - give legacy churches that need to end ministries, vital congregations need to be built	Would love more opportunities for fellowship - presbytery-wide retreats to share what churches are doing, using music as a way to stay connected (shared concerts), curriculum and education resources		
Sometimes churches need practical help like insurance review, treasurer, how to put together a MIF - this might be a greater need for smaller congregations	Need presbytery staff with experience in working with and utilizing retired clergy	Projects where a bigger group can do it together - youth activities and ministries	A licensed social worker on staff would be great so that pastors could refer mental health issues to that person - clergy could also receive mental health care	Capacity ministry need support from the Presbytery - getting other churches involved to do the good work		
Synod has done a good job with coaching, vital congregations work and interim training	CCL has too many churches for each liaison	Need an easier to navigate website to find Christian education resources and any resources easier - it is too cumbersome	Very small staff in presbytery it seems like they cannot meet expectations	Promote more curriculum with cost sharing because it can be expensive		
We need training for congregations and using appreciative inquiry to learn	We need someone on staff that is a master in conflict management - this could lead to leadership development in churches (quarterly)	Need a scheme where every person has a clear role - to support the youth ministry training on how to use this model	We need a greater vision that is exciting to be Presbyterian			
We need better communication about resources when they exist and clarity about where to find them	We need to teach family systems at least quarterly	Support for smaller churches in presbytery program need models or best practices	We have been ordaining LBGTO+ we need to be connected with this PCUSA decision			
Has been able to find resources they need in other places so the focus in the Presbytery needs to be on things we can ONLY do together - ordaining clergy, youth retreats, etc.	Pastor to clergy people is needed - it should be expected from the presbytery. There need to be clear expectations and help with healthy boundaries	Presbytery staffing is not sufficient- need resources for this work	Financial resources to engage seminaries to offer space for first call and forward thinking young clergy for permanent positions and transitions - mentoring opportunities			
Concerned about capacity of the Presbytery and we need to capitalize on areas of expertise through-out the presbytery to better us our resources	We have closed a lot of churches and have not open new churches - we need to be thinking about the growth in Delaware	Need to reexamine bringing the COM back	Presbytery staff runs on a deficit budget and this makes the work hard			
Need to remove financial barriers for smaller congregations to access resources - this would also show a commitment from the Presbytery to these congregations	We need an engaged Presbytery energized to do the work. There is money available for new church development that needs to be used	There is a lack of continuity in volunteer and lay leadership even as liaisons	We need to identify the needs and find ways to make those connections			
Some congregations need resources some don't	There does not need to be tension between new church development and support for struggling churches - we need to think about how do we bring the Kingdom of God near with deeper engagement and better at what we do well	Is there a way to provide small congregations with what can they do to grow and do other works	Congregational Life doesn't have the resources to support the churches who are struggling			
We need clarity around what binds us together theology wise, presbytery-wise, we currently operate out of a scarcity mind-set and don't give as much as we as a Presbytery	Neighborhood mission grants could be helpful where there is a purpose of a community mission that brings churches together to do the work	Need help thinking about a vision of what can you have at your church - move beyond	Churches that don't pay per capita into the presbytery might need more investment but they are not financially supporting the work			

3. The third priority was to make the Presbytery more responsive to request for assistance from congregation. From your experience, why do you think this priority is so important?				Session Members	Presbytery Committee Members	Deacons and other Congregation Member
Active Clergy	Retired Clergy	Session Members	Presbytery Committee Members	Deacons and other Congregation Member		
Reponsiveness would show the Presbytery cares	Need to have an EP who is a cheerleader - stimulates and coaches us	Went through a tough transitional time had a poor interim fit. Approached the presbytery and was told to do what clergy said so the church did not feel heard	Congregations in transitions need responsiveness and resources	Need financial support for smaller churches		
Who is the Presbytery that needs to be responsive? Committees, commissions, staff and other churches	It feels like we are spinning our wheels	We need to deal with transition differently	Lack of trust is an issue - it could stem from the embezzlement	So many churches are struggling financially		
Would love to have our Presbytery look at how we are changing in our culture and how to adapt	There is a fear for some congregations about dying and we need to be able to ask for help and get it	Interims don't seem to understand their jobs - they come in and try to make radical changes like building sales and staff firing	Structural - no one can do anything because there seems to be no final decisionmaking	There is perception that the presbytery can help but doesn't - it seems that some churches get help but other don't		
Training for specific skills such as stewardship, conflict management, managing boundaries - this could be done using a cadre of people with these skills	There is a lot of blaming the presbytery for past events - this attitude of they didn't save us before	Need transitional training and how they align	Not a part of embezzlement but was probably always this way	There was a presbytery-led strategic plan for the church didn't follow through with commitment for the work or the promised financial support		
There seems to be a "I am not responsible belief" it is frustrating because who is helping us (congregations) because we are not trained in some of these areas	We need to hold congregations accountable what is needed	When something isn't working in transitions how are people heard - not through the interim pastor but directly through the church	Clearly underresourced in our staffing	There is inconsistent support		
We have not fully recovered as a Presbytery from the embezzlement	2 to 3 hour presbytery meetings around education would be really helpful - not just the rote meetings	Finds transitional clergy doesn't have a plan but seems to just moderate session and preach	We need clarity as a presbytery			
Coordinating council was built to make decisions but that does not seem to work	We need help reimagining and reinventing our congregations - helping them find what they do well and what is their stretch	In 1997 the presbytery had 120 churches now 88 - we need to really look at our why what are we doing				
We are a conflict avoidant Presbytery - training is a huge need with the right people in the right places						
New structure was made to avoid hierarchy but it is not working						
Lack of connection is a big issue						
4. For active clergy, new church development came up as the top priority but there was a lot of concern around the lack of support for current congregations. How do you see those two things working together?						
Active Clergy						
Individual in group has this skill set and thinks it would bring people into the church						
It shows action out of abundance and gives us the resurrection with a new church in partnership						
Opportunity to learn and be creative						
Allows churches to focus on outward work						
If most of the energy is in what is not working then it feels deflating						

Strategic Planning and Thinking		Retired Clergy		Session Members		Presbytery Committee Members		Deacons and other Congregation Members	
1. In your opinion what will the Presbytery need to do in order to be effective in the future?									
Active Clergy	Not be afraid to take risks and not be afraid to fail If ever there was a time to do something new it is now	Utilize the skills of people in the presbytery Incorporate new people and use creativity	Transitions Need to spend time talking about why people are not coming	Clear statement of purpose and mission and values Training for leaders including commissions and lay leaders	We need to focus on the youth Connecting what is happening with churches	Deacons and other Congregation Members	Deacons and other Congregation Members	Deacons and other Congregation Members	Deacons and other Congregation Members
Retired Clergy	Growing and planning new churches - need to focus on membership in congregations Growing churches are the integrity and faithfulness of God - go do mission and make disciples	Best practices for growth in congregations Last time we did visioning we had line items up and Geneva hills got the most votes as an important item and then it was closed without communication	Be willing to make hard, unpopular decision Honest and open with mistakes	New EP has to visit churches Communicate in a variety of ways - using the website and other means of communication not just email	Deacons and other Congregation Members	Deacons and other Congregation Members	Deacons and other Congregation Members	Deacons and other Congregation Members	Deacons and other Congregation Members
Active Clergy	Connections lead to a resource bank of people - who is good at what	No longer a congregational church the presbytery needs to move bottom up (churches first)	Presbytery needs to be clear about purpose - what is the why	Service streaming support - what are best practices	Deacons and other Congregation Members	Deacons and other Congregation Members	Deacons and other Congregation Members	Deacons and other Congregation Members	Deacons and other Congregation Members
Active Clergy	Onboarding new people	We are missing the focus of salvation and bringing converts into the church and grace but there is fear it is too late	This planning could be a good way to inform the next EP about what the needs are	Help facilitate hybrid meeting - connecting churches	Deacons and other Congregation Members	Deacons and other Congregation Members	Deacons and other Congregation Members	Deacons and other Congregation Members	Deacons and other Congregation Members
Active Clergy	Opportunities to develop relationships, open format about who we are, and room for informal conversation within Presbytery meetings	We need new church plants with strong leadership		Provide mission opportunities for churches to engage in together - we are better together	Deacons and other Congregation Members	Deacons and other Congregation Members	Deacons and other Congregation Members	Deacons and other Congregation Members	Deacons and other Congregation Members
Active Clergy	Structure that is old and doesn't work anymore so we need to move forward	We need to equip clergy and seminaries with leadership development		Churches need to pay per capita	Deacons and other Congregation Members	Deacons and other Congregation Members	Deacons and other Congregation Members	Deacons and other Congregation Members	Deacons and other Congregation Members
2. How will you know the Presbytery is moving in the right direction? What is an example of what you would need to see?									
Active Clergy	I would stop feeling alone	When retooling staff at Presbytery happens - it could be we need two co-leaders one as executive and one to do other work presbytery-wide	When we see an increase in communications from the presbytery	N/A	People will know what is happening and more participants will be a part of joint ventures	Deacons and other Congregation Members	Deacons and other Congregation Members	Deacons and other Congregation Members	Deacons and other Congregation Members
Active Clergy	It would be easier to get people to do things	When the presbytery invests in the right people and leadership so we can get some of these in order	Visibility - need to see the work and observe it and have accountability. We don't know what the presbytery does	If I heard someone in a church mention the work of the presbytery	Deacons and other Congregation Members	Deacons and other Congregation Members	Deacons and other Congregation Members	Deacons and other Congregation Members	Deacons and other Congregation Members
Active Clergy	Renewed sense of purpose and energy	Set a timeline for staffing model and accountability measures	Emails and texts on annual, quarterly frequency with different depths of communication	Celebrations of the good work of the presbytery	Deacons and other Congregation Members	Deacons and other Congregation Members	Deacons and other Congregation Members	Deacons and other Congregation Members	Deacons and other Congregation Members
Active Clergy	Longer pastor tenures	Diversity in political positions and being open to each other - we are worshipping together	Review of reach - communication with analytics of what is being used (who is receiving the information)	Our churches are not close anymore and we need to slow down and open our lives up to how God is working	Deacons and other Congregation Members	Deacons and other Congregation Members	Deacons and other Congregation Members	Deacons and other Congregation Members	Deacons and other Congregation Members
Active Clergy	The stories that we tell happen more recently		When we stop obsessing churches	Presbytery will be visible for churches of all sizes	Deacons and other Congregation Members	Deacons and other Congregation Members	Deacons and other Congregation Members	Deacons and other Congregation Members	Deacons and other Congregation Members
Active Clergy	When we stop hearing the Presbytery "over there"			Presbytery information needs shared from the pulpit	Deacons and other Congregation Members	Deacons and other Congregation Members	Deacons and other Congregation Members	Deacons and other Congregation Members	Deacons and other Congregation Members
Active Clergy	New church development happens			Sharing what makes the Presbytery important	Deacons and other Congregation Members	Deacons and other Congregation Members	Deacons and other Congregation Members	Deacons and other Congregation Members	Deacons and other Congregation Members
Active Clergy					Deacons and other Congregation Members	Deacons and other Congregation Members	Deacons and other Congregation Members	Deacons and other Congregation Members	Deacons and other Congregation Members
Active Clergy					Deacons and other Congregation Members	Deacons and other Congregation Members	Deacons and other Congregation Members	Deacons and other Congregation Members	Deacons and other Congregation Members
Active Clergy					Deacons and other Congregation Members	Deacons and other Congregation Members	Deacons and other Congregation Members	Deacons and other Congregation Members	Deacons and other Congregation Members

3. Taking finances off the table, what obstacles or hurdles could get in the way of the Presbytery being effective?					
Active Clergy	Retired Clergy	Session Members	Presbytery Committee Members	Deacons and other Congregation Member	
No one taking responsibility	We need to get out of our own way	Size of our presbytery is too big because of geography - we should be two presbyteries	People aren't going to care in congregations - they are dispassionate	Presbytery is too big, distant needs regional breakdown	
Lack of clear boundaries and clarity about our work	Knowing we are in a rut and acknowledging it	We need to be open to creative connectivity	Repeat behaviors we are stuck in doing the same thing over and over again	We need to find a way to be worthwhile and be interconnected (music, art, education) focusing on commonality	
Lack of collegiality	We need to be ecumenical - look at mutual ministry opportunities	Presbytery meetings need to not just be business	Transitional EP could help people look at adaptive change	We need to have experts speak on issues	
Too few people on commissions to share the work	Thinks there are opportunities for immigrants from third world countries to teach us how to be the church	Effective and useful meetings need to happen	Don't have a leader in charge and we need that	We need a better understanding of traditional ethnic backgrounds and boundaries	
Lack of acknowledgement of capacity		Clarity is needed for change but we also need buy in and the presbytery to walk alongside us	Lack of trust from experience of presbytery	Multi-denominationalism - there is a distrust of authority and misconceptions need to reeducate what Presbytery is and rebuild trust	
If the energy isn't there to do the thing we need to stop doing it		Concerned that the book of order limits what they can do strategically			
We need to let go of what is not working					
Find a way to respect what people are willing to show up for					
Need to help congregations be as effective as possible					
Lack of communication					

Presbytery of Scioto Valley		Retired Clergy		Session Members		Presbytery Committee Members		Deacons and other Congregation Member					
<p>What is one thing you would like the Discernment and Design Committee to know?</p> <p>Yellow highlight is used for comments heard from more than one person</p>													
<p>Active Clergy</p> <p>We are willing to be a part of a new way forward and needing to build trust.</p> <p>There are nonfunctioning committees but there is a desire to get things done</p> <p>In our church things are going well congregation has weathered many things. Clergy has had to rebuild trust and has restructured the staffing model. Wants the Presbytery to know we exist and are doing well.</p> <p>Very excited about their church. Came through sabbatical found the congregation changed and taking some ownership roles. Excited about the congregation practically, theologically, and about the diversity.</p>	<p>The churches need to feel loved and have a quality discernment process - they seem to only be on the presbytery radar when the presbytery wants something</p> <p>We need retention of quality clergy and celebrate food work</p> <p>7 to 8 retired clergy are interested in serving as a parish associate - this role would be helping congregations in a particular expertise. Example would be a program for single adults for a year</p> <p>Two diverse congregations exist in the presbytery we need to think about how we envision the future with this type of congregation</p> <p>Talk to other nondenominational church to learn about best practices</p> <p>Intentional exit interviews in the presbytery so we can learn</p> <p>Support Korean churches</p> <p>We need to learn from congregations that have that family element that supports each other</p>	<p>N/A</p>	<p>We have resources let's try something bold and exciting or at least go down trying</p> <p>Be courageous dreaming</p> <p>Thank you!</p>	<p>We need to identify stakeholders and different needs for different constituents</p> <p>We need a conduit and a space for people to get together - coming alongside to create those connections</p>									
<p>What gives you hope?</p> <p>Active Clergy</p> <p>This process and conversation - inclusion in the process, even though we differ we can be honest and candid</p> <p>There seems to be a shared agreement in what needs to be done- feels less lonely</p> <p>We are able to name the brokenness to be heard and then trust God is doing a thing- it reminds us of the living God</p> <p>God has a plan and God is in charge</p> <p>Psalms 119:149 hope is in the Bible literally</p>										<p>My prayer group</p> <p>Group of women clergy that includes both working and retired women their support is invaluable</p> <p>Our nation will experience a genuine renewal and is sad that they do not feel drawn in to be active in the presbytery</p> <p>God has a plan and God is in charge</p> <p>Psalms 119:149 hope is in the Bible literally</p>	<p>N/A</p>	<p>Excited about small group opportunities</p> <p>Church in disorder is where the Holy Spirit moves</p> <p>Had experience in the chapel at Princeton - saw diversity that made him proud to be a part of that institution</p> <p>There is a willingness to lean in to the challenge and use creativity</p> <p>Conversations like this open and honest and vulnerable</p> <p>These conversations and this process</p>	<p>This opportunity for the listening session</p> <p>International Peace partner at Presbytery</p> <p>Having young vibrant presbyterian ministries with Steven and Trip</p> <p>News about the youth retreat and the large attendance</p> <p>Zoom meetings together</p> <p>3 congregations that combined with a lot of good things happening</p> <p>Choosing the next EP</p>