

The Presbytery of Scioto Valley
Two Hundred Seventy-Sixth Stated Meeting
Overbrook Presbyterian Church, Columbus, Ohio
And via Zoom Video Conference
November 18, 2025

“Inspire, Strengthen, and Challenge Congregations for Christ’s Mission”

Stated Meeting

The Presbytery of Scioto Valley of the Presbyterian Church (U.S.A.) held its two hundred seventy-sixth Stated Meeting in person at the Overbrook Presbyterian Church, Columbus, Ohio, and via Zoom Video Conference, on Tuesday, November 18, 2025.

I. Call to Order & Opening Prayer

The Rev. Joel Esala (Columbus, Covenant), Presbytery Moderator, called the meeting to order at 3:34 pm. Rev. Bill Gause (Columbus, Overbrook), the host pastor, opened the meeting in prayer and welcomed the commissioners in person and on Zoom.

II. Worship and Education

A worship service was held featuring a sermon on Revelation 21:1-6a entitled “*Voicemails from Heaven*,” by Rev. Amy Miracle (Columbus, Broad Street). During this service, the 2024 Presbytery necrology was read in remembrance of Ruling Elders and Teaching Elders who passed away in 2024 (The 2025 Necrology will be read at the February 2026 meeting of the PSV). The sacrament of the Lord’s Supper was celebrated with the Revs. Joel Esala and Kathy Nice (Executive Presbytery, PSV) presiding. An informational video was shown highlighting the ministry *A Light to the Nations*, a new worshipping community in the Presbytery.

III. Business Meeting

A. Convening the Meeting

1. The Rev. Joel Esala, Presbytery Moderator, welcomed commissioners and guests. He acknowledged that the Presbytery meets, worships, and lives on lands stolen from Native American nations. He announced the rules by which the meeting would be run.
2. The stated clerk, Rev. Bill Gause, recognized the presence of a quorum. [“A quorum of a meeting of the Presbytery shall be 5% of the teaching elder members serving in ministries validated of the Presbytery as provided in the Manual of Operation and an equal number of ruling elders each representing a different church of the Presbytery” (Bylaws, Section 9.03).] Rev. Gause stated that the roll will be established from the in-person meeting sign-ins and the Zoom registrations. [\[See Attachment 4.1\]](#)
3. Stated Clerk Rev. Bill Gause presented the agenda for the meeting. Two items of business were added to the Council report. A motion regarding the 2027 budget process was added under item “a” of the Council report as item “a-2” and the election of Nominating Committee members was added to the Council report as item “g.” Rev. Gause moved the agenda as amended. **The motion was seconded and adopted by common consent.** [\[See Attachment #4.2\]](#).
4. Stated Clerk Rev. Bill Gause presented the Consent Agenda and moved its adoption. **The motion was seconded and adopted by common consent.** [\[See Attachment #4.3\]](#)
5. There were no corresponding members requesting to be seated.

B. Commission and Committee Reports and Action items

At this time, Moderator Esala handed the gavel and responsibility for moderating the meeting to Vice-Moderator Alice Karen Hite (Pataskala, Outville).

1. Presbytery Council

Moderator Rev Joel Esala presented for the Council.

- a. **Action Item:** On behalf of Council Rev. Esala moved adoption of the proposed 2026 budget. The motion came from a commission, so it needed no second. [[See Attachment #4.4](#)]

Voting Result: After discussion, **the Presbytery voted to adopt the proposed 2026 budget** by majority vote of the body with votes cast by a show of placards and by “yes/no” vote from online participants.

- a-2. **Action Item:** Rev. Paul LaMontagne (Honorably Retired) moved that the presbytery direct the Presbytery Council and the Commission for Operations to prepare a second alternative budget for 2027 with the per capita set at \$60 and to present that budget along with their usual budget proposal to the presbytery for its consideration when the first reading of the budget for 2027 occurs. Further, that the commission for operations inform the various committees and bodies of the presbytery that it will be preparing two possible budgets on this basis when seeking their input for the 2027 budget.”

Voting Result: After discussion, **the Presbytery voted to adopt the motion** by majority vote of the body with votes cast by a show of placards and by “yes/no” vote from online participants.

- b. **Action Item:** On behalf of Council Rev. Esala moved adoption of the revised Manual of Operations. The motion came from a commission, so it needed no second. [[See Attachment #4.5](#)]

Proposed Amendment: Rev. Kim Wadlington (Pataskala, First) moved to amend the proposed Manual of Operations by removing the word “Volunteer” from Section G, item #6.

Amendment Voting Result: **The Presbytery voted to adopt the motion to amend** by majority vote of the body with votes cast by a show of placards and by “yes/no” vote from online participants.

Main Motion Voting Result: Following further discussion, **the Presbytery voted to adopt the revised Manual of Operations as amended** by majority vote of the body with votes cast by a show of placards and by “yes/no” vote from online participants.

- c. **Action Item:** On behalf of Council Rev. Esala moved adoption of the revised Anti-Harassment Policy. The motion came from a commission, so it needed no second. [[See Attachment #4.6](#)]

Voting Result: After discussion, **the Presbytery voted to adopt the revised Anti-Harassment Policy** by majority vote of the body with votes cast by a show of placards and by “yes/no” vote from online participants.

- d. **Action Item:** On behalf of Council Rev. Esala moved adoption of the revised Sexual Misconduct Policy. The motion came from a commission, so it needed no second. [[See Attachment #4.7](#)]

Voting Result: After discussion, **the Presbytery voted to adopt the revised Sexual Misconduct Policy** as presented by majority vote of the body with votes cast by a show of placards and by “yes/no” vote from online participants.

- e. **Action Item:** On behalf of Council Rev. Esala moved adoption of the new Procedures for Filing a Complaint. The motion came from a committee, so it needed no second. [[See Attachment #4.8](#)]

Procedural Motion: Ruling Elder Jim Wilson (Columbus, Broad Street) moved to refer the *Procedures for Filing a Complaint* back to council to include policies for individuals not members of the PC(USA).

Procedural Voting Result: The motion was seconded and after debate, was adopted by majority vote of the body with votes cast by a show of placards and by “yes/no” vote from online participants.

Main Motion Result: The motion to refer was adopted so **the policy was referred to Council** for further work.

f. **Action Item:** On behalf of Council Rev. Esala moved the following dates, times, and locations for 2026 Stated Meetings of the Presbytery:

February 10, Columbus, Overbrook, 3:30 PM

May 19, Circleville, 3:30 PM

August 18, Grove City, First, 3:30 PM

November 17, Columbus, Covenant, 3:30 PM.

The motion came from a commission, so it needed no second.

Voting Result: The Presbytery voted to adopt the proposed meeting times, dates, and locations by majority vote of the body with votes cast by a show of placards and by “yes/no” vote from online participants.

g. **Action Item:** On behalf of Council, Rev. Esala presented the following nominees to serve in the Presbytery Nominating Committee, Class of 2028:

Rev. Désirée Youngblood, MWS London First

Christina Piper, CRE, Amanda

Brenda Pritechett, RE, Hilliard

There were no other nominees from the floor.

Voting Result: All Nominees were elected by common consent.

At this time, Elder Hite returned the gavel to Rev. Esala and he resumed moderating the meeting.

2. Commission on Ministry

Rev. Todd Tracy (Newark, Second) reported for the Commission.

a. **Action Item:** On behalf of the Commission on Ministry, Rev. Tracey moved that the Presbytery give permission for Old Stone, Delaware’s PNC to consider Transitional Pastor Rev. Doug Browne for their Called and Installed Pastoral position. The motion came from commission so it needed no second.

By presbytery policy, this motion needed a 75% super majority vote to be adopted.

Voting Result: The Presbytery voted to adopt the motion by a more than 75% majority vote of the body with votes cast by a show of placards and by “yes/no” vote from online participants.

b. **Action Item:** On behalf of the Commission on Ministry, Rev. Tracey moved that the Presbytery give permission for Westerville First’s PNC to consider Transitional Pastor Rev. Nancy Dumford for their Called and Installed Pastoral position.

By presbytery policy, this motion needed a 75% super majority vote to be adopted.

Voting Result: The Presbytery voted to adopt motion by a more than 75% majority vote of the body with votes cast by a show of placards and by “yes/no” vote from online participants.

- c. Rev. Tracy welcomed the following new members of the Presbytery:
- Rev. Dr. Matthew Reeves, Pastor, Worthington
 - Rev. Nathan Achterhof, Pastor, Mifflin, Gahanna
 - Rev. Chris Taylor, Member-at-Large
- d. Rev. Tracey then led a brief celebration to acknowledge the retirement of Rev. Michael Woods.
3. Commission for Justice, Outreach, and Education
- a. Elder Tina Johnson (Columbus, Overbrook) reported for the Commission, describing commission sponsored events planned in and for the Presbytery.
- b. Elder Kathi Bubb (Gahanna, Mifflin) presented information on a new online Church officer training module. This module is available via the Presbytery's website.
- c. A video presentation was shown regarding UKirk at Ohio State University (Campus Ministry) and their planned capital campaign (This video can be viewed at OSUKirk.org). Rev. Trip Porch (Columbus, Indianola) then spoke briefly on the campaign.
4. Commission for Presbytery Operations
Ruling Elder Jim Hines (Westerville, First) presented for the Commission.
- Elder Hines presented for a first reading a Proposed PSV Policy on Land Stewardship, and Congregational Redevelopment, Transitions, and Closures. [[See Attachment #4.9](#)]
5. Nominating Committee
Commissioned Ruling Elder Bob Gustafson (Delaware, West Berlin) reported for the Committee.
- a. **Action Item:** On behalf of the committee, Elder Gustafson placed the following names in nomination for the positions, and terms indicated:
- i. Presbytery Council
- Class of 2027
Michael Fritz, RE, Gahanna, Mifflin (2nd Term)
- Class of 2028
Lisa Eye, MWS, Gahanna, Mifflin (2nd Term)
Joel Esala, MWS, Columbus, Covenant (1st Term)
- ii. Commission on Ministry (COM)
- Class of 2028
Mark Johnson, RE, London First (2nd Term)
Mark Stansbery, RE Columbus Old First (2nd Term)
David Howell, RE, Delaware West Berlin (2nd Term)
Betsy Rice, MWS, Worthington (1st Term)
Christine Burns, RE, Fredericktown (1st Term)
- iii. Commission on Justice, Outreach, and Education (CJOE)
- Class of 2028
Scott Schnapp, MWS, Mt Gilead, First (2nd Term)
Michael Woods, MWS, Columbus, Broad Street (1st Term)
Jennifer Bunker, RE, Columbus, Broad Street (2nd Term)
Diane Boster, RE, Portsmouth, First (1st Term)
- Presbyterian Women Designated Member
Jayne Elgin, RE, Gahanna, Mifflin (Continuing)

iv. Commission on Preparation for Ministry (CPM)

Class of 2028

Susan Dietz (Chair), RE, Logan, First (2nd Term)Taylor Barner, MWS, OSU Jacob's Porch (2nd Term)

v. Commission for Presbytery Operations (CPO)

Chair

Marshall Geib, RE, London, First (Currently serving 1st Term on CPO)

Class of 2028

Jim Hines, RE, Westerville, First (2nd Term)Cathy Elwood-Ritchie, RE, Pataskala, Outville (2nd Term)Chris Atwood, MWS, Delaware, Liberty (2nd Term)

vi. Committee on Representation

Chair

Tiffany Komasa, MWS, Grandview Heights, Boulevard (Currently serving 1st Term on CoR)

Class of 2028

Jim Wilson, RE, Columbus, Broad St (2nd Term)Visca Imelda Member Pickerington, Prince of Peace (2nd Term)

vii. Permanent Judicial Commission (PJC)

Class of 2031

Mark Johnson, RE, London, First

Mark Gauen, MWS, Honorably Retired

Keith Wiens, RE, Athens, First

viii. Synod Commissioner

Class of 2028

Robert Gustafson, CRE, Delaware, West Berlin

There were no other nominees from the floor.

Voting Result: All Nominees were elected by common consent.

- b. **Action Item:** On behalf of the committee, Elder Gustafson placed the name of Ruling Elder Robert Patterson (Westerville, Central College) in nomination for the position of Presbytery Treasurer (1-year term).

There were no other nominees from the floor.

Voting Result: The Nominee was elected by common consent.

- c. **Action Item:** On behalf of the committee, Elder Gustafson placed the names of Ruling Elder Alice Karen Hite (Pataskala, Outville) and Rev. Nancy Jo Dederer (Circleville) in nomination for the positions of Moderator and Vice-Moderator respectively. (Both 1-year terms).

There were no other nominees from the floor.

Voting Result: The Nominees were elected by common consent.

C. Installation Service

In a brief service, the presbytery installed Ruling Elder Alice Karen Hite as the new Moderator of Presbytery and Rev. Nancy Jo Dederer as the new Vice-Moderator of Presbytery. Both will serve in their positions through the November 2026 stated meeting of the Presbytery.

D. New Business

There was no new business submitted for consideration.

IV. Go Out in Joy & Be Led Forth with Peace.

A. Celebrations, Announcements, and the Life of the Church

- EP Kathy Nice announced that the Council has charged the EP's to meet with every congregation in the Presbytery to do missional discernment in the next year.
- Rev. Trip Porch announced that Indianola Pres is re-invigorating their Taizé service, and encouraged participation.
- Rev Jason Link brought word of the Bottoms Up diaper bank.
- Rev Rick Nutt asked for prayers for his soon-to-be-100-year-old mother.

B. On motion, the meeting was adjourned at 6:20 pm with a prayer by new Vice-Moderator Nancy Jo Dederer.

C. The Next Stated meeting of Scioto Valley Presbytery shall be at 3:30 pm on Tuesday, February 10, 2026, in person at Overbrook Presbyterian Church in Columbus, Ohio, and via Zoom Video Conference.

Respectfully submitted,

Rev Bill Gause
Stated Clerk

Presbytery at Columbus Overbrook PC	November 18, 2025	
Ministers Members	Name	Attendance
Amanda	Christina Piper (Commissioned Pastor)	Absent
Athens, First	Robert E. Martin (Pastor)	Absent
Bremen, Bethel	Lawrence R. Hoffmann (Stated Supply, HR)	Zoom
Chillicothe, First	Jason Link (Pastor)	In-Person
Circleville	Nancy Jo Dederer (Pastor)	In-Person
Columbus, Bethany	Edward K Lewis Sr. (Pastor)	Absent
Columbus, Broad Street	Amy Miracle (Pastor)	In-Person
	Ann R. Palmerton (Associate Pastor)	Zoom
Columbus, Christ	Pamela Patterson (Commissioned Pastor)	Absent
Columbus, Covenant	Joel A. Esala (Pastor)	In-Person
Columbus, Glenn Echo	Leland Platt (Pastor)	In-Person
Columbus, Highlands	Keith Jones (Stated Supply)	Absent
Columbus, Hoge Memorial	Thomas A. Billman (Commissioned Pastor)	Absent
Columbus, Indianola	Elizabeth Maurath (Parish Associate)	Zoom
	Trip Porch (Pastor)	In Person
Columbus, Korean	Joon Won Lee (Pastor)	Absent
Columbus, Overbrook	Bill Gause (Pastor)	In-Person
	Mary Gause (Associate Pastor)	Excused
Columbus, Ramseyer	Justice A. Ofosuhene (Pastor)	Absent
Columbus, Westminster	Jon Carlisle (HR Gap Pastor)	In-Person
Delaware, Concord	Virginia Teitt (Pastor)	In-Person
Delaware, First	Jennifer Eastman Hinkle (Transitional Pastor)	Excused
Delaware, Liberty	Christopher S. Atwood (Pastor)	Zoom
	Jonathan A. Seitz (Pastor)	Zoom
	Kelsey Sorge (Associate Pastor)	Absent
Delaware, Old Stone	Douglas Browne (Transitional Pastor)	In-Person
Delaware, West Berlin	Robert J. Gustafson (Commissioned Pastor)	In-Person
Dublin	Nicole (Nikki) Hogarth (Pastor)	In-Person
	Peggy Holcomb (Commissioned Pastor)	Absent
Frankfort	Todd Thomas (Commissioned Pastor)	Absent
Frankfort, Concord	Todd Thomas (Commissioned Pastor)	Absent
Fredericktown, First	Nancy L. Revenaugh (Commissioned Pastor)	Zoom
	Pam Gillett (Commissioned Pastor)	Zoom
Gahanna, Mifflin	Nate Achterhof (Pastor)	In-Person
Gallipolis, First	Ann Moody (Certified Pastor_	Zoom
Galloway	Thom M. Shuman (Stated Supply Pastor)	Absent
Grandview Heights, Boulevard	Tiffany Komasa (Pastor)	In-Person
Granville, First	Wallace W. Bubar (Pastor)	Absent
Grove City, First	Wendy McCormick (Transitional Pastor)	Zoom
Hilliard	Katherine D. Kinnison (Pastor)	In-Person
Iberia	Vacancy	
Ironton, First	Carson J. Hunt (Commissioned Pastor)	Absent

Jackson, First	John Edward Birkner (Transitional Pastor)	Absent
Johnstown	Kevin W. Heckathorn (Pastor)	Absent
Lancaster, First	Nathan Loudon (Pastor)	Absent
Logan, First	Jeffrey J. Ott (Stated Supply Pastor)	Zoom
London, First	Mark A. Johnson (Commissioned Pastor)	In-Person
	Desiree M. Youngblood (Pastor)	Zoom
Marysville, First	Diane Flynn (Transitional Pastor)	In-Person
Mt. Gilead, First	Scott W. Schnapp (Pastor)	Absent
Mt. Vernon, First	J. Ross Slaughter (Pastor)	Absent
Nelsonville, First	Kevin J. Lowry (Commissioned Pastor)	Absent
New Albany, Rose Run	Robert Armstrong (Stated Supply HR)	In-Person
Newark, First	Reinita Thacker, (Certified Pastor)	Absent
Newark, Hanover	Charlotte O'Neil (Transitional Pastor)	Absent
Newark, Second	Elaina (Lanie) Sipes (Associate Pastor)	In-Person
	Todd Tracy (Pastor)	In-Person
Newark, Woodside	Vacancy	
Oak Hill, Bethel	Linda D. Plummer (Commissioned Pastor)	Absent
Pataskala, First	Kimberly Wadlington (Transitional Pastor)	In-Person
Pataskala, Outville	Mary Gene Boteler	In-Person
Plain City	Vacancy	
Portsmouth, First	Lisa Eye	Zoom
Portsmouth, Second	Allison T. Bauer (Pastor)	Absent
Reynoldsburg, Unity	Andrew T. Smith (Pastor)	Absent
Sunbury, Condit	Samuel P. Monte (Pastor)	Absent
Utica	Terry Holobaugh (Commissioned Pastor)	Absent
Washington Court House, First	Steven B. Brand (Pastor)	Zoom
Waverly, First	Jane Johnson (Pastor)	Excused
Wellston, First	John Pelletier (Commissioned Pastor)	Absent
Westerville, Central College	Malcolm S. Davis (Pastor)	Absent
	David M. Redding (Associate Pastor)	Absent
Westerville, First	Nancy Dumford (Transitional Pastor)	In-Person
Worthington	Matthew B. Reeves (Pastor)	In-Person
	Thomas F. Rice (Pastor for Discipleship)	In-Person
	Elizabeth B. Rice (Stated Supply Pastor)	In-Person
Worthington, A Light to the Nations	Peter Okyere (Commissioned Pastor)	In-Person
Congregation	Name	Attendance
Amanda		None Present
Amesville	Catherine Hare	Zoom
Athens, Alexander		None Present
Athens, First	Andrew Stuart	Excused
Bremen, Bethel	Scott Bergreen	Zoom
Chillicothe, First		None Present

Circleville	Greg Adkins	In-Person
Columbus, Bethany	Amy Molino	Zoom
Columbus, Broad Street	Jim Miller	In-Person
Columbus, Christ		None Present
Columbus, Covenant	Robert McEvoy	In-Person
Columbus, Crestview		None Present
Columbus, Glenn Echo	Patricia Gardner	In-Person
Columbus, Highlands	Kathy Isern	Zoom
Columbus, Hoge Memorial		None Present
Columbus, Indianola		None Present
Columbus, Korean		None Present
Columbus, Old First	Mark Stansbery	In-Person
Columbus, Overbrook	Thomas Weldon	In-Person
Columbus, Ramseyer		None Present
Columbus, Westminster	Bob Bethge	Zoom
Delaware, Concord		None Present
Delaware, First	Wayne Moore	Zoom
Delaware, Liberty	Nancy Holderman	In-Person
Delaware, Old Stone	Alice Winters	In-Person
Delaware, West Berlin	David Howell	In-Person
Dublin	Patrick Metzger	In-Person
Frankfort		None Present
Frankfort, Concord		None Present
Fredericktown, First		None Present
Gahanna, Mifflin	Kathy Ritter	In-Person
Gallipolis, First	Ann Moody	Zoom
Galloway		None Present
Grandview Heights, Boulevard		None Present
Granville, First		None Present
Grove City, First	Ken Simeral	In-Person
Harrisonville		None Present
Hilliard	Brenda Pritchett	In-Person
Iberia		None Present
Ironton, First		None Present
Jackson, First		None Present
Johnstown		None Present
Lancaster, First	Laura Lee Gayfield	Zoom
Lithopolis, Bloom		None Present
Logan, First	Susan Dietz	In-Person
London, First	Georgina Wells	Zoom
Marion, Lee Street		None Present
Marysville, First		None Present
McArthur		None Present
Middleport, First		None Present

Mt. Gilead, First		None Present	
Mt. Vernon, First		None Present	
Nelsonville, First	Judi Rioch		Zoom
New Albany, Rose Run		None Present	
Newark, First	Priscilla Hare		In-Person
Newark, Hanover	Ron McCleish		In-Person
Newark, Second	Barbara Gillespie		In-Person
Newark, Woodside		None Present	
Oak Hill		None Present	
Oak Hill, Bethel		None Present	
Oak Hill, Horeb		None Present	
Oak Hill, Moriah		None Present	
Oak Hill, Sardis Welsh		None Present	
Ostrander		None Present	
Pataskala, First	Kenneth Mathews		In-Person
Pataskala, Outville	Lisa Mitchell		In-Person
Pickerington, Prince of Peace		None Present	
Plain City	Carolyn Gibeaut		Zoom
Portsmouth, First	Diane Boster		In-Person
Portsmouth, Second		None Present	
Reynoldsburg, Unity	Tim Pitt		In-Person
Sedalia, Midway		None Present	
Sunbury, Condit	Ken Bartlett		Zoom
Utica		None Present	
Washington Court House, First	Janelle Mead		In-Person
Waverly, First	Barbara Pettit		In-Person
Wellston, First		None Present	
W. Rushville, Rushcreek		None Present	
Westerville, Central College	Carmon Enz		In-Person
		None Present	
Westerville, First	Lane Hough		In-Person
Wilkesville, First		None Present	
Worthington	Dan Foley		In-Person
	Name		Attendance
	Akih, Mathias (Member-at-Large)		Absent
	Armstrong, Robert J. (Pastor, Honorably Retired)		Absent
	Austin, Lee		In-Person
	Baker, Gareth D (Pastor, Honorably Retired)		Absent
	Barner, Taylor (Pastor)		In-Person
	Bastin, Dan E (Pastor, Honorably Retired)		Absent
	Birdsall, Judith (Pastor, Honorably Retired)		Absent
	Black, Jane E (Pastor, Honorably Retired)		Absent

Bloom, Karen Stahr (Pastor, Honorably Retired)	Absent
Bogue, Catherine M. (Pastor, Honorably Retired)	Absent
Bolinger, Joan (Pastor, Honorably Retired)	Absent
Boone, Rawley D. (Pastor, Honorably Retired)	Absent
Boteler, Mary Gene (Pastor, Honorably Retired)	In-Person
Bougher, Philip L. (Honorably Retired, Pastor Emeritus)	Absent
Briley, Robert C. (Pastor, Honorably Retired)	Absent
Brose, Gary M. (Validated Ministry)	Absent
Bubb, David L. (Pastor, Honorably Retired)	In-Person
Burns, Christine (Commissioned Pastor Presbytery wide)	Zoom
Burse, Cynthia (Pastor, Honorably Retired)	Absent
Callison, Greg (Validated Ministry)	Absent
Campbell, Martha (Honorably Retired)	Absent
Chakoian, Karen J. (Pastor, Honorably Retired)	In-Person
Clark, Maureen L. (Member-at-Large)	Absent
Clark, Harold L. (Pastor, Honorably Retired)	Absent
Coberly, Robert L. (Pastor, Honorably Retired)	Absent
Corzine, Emily K. (Member-at-Large)	In-Person
Draves, Nancy (Pastor, Honorably Retired)	Absent
Dryburgh, Dallas M. (Pastor, Honorably Retired)	Absent
Eldridge, William J. (Pastor, Honorably Retired)	Absent
Faulkner, David R. (Pastor, Honorably Retired)	Absent
Fisher, Evan D. (Honorably Retired, Pastor Emeritus)	Absent
Fulton, Bethany (Validated Ministry)	Absent
Gauen, Mark (Pastor, Honorably Retired)	In-Person
Gifford, Theresa C. (Pastor, Honorably Retired)	Absent
Gray, J. Robert (Pastor, Honorably Retired)	Absent
Grove, James W. (Pastor, Honorably Retired)	Absent
Harsh, Jeannie C. (Pastor, Honorably Retired)	Absent
Hays, Richard S. (Honorably Retired, Pastor Emeritus)	Absent
Heffner, Phyllis A. (Pastor, Honorably Retired)	Zoom
Henderson, A. Bruce (Pastor, Honorably Retired)	Absent
Hitt, Mary Jane (Pastor, Honorably Retired)	Absent
Hoffhine, Judith M. (Pastor, Honorably Retired)	Absent
Jackson, Sydney V. (Pastor, Honorably Retired)	Absent
Jaynes, Jeffrey P. (Pastor, Honorably Retired)	Absent
Johnson, Gordon E. (Pastor, Honorably Retired)	Absent
Johnson, William I. (Pastor, Honorably Retired)	Absent
Jones, Timothy (Pastor, Honorably Retired)	Absent
Kim, Myong Sun (Member-At-Large)	In-Person
Kim, H. C. Paul (Validated Ministry)	Absent
LaMontagne, D. Paul (Honorably Retired)	In-Person
Leety, William R. (Pastor, Honorably Retired)	Absent
Lewicki, Deborah A. (Pastor, Honorably Retired)	Absent

McGloshen PH.D., Thomas H. (Pastor, Honorably Retired)	Absent
McKay, Cynthia Ann (Commissioned Pastor)	Absent
Mercadante, Linda (Validated Ministry)	In-Person
Miller Jr., Laurence E. (Pastor, Honorably Retired)	Absent
Moody, Ann (Commissioned Pastor for Hanging Rock)	Zoom
Morrison, Barbara Lou (Honorably Retired)	Absent
Mykrantz, Jane P. (Pastor, Honorably Retired)	Absent
Nice, Kathleen A. (Executive Presbyter)	In-Person
Nutt, Rick (Pastor, Honorably Retired)	In-Person
Obetz, Robin W. (Pastor, Honorably Retired)	Absent
Petersohn-Jung, Karen (Validated Ministry)	Absent
Pierce, Mark (Validated Ministry)	Absent
Puckett, Kathryn A. K. (Pastor, Honorably Retired)	Absent
Pursell, Jack Lewis (Pastor, Honorably Retired)	Absent
Quist, John W. (Member-At-Large)	Absent
Ralston, John D. (Honorably Retired)	Absent
Redding Stenner, Marion T. (Pastor, Honorably Retired)	Absent
Reed, Arthur A. (Pastor, Honorably Retired)	Absent
Riedel, Richard G. (Pastor, Honorably Retired)	Absent
Runkle-Edens, Elizabeth C. (Inactive)	Absent
Salmon, Robert E. (Pastor, Honorably Retired)	Absent
Sauer, Sharon (Pastor, Honorably Retired)	Excused
Sauer, Leslie (Pastor, Honorably Retired)	Absent
Schmidt, Beverly A. (Pastor, Honorably Retired)	Absent
Seitz, Jean (Pastor, Honorably Retired)	Absent
Shields, Mary E. (Validated Ministry)	Absent
Smith, Rudolph W. (Pastor, Honorably Retired)	Absent
Smith, Susan Warrenner (Pastor, Honorably Retired)	Absent
Stout, Patricia A. (Pastor, Honorably Retired)	In-Person
Taggart, Julian (Pastor, Honorably Retired)	Absent
Terry, Elizabeth D. (Pastor, Honorably Retired)	Absent
Terry, Randy (Pastor, Honorably Retired)	Absent
Tietz, Elizabeth E. (Commissioned Pastor Presbytery-wide)	In-Person
Tolar, Robert (Pastor, Honorably Retired)	Absent
Turick, Jennifer L. (Temporary Stated Supply)	Absent
Vickers, Donn F. (Pastor, Honorably Retired)	Absent
Weiss, Carol R. (Pastor, Honorably Retired)	Absent
Whybrew, Lyndon E. (Pastor, Honorably Retired)	Absent
Wickliff, Larry L. (Pastor, Honorably Retired)	Absent
Wilson, Michael O. (Pastor, Honorably Retired)	Absent
Woods, Michael W. (Pastor, Honorably Retired)	In-Person
Worthen, J. David (Pastor, Honorably Retired)	Absent
Zingg, Otto (Pastor, Honorably Retired)	Absent

Proposed Agenda

The Presbytery of Scioto Valley (PCUSA)
Two Hundred and Seventy-Sixth Stated Meeting
Tuesday, November 18, 2025, 3:30 p.m.
Overbrook Presbyterian Church, Columbus, OH and via Zoom Video Conference
Moderator: Rev. Joel Esala (Columbus, Covenant)

The Commissioner Handbook is available online at www.psvonline.org

1:30 -- Pre-Presbytery Event: Hunger in Ohio

I. Call to Order & Opening Prayer (3:30-5:00)

Opening Prayer and Greetings from the Host Pastor, Rev. Bill Gause

II. Worship & Education

The Presbytery will join together in worship. Rev. Amy Miracle (Columbus, Broad Street) will preach, and the sacrament of the Lord's Supper will be celebrated.

III. Business Meeting (5:00-6:00)

A. Convening the Meeting

1. Moderator's Welcome & Announcements
2. Declaration of a Quorum and Formation of the Roll
3. Consideration of the Meeting Agenda
4. Consideration of the Consent Agenda
5. Seating Corresponding Members & Guests

B. Commission and Committee Reports and Action Items

1. Presbytery's Council – Rev. Joel Esala
 - a. **For Action:** Motion to Adopt the Proposed 2026 Budget
 - b. **For Action:** Motion to Adopt the Revised PSV Manual of Operations
 - c. **For Action:** Motion to Adopt the PSV Anti-Harassment Policy
 - d. **For Action:** Motion to Adopt the Revised PSV Sexual Misconduct Policy
 - e. **For Action:** Motion to Adopt the Document *Procedures When Filing a Complaint*
 - f. **For Action:** Approve Date, Time, and Location for 2026 Stated PSV Meetings
 - February 10, Columbus, Overbrook, 3:30 PM
 - May 19, Circleville, 3:30 PM
 - August 18, Grove City, First, 3:30 PM
 - November 17, Columbus, Covenant, 3:30 PM
2. Commission on Ministry – Rev. Todd Tracy
 - a. **For Action:** Motion to give permission for Old Stone, Delaware's PNC to consider Transitional Pastor, Doug Browne, for their Called and Installed Pastoral position.

- b. **For Action:** Motion to give permission for Westerville First's PNC to consider Transitional Pastor, Nancy Dumford, for their Called and Installed Pastoral position.
 - c. Welcome of new members of the Presbytery of Scioto Valley:
 - i. Rev. Matt Reeves – Pastor at Worthington
 - ii. Rev. Nathan Achterhof - Pastor at Mifflin, Gahanna
 - iii. Rev. Chris Taylor - Member-at-Large
 - d. Celebration of Retirement of Rev. Michael Woods.
3. Commission for Justice, Outreach, and Education -- Ruling Elder Tina Jonson
- a. Announcement of Upcoming CJOE Sponsored Presbytery Events
 - b. Presentation: New Online Church Officer Training Module
 - c. Presentation: UKirk
4. Commission for Presbytery Operations – Ruling Elder Jim Hines
- a. Proposed PSV Policy on Land Stewardship, and Congregational Redevelopment, Transitions, Closures presented for First Read
5. Nominating Committee – Commissioned Ruling Elder Bob Gustafson
- a. **For Action:** Elect Commission and Committee members for the Classes and Terms Indicated. See Nominating Committee Report for Nominees.
 - b. **For Action:** Elect Treasurer for one-year term 1/1/2026 – 12/31/2026
Nominee: Bob Patterson, TE, Westerville, Central College
 - c. **For Action:** Elect Moderator & Vice-Moderator for one-year term 11/18/2025 – 11/17/2026
Nominees:
Moderator – Ruling Elder Alice Karen Hite (Pataskala, Outville)
Vice-Moderator – Rev. Nancy Jo Dederer (Circleville)
 - d. Service of Installation for New Moderator and Vice-Moderator
- C. New Business (if any)

IV. Go Out in Joy & Be Led Forth with Peace. (6:00 – 7:00)

- A. Celebrations, Announcements, and Life of the Church
- B. Closing Prayer: Vice-Moderator
- C. Adjournment & Benediction
- D. Fellowship Gathering: Everyone is invited to join us in the Overbrook narthex for pizza, and fellowship. Hope to see you there!

Consent Agenda – November 18, 2025
276th Stated Meeting of the Presbytery of Scioto Valley

- I. Motion to approve of the minutes of the 275th stated meeting held at Covenant Presbyterian Church in Columbus, OH and via Zoom video conference, on August 19, 2025, available for review on the presbytery website.
- II. Motion to approve the minutes of the commission to Install Rev. Matt Reeves, pastor at Worthington.
- III. Motion to approve the 2024 Presbytery of Scioto Valley Statistical Report.
- IV. Motion to approve the Committee on Representation 2025 PSV Statistical Report.

Presbytery of Scioto Valley - Columbus OH

2026 Annual Budget

	<u>Operations</u>	<u>Mission</u>
	<u>Annual Budget</u>	<u>Annual Budget</u>
PRESBYTERY REVENUE		
Receipts		
4.1.0005 Basic Mission - Presbytery	\$ -	\$ 66,000
4.1.0010 Per Capita - Presbytery	276,889	-
4.1.0011 Per Capita - GA	99,482	-
4.1.0012 Per Capita - Synod	30,039	-
4.1.0015 Basic Mission - Presby. Women	-	1,950
Miscellaneous Income	2,950	-
Presbytery Council	-	-
Commission on Ministry	-	-
Commission on Justice, Outreach & Education	-	35,500
Commission on Preparation for Ministry	-	1,500
Commission on Presbytery Operations	-	-
Non-Commission Staff & Benefits	52,000	-
Non-Commission Overhead	750	-
Total Receipts	462,110	104,950
Transfers from Funds		
4.1.0025 Investment Allocation	51,288	33,362
3.2.4500 Church Dev Fund Balance (D)	151,471	98,529
3.3.0000 Investment Fund Balance	-	-
3.1.5800 Pastor's Emergency Fund Balance (R)	-	-
3.1.1000 Peacemaking Fund Balance (R)	-	-
3.1.2000 Outdoor Ministries Fund Balance (D)	-	-
3.1.2300 Mission Work Trip Fund Balance	-	-
Total Transfers from Funds	202,759	131,891
Total Revenue	\$ 664,869	\$ 236,841
PRESBYTERY EXPENSES		
Assigned Receipts		
5.1.6009 GA Per Capita	132,643	-
5.1.6011 Synod Per Capita	40,052	-
Total Assigned Receipts	172,695	-
Other Expenses		
Presbytery Council	6,300	-
Commission on Ministry	-	111,500
Commission on Justice, Outreach & Education	-	113,783
Commission on Preparation for Ministry	-	24,500
Commission on Presbytery Operations	6,250	-
Non-Commission Staff & Benefits	445,521	-
Non-Commission Overhead	54,000	-
Total Other Expenses	512,071	249,783
Total Expenses	\$ 684,766	\$ 249,783
Surplus (Deficit)	\$ (19,897)	\$ (12,942)

**Manual of Operations Presbytery
of Scioto Valley
Presbyterian Church (U.S.A.)**

Adopted 05/21/2024, Amended xx/xx/2025

This Manual of Operations having been adopted by the action of the Presbytery of Scioto Valley at its stated meeting of May 21, 2024, shall be effective on May 22, 2024 and hereby replace and supersede any and all other operation rules of the Presbytery of Scioto Valley.

A. The Purpose Statement of the Presbytery of Scioto Valley:

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

B. The 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 live fully 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. *Luke 6:48. 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.*

2. **Connection:** Focusing on what connects us creates community and deepens our relationship with God. *Ephesians 4:16. 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.*

3. **Unity in Diversity:** The diverse experiences and gifts of our people and communities strengthen us. *Galatians 3:28. 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.*

4. **Spirit-led Adaptability:** We are open and responsive to the Spirit at work in our changing world. *Romans 12:2. 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.*

5. **Outreach.** We walk in partnership and compassion with others to improve the human condition. *Matthew 25:35-36; 40. 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."*

C. Critical Success Factors and Strategic Targets

Critical Success Factors are the things we must do exceptionally well to accomplish our stated purpose. Critical Success Factors and resulting Strategic Targets for our Presbytery are the following:

- **Providing guidance for congregational transitions of all kinds and support for pastoral leaders:** The Presbytery is engaged in and responsive to the needs of pastoral leaders and congregations in times of change, challenge, and opportunity.
- **Supporting congregational clusters cohorts (small groups):** In between our Presbytery stated meetings, regional groups of 5-10 congregations will meet to share and be responsive to the needs of their surrounding communities.
- **Equipping congregations to do outreach and strategic work:** The Presbytery will connect congregations with staffing, expertise, and financial support that empowers vitality, spirituality, and outreach.

D. Authority

1. This Manual of Operations is intended, and shall be interpreted, to facilitate the Presbytery's efforts to carry out its mission, consistent with the provisions of the Constitution of the Presbyterian Church (U.S.A.), particularly Chapter 3 of the Form of Government, the Code of Regulations of the Presbytery, and the Bylaws of the Presbytery.
2. The parliamentary authority shall be the most recent edition of *Robert's Rules of Order*, except as provided for in the Constitution of the Presbyterian Church (U.S.A.).

E. Meetings of the Presbytery

1. Membership: In addition to the membership mandated by G-3.03 of the Constitution of the Presbyterian Church U.S.A.):
 - a. Elders elected to be moderator, vice-moderator, stated clerk, treasurer, members of Commissions or member of Council shall be enrolled as members of Presbytery during their term of office.
 - b. Certified Christian Educators who have been ordained as elders and who are employed by a congregation in the Presbytery shall be members of the presbytery.
 - c. Ruling elders who have been commissioned by the Presbytery to particular pastoral service shall be enrolled as minister members of the Presbytery for the length of their commissioned service.
 - d. The Stated Clerk shall address imbalances between minister members and ruling elders as needed after the year-end statistical reporting is completed annually. Congregations needing to send additional ruling elders for parity will be notified in writing by the Stated Clerk. Council will provide oversight to this process.

- e. Retired minister members are not required to attend, but may attend, any presbytery meetings. Regardless of whether they attend meetings, their numbers will not be used in the calculation of minister members for the determination of parity between ministers and elders.

2. Notice of Business:

a. The following categories of business for the Presbytery shall be disclosed to minister members of the Presbytery and congregations at least five days in advance of any meeting of the Presbytery, and shall not be acted on at meetings of the Presbytery unless such notice is given:

- i. Examination of a candidate for ordination;
- ii. Dissolution of a congregation.
- iii. Sale, purchase or mortgage of real property owned by the Presbytery, except for requests from congregations to sell, purchase or mortgage property held in trust for the Presbytery by a congregation;
- iv. Election of an officer of the Presbytery, chair or members of Commissions, chair of a standing committee, Council, or General Assembly or Synod commissioners;
- v. The creation of an administrative commission.
- vi. Approval or disapproval of proposed amendments to the Constitution of the PC(USA);
- vii. Proposed overtures and concurrences to the General Assembly;
- viii. Adoption or amendment of a budget;
- ix. Changes to policies of the Presbytery.

b. All other business brought by Commissions or standing committees of the Presbytery may be brought without advanced notice to the Presbytery.

c. Any new business brought by a member of Presbytery shall be submitted in writing to the stated clerk and announced to the Presbytery.

F. Nominating Committee

1. The Nominating Committee of the Presbytery shall be responsible for nominating and presenting for election by the Presbytery candidates for the following positions and terms:

- a. Moderator (who shall normally be the current Vice-moderator) for a one-year term;
 - b. Vice-moderator for a one-year term;
 - c. Stated clerk (in consultation with the Commission for Presbytery Operations (CPO)) for a three-year term;
 - d. Treasurer (in consultation with the CPO) for a one-year term;
 - e. The chair and other eight members of the Commission for Presbytery Operations for three-year terms in equal classes;
 - f. The chair and other ~~fourteen~~ **seventeen** members of the Commission on Ministry for three-year terms in equal classes;
 - g. The chair and other five members of the Commission for Preparation for Ministry for three-year terms in equal classes;
 - h. The Chair and other eleven members of the Commission for Justice, Outreach and Education for three-year terms in equal classes; a permanent seat for Presbyterian Women in the Presbytery of Scioto Valley will be filled by an elder representative from Presbyterian Women and this person shall have both voice and vote on the commission. The name of the representative will be given to Nominations.
 - i. The six at-large members (in consultation with the Moderators) of the Council for three-year terms in equal classes;
 - j. The chair and other ~~six~~ **nine** members of the Committee on Representation for three-year terms in equal classes;
 - k. The nine members of the Permanent Judicial Commission, for six-year terms in three equal classes; and
 - l. Chairs of all other standing committees.
 - m. Commissioners to the Synod, one ruling elder and one teaching elder.
 - n. Any other positions that Council may direct Nominating to fill.
2. All terms will be for three years unless otherwise provided. Individuals are eligible to be re-elected to a second three-year term. **With the exception of the stated clerk and treasurer**, no one may serve **an elected position** more than six consecutive years. An existing commission or committee member elected to become chair shall be limited to the remainder of the term limitations above. If a vacancy arises in the chair of a committee or commission, the committee or commission can elect a new convener from within its membership until

Nominating Committee provides for the election of the chair. Classes normally begin January 1 and end December 31 of the final year of the class the individual is elected to, with the exception of Moderator/Vice-Moderator. Staggered classes may be established at the beginning of a committee or commission's work.

3. The Nominating Committee, ~~no later than the last stated meeting of the Presbytery held in the fourth quarter of the calendar year,~~ shall present for approval by the Presbytery a plan for election of commissioners to the General Assembly (if the General Assembly is scheduled to meet) for the following year, **in order to meet the deadlines of the denomination for reporting of commissioners.**

G. Commissions

The Presbytery shall have Commissions allowed by the Constitution of the Presbyterian Church (USA) in G.30109b to "consider and conclude matters referred to it" by the Presbytery, each one having the authority to act on behalf of the Presbytery between meetings, and established by this Presbytery at its stated meeting of November 28, 2023. Each commission will have a commission-specific set of guidelines describing their work.

Each Commission and Council may, by a two-thirds majority vote of a quorum of the Commission or Council, remove an elected member who meets one of the following criteria:

- a. Misses 3 or more consecutive stated meetings of the commission without an excused absence; or
 - b. Misses 5 or more stated meetings of the commission in any 12-month period.
- The Commission Chair or Convenor will notify the Commissioner, in advance of the vote to remove, that this action is pending, and the commissioner will have the opportunity to be present and make an explanation before the vote.
 - If the Commission or Council votes to remove the commissioner in question, that decision will be communicated to the Nominating Committee with reasonable haste so that a suitable replacement can be found to fill the unexpired term.
 - This nominee will serve as a temporary appointment and be able to serve on the Commission or Council with voice but no vote until the presbytery can elect her/him at the next stated meeting of the presbytery.
 - The vote to remove and subsequent temporary appointment will be communicated to the presbytery at the next stated meeting of the presbytery.

1. Commission for Justice, Outreach, and Education:

Purpose: To provide and encourage educational, connectional, outreach, and social justice opportunities that nurture growth in discipleship, fellowship, and faith throughout the Presbytery, in regional clusters as well as in individual congregations and faith communities

DISCIPLESHIP

- Educate, support and coordinate Matthew 25 Ministry
- Provide educational resources and leadership and development training for local churches
- Assist congregations in mission, service, **worship**, and stewardship
- Support Campus Ministry
- Maintain a grant program to foster mission initiatives by local congregations
- Engage, educate, and empower the Presbytery to speak and advocate for social justice and to work with others for justice, freedom, and peace

FELLOWSHIP

- Coordinate Presbytery-wide events such as Youth Retreats, Triennial Youth Programs, Presbytery Mission Trips, and Church Professional Retreats
- Support Regional Church Fellowship Events (including Ecumenical ones)

2. Commission for Preparation for Ministry:

Purpose: To provide for the discernment, nurture, care and oversight of inquirers and candidates to become Teaching Elders, and for candidates to become Commissioned Pastors (CP) and Certified Christian Educators (CCE).

- Guide and nurture individuals through the process of preparing to become a Teaching Elder, Commissioned Pastor or Certified Christian Educator (parts of G-2.05-G-2.11, see guidelines for details)
- Authorize and conduct training for ruling elders to be commissioned for pastoral service
- Encourage and support congregations and campus ministries in vocational discernment

3. Commission on Ministry:

Purpose: To promote and nurture ecclesial health within and among congregations and to foster faith and vitality for those who are called to professional ministry.

- Provide liaisons to congregations and church professionals in the Presbytery
- Nurture spirit-inspired worship **by providing resources, training, or exposure to a variety of worship ideas**
- Promote and nurture healthy, faith-filled relationships
- Examine Teaching Elders for membership in the Presbytery G-2.0502

- Ordain, receive, install, dismiss, and remove Teaching Elders (parts of G-2.05-2.09, see guidelines for details)
- Commission, install, dismiss, and remove Commissioned Pastors/Commissioned Ruling Elders (CPs/CREs); G-2.10
- Connect congregations to training and resources, as needed, and encourage connections between the congregation, COM, the Presbytery and other churches in the Presbytery
- Maintain and implement the policies for minimum compensation for pastoral calls and contracts, dissolutions, Commissioned Pastors, pulpit supply, moderators and Certified Christian Educators G-2.0804
- Authorize grants for **New Worshiping Communities, churches???**, and **for coaching and counseling of** pastors ~~as provided in documents governing such funds.~~

4. Commission for Presbytery Operations:

Purpose: To provide support to the daily operations of the presbytery and its commissions, and to hold leadership accountable to the churches of the Presbytery.

- Be responsible on behalf of the Presbytery to comply with all state not-for-profit organizational requirements
- Serve as the Board of Trustees of the Presbytery of Scioto Valley to receive, hold, encumber, manage and transfer property, real, personal, and financial, for and at the direction of the Council
- Prepare and recommend to Presbytery Council the ~~non-commissions portion of the annual Presbytery budget,~~ **which includes recommendations from the individual commissions, and** including recommendations for all staff salary and benefits
- Monitor the performance of the budget established by Presbytery, and report monthly on the budget to Council
- Monitor compliance with financial policies
- **Cause to be completed an annual audit or financial review of the books and records of the Presbytery**
- Develop job descriptions for approved staff positions and coordinate with other appropriate commissions the oversight and evaluation of those staff members responsible to those commissions
- Through its Human Resources Team, recommend persons to fill presbytery **staff** leadership positions for vote of presbytery.
- Monitor Presbytery compliance with Federal, State, Presbyterian Church (USA) and Presbytery requirements
- Develop and modify Presbytery **financial, legal, and property** policies, as appropriate, for Presbytery approval

5. Council:

Purpose: To organize the life of the Presbytery through vision, planning, budgeting, and accountability.

Membership: Moderator of Presbytery (Moderator of Council) (Convenor), Executive Presbyter (Administrative Convenor), Presbyter for Congregational Life and Transitions, six at-large members, and the following ex-officio (non-voting) members: Stated Clerk, Treasurer, and Vice-Moderator of Presbytery.

- Coordinate all Presbytery strategic and long-term planning, recommend priorities that impact the budget to the commission overseeing that area
- ~~Prepare the annual budget for Presbytery approval~~
- Approve the annual budget received from CPO for presentation to Presbytery for its approval
- ~~Cause to be completed an annual audit of the financial books and records of the Presbytery~~
- ~~Oversee the functioning and coordinating of the standing Presbytery commissions; Oversee the implementation of the Council vision in the work of the standing commissions.~~
- Recommend the staffing plan of the Presbytery, provide to the HR Team
- Organize and set the agendas for meetings of the Presbytery as a whole, and provide spirit-inspired worship and opportunities for the presbytery to learn to collaborate and support member churches; to consider the time, place, and format of Presbytery meetings seeking to increase the diversity of the commissioners attending Presbytery meetings and the Presbytery's ability and willingness to hear diverse voices in its meetings
- Coordinate and arrange for the location of meetings of the Presbytery, including involving the technical evaluation for hybrid possibilities
- In conversation with those throughout the Presbytery and appropriate commissions, identify, recommend, and facilitate opportunities to establish new faith communities
- Nominate members to the Nominating Committee

6. Standing Committees (may include but not be limited to):

Committee on Representation: Purpose: 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.~~

Nominating Committee: Purpose: To nominate persons to serve in **volunteer** positions requiring election by the Presbytery

7. Permanent Judicial Commission: Under the Constitution of the Presbyterian Church(USA) D-5.01ff, the Presbytery shall maintain a PJC, with membership in accordance with D-5.0202ff. Purpose: To consider and decide cases of process for the Presbytery according to Church Discipline

H. Commission Process

Standing Commissions, Teams and Committees shall maintain the following procedures:

1. Each Commission and Standing Committee may create subcommittees or task forces as its needs demand.
2. Each Commission and Standing Committee will set goals and will measure results for its activities to be consistent with the mission of the Presbytery ~~through a process established by the Presbytery Council.~~
3. The Council may approve the formation of additional **task forces or temporary** committees in the Presbytery, which may be made standing committees by action of the Presbytery.
4. The Commission for **on** Ministry and the Commission for Preparation for Ministry are delegated the authority to take all actions, between stated meetings of the Presbytery, that may be delegated to that Commission under G-3.0109 of the Constitution of the Presbyterian Church (USA), provided that all actions taken on behalf of the Presbytery are reported to the next stated meeting of the Presbytery.
5. The Commission for Presbytery Operations is delegated all authority as provided for under G-3.0109 of the Constitution of the Presbyterian Church (USA), and in the Code of Regulations of the Presbytery and the Bylaws of the Presbytery. The following additional authority is delegated:
 - i. The Commission for Presbytery Operations is also delegated to approve, between stated meetings of the Presbytery, requests from congregations to sell, lease, purchase or mortgage property as required by G-8.0500 of the Constitution of the Presbyterian Church (USA), provided that:
 1. All actions taken under G-3.0109 shall state the reason action was necessary before a stated meeting of the Presbytery and

2. No funds from the sale of property shall be disbursed until after the next stated meeting of the Presbytery.

I. The Moderator of the Presbytery is delegated the following authority:

1. To appoint ordination and/or installation commissions (upon approval of a call by the Commission for **on** Ministry), and to appoint and commission investigating committees, and administrative commissions, whose formation will be reported to the next presbytery meeting.
2. Whenever circumstances require the appointment of an administrative commission, the Moderator of the Presbytery shall make such appointments and report them to the Stated Clerk, who shall announce the appointments and seek ratification at a special called meeting or the next stated meeting of the Presbytery, whichever comes first. The commission powers (scope of work) for that administrative commission will be granted by the presbytery at that meeting.

J. Presbytery Leadership

An Executive Presbyter and Presbyter for Congregational Life and Transitions are elected by the presbytery as installed positions. Task statements follow:

EXECUTIVE PRESBYTER, full-time position (~~Redefined duties~~) Function: Provide overall executive oversight and coordination of the Presbytery of Scioto Valley, maintaining relationships with and supporting its congregations, pastors, and entities, and connecting the Presbytery to the national church.

- Provide visionary leadership for strategic planning and goal setting with the Presbytery Council and across Presbytery commissions/committees
- Interpret PSV mission and policy, determine needs, and celebrate accomplishments and special events with congregations and other Presbytery entities.
- Provide collegial leadership, direction, advisory resources, and communication to Presbytery entities
- Serve as a member **and Administrative Convenor** of Presbytery Council
- Implement Presbytery and Book of Order policies, including Equal Employment Opportunity, Sexual Misconduct, and Anti-racism
- Serve as staff to the Commission for Presbytery Operations, Commission for Preparation for Ministry, and Nominating Committee
- Ensure training of commission and committee members, church professionals, and Presbytery staff as mandated by Presbytery policy and/or the Book of Order
- Engage with the Church Leadership Connection and other Presbytery/Synod staff with respect to clergy coming to or leaving the Presbytery
- Supervise staff and provide for ongoing team leadership, including performance evaluations

- ~~Facilitation~~ **Facilitate** staff communication through regular meetings in order to identify tasks and utilize gifts
- Maintain relationships with the Synod of the Covenant, General Assembly, and various ecumenical entities
- **Function as spokesperson to media on behalf of the Presbytery as needed**

PRESBYTER FOR CONGREGATIONAL LIFE AND TRANSITIONS, full-time position (~~New~~)
 Function: Serve as staff to the Commission on Ministry and Commission for Justice, Outreach, and Education, supporting the congregations of the Presbytery, especially those with fewer than 120 members or churches that need to adjust to demographic changes in their immediate community as they experience transitions (pastoral and other), and provide resources in support of healthy congregations

- Serve as staff to the Commission on Ministry (COM) and Commission for Justice, Outreach, and Education (CJOE)
- Serve as a member of Presbytery Council
- Serve as a resource for churches and pastors in transition, ~~especially smaller churches or those adjusting to demographic changes,~~ in partnership with COM liaisons
- Provide training for COM liaisons, COM session moderators, and others
- Connect congregations with resources relevant to their needs
- Provide assistance regarding crisis management, both proactively and reactively
- Organize, guide, and serve as liaison to Presbytery ~~clusters~~ **cohorts***
- Establish guidelines for and oversee a Pastor-to-pastor ~~pastoral care~~ team**

*Presbytery ~~clusters~~ **cohorts** are regional groups of 5-10 congregations coming together to build connection, share ideas, respond to the needs of surrounding communities, and access resources

**The Pastor-to-pastor team is a small group of Teaching Elders available to provide pastoral care to pastors and their families throughout the Presbytery

K. Policies

1. The Presbytery may from time to time adopt such policies as may be necessary to effectively and consistently carry out the Presbytery's constitutional responsibilities or ministry initiatives. Policies may be proposed by any entity of the Presbytery referenced in this manual.
2. Policies shall be adopted by a majority vote of presbyters present and voting at a properly noticed meeting, subsequent to the meeting at which the proposed policy was presented for first reading.
 - a. The sponsoring entity may receive comment and make additions, deletions and corrections to the proposed policy between the first and second readings, provided that all substantive (non-editorial) changes are noted in the call to the second meeting.
 - b. Presbytery may approve amendments to a policy at the time of debate.

- c. The sponsoring entity may withdraw a proposed policy prior to the second reading or postpone the second reading to the next stated meeting.
3. All policies, unless otherwise noted, will take effect upon Presbytery approval, and will remain in force until the Presbytery, by a majority vote, amends the policy, adopts a replacement policy, or rescinds the policy.
4. The Stated Clerk shall maintain an accurate compilation of all Presbytery policies. The Stated Clerk will annually review all policies in force at the time to ensure that they are in compliance with and are not contradictory to the Constitution of the Presbyterian Church (U.S.A.) or the Presbytery's Articles of Incorporation, Code of Regulations, Bylaws, Manual of Operations, or other adopted policies.
5. The Stated Clerk, upon receipt of changes to the *Book of Order*, shall review all policies for accuracy of constitutional citations. As long as the substance of the changes to the *Book of Order* does not change the substance or intent of the policies, the Stated Clerk will report the editorial changes to the Presbytery and make the changes to the policies as published. Changes of a substantive nature will require presentation to and approval by the Presbytery as provided above.

L. Miscellaneous

- a. Review: The Presbytery shall appoint a committee to review the efficacy of the provisions of this Manual of Operations not less than every three years.
- b. This Manual of Operations shall, to the extent possible, be interpreted to maintain consistency with the Constitution of the Presbyterian Church (U.S.A.), including any amendments thereto. To the extent the contents of this Manual of Operations cannot be interpreted consistent with the Constitution of the Presbyterian Church (U.S.A.), including any amendments thereto, the Constitution of the Presbyterian Church (U.S.A.) shall control the proceedings of the Presbytery.
- c. Annually, the Stated Clerk shall report whether any amendment to the Constitution of the Presbyterian Church (U.S.A.) is inconsistent with this Manual of Operations and if so, to propose appropriate amendments to this Manual of Operations to insure consistency between the Constitution of the Presbyterian Church (U.S.A.) and this Manual of Operations.
- d. This Manual of Operations shall, to the extent possible, be interpreted to maintain consistency with the Code of Regulations of the Presbytery, including any amendments thereto. To the extent this Manual of Operations cannot be interpreted consistent with the Code of Regulations of the Presbytery, including any amendments thereto, the Code of Regulations shall control the proceedings of the Presbytery.

- e. This Manual of Operations shall, to the extent possible, be interpreted to maintain consistency with the Bylaws of the Presbytery, including any amendments thereto. To the extent this Manual of Operations cannot be interpreted consistent with the bylaws, including any amendments thereto, the bylaws shall control the proceedings of the Presbytery.
- f. Amendment:
 - i. This Manual of Operations may be amended, subject to the bylaws of the Presbytery, the Code of Regulations of the Presbytery, the Charter of the Corporation, the laws of the state of Ohio and the Constitution of the Presbyterian Church (U.S.A.), by approval of the Presbytery at any stated or special meeting of the Presbytery by a majority vote of those present, provided that a full reading of the proposed changes or a distribution by any printed or electronic means of the same shall have been made in connection with the call of the meeting.
 - ii. This Manual of Operations may not be amended contrary to or so as to not include the provisions of the Constitution of the Presbyterian Church (U.S.A.).

ADDENDUM

Standing Rules for Hybrid Presbytery Meetings, Adopted by action of the Presbytery of Scioto Valley, February 21, 2023

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 **and encouraged to keep video feed on.**
2. The Recording Clerk shall serve as electronic meeting host for this meeting. The Executive Presbyter, Moderator, Registrar, Vice Moderator, and Technical Assistants ~~shall~~ **may** serve as co-hosts. **?????? is there that much need**
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 electronic meeting name to the following format: First Name Last Name, TE or RE or CRE (Teaching Elder, Ruling Elder, Commissioned ~~Pastor~~ **Ruling Elder**), Ministry, City. This will make it easier for us to identify you. **If you are not commissioned to vote, you can identify yourself as a VISITOR.** 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 the electronic meeting 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 electronic meeting 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 an electronic 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.

14. **Abstentions???????**

Anti-Harassment Policy and Procedure Statement of the
Presbytery of Scioto Valley (Presbyterian Church (USA))
Adopted by the Presbytery on November xx, 2025

It is the Presbytery of Scioto Valley's belief that God has created all people in God's own image and thus has made us equal in Christ (Genesis 1:26). The Church, through the power of the Holy Spirit, is given shape and life and is meant to reflect our relationship to one another and to God. We firmly believe that God intends all human life to have worth and dignity in all relationships. Through these relationships we are bound to serve and to respect the dignity of every human being (F-1.0301). This respect and dignity afforded to all of God's creation is through the creation and maintenance of a safe environment within our community, free of harassment.

The Presbytery of Scioto Valley states its position that when harassment occurs, it is:

- an offense against the law of God;
- a dishonoring of the gospel of Jesus Christ;
- a serious breach of the fellowship which the Holy Spirit builds in the church;
- a violation of professional ethics;
- a misuse of the power of position or person;
- in many applicable circumstances, a violation of secular law;
- a violation of the trust of a person seeking the ministry of the church.

This policy applies to staff, volunteers, and those serving on committees and commissions within the bounds of the Presbytery of Scioto Valley. This policy may serve as a model for churches within the presbytery who are also required to have an anti-harassment policy. The presbytery, in conjunction with our existing policies and procedures and in compliance with all applicable federal, state, and local anti-discrimination and harassment laws and regulations, enforces this Policy in accordance with the following definitions and guidelines.

--**Verbal Harassment:** Verbal harassment is that harassment established by a pattern of conduct of unwelcome or unwanted spoken or written comments. Those comments can include, insults, jokes, slurs, false and misleading information, and threats. This could also include and is not limited to stereotyping based on a person's nationality, origin, race, color, religion, gender, sexual orientation, age, body, medical conditions, disability, and appearance. *i*

--**Nonverbal Harassment:** Nonverbal Harassment includes, without limitations, distribution, display or discussion of any graphic material that ridicules, denigrates, insults, or belittles. This may also include and is not limited to a show of hostility, aversion or disrespect toward an individual or group because of nationality, origin, race, color, religion, gender, sexual orientation, age, body, medical conditions, disability, and appearance. *ii*

--**Both Verbal and Nonverbal Harassment** include, without limitation, persistent unwanted contact (verbal or nonverbal), bullying, intimidation, and interference in the ministry of the church or organization.

--**Sexual Harassment:** Sexual Harassment is the behavior characterized by the making of unwelcome and/or inappropriate sexual remarks, physical advances, request for sexual favors, and/or other verbal and/or physical conduct of a sexual nature. Sexual harassment may take many different forms including but not limited to verbal, nonverbal, and physical sexual harassment. More information about this can be found in the Presbytery of Scioto Valley's Policy Regarding Sexual Misconduct.

48 --**Electronic Harassment:** Electronic Harassment is the use of electronic communication to
 49 harass a person or group, including but are not limited to email, blogs, social networking websites,
 50 online games, forums, instant messaging, Zoom and other virtual conferencing modalities, text
 51 messaging, and mobile phone pictures and videos. Harassment perpetrated through these online
 52 media have come to be known as "cyber bullying." *iii*

53 --**Retaliation:** Retaliation is any hardship, loss of benefit, or penalty imposed on any person in
 54 response to filing or responding to a bona fide complaint or discrimination or harassment. *iv*
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56 In our efforts to create a church where all persons are treated with respect, and dignity the
 57 Presbytery of Scioto Valley commits to:

- 58 ➤ Provide easy access to the Ethical Standards document of the PC(USA) by publishing it on
 59 the presbytery website;
- 60 ➤ Acknowledge and thoroughly investigate all allegations of harassment providing support
 61 through the use of Book of Order defined processes.
- 62 ➤ Strive to create a presbytery where harassment of all kinds is not tolerated or accepted,
 63 where all people of God are welcome and safe.

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 65 The Presbytery will not ignore allegations of harassment. Because of the serious nature of any
 66 allegation of harassment, any or all of the formal procedures of Presbytery and the Book of
 67 Order will be invoked. A written statement submitted in accordance with D-7.01 received by any
 68 employee or officer of the Presbytery must be referred immediately to the Stated Clerk for
 69 processing. Please see the **procedures for filed complaints** on the presbytery website.
 70

71 Updating the Anti-Harassment Policy and the Procedure Statement

72 The Council shall review this Policy and the Procedure Statement annually for compliance with all
 73 constitutional requirements of the Presbyterian Church (U.S.A.), and all requirements of the laws of
 74 the State of Ohio and recommend any necessary changes to the Presbytery for approval.
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76 Resources

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 78 The Presbytery of Scioto Valley is indebted to Philadelphia Presbytery who overtured the 225th
 79 General Assembly to amend G-3.0106 to require all councils to adopt a harassment policy. This
 80 policy is heavily drawn from the policy the Philadelphia Presbytery approved on April 30, 2024.
 81

82 End Notes:

83 *i* U.S. Equal Employment Opportunity Commission, Harassment. Accessed January 31, 2024.
 84 <https://www.eeoc.gov/youth/harassment>

85 *ii* U.S. Equal Employment Opportunity Commission, Harassment. Accessed January 31, 2024.
 86 <https://www.eeoc.gov/youth/harassment> *iv* U.S. Equal Employment Opportunity Commission,

87 Sexual Harassment. Accessed January 31, 2024. <https://www.eeoc.gov/sexual-harassment>

88 *iii* US Department of Justice Office of Justice Programs, Electronic Harassment – Concept Map and
 89 Definition. Accessed January 31, 2024. [https://www.ojp.gov/ncjrs/virtual-
 90 library/abstracts/electronic-harassment-conceptmap-
 91 anddefinition#:~:text=Online%20electronic%20forms%20used%20by,known%20as%20%22cyber
 92 %20bullying.%22](https://www.ojp.gov/ncjrs/virtual-library/abstracts/electronic-harassment-conceptmap-anddefinition#:~:text=Online%20electronic%20forms%20used%20by,known%20as%20%22cyber%20bullying.%22)

93 *iv* US Equal Employment Opportunity Commission. Enforcement Guidance on Retaliation and
 94 Related Issues. Accessed January 31, 2024. [https://www.eeoc.gov/laws/guidance/enforcement-
 95 guidance-retaliation-and-relatedissues](https://www.eeoc.gov/laws/guidance/enforcement-guidance-retaliation-and-relatedissues)

Additional Material for Support

Appendix A: Sample Actions that Describe Harassment

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Sample actions of conduct that are prohibited may include, but are not limited to:

- Spreading malicious rumors, gossip, or innuendo.
- Excluding or isolating someone socially.
- Intimidating a person.
- Undermining or deliberately impeding a person's work.
- Physically abusing or threatening abuse.
- Removing areas of responsibility without cause.
- Constantly changing work guidelines.
- Establishing impossible deadlines that will set-up the individual to fail.
- Withholding necessary information or purposefully giving the wrong information.
- Making jokes that are obviously offensive by spoken word or e-mail regardless of intent.
- Intruding on a person's privacy by pestering, spying or stalking.
- Assigning unreasonable duties or workload which are unfavorable to one person (in a way that creates unnecessary pressure).
- Underwork – creating a feeling of uselessness.
- Yelling or using profanity.
- Criticizing a person persistently or constantly.
- Belittling a person's opinions.
- Unwarranted (or undeserved) punishment.
- Blocking applications for training, leave or promotion.
- Tampering with a person's personal belongings or work equipment.
- Using racist slang, phrases, or nicknames.
- Making remarks about an individual's skin color or other ethnic traits.
- Displaying racist drawings, or posters that might be offensive to a particular group.
- Making offensive gestures.
- Making offensive reference to an individual's mental or physical disability.
- Sharing inappropriate images, videos, e-mails, letters, or notes in an offensive nature.
- Talking offensively about negative racial, ethnic, or religious stereotypes.
- Making derogatory age-related comments.
- Wearing clothing that could be offensive to a particular ethnic group.
- Harassing communications can be verbal, written, electronic (e.g., email or text messages), or social media (e.g., X, Facebook, Instagram).

Appendix B: Steps to Prevent Harassment

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1. Create a Safe Environment
 - a. Be vocal. Let your staff and congregation know you take harassment seriously. Those who work at and attend the church should feel safe if they need to come forward with an accusation of harassment.
 - b. Define policies. If there aren't policies in place concerning harassment in your church, create them now. The church must be prepared if an allegation surfaces. Provide awareness training. Consider using an appropriate video to enhance discussion.
2. Keep a Safe Environment
 - a. Practice Accountability. One way to keep your staff accountable is to stay aware of any change in behavior or individuals. Declining performance, increased absences, inability to concentrate and/or changes in work habits could indicate an employee being harassed.
 - b. Check your insurance. Make sure your church insurance covers employment related claims, such as a harassment claim.
 - c. Address allegation. When a non-anonymous allegation surfaces, follow the guidelines in the Church Discipline section of the Book of Order.
3. Annual Requirement
 - a. Review during officer training. Each officer of the presbytery needs to understand how to create a harassment-free environment. An annual review will help us to keep our eyes on the image of God in each other. Also review the guidelines in the Church Discipline section to know how to file an allegation when necessary.
 - b. Be certain to encourage policies in each presbytery. Presbytery representatives should encourage the congregation of their membership to adopt and annually review a similar policy.

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THE PRESBYTERY OF SCIOTO VALLEY

SEXUAL MISCONDUCT POLICY AND PROCEDURE STATEMENT (Adopted May 18, 1999, and Amended September 17, 2002, November 18, 2003, April 18, 2006, and June 8, 2007, Approved November 27, 2018)

Reviewed December 10, 2024, Amended November xx, 2025

I. INTRODUCTION

*As God who called you is holy,
be holy yourselves in all your conduct.*

* * * * *

*Tend the flock of God that is your charge,
not under compulsion but willingly,
not for sordid gain but eagerly.*

*Do not lord it over those in your charge,
but be examples to the flock.*

* * * * *

*You know that we who teach
shall be judged with greater strictness.
(I Peter 1:15; 5:2; James 3:1, NRSV)*

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The Presbytery of Scioto Valley states its position that when sexual misconduct occurs, it is:

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- an offense against the law of God;
 - a dishonoring of the gospel of Jesus Christ;
 - a serious breach of the fellowship which the Holy Spirit builds in the church;
 - a violation of professional ethics;
 - a misuse of the power of position or person;
 - in many applicable circumstances, a violation of secular law;
 - a violation of the trust of a person seeking the ministry of the church.

II. POLICY

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It is the policy of the Presbytery of Scioto Valley that all members, non-member employees, volunteers, and officers of the Presbytery are to maintain the integrity of the ministerial, employment, and professional relationship at all times. Sexual misconduct is not only a violation of the principles set forth in Scripture, but also of the ministerial, pastoral, employment, and professional relationship. It is never permissible or acceptable. Therefore, it is the policy of the Presbytery to address immediately and fairly any allegation of sexual misconduct against any employee, member or officer of the Presbytery, recognizing the presumption of innocence which exists in our system of civil law and church discipline.

III. PURPOSE AND APPLICATION

The purposes of this policy are:

1. to prevent, and minimize sexual abuse within the Presbytery of Scioto Valley;
2. to safeguard the church's members, staff, and the community from abuse through any form of sexual misconduct;
3. to seek justice by assuring effectiveness of the church's administrative, investigative, and judicial process in determining truth, protecting the innocent, and dealing with both the accused and the accuser in a prompt and compassionate manner;
4. to promote proper healing of all persons and congregations where sexual misconduct has occurred.

This policy is adopted by Presbytery of Scioto Valley for use in its governance, and as guidance for its member churches.

IV. DEFINITIONS

Sexual Misconduct is the comprehensive term used in this policy to cover the following:

- **Inappropriate sexual conduct** may include language, visual contact, touching or other behavior judged by the person to be injurious to his or her physical or emotional health.
- **Child sexual abuse** includes, but is not limited to, any contact or interaction between a child (under 18) *or a vulnerable adult* and an adult when the child is being used for the sexual stimulation of the adult person or of a third person. The behavior may or may not involve touching. Sexual behavior between a child and an adult is always considered forced.
- **Sexual abuse** as defined in the Book of Order: "Sexual abuse of another person is any offense involving sexual conduct in relation to (1) any person under the age of eighteen years or anyone over the age of eighteen years without the mental capacity to consent; or (2) any person when the conduct includes force, threat, coercion, intimidation, or misuse of ordered ministry or position" (Book of Order, D-10.0401c).
- **Rape or sexual contact** by force, threat, intimidation, or coercion
- **Sexual harassment** is unwelcome sexual advance, verbal or physical conduct, or display of sexually related material when:
 - submission is explicitly or implicitly made a condition of future employment, service or care;
 - such conduct could reasonably be expected, because of its content, context, or pervasiveness, to affect morale or performance of the individual or others involved in the situation; or
 - persons in the work setting claim to find the material offensive.

- **Sexual malfeasance** is defined by the broken trust resulting from sexual activities within a professional ministerial relationship that results in misuse of office or position arising from the professional ministerial relationship.
- **Misuse of technology** includes use of technology that results in sexually harassing or abusing another person, including sending and/or receiving suggestive messages and images to or from persons with whom one has a ministerial relationship. It is never appropriate to view pornography on or using church property. When images viewed or sent include a person under the age of eighteen, it is considered child abuse and falls under mandatory reporting provisions. There is never an expectation of personal privacy when using technological equipment owned by a church or church entity or within the context of ministry.

~~V. PROCEDURE UPON RECEIPT OF A REPORT OF MISCONDUCT~~

~~The Presbytery will not ignore allegations of sexual misconduct. Because of the serious nature of any allegation of sexual misconduct, any or all of the formal procedures of Presbytery and the *Book of Order* will be invoked. A written statement submitted in accordance with D-10.0102 received by any employee or officer of the Presbytery must be referred immediately to the Stated Clerk for processing.~~

~~For the following procedures to be used, the accused must be a member, non-member employee, volunteer, or officer of the Presbytery. In such a case, the Presbytery declares its intention to deal clearly and fairly with the alleged sexual misconduct when experienced by any person while involved in any professional or volunteer relationship with the Presbytery. Due to the serious nature of an allegation, it cannot be kept in total confidentiality. It will, however, be handled with appropriate discretion.~~

~~A. Reporting an Incident of Sexual Misconduct~~

~~1. Reporting Obligations of Members, Officers and Employees~~

~~Ministers of Word and Sacrament, Commissioned Lay Pastors (*also called Commissioned Ruling Elders*), Ruling Elders and Deacons are reminded of their obligations as set forth in the *Book of Order* (G-4.0301) to report information they receive regarding alleged sexual misconduct. A Minister of Word and Sacrament or Commissioned Lay Pastor who feels an obligation to clergy confidentiality must determine whether there is "imminent risk of bodily harm," and report accordingly, unless the victim is a minor or *vulnerable* adult lacking capacity for consent (see below). In all cases of clergy confidentiality, the counselee shall be urged to self-report.~~

~~2. G-4.0302. Mandatory Reporting of Abuse of a Minor or Vulnerable Adult Lacking Capacity for Consent~~

~~Any member of this presbytery engaged in ordered ministry, any presbytery employee, or any certified Christian educator employed by this presbytery's~~

~~congregations, shall report to ecclesiastical and civil legal authorities knowledge of harm, or the risk of harm, related to the physical abuse, neglect, and/or sexual molestation or abuse of a minor or an *vulnerable* adult who lacks mental capacity when (1) such information is gained outside of a confidential communication as defined in G-4.0301, (2) she or he is not bound by an obligation of privileged communication under law, or (3) she or he reasonably believes that there is risk of future physical harm or abuse.~~

~~In addition, it is the policy of the Presbytery that all members, non-member employees, volunteers, and officers of the Presbytery who receive information that sexual molestation or abuse of a minor or an *vulnerable* adult who lacks mental capacity to consent has been committed by any other employee, officer, member or volunteer of the Presbytery shall immediately notify local law enforcement and Children's Services officials, as well as the Executive Presbyter and Stated Clerk. Any employee who receives information that sexual molestation, abuse or harassment has been committed by any other employee, officer, member or volunteer of the Presbytery, regardless of the age of the victim, shall immediately report that information in writing to the Executive Presbyter and Stated Clerk.~~

~~Whenever a member or officer of the Presbytery has any information suggesting an incident of sexual misconduct has occurred, such information shall be report immediately in writing to the Stated Clerk. If the allegations involve the Stated Clerk the incident shall be reported to the Executive Presbyter, who shall serve as acting stated clerk for purposes of carrying out the responsibilities described herein.~~

~~3.—Responsibilities of the Stated Clerk~~

~~Upon receipt of any allegations of sexual misconduct, the Stated Clerk (or the Presbytery Executive *Presbyter* acting as the Stated Clerk) shall immediately take all steps necessary to cause an investigating committee to be created pursuant to the provisions of the Rules of Discipline and the Standing Rules of the Presbytery. If the allegations received allege an offense of sexual abuse toward any person under the age of eighteen, or who it is alleged lacked the mental capacity to consent, the Stated Clerk shall further report the allegations to the moderator and clerk of the Permanent Judicial Commission in order that a determination may be made whether the accused should be placed on a leave of absence until resolution of the allegations.~~

~~When the Stated Clerk receives a written statement of an alleged offense from a person who is not a member of the Presbyterian Church (U.S.A.) that contains sufficient information to allow investigation and to suggest that an offense has been committed, the Stated Clerk shall follow the provisions of D-10.0103-7.0201, report that an offense has been alleged, and refer the statement immediately to an investigating committee.~~

In addition, the Stated Clerk shall notify:

1. Insurance carriers to the extent the Presbytery's insurance policies require such notice be given;
2. Appropriate local, state, or federal authorities if the allegations involve the abuse of a minor child or other criminal behavior, and the Stated Clerk is unable to confirm that such reports have not been made.

~~4. Responsibilities of Commission on Church Professionals and the Commission on Congregational Life Ministry~~

~~(a) When the Commission on Church Professionals (CCP) and/or the Commission on Congregational Life (CCL) **Ministry (COM)** receives information of conflict within a congregation or session as the result of rumors or the disclosure of allegations of sexual misconduct:~~

- ~~The CCL COM, in consultation with the Executive Presbyter, should contact the pastor and session and/or congregation (if a congregation is involved) in order to determine what resources are necessary to meet the session or congregation's needs.~~
- ~~A representative (s) from CCL COM should make clear that it is not an investigating committee. Any person who indicates that they have evidence or information regarding an alleged offense should be referred to the Stated Clerk.~~
- ~~CCL COM should seek to ensure that all involved understand the disciplinary process and the Presbytery's Sexual Misconduct Policy.~~
- ~~They further should seek to ascertain whether conflict exists within the session or congregation and develop a plan for addressing such conflict to the extent possible while the disciplinary process proceeds.~~
- ~~If the accused seeks pastoral care, representation or assistance, he or she should be referred to the Executive Presbyter and/or CCP COM.~~

~~(b) When an alleged victim requests pastoral or counseling assistance from the Presbytery:~~

- ~~CCP COM and/or the Executive Presbyter should evaluate how pastoral or counseling services can best be provided to the alleged victim, and his/her family.~~

~~(c) When a Minister of Word and Sacrament agrees to or is placed on a leave of absence **paid administrative leave** during the pendency of charges of sexual misconduct:~~

- ~~CCL COM and/or the Executive Presbyter should contact the session in order to determine what resources are necessary to meet the session and congregation's needs. CCL COM should seek to ensure that the short and middle term pastoral needs of the congregation are filled.~~

- ~~CCL COM should further seek to ascertain whether conflict exists within the session or congregation and develop a plan for addressing such conflict to the extent possible while the disciplinary process and leave-of-absence *administrative leave* proceeds.~~

~~(d) When a Minister of Word and Sacrament renounces jurisdiction or dies while charges of sexual misconduct are pending:~~

- ~~CCL COM should contact the session in order to determine what resources are necessary to meet the session and congregation's needs.~~
- ~~CCP or CCL COM, in consultation with the Executive Presbyter, should seek to contact the accuser and/or alleged victims and family and determine what resources are necessary to meet their needs (e.g. referral to counseling, advocacy) for as long as necessary.~~
- ~~If CCP or CCL COM determines that further information gathering is necessary to secure the healing of the congregation or alleged victims, it may engage in such information gathering or recommend that the Presbytery appoint an administrative commission to gather such information, but shall make clear to all that the purpose of such information gathering is to secure the resolution of conflict and healing of the congregation and victims, and not to determine the guilt of the accused.~~

~~5. Record Keeping~~

~~CCP and CCL COM shall keep careful records of their proceedings, including accounts of actions, minutes of deliberations, and conversations with all affected persons, copies of the initial report, correspondence, and copies of reports to the governing body or entity. They will maintain the records until the matter has been resolved. At that time, the records shall be forwarded to the Stated Clerk where they will be marked "confidential" and securely stored. There shall be no separate or duplicate records kept of the material that has been turned over to the governing body as a result of CCP or CCL COM work.~~

VII. UPDATING SEXUAL MISCONDUCT POLICY AND PROCEDURE STATEMENT

~~Annually, the Commission on Church Professionals, in consultation with the Commission on Congregational Life *Council* shall designate a task force to see that this Policy and Procedure Statement is in compliance with all constitutional requirements of the Presbyterian Church (U.S.A.), and all requirements of the laws of the State of Ohio. Any necessary changes shall be reported to CCP for submission to the Presbytery for approval.~~

~~Acknowledgement of Receipt of the Presbytery of Scioto Valley (PSV) Sexual Misconduct Policy and Procedure Statement~~

~~I hereby acknowledge that I have received a copy of "The Presbytery of Scioto Valley Sexual Misconduct and Procedure Statement," last amended and approved by the Presbytery of Scioto Valley November 27, 2018 *May xx 2025*.~~

Signature: _____

Printed Name: _____

Date: _____



Presbytery of Scioto Valley

Policy on Land Stewardship, and Congregational Redevelopment, Transitions, Closures

Purpose

The Presbytery of Scioto Valley through the Commission on Presbytery Operations recognizes that many congregations are facing profound challenges in a changing cultural, spiritual, and demographic landscape. Sometimes those challenges relate to repurposing assets and properties to serve as a better witness. Some communities of faith may discern that their season of ministry in a particular place is drawing to a close, while for some, ministry may deepen through redevelopment opportunities. This policy seeks to provide guidance, encouragement, and pastoral care to congregations navigating these transitions, with the conviction that all church property and assets are tools given by God for the mission of Jesus Christ in the world (Book of Order G-4.0201).

Guiding Principles

1. Faithfulness Over Preservation

- The mission of Christ always takes precedence over the preservation of buildings, institutions, or traditions. Congregations are invited to consider how their legacy can serve the future church rather than only their present needs.

2. Gracious Accompaniment

- The Presbytery commits to walking alongside congregations with compassion, honesty, and prayer. Decisions about closure, merger, or transformation will be approached with dignity, transparency, and hope.

3. Property as Mission Tool

- Congregational property and assets are held in trust for the whole church. When a congregation can no longer sustain ministry, those assets will be reallocated to support new and existing ministries that extend Christ's mission, especially among those who are poor, vulnerable, or excluded.

4. Legacy as Gift

- The witness of a congregation that chooses closure or merger is honored as a faithful act of stewardship. Resources released through this process are not lost but entrusted again to Christ's mission.

Process

1. Early Discernment

- Congregations showing signs of significant decline (membership, finances, leadership) are encouraged to enter into structured conversations with Presbytery staff and the Commission on Ministry. These conversations will focus on hope, legacy, and the future of mission.
- As part of this discernment, the presbytery will engage with local city officials, to understand the needs of the community in which the church property is situated.

2. Exploration of Options

- Together, the congregation and presbytery may explore:
 - Renewal or redevelopment opportunities.
 - Merger with a neighboring congregation.
 - Closure with intentional celebration of legacy.

3. Decision and Action

- When closure or merger is the faithful next step, the Presbytery acknowledges the very real grief at this decision and commits to:
 - Ensure pastoral support for members.
 - Plan worship and rituals of thanksgiving.
 - Manage legal and fiduciary steps with transparency.
 - Redeploy assets according to the presbytery's mission priorities.
- If the Presbytery sees a quantifiable potential for expanding a church's ministry or mission through redevelopment, it commits to:
 - Shepherd the development process with church leadership.
 - Connect to trusted developers and funding sources.
 - Advise about legal and tax obligations.
 -

4. Redeployment of Assets

Assets from closed or merged congregations will be directed toward ensuring new life and health for the future of Christ's church by:

- Supporting new worshipping communities.
- Strengthening existing congregations in transition.
- Funding ministries of justice, compassion, and witness in the Scioto Valley and beyond.

Commitment of the Presbytery

We affirm that resurrection hope lies at the heart of our faith. Even when a congregation's ministry in its current form comes to an end, God is doing a new thing. This policy commits the Presbytery of Scioto Valley to steward endings with grace, to honor legacies with gratitude, and to invest released resources in the flourishing of Christ's mission for generations to come.