Stated Meeting Minutes
The Presbytery of Northern Waters
Friday and Saturday, October 11-12, 2024
In-Person at Clearwater Forest, Deerwood, MN
Virtual via Zoom

Call to Order and Constituting Prayer **Dianna Bell, Moderator**

Dianna Bell, Moderator, called the meeting to order with prayer and the opening hymn "*Come into God's Presence"* at 10:00 am.

Declaration of a Quorum **Dianna Bell, Moderator**

Dianna Bell, Moderator and Brad Carloss, Stated Clerk declared and confirmed a quorum.

Approval of the Docket **Dianna Bell, Moderator**

MSC- A motion to approve the docket, as amended, was moved, seconded, and carried by the Presbytery with no discussion.

The amendment to the docket was to move Finance and Budget's report time to Saturday at 10:30 am per the request of committee.

Host Greeting **Clearwater Forest Staff**

Dianna Bell, Moderator, gave the floor to Erin Anderson, Executive Director and Lance Baumann, Site Director. They welcomed the Presbytery to Clearwater Forest and gave updates regarding future events and plans for the camp.

Introduction of First Time Elders **Dianna Bell, Moderator**

Dianna Bell, Moderator, welcomed introductions of the first time elders which included Judy Erickson of Hope Community Presbyterian Church of Virginia, MN and Roger Anderson of United Church of Two Harbors of Two Harbors, MN.

Introduction of New Ministers **Dianna Bell, Moderator**

Dianna Bell, Moderator, welcomed the introduction of new ministers. Reverend David Ononogbu of the Nigerian Presbyterian Church was introduced and welcomed. David recently moved from Nigeria to Duluth, MN.

Report of the Stated Clerk **Brad Carloss, Stated Clerk**

Standing Rules for the Meeting

The standing rules were provided in the meeting packet. Brad spoke on limiting online chat to communication with the Presbytery. There was no discussion or objection to the standing rules as written.

Appointment of Roll and Minutes Clerk

Brad appointed Amanda Keppers, Office Administrator, as Roll and Minutes Clerk for the Presbytery meeting. There was no discussion or objection.

Seating of Corresponding Members

MSC- Brad moved to seat three corresponding members: Kyle Nolan of the Presbyterian Foundation, René Meyers of Presbytery Mission Engagement, and Reverend David Ononogbu of the Nigerian Presbyterian Church. The motion was seconded by Corey Larsen, and carried unanimously.

Synod Minute Reading Of Presbytery Minutes

The Presbytery Meeting Minutes of 2023 were reviewed in May. Two silences were recorded: Statistical Report and Session Minutes Review. Brad noted that there were no actions that needed to be taken. Statistical Reports have been done and the Commission on Ministry has been discussing the need for Session Minutes Reviews.

Consent Agenda **Dianna Bell, Moderator**

MSC- A motion to approve the Consent Agenda, as written, was made by Sue Hendrickson, seconded by Jim Deters and carried unanimously with no discussion.

The consent agenda, as presented in the Presbytery Meeting Packet follows:

Consent Agenda

A. Items approved by the Council on behalf of the Presbytery (Consent Agenda):

1. *July 9, 2024*: Council approved, on behalf of the Presbytery, $18,228.00 of the requested $28,228.00 of the Church Development Fund grant application for the Wired Church and Community Center grant request from Phillips Presbyterian Church.
2. *July 9, 2024*: Council approved, on behalf of the Presbytery, the Church Development Fund Grant for the UPC Ghana Partnership Expansion Project (UPGEP), from the United Presbyterian Church of Superior, in the amount of $10,500 ($12,000 as amended), as recommended by Program Strategy.
3. *July 9, 2024*: Council approved, on behalf of the Presbytery, the amendment request to the Church Development Fund grant request for the UPC Ghana Partnership Expansion Project (UPGEP), from the United Presbyterian Church of Superior, in the amount of $1,500, as recommended by Program Strategy.

4. *July 9, 2024*: Council approved, on behalf of the Presbytery, the moderator to form an Administrative Commission for First Presbyterian Church of Ely, MN with the purpose of selling their manse and to proceed with the sale.
5. *September 17, 2024*: Council approved, on behalf of the Presbytery, the creation of a multifaceted task force with the purpose of exploring Pastoral Care for pastors. The task force will consist of Robyn Weaver, Jason Schiller, Mary Voss, and Sue Goodin.
6. *September 17, 2024*: Council approved, on behalf of the Presbytery, the Program Strategy endorsed Church Development Fund grant request made by First Presbyterian Church, Eau Claire, WI for the amount of $5,500 for the purpose of an installation of a ramp to the chancel platform as part of a larger inclusivity initiative.
7. *September 17, 2024*: Council approved, on behalf of the Presbytery, the proposal from Program Strategy of a Church Development Grant Fund review and approval schedule of March and August for Program Strategy. The schedule follows: April and September for Council, and May and October for Presbytery.
8. *September 17, 2024*: Council affirmed, on behalf of the Presbytery, the cost of rooms and food at Clearwater that was sent out with registration information as follows: $25 for Thursday night, and $75 for Friday night, assuming shared rooms. $100 per person for both nights, with the Presbytery covering the difference. (If a single room is desired, it would be twice that amount.) Food costs will total about $50 per person for all meals. The Presbytery will cover the difference.
9. *September 17, 2024*: Council approved, on behalf of the Presbytery, the expansion of the Administrative Commission for Ely, MN to include all duties and responsibilities as outlined in the Manual of Operations including the authority to sell real property on behalf of Presbytery. (4.102 Purchase of Sale of Church Property and 4.105 Dissolution of a Church and the Disposing of its Property).
10. *September 17, 2024*: Council approved, on behalf of the Presbytery, the amended Proposed Docket for the October Stated Presbytery Meeting.

B. Items approved by the Commission on Ministry (COM) on behalf of the Presbytery (Consent Agenda):

1. *June 4, 2024*: COM approved, on behalf of the Presbytery, Edward Williams as moderator of session of North Presbyterian Church of Eau Claire, WI.
2. July 2, 2024: COM approved, on behalf of the Presbytery, the working agreement between Lori Kangas-Olson and the Presbyterian Church of Cloquet.

   Working Agreement for Services of: Lori Kangas-Olson
   Between: Presbyterian Church of Cloquet, Minnesota and Lori Kangas-Olson
   Time Expectations
   - Average 5 hours/week
   - Lead worship 2x/month
   - Anticipated 24 worship services per year

   Relationships

Support and promote the doctrinal stance of PC(U.S.A.)

Remuneration

Cash Salary/service: $250.00

PC(USA) pension payments: N/A

Travel and Expenses/service: included in Cash salary

Paid Vacation: N/A

Continuing Education: N/A

Moderator of Session: not included

Duration

Duration of contract: 6 months

Expected beginning date: June 1, 2024

Effective when signed by

Cloquet Clerk of Session: signed June 1, 2024

Worship Leader: June 16, 2024

Approved and signed by COM: July 8, 2024

3. July 2, 2024: COM approved, on behalf of the Presbytery, the salary contract between Ken Ribe and United Church of Two Harbors.

   Salary Contract of Ken Ribe

   Between: United Church of Two Harbors, Minnesota and Rev. Ken Ribe

   Agreement

   Preach first two Sundays/month

   Moderate Session/Council and Congregational meetings

   Renumeration

   Cash Salary/service: $200.00

   Moderate Session and Congregational meetings: $50.00/ meeting

   Funerals: $200.00

   Hospital/home visitation as requested: $30.00/hour plus mileage at IRA rate

   Other: to be negotiated as needed

   Duration

   Duration of contract: 1 year

   Termination notice required: 30-days by either party

   Effective: July 1, 2024

   Approved and signed by COM: July 8, 2024

4. August 13, 2024: COM approved, on behalf of the Presbytery, Rev. Richard Blood as Moderator of Willow River.
5. August 13, 2024: COM approved, on behalf of the Presbytery, the Ministry Discernment Profile (MDP formerly MIF) of United Presbyterian Church of Rice Lake, WI on CLC, as written.
6. September 3, 2024: COM approved, on behalf of the Presbytery, the working agreement between Lori Kangas-Olson and the Round Lake Presbyterian Church of McGregor, MN.

Working Agreement for Services of: Lori Kangas-Olson
Between: Round Lake Presbyterian Church of McGregor, Minnesota and Lori Kangas-Olson
Title: Worship Leader/CRE in Training
Time Expectations
Average 5 hours/week
Lead worship 1x/week
Anticipated 48worship services per year
Relationships
Support and promote the doctrinal stance of PC(U.S.A.)
Remuneration
Cash Salary/service: $239.54/week
PC(USA) pension payments: N/A
Travel and Expenses/service: $61.57 (adjusted when shared with Cloquet)
Paid Vacation: N/A
Continuing Education: N/A
Moderator of Session: not included
Duration
Duration of contract: 12 months
Expected beginning date: July 1, 2024
Effective when signed by
McGregor Clerk of Session: signed August 24, 2024
Worship Leader: August 24, 2024
Approved and signed by COM: September 3, 2024

7. September 10, 2024: COM approved, on behalf of the Presbytery, the commissioning of Andrew MacGregor to chaplaincy at Memorial Medical Center, Tamarack Health.
8. September 10, 2024: COM accepted, on behalf of the Presbytery, the 2024 Annual Salary Report as follows.

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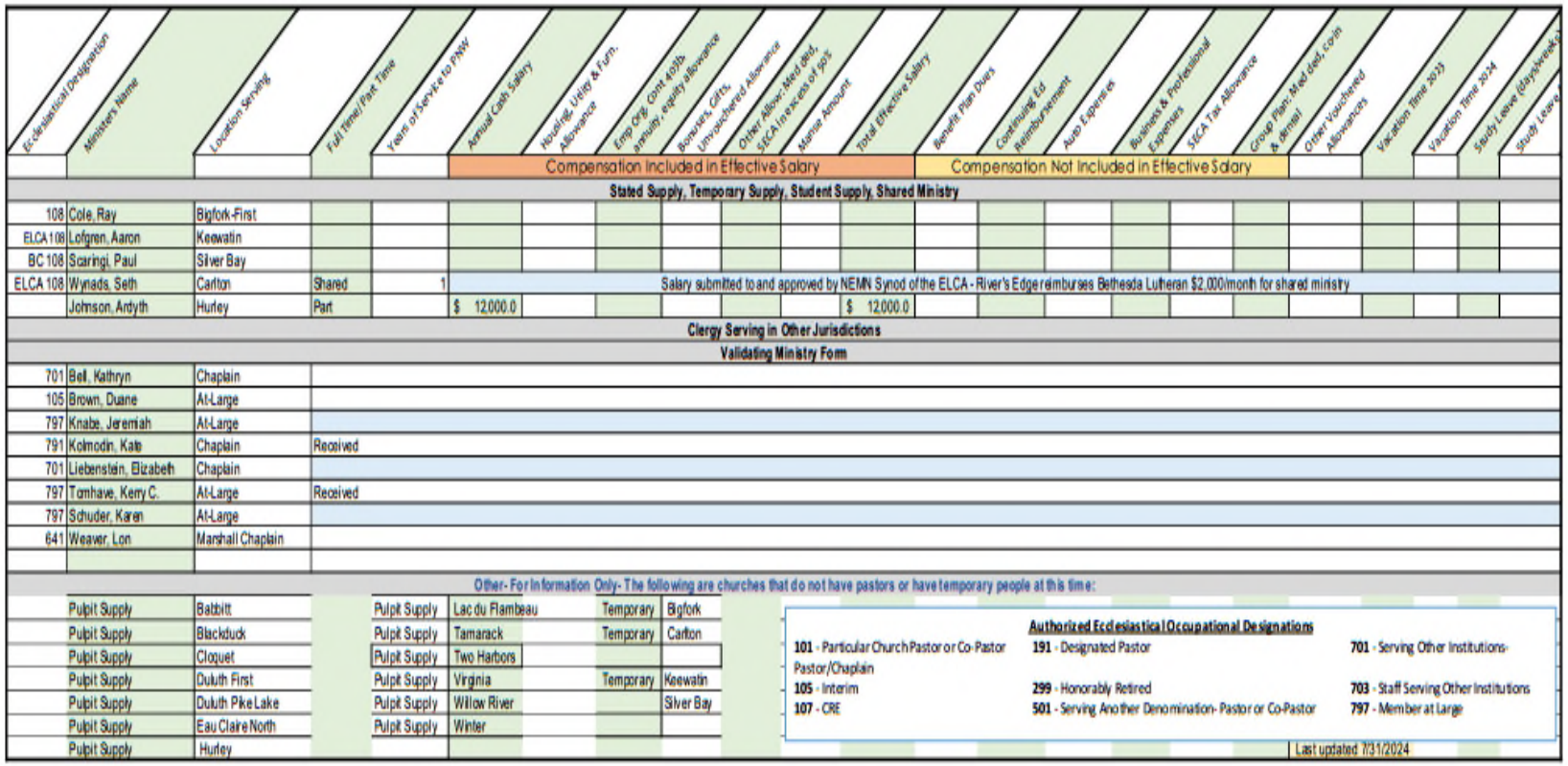
2024 Annual Salary Report Presbytery of Northern Waters

Ecclesiastical Designation	Ministers Name	Location Serving	Full Time/Part Time	Years of Service to PNW	Annual Cash Salary	Housing/Utility Allowance	Emp Orig. Cont 403b, annuity, equity allowance	Bonuses, Gifts, Unvouchered Allowance	Other Allow: Med def, SECA in excess of 50%	Manse Amount	Total Effective Salary	Benefit Plan Dues	Continuing Ed Reimbursement	Auto Expenses	Business & Professional Expenses	SECA Tax Allowance	Group Plan: Med def, Comp & dental	Other Vouchered Allowances	Vacation Time 2023	Vacation Time 2024	Study Leave (days/weeks)	Study Leave
					Compensation Included in Effective Salary							Compensation Not Included in Effective Salary										
Full/Part Time Ministers																						
101	Ameson, Matthew	Phillips																				
	Biddle, Lindsay Louise	Pioneer Parish	Part 66%		0	$ 34,135.0					$ 34,135.0	$ 14,330.8	0	$ 5,000.0					N/A	2wks	2wks	0
101	Deters, James	Ashland	Full		$ 52,133.5			2832.05	$ 2,500.0	12300	$ 69,765.0	$ 26,290.0	$ 1,000	$ 2,700.0		$ 5,400.0		$ 1,500.0	4 wks	4 wks	2 wks	0
101	Duquette, Dorothy	Bovey	full (1/3 time)		$ 10,764.0	$ 8,035.0	$ -	0	$ -	0	$ 18,799.0	$ 7,332.0	$ 420			$ 1,377.0	$ -	$ -	4 wks	4 wks	2 wks	0
101	Duquette, Dorothy	Calumet	full (1/3 time)		$ 9,258.0	$ 6,855.0	$ -	0	$ -	0	$ 16,113.0	$ 6,284.0	$ 360	$ 725.0	$ -	$ 1,178.0	$ -	$ -	4 wks	4wks	2 wks	0
101	Duquette, Dorothy	Coleraine	full (1/3 time)		$ 9,963.0	$ 8,035.0	$ 801.0	0	$ -	0	$ 18,799.0	$ 7,337.0	$ 420		$ -	$ 1,337.0	$ -	$ -	4 wks	4wks	2 wks	0
101	Duquette, Dorothy	Combined	Full		$ 29,985.0	$ 22,925.0	$ 801.0	0	$ -	0	$ 53,711.0	$ 20,953.0	$ 1,200	$ 725.0	$ -	$ 3,932.0	$ -	$ -	4 wks	4 wks	2 wks	0
101	Foote, Brett	Superior UPC	Full	6	$ 39,929.0	$ 20,500.0	$ 1,000.0		$ 92.0		$ 61,521.0	$ 26,525.0	$ 1,000	$ 1,000.0	$ 750.0			$ 1,808.0	4 wks	4wks	2wks	0
101	Jutila, Kari	Duluth Lakeside	Full		$ 40,000.0	$ 20,246.0					$ 60,246.0	Full	$ 1,000	$ 1,050.0	$ 849.0				5 wks	5wks	2 wks	4 wks
101	Larsen, Corey	Ely	Full		$ 44,908.0	$ 14,400.0	$ -	0	$ -		$ 59,308.0	$ 21,647.4	$ 1,000	Vouchered	$ 500.0	$ -	$ 1,448.2	$ -	4 wks	4 wks	1c 2wks	0
101	Lee, Lawerence	Bayfield	Full		$ 47,366.0	$ 19,815.0	$ -		$ -	0	$ 67,181.0	$ 25,194.0	$ 1,500	$ 2,800.0	$ 1,500.0	$ 5,139.0	$ 672.0	$ -	5 wks	5 wks	2 wks	9 days
101	Mann, John	McGrath Wahkon	Part																			
101	Peterson, Eric	Manitowish Waters	Full	1	$ 42,000.0	$ 18,000.0		250			$ 60,250.0	$ 23,400.0	$ 1,750	$ 2,620.0	$ 1,750.0	$ 4,590.0	$ 875.0	$ 6,450.0	N/A	4 wks	2wks	
101	Schiller, Jason	Grand Rapids	Full	3	$ 48,387.0	$ 24,000.0					$ 72,387.0	$ 28,230.7	$ 1,500		$ 2,500.0	$ 5,537.0			4 wks	4 wks	2wks	
101	Walker, Katheryn	Eau Claire First	full		$ 46,378.0	$ 18,750.0	$ -	0	$ -	0	$ 65,128.0	$ 27,042.8	$ 1,400	$ 1,000.0	$ 1,800.0	$ -	$ -	$ -	4 wks	4 wks	2 wks	2wks
101	Weaver, Robyn	Duluth Glen Avon	full	23	$ 68,868.0						$ 68,868.0	$ 24,792.0	$ 1,800	IRS rate					4 wks	4 wks	2 wks	0
Interim Terms of Call Report																						
105	Johnson, Dewey	Rice Lake	Full	1	$ 26,000.0	$ 30,000.0					$ 56,000.0	$ 6,720.0	$ 1,000	$ 3,200.0					n/a	6 wks	2 wks	0
CRE - Commissioned Ruling Elders																						
107	Holt, Chip	Bemidji	Part 70%		$ 16,368.0	$ 24,552.0	$ -	0	$ -	0	$ 40,920.0	$ -	$ 900	$ 770.0			0	0	1 wk	4wks	2 wks	1wk
	Kangas-Olson, Lori	McGregor																				
107	Larson, Katie	Hibbing																				
ELCA 107	Lewis, Sharron	Bigfork - Bowstring																				
107	Shideler, Mary	Grand Rapids	Part 37.5%		$ 8,045.0	$ 12,000.0					$ 20,045.0			$ 200.0					2wks	120hrs		
107	Thompson, Beverly	Maplewood Parish	Part		$ 16,200.0	$ -	$ -	225			$ 16,875.0		$ 1,000	IRS rate					4 wks	4 wks	2 wks	0
107	Williams, Edward	Chippewa Falls	Part		$ 22,051.0	$ -	$ -	0	$ -	0	$ 22,051.0	$ -	$ 1,000	IRS rate	$ -	0	0	500			2wks	0



Ecclesiastical Designation	Minister's Name	Location Serving	Full Time/ Part Time	Years of Service to PNW	Annual Cash Salary	Housing/ Utility & Furn. Allowance	Emp Org. Cont. 403b annuity, equity allowance	Bonuses, Gifts, Unvouchered Allowance	Other Allow: Med ded, SECA in excess of 50%	Marital Amount	Total Effective Salary	Benefit Plan Dues	Continuing Ed Reimbursement	Auto Expenses	Business & Professional Expenses	SECA Tax Allowance	Group Plan: Med ded, com & Bimsi	Other Vouchered Allowances	Vacation Time 2023	Vacation Time 2024	Study Leave (days/weeks)	Study Leave
					Compensation Included in Effective Salary							Compensation Not Included in Effective Salary										
Stated Supply, Temporary Supply, Student Supply, Shared Ministry																						
108	Cole, Ray	Bigfork-First																				
ELCA 108	Lofgren, Aaron	Keewatin																				
BC 108	Scaringi, Paul	Silver Bay																				
ELCA 108	Wynads, Seth	Carlton	Shared	1	Salary submitted to and approved by NEMN Synod of the ELCA - River's Edge reimburses Bethesda Lutheran $2,000/month for shared ministry																	
	Johnson, Ardyth	Hurley	Part		$ 12,000.0						$ 12,000.0											
Clergy Serving in Other Jurisdictions																						
Validating Ministry Form																						
701	Bell, Kathryn	Chaplain																				
105	Brown, Duane	At-Large																				
797	Knabe, Jeremiah	At-Large																				
791	Kolmodin, Kate	Chaplain	Received																			
701	Liebenstein, Elizabeth	Chaplain																				
797	Tomhave, Kerry C.	At-Large	Received																			
797	Schuder, Karen	At-Large																				
641	Weaver, Lon	Marshall Chaplain																				

Other- For Information Only- The following are churches that do not have pastors or have temporary people at this time:

Pulpit Supply	Babbitt	Pulpit Supply	Lac du Flambeau	Temporary	Bigfork
Pulpit Supply	Blackduck	Pulpit Supply	Tamarack	Temporary	Carlton
Pulpit Supply	Cloquet	Pulpit Supply	Two Harbors		
Pulpit Supply	Duluth First	Pulpit Supply	Virginia	Temporary	Keewatin
Pulpit Supply	Duluth Pike Lake	Pulpit Supply	Willow River		Silver Bay
Pulpit Supply	Eau Claire North	Pulpit Supply	Winter		
Pulpit Supply	Hurley				

Authorized Ecclesiastical Occupational Designations

101 - Particular Church Pastor or Co-Pastor
Pastor/Chaplain
105 - Interim
107 - CRE
191 - Designated Pastor
299 - Honorably Retired
501 - Serving Another Denomination- Pastor or Co-Pastor
701 - Serving Other Institutions-
703 - Staff Serving Other Institutions
797 - Member at Large

Last updated 7/31/2024

End of Approved Consent Agenda Actions

Presentation by Ministry Engagement Advisor of PC(USA) René Myers

René Myers, the ministry engagement advisor for the North region which includes the Synods of the Rocky Mountains and Lakes and Prairies, presented on the Mission Agency. Her role is to gain financial support for the mission and ministry that is done by the unified office. Ministry Engagement works to gain financial support for the following causes: poverty alleviation, justice, and vitality of congregations. Ways that congregations can support are through shared mission, designated giving, per capita, special offerings, and the Presbyterian Giving Catalog. Over the last ten years, the churches of the Presbytery of Northern Waters has given a total of $650,000. René recognized the following churches of the Presbytery of Northern Waters on behalf of the Mission Agency:

Matthew 25 Congregations: Community Presbyterian Church of Grand Rapids, MN; First Presbyterian Church of Eau Claire, WI; First Presbyterian Church of Ely, MN; First United Presbyterian Church of Willow River, MN; United Church of Two Harbors of Two Harbors, MN; and Country Peace Presbyterian Church of Superior, WI.

Four for Four Churches 2022-2023 (churches that donated to all four special offerings: Bayfield Presbyterian Church, Bayfield, WI; Brule Presbyterian Church of Brule, WI; Country Peace Presbyterian Church of Superior, WI; First Presbyterian Church of Chippewa Falls, WI; First Presbyterian Church of Eau Claire, WI; First United Presbyterian Church of Willow River, MN; Lakeside Presbyterian Church of Duluth, MN; River's Edge Presbyterian Church of Carlton, MN; and United Church of Two Harbors of Two Harbors, MN.

Presbyterian Giving Catalog: First Presbyterian Church of Chippewa Falls, WI; and First United Presbyterian Church of Willow River, MN.

Presentation by Ministry Relations Officer for Upper Midwest Presbyterian Foundation Kyle Nolan

Rev. Kyle Nolan is a Ministry Relations Officer of the Presbyterian. He works with congregations to create a culture of generosity, offers seminars and workshops, develops gifts and fundraising plans for ministries, and provides coaching to finance, stewardship and endowment committees. He previously served as Associate Ministry Relations Officer at the Foundation. The Presbyterian Foundations mission is to gather, steward and distribute funds to serve Christ's mission. They are the oldest faith based organization in the United States. Resources that may be helpful were shared: PresbyterianFoundation.org/OnlineGiving; StewardshipNavigator.com; Church FLA.com; Assessment.presbyterianfoundation; stewardshipkaleidoscope.org; and PresbyterianFoundation.org/Invest.

Resiliency Presentation **Karen Schuder**

Karen Schuder offered an education portion on Resilient and Sustainable Caring. She provided information and ways to decrease anxiety for a healthier self and team. Some of the topics covered included compassion fatigue, anxiety as a contagion, emotional triangles and how to defuse them, grounding, self and pressures, balanced purpose statement, self-regulation, boundaries, and strategies to increase self-differentiation and manage anxiety.

Meal Blessing and Instructions **Dianna Bell, Moderator**

Dianna Bell, moderator, blessed the meal at 12:15 pm.

Call to Order **Dianna Bell, Moderator**

Dianna Bell, moderator, called the meeting to order at 1:04 pm.

Nominating Committee **Matthew Arneson, Chair**

Dianna Bell, Moderator, gave the Nominating Committee Report as neither Matthew Arneson nor other committee members were present.
Dianna Bell, Moderator, requested nominations from the floor. There were no nominations. Nominations from the floor was declared closed.
Motions made by the committee follows:

1. **MSC- The Nominating Committee moved the election of Chip Holt, CRE as Moderator of Presbytery. The motion carried unanimously.**
2. **MSC- The Nominating Committee moved the election of Rev. Karen Schuder as Vice-Moderator of Presbytery. The motion was carried unanimously.**
3. **MSC- The Nominating Committee moved the election of the Presbytery committee chairs as slated in their report. There were no nominations from the floor. The motion was carried by Presbytery.**
4. **MSC- The Nominating Committee moved the election of the Presbytery committee members, as slated in their report with the amendment of removing Matthew Arneson and Deb Emery from Nominating Committee per their requests. There were no nominations from the floor. The amended motion was carried by Presbytery.**

    Lon Weaver remains on Committee on Preparation for Ministry as chair as 25/3. His information was missing from the report.

The Nominating Committee amended report with nominations in bold follows:

Nominating Committee Report
Presbytery Meeting, October 12, Clearwater Forest
Persons to be elected are indicated in BOLD type.

Presbytery Moderator	**Chip Holt (CRE)**	**Bemidji**	**25**
Presbytery Vice-Moderator	**Karen Schuder (TE)**	**Member-at-Large**	**25**
Stated Clerk	Brad Carloss (TE)	Honorably Retired	**26**
Presbytery Council Chair	**Dianna Bell (TE)**	**Honorably Retired**	**25**
Treasurer	Jay Wilkinson (RE)	Woodbury, Trinity (PTCA)	**26**
Presbytery-Committee on Ministry Co-Chairs	**Robyn Weaver (TE)**	**Corey Larsen (TE)**	**25**
Presbytery-Committee on Preparation for Ministry	Lon Weaver (MWS/TE)		**25**
Presbytery-Nominating Committee	**Lindsay Biddle (TE)**		**25**
Presbytery-Program Strategy Committee	**Brett Foote (TE)**	**Jason Schiller (TE)**	**25**
Council Committee-Finance and Budget Chair	**Doug Workman (TE)**		**25**
Council Committee-Overture and Bylaws Chair	**Arlin Talley (TE)**		**25**
Council Committee-Personnel Co-Chairs	**Elizabeth Liebenstein (TE)**		**25**
Presbyterian Women	Hope Dougherty (RE)		--
Synod Commissioners	**(RE)**	**Sue Goodin (TE)**	**25/26**

Committee Chairs

Committee on Ministry (20-24 members)

Dorothy Duquette TE)	Coleraine/Bovey/Calumet	**25-1**
John Mann (TE)	Honorably Retired	**25-1**
Ed Williams (CRE)	Chippewa Falls	**25-1**
		25-1
		25-1
Sue Hendrickson (RE)	Superior, Pioneer Parish	**26-1**
Lawrence Lee (TE)	Bayfield	**26-1**
Eric Peterson (TE)	Manitowish Waters	**26-1**
Karen Schuder (TE)	Duluth	**26-1**
*Corey Larsen (TE)	Ely	**26-2**
Ruth Anderson (RE)	**Bemidji**	**27-1**
Kari Jutila	**Duluth, Lakeside**	**27-1**
Kathy Smith (TE)	**Member-at-Large**	**27-2**
Kathryn Reid Walker (TE)	**Eau Claire, 1st**	**27-2**
***Robyn Weaver (TE)**	**Duluth, Glen Avon**	**27-2**

Sexual Misconduct Response Committee (6 members)
(Nominations for the SMRC are made by COM)

		25-1
Jan Letsos (RE)	Superior, United	**25-2**
Jim Deters (TE)	**Ashland**	**26-1**
Duane Aslyn (TE)	**Honorably Retired**	**26-2**
Lon Weaver (TE)	**Dululth, Glen Avon**	**27-1**
Sue Hendrickson (RE)	**Pioneer Parish**	**27-2**

Committee on Preparation for Ministry (6 members)

Lon Weaver	Glen Avon	25-3
		25-1
Kathryn Bell (TE)	Chaplain, St Louis Cty Jail	26-1
Jan Letsos (RE)	Superior, United	26-1
Candy Deal (RE)	**Calumet**	**27-2**
Beverly Thompson (CRE)	**Maplewood Parish**	**27-2**

Committee on Preparation for Ministry Ordination Readers (2 members)
(Nominations for Ordination Readers are made by CPM)

	(TE)	**25**
	(RE)	**25**

Program Strategy Committee (6-12 members)

Ken Ribe (TE)	Presbyter for Pastors	25-1
Claudia Welty (RE)	Duluth, Glen Avon	25-1
Pat Cortese (RE)	Bovey	26-1
Kate Stangl (TE)	Honorably Retired	26-1
Duane Brown (TE)	**Honorably Retired**	**27-1**
***Brett Foote (TE)**	**Superior, United**	**27-2**
***Jason Schiller (TE)**	**Grand Rapids**	**27-2**

Permanent Judicial Commission (9 members/6-year term)

Andrew MacGregor (RE)	Ashland	27
		27
		27
Lindsay Biddle (TE)	Pioneer Parish	28
Bill Gravelle (RE)	Duluth, Glen Avon	28
		28
Barry Boyer (TE)	**Honorably Retired**	**29**
Dorothy Duquette (TE)	**Bovey/Calumet/Coleraine**	**29**
		29

Finance and Budget (6 members)

Cameron Campbell (RE)	Superior, United	25-1
Paul Rigstad (RE)	Duluth, Westminster	25-1
Bill Gravelle (RE)	Duluth, Glen Avon	26-1
*Doug Workman (TE)	Honorably Retired	26-2
		27-2
John Belsky (RE)	**Pioneer Parish**	**27-2**

Overtures and Bylaws (3 members) (+ GA commissioners)

*Arlin Talley (TE)	Honorably Retired	25-1
		26-1
		27-1

Personnel (6 members)

*Elizabeth Liebenstein (TE)	Duluth, Chaplain	25-1
Angela Michler (RE)	Phillips	25-1
		26-1
		26-1
Jim Deters (TE)	**Ashland**	**27-1**
Claudia Welty (RE)	**Duluth, Glen Avon**	**27-1**

Nominating Committee (6 members)

(Nominations for the Nominating Committee are made by Presbytery Council)

		25-2
Doug Workman (TE)	Honorably Retired	25-2
		26-2
Hope Dougherty (RE)	Manitowish Waters	26-1
Don Putnam (RE)	**Rice Lake**	**27-1**
***Lindsay Biddle (TE)**	**Pioneer Parish**	**27-2**

SDOP (minimum 5 members)

Lynette Swanberg	Duluth, Unitarian Church	25-1
Steven Davis	Duluth, Temple Israel	25-2
Ron Henely (TE)	Honorably Retired	25-3
*Arlin Talley (TE)	Honorably Retired	26-1
Helen Davis	Duluth, St. Mark AME Church	26-3
Kathleen Mehr-Jensen	**Superior, United**	**27-1**
Duane Aslyn (TE)	**Honorably Retired**	**27-4**

Synod of Lakes & Prairies (limit: three consequtive 2-year terms)

Commissioner	**(RE)**		25-1
Commissioner	**Sue Goodin (TE)**	**Honorably Retired**	26-3

Clearwater Forest Board

Paul Rigstad (RE)	Duluth, Westminster	25-2
Pete Mann (RE)	**Ashland**	**27-1**

Seafarers

Dianna Bell (TE)	Honorably Retired	25-1
Kate Kolmodin (TE)	**Duluth, Chaplain**	**27-2**

Wisconsin Council of Churches

Jim Deters (TE)	Ashland	26-4
		27-1

Outgoing committee members were recognized with thanks as follows:

Recognition of Outgoing Council and Committee Members

Council:
- Phil Peterson
- Lon Weaver
- Matthew Arneson
- Mary Voss

Commission on Ministry:
- Chip Holt

Sexual Misconduct Response Committee:
- Ann Pellman

Committee on Preparation for Ministry:
- Lon Weaver
- Sue Goodin

Committee on Preparation for Ministry Ordination Readers:
- Dorothy Duquette
- Claudia Welty

Permanent Judicial Commission:
- Leslie Anderson
- Bob Goodin

Finance and Budget:
- Darrel Robertson Overtures and Bylaws:
- John Gibbs

Personnel:
- Mary Voss
- Donna Protokowicz

Nominating Committee:
- Bob Goodin

Commission on Ministry **Corey Larsen and Robyn Weaver, co-chairs**

Corey began the report of the Commission on Ministry (COM) with thanks to all for the work and ministry that continues. The difference being made through work is noticed by the commission. He spoke regarding the Board of Pensions Changes. There is a three year process with increasing step fees. The Commission is availabe to help and be part of conversations with sessions. He informed the Presbytery that COM is still learning about the process and procedures regarding uninstalling pastors. Policies and resources have been added to the Presbytery website following the changes to the Book of Order. He reminded the Presbytery that Boundary training for session is mandatory every three years. Video trainings are part of the posted resources on the presbytery website.

Commission on Ministry brought two actions to Presbytery. Those actions follow:

MSC- COM recommends to Presbytery, the dissolution of the Duluth, Westminster Administrative Commission, with thanks, carried unanimously following discussion.

MSC - COM recommends to Presbytery, the acceptance of the proposed 2025 Presbytery Minimums, as written, carried unanimously without discussion. The Accepted 2025 Presbytery Minimums follows:

(The highlighted areas are changes made by Commission on Ministry.)

2025 MINIMUM SALARY STANDARDS

In keeping with the formula approved by Presbytery in October 2000, we propose the following minimum salary standards for the year 2025:

Cash only (manse provided)	Cash & Housing/Utilities	Years of Service	Cont. Education
$43,077	$56,000	$431	$1,000

In addition, churches will grant at least four weeks of annual vacation, two weeks of study leave time, and pay full Board of Pensions dues. Auto allowance is fully negotiable.

FOR YOUR INFORMATION

The Presbytery of Northern Waters took the following action with regard to salary structure in October 2000:

> "The minimum salary level for the Presbytery of Northern Waters for 2002, and years after will be set at 80% of the previous year's Church Wide Median Salary as published by the Board of Pensions, plus an additional 1% of the base cash salary for each year of total full-time ordained experience in the Presbytery of Northern Waters up to 10 years. Car allowance and study allowance are not included in computing effective salary.
>
> NOTE: Effective salary is base (cash) salary, plus housing and utilities (these last two should have a combined value of at least 30% of base salary.)"

Comparative figures available from previous years are as follows (based on 80% of the previous year's Median salary):

Year	Cash Basis	+Yrs Service (to 10)	Cont. Ed.	Prev. Yrs Church Median
2005	$27,200	$272	$500	$45,500
2006	$28,000	$280	$500	$46,500
2007	$28,616	$286	$500	$47,900
2008	$29,477	$295	$500	$49,000
2009	$30,154	$301	$500	$50,800
2010	$31,262	$312	$500	$52,200
2011	$32,123	$321	$500	$52,900
2012	$32,554	$325	$500	$53,300
2013	$32,800	$328	$500	$54,000
2014	$33,231	$332	$1,000	$54,500
2015	$33,539	$335	$1,000	$55,400
2016	$34,093	$341	$1,000	$56,200
2017	$34,585	$346	$1,000	$56,300
2018	$35,629	$356	$1,000	$58,000
2019	$36,591	$366	$1,000	$59,100
2020	$37,415	$374	$1,000	$60,800
2021	$37,662	$377	$1,000	$61,200
2022	$38,254	$383	$1,000	$62,100
2023	$39,877	$399	$1,000	$64,800
2024	$41,277	$413	$1,000	$67,100
2025	$43,077	$431	$1,000	$70,000

Pastors shall receive a minimum of $1,000 and two weeks of study leave per year. Since study time and money are understood as intended to benefit both pastor and congregation, it is expected that a pastor will confer with his or her session about a particular use of study leave prior to any expenditure of time and money. It is also recommended that pastors occasionally solicit suggestions from their sessions regarding skill areas to improve or specializations to gain for the sake of all concerned.

(over)

Study time and funds may be accumulated for up to three years when a particularly expensive or lengthy study experience is anticipated. Carry-overs from one year to the next will be cleared with the Session and their purpose and amounts recorded in Session minutes at the change of each calendar year pertaining. It should be kept in mind that with the pressures of ministry and the continuing need for rejuvenation pastors are ordinarily urged to use their study time fully each calendar year.

Every minister of the Presbytery of Northern Waters shall be eligible to apply for sabbatical leave after five (5) years of tenure at a particular congregation or in a specialized ministry in the Presbytery, e.g. hospital/college chaplaincy, executive ecclesiastical positions, said sabbatical to occur at a time agreed to by the minister and session of the congregation. In the case of specialized ministries, the agreement shall be between the minister and the board to whom he/she is responsible. This process may be repeated.

When a pastor terminates his or her position of church leadership, unexpended money will not be carried away nor unused time is taken as paid leave.

CERTIFIED CHRISTIAN EDUCATOR'S MINIMUM STANDARD SALARY IN 2025

1. Salary: 50% of the previous year church-wide median salary for ministers;
2. Full participation in the Board of Pensions Benefit Plan;
3. Continuing Education: 1 week and Presbytery-approved compensation;
4. Vacation: 2 weeks.

PULPIT SUPPLY MINISTERS minimum remuneration in 2025 will be **$150** for one service and **$200** for two services.

MODERATORS OF VACANT CHURCHES minimum remuneration in 2025 will be $50.00 per meeting.

BOTH PULPIT SUPPLY MINISTERS AND MODERATORS OF VACANT CHURCHES IN 2025 will be reimbursed for travel at the Federal Reimbursement rate (which is **$.67 [effective 01/01/2024-12/31/2024]).** The IRS figure for 2025 will be released during December 2024 and can be found on the IRS website.

Ministers & Their Work
Sub-Committee of COM

Approved by Presbytery
Recalculated 8/29/2024
Pulpit Supply increase recommended 8/14/2018
Continuing Ed changed by COM 10/8/2013

MSC- A motion to create an Administrative Commission for Calumet Community Church of Calumet, MN for the purpose of dissolving the church with the duties and responsibilities as outlined in the Manual of Operations including the authority to sell real property on behalf of Presbytery. (4.102 Purchase of Sale of Church Property and 4.105 Dissolution of a Church and the

Disposing of its Property) was made by Corey Larsen, seconded by Roger Anderson, and carried unanimously.

Robyn Weaver continued the report. She informed the Presbytery of Matthew Arneson's future retirement from First Presbyterian Church of Phillips, WI. Matthew plans to retire at the end of October pending congregational approval on October 27, 2024. Robyn gave the floor to Angela Michler, elder of First Presbyterian Church of Phillips, WI. Angela recognized Matthew Arneson and celebrated his time there as pastor. Matthew's last service will be October 27, 2024. His last day will be October 31, 2024. Angela requested prayers for the church and Matthew. Robyn gave thanks for Matthew's ministry and led a prayer for Matthew and the congregation.

MSC- The committee moved to grant Matthew Arneson's retirement on October 31, 2024, pending the congregational vote on October 27, 2024 was carried by Presbytery unanimously, with thanks for his work.

Dorothy recognized the ordination anniversaries of the Presbytery of Northern Waters' Ministers of Word and Sacrament (Teaching Elders). The recognitions follow:

Recognition of Ordinations

First Name	Last Name	Ordination Date	Presbytery of Ordination	Anniversary Year
Ruth	Andersen			
Matthew	Arneson	11/12/1989	Lake Huron	35
Duane	Aslyn			
Lindsay Louise	Biddle	11/30/1991	Twin Cities Area	33
Dianna	Bell	7/1/1973	National Capitol Union	51
Kathryn	Bell	3/3/2009	Missouri Union	15
Richard	Blood	3/22/1992	Northern Waters	32
Duane	Brown	6/28/1987	Washington	37
Barry	Boyer	9/26/1971	Chippewa	53
Don	Bump	7/26/1959	Nebraska City	65
Bruce C	Calbreath	3/1/1964	North Central Iowa	60
E. Bradley	Carloss	4/27/1983	Northern Waters	41
Wendy	Christianson	5/13/2018	Utah	6
First Name	**Last Name**	**Ordination Date**	**Presbytery of Ordination**	**Anniversary Year**
Peggy	Cooper	6/8/1977 7/15/1986	United Methodist Received to Presbytery	47
Frank S	Davis	2/21/1982	Pittsburgh	42
Nancy	Deever			
James F	Deters	11/4/2001	North Central Iowa	23

Dorothy	Duquette	3/15/1997	Northern Waters	27
Cheryl	Fleckenstein			
Brett	Foote	6/2/2019	Donegal	5
David	Gabiel	7/13/1969	Duluth	55
Paula	Gaboury		Temp Relation	
John	Gibbs	1/29/1978	Great Rivers	46
Robert (Bob)	Goodin	11/18/2007	Cascades	17
Susan	Goodin	12/6/1992	Cascades	32
David	Gutherie	10/22/1967	Carlisle	57
Janelle	Harrison	10/21/1984	Los Ranchos	40
Ron	Henely	10/8/1989	Central Nebraska	35
Robert	Hickman	6/28/1964	Mancato	60
Charles	House	6/1/1955	Nebraska City	69
Joel	Huenemann	11/1/1974	Chippewa	50
Sharon	Johnson	1/4/1981	San Fernando	43
Kari	Jutila	10/18/1987	Northern Plains	37
Jeremiah	Knabe	2/27/2011	Minnesota Valleys	13
Kate	Kolmodin	1/14/2018	Western Reserve	6
Corey	Larsen	9/28/2014	Northern Waters	10
Lawrence	Lee	5/30/1997	United Methodist	27
First Name	**Last Name**	**Ordination Date**	**Presbytery of Ordination**	**Anniversary Year**
Elizabeth	Liebenstein	7/8/1990	Twin Cities Area	34
Robert	Light	7/6/1976		48
Aaron LeRoy	Lofgren		ELCA	
Fredrick (Rick)	Mann			
John	Mann	5/26/1983	Northern Waters	41
Terry	Muck			
Donald	Nickolson		UMC Temp	
Eric	Nielsen	6/2/1991	North Central Iowa	33
Chips	Paulson	10/12/1986	Pacific	38
Eric	Peterson	11/18/2018	Mission	6
Ken	Ribe	6/11/1978		46
Darrel	Robertson	3/1/1977	Minnesota Valleys	47
Paul	Scaringi		Temp Relation	
Karen	Schuder	2/12/1995	Twin Cities Area	29
Jason	Schiller	9/20/2014	Sountheastern Illinois	10
Kathryn C	Smith	9/15/1996	Twin Cities Area	28
Kate	Stangl	7/13/1980	Des Moines	44
C Arlin	Talley	6/19/1977	South Dakota	40
		9/10/1988	removed	

		2/7/1995	restored	
Kerry	Tomhave	10/1/1989	Twin Cities Area	35
Roger	Waid	12/27/1966	Minneapolis	58
Kathryn Reid	Walker	3/18/2007	Twin Cities Area	17
M. Lon	Weaver	5/24/1987	Kiskiminetas	37
Robyn	Weaver	1/14/1990	Pittsburgh	34
First Name	**Last Name**	**Ordination Date**	**Presbytery of Ordination**	**Anniversary Year**
Doug	Workman	8/18/1985	Chicago	39
John	Yingling	2/5/1978		46

Recognition of Certified Ruling Elders

First Name	Last Name	Commissioning Date	Church Commissioned to	Anniversary Year
Leslie	Anderson		not serving	
Debra	Emery		not serving	
Chip	Holt	10/26/2018	Bemidji	6
Katie	Larson	10/21/2011	Hibbing	13
Sharron	Lewis	7/1/2005	Bowstring	19
Cindy	Martinson		not serving	
Billie	Rouse		not serving	
Mike	Rouse		not serving	
Mary	Schidler	8/1/2019	Grand Rapids	5
Beverly	Thompson	5/../2011	Maplewood Parish	13
Mary	Voss		not serving	
Edward	Williams	5/6/2023	Chippewa Falls	1

Ruling Elders in Training

First Name	Last Name
Lori	Kangas-Olson
Andrew	MacGregor

Sabbath

The Presbytery was dismissed for Sabbath at 3:18 pm.

Meal Blessing and Supper **Dianna Bell, Moderator**

Dianna Bell, moderator, blessed the meal at 12:15 pm.

Service of Worship

The worship leader was Rev. Ken Ribe. The preacher was Rev. Dr. Karen Schuder. Worship music was led by Rev. Robyn Weaver. Worship opened with prayer at 7:02 pm. Offering was taken fo Peace and Global Witness and Christmas Joy. The Necrology Report was read between each stanza of the hymn “When Peace Like a River”. Celebration of the Lord’s Supper occurred.

Dianna Bell, Moderator led the Commissioning Service of Andrew MacGregor to Tamarack Healthcare.

Dianna Bell, Moderator led the Installation Service of the Moderator and Vice-Moderator. The moderator role was passed on to Chip Holt. Dianna Bell was recognized with thanks by the Presbytery.

The Presbytery prayed for the following:

Hurricane victims,
Rev. Wendy Christianson,
Paul Meysembourg,
Katie Larsen,
Sue Goodin,
Kathryn Polson,
People and animals of Pine Ridge and Honduras,
Hospice care patients and workers.

The 2023 Necrology Report was amended to include two names. The amended report follows:

Presbytery of Northern Waters Necrology Report for Year 2023				
Pastors				
Rev. Dr. Robert Koenig former pastor of Chippewa Falls; Ordained in 1970; Died June 29, 2023				
Area	**Church**	**Name**	**Ordained**	**Died**
Headwaters	Bemidji			
	Bigfork-1st			
	Bigfork-Bowstring			
	Blackduck			
	Bovey			
	Calumet			
	Coleraine	Carman Rumer	2004	12/16/2023
	Grand Rapids	Andrea Tok Douglas Veit	2002 1972	09/19/2023 09/26/2023
Iron Range	Babbitt			
	Ely			
	Hibbing	Lynn Minter Lois Shea	2006 1990	09/24/2023 01/14/2023
	Keewatin			
	Virginia	Greig Bergman Judi Lehman	2007 2011	03/06/2023 07/15/2023
Lakeland	Ashland			
	Bayfield			
	Hurley			
	Lac du Flambeau			
	Manitowish Waters	Joan Ouimette	2014	6/22/2023
Mille Lac	McGrath			
	McGregor			
	Tamarack			
	Wahkon			
	Willow River			
North Shore	Carlton			
	Cloquet			
	Duluth-First	Margaret Lax	1996	12/08/2023
	Duluth - Glen Avon	Glenn Geer Ronald Robb Clifford Crosby Thomas Stone	1990 1999 1974 1965	01/02/2023 02/17/2023 05/20/2023 12/30/2023

Revised 10/2024

Presbytery of Northern Waters Necrology Report for Year 2023				
	Church	**Name**	**Ordained**	**Died**
	Lakeside	John Kohlhaas Richard Olson Joetta Snow Jennifer Mass	1975 1978 1977 1998	04/20/2023 04/17/2023 03/16/2023 11/10/2023
	Pike Lake			
	Silver Bay			
	Two Harbors			
Southern Kingdom	Chippewa Falls	Ray Andress	1965	08/02/2023
	Cornell			
	Eau Claire 1st	Rochelle Froehlich *Timothy Nieman*	1974 *2012*	01/26/2023 *07/23/2023*
	Eau Claire North	None		
	Hannibal			
	Phillips			
	Rice Lake	Bruce McDonald		12/9/2023
	Winter			
Superior/ Pioneer Parish	Brule	Gary Peterson	12/1973	05/19/2023
	St. Croix			
	Superior-County Peace			
	Superior- United			

Fellowship

The Presbytery was dismissed for fellowship at 8:23pm.

Call to Order **Chip Holt, Moderator**

Chip Holt, Moderator, called the meeting to order on Saturday, October 12, 2024 at 9:03 am. Chip announced that Calumet Community Church of Calumet, MN will be celebrating their 100th Anniversary on Sunday, October 13, 2024. Chip opened the meeting with prayer.

Report of Synod Meeting **Sue Goodin**

No report.

Report of General Assembly Commissioners Doug Workman and Cindy Martinson

Doug Workman's report, as presented in meeting materials, follows:

Reflections on 2024 General Assembly

By Pastor Doug Workman

The General Assembly was an experience I truly enjoyed helping the church make changes and to continue to care for Its members and churches.

I served on the General Assembly Committee on Ecumenical and Interreligious Relations.

The Committee on Ecumenical and Interreligious Relations shall function to give a high profile to the vision of the ecumenical and interreligious involvement and work as central to the gospel and key to the life of the church; plan and coordinate, in consultation with the agencies and governing bodies of the church, the involvement of the Presbyterian Church (U.S.A.) in ecumenical and interreligious relations and work; connect the ecumenical and interreligious efforts of all governing body levels of the church; provide a common point for all ecumenical and interreligious efforts connecting us with those outside our church; keep a unity of vision that includes the ecclesiastical, programmatic, ecumenical, and denominational (organizational) parts of our ministries and commitments; articulate the Reformed and Presbyterian identity in the midst of our ecumenical commitments; and promote awareness of the role of the unity of all humankind in the search for the unity of the church; and promote the unity of the church as an exhibition of the kingdom to the world.

I enjoyed meeting many of the YADS who were sharing their views and how they would vote on the items we considered. Our church has a great future with these wonderful young adults serving churches across the country. Our YAD Diedrick Nikoi from United PC Superior is a great young adult who I enjoyed getting to know. He is attending Loyola University in Chicago where I grew up in the suburbs.

The voting was better on my laptop than in 1984 when they used yes/no buttons. I also had access to all the documents we were considering and the amendments being considered and voted on.

We dealt with Fossil Fuels Divestment, Christian Zionism being condemned, Gender Identity, Ordination/Theological Diversity, National Caucus of Korean Presbyterian Churches about women being treated badly, Equity Primes were used by groups and individuals, expanded ministry to Latino-a-e community, Unifying Budget approved, changes to Special Offerings, Guns to Gardens and effort to reduce gun violence, and some Synod and Presbytery boundary changes were approved.

You can find more information on the PCUSA website. I thank you for letting me serve a one of your delegates to the General Assembly.

Yours In Christ, Doug Workman

Cindy Martinson spoke regarding her experience at General Assembly. Her report, as presented in meeting materials, follows:

Report of General Assembly

by Cindy Martinson

I was a commissioner from the Presbytery of Northern Waters to the 226 General Assembly of the Presbyterian Church in Salt Lake City. When you are with most groups the two topics you avoid are religion and politics. That however is what we spent our time discussing. We were a group of church elders and ministers coming together from all parts of the country and the world. For many of us, this was not our first rodeo. We have done church many years living our Christian faith. We were asked to come together counting on the Holy spirit to guide and nurture us as we responded to the needs and the pain of the world. We were asked not to glare at those with whom we disagreed, or glance and then look away because it is too difficult to deal with, but rather to gaze, to look, to see not only with our eyes, but also with our minds and hearts.

Being Presbyterian begins with doing things in good order. So we prepared. There was personal bias training by Jihyun Oh who would later be elected stated Clerk for the PCUSA. We all carry personal biases that we may or may not be aware that we have. It is these biases that make it hard to hear what another is saying. We also received boundary training. Don't just hug someone, ask first. Sexual abuse or misbehavior is just that. There was technology training. Everything and I mean everything was handled through a site called MyGA. We studied the resolutions, sent in amendments, and voted from our computers. People spoke on the floor, but first had to seek recognition. The computer sent you to the appropriate microphone.

One of our first pieces of business was to elect Co-moderators. The Rev. CeCe Armstrong and The Rev. Tony Larson wore stoles with half of the Presbyterian seal. They knew they could not do it alone. Together, strengthened by the Holy Spirit, they can be a stronger team. Both presently serve in South Carolina. Tony told me he had Minnesota relatives in the Alexandria area. CeCe said to all "Whether you like it or not, I am going to love you. And there is nothing you can do about it." They led the meeting with grace, making sure commissioners and advisory delegates were heard. They enforced the Equity Prime initiative. We were not allowed to cheer for a particular resolution. It was only after all the business from a particular committee was concluded that we could show emotion. While some may rejoice by the actions taken here, others may feel the opposite. We celebrated the work not the results. Committee meetings were held by Zoom the week before, many resolutions were accepted in a consent agenda.

What was discussed on the floor were those resolutions that would be sent back to the Presbyteries for approval. Committees also brought forward resolutions where there had been significant disagreement. And then there were those resolutions they felt the Assemble needed to hear. Gun violence, for example. We heard the impassioned plea of one commissioner as he told the story of the game being played by two children who had found a gun in their home. "Do you think there are any bullets in the gun?" This resolution is about gun safety not gun control. If just one of these gun safety measures were in place, this child would be alive today.

The youth and other advisory delegates always voted first. After seeing how they voted, the moderators would announce. "Commissioners, you have been advised." Often, we the commissioners, agreed with the advisory delegates. There were 82 YAADs or Young Adult Advisory Delegates as well as Seminary and Missionary Advisory Delegates. And what were the YAAD views? First of all, they wanted to be the church of the present not the future. They wanted the Presbyterian Church to divest all of its funds that support fossil fuels right now. After a day of deliberations this body found a way to say we need to do something now, but there is a way the church can move forward in a more deliberative way when it uses its investment to influence fossil fuel companies. The passions of youth were tempered by the wisdom of age. They wanted the Olympia Overture approved which would amend the Book of Order to include sexual orientation and gender identity among the categories against which this Church does not discriminate. Lengthy discussions ensued. The item will be sent to presbyteries for ratification.

The Advisory delegates wanted the voices that did not agree with them about who could be a minister to be heard. At present a candidate for ministry does not have to disclose their sexual orientation. They wanted the conversation because they remembered what it was like when the LBGTQ+ BIPOC community was not listened to. This measure, however, failed.

And then we danced. You couldn't exactly call us the frozen chosen.

Respectfully submitted,
Cindy Martinson

Council Report **Phil Peterson, chair**

Phil Peterson was in Gahna on a mission trip and was excused from the Stated Meeting. His written report, as presented in the meeting material, follows:

Council Report

Phil Peterson, Chair

The activity of the Council since the May Stated Presbytery Meeting is as follows:

1. The Council met for a Special Meeting on July 9, 2024 for the purpose of reviewing and approving Church Vitality Fund grant applications that exceeded the committee's granting authority. Also, a request to form an Administrative Commission to sell their church's manse.
2. The Council met on Sept. 17, 2024, with the following information:
    a. An Administrative Committee by Moderator Dianna Bell will be formed to sell the Ely Manse.
    b. Personnel Committee reported that Ken Ribe will be retiring from his position for Pastoral Care, and recommended that the Council continue the position.

A motion for Council to create a multifaceted task force with the purpose of exploring what Pastoral Care could look like was made, seconded, and carried by Council. The following Council members agreed to be on the task force Robyn Weaver, Jason Schiller, Mary Voss, and Sue Goodin.

c. The Manual of Operations rewrite continues
d. Council is responsible for selecting members for the Nominating Committee. A motion to nominate Deb Emery, Matthew Arneson, and Lindsay Biddle to the nominating committee. Chair Phil Peterson is to ask Sara Gannon or Don Putnam and ask if they are willing to serve. These people were approved by Council if the way is clear.
e. A motion to approve the Program Strategy endorsed Church Development Fund grant request made by First Presbyterian Church, Eau Claire, WI for the amount of $5,500 for the purpose of an installation of a ramp to the chancel platform as part of a larger inclusivity initiative was made by committee and carried by council unanimously following discussion. In addition, Program Strategy proposed that they accept and review Church Development Fund grant request twice a year due to the large number of applications currently being submitted and the amount of time reviewing them takes away from their other work. MSC- The motion to approve the proposed Church Development Grant Fund review and approval schedule of March and August for Program Strategy, April and September for Council, and May and October for Presbytery was made by committee, and carried unanimously following discussion.
   Brett also reported that the committee is actively looking at how to afford Presbytery meetings in person. They are working on a grant.
   Discussion regarding the cost of rooms and food at Clearwater occurred.
   A motion to affirm the cost of rooms and food at Clearwater that was sent out with registration information as follows: $25 for Thursday night, and $75 for Friday night, assuming shared rooms. $100 per person for both nights, with the Presbytery covering the difference. (If a single room is desired, it would be twice that amount.) Food costs will total about $50 per person for all meals. The Presbytery will cover the difference. The motion was made, seconded, and carried unanimously.
f. Commission on Ministry: Robyn reported new information regarding Essentia Hospitals and clinics no longer accepting Humana will affect many retired pastors. COM is working on a note regarding Board of Pensions and their hope for small churches to support their pastor and families. Conversations with their pastors are strongly supported.
   COM and CPM are endorsing the Commissioning of Andrew MacGregor at the October meeting. He would be commissioned to the hospital where he serves as chaplain.
   The minimum salary for Pulpit Supply was increased by $25.

3. Reports were also received Administrative Commissions, Synod Commissioners, and Presbyterian Women. No action was needed from the Council.
4. The Proposed Stated Meeting Docket on Oct. 11-12 was reviewed by Council members and discussed. A motion to approve the amended Proposed Docket for the October Stated Presbytery Meeting was made, seconded and carried unanimously.
5. Upcoming Presbytery Dates were added:
    a. The Winter Stated Presbytery Meeting will be held via Zoom Saturday, February 1, 2025.
    b. The Spring Stated Presbytery Meeting will be held in person Friday-Saturday, May 2-3, 2025.

Respectfully submitted,

Phil Peterson

Council Chair

Committees of Council – Overtures and Bylaws C. Arlin Talley, chair

No report.

Committees of Council – Personnel Mary Voss, chair

Mary Voss was excused from the stated meeting. Her report, as presented in the meeting material and accepted by Presbytery, follows:

Personnel Committee

Mary Voss, Chair

PNW Personnel Committee Report
9.23.2024

The following items are the recent work of the PNW Personnel Committee:

- The Annual Staff Reviews have been complete with each of the five staff members.
- Three of the staff members job descriptions in the Manual of Operations have been reviewed for suggested updated changes.
- The Personnel Committee reported to Council they received the letter of resignation from Ken Ribe, PNW Presbyter for Pastoral Care, affective December 31, 2024. Discussion was held with the group attending about the continuation of this staff position. There are concerns, primarily for financial reasons, to discontinue the position.
- After spending time with Ken on rewriting his job description recently, he and I talked about his feelings for the need to keep the position. It is obvious to me there is a need to continue

the position, as I feel the most important commodity for the Presbytery is the pastors and CRE's who continue the work within the Presbytery and require this special type of care.

- A task force, appointed by Council, to address the continuation of the Presbyter for Pastoral Care Position, will be headed by Robin Weaver. I will continue with this process until I complete my standing as Personnel Chair. This task should meet soon.

Respectfully Submitted by

Mary Voss,

Personnel Chair

Committees of Council – Presbyterian Women Hope Dougherty, chair

Hope Dougherty spoke regarding the Presbyterian Women. Her report, as provided in the meeting material, follows:

Presbyterian Women

Hope Dougherty, Chair

The PW of Northern Waters Presbytery had our annual gathering May 3 & 4 in Grand Rapids, Minnesota. We had 37 women and listened to the awesome Mary Schideler talk about her kayaking experiences. It was awesome.

A few of the PW of Northern Waters attended the 2024 Churchwide PW Gathering in St. Louis, Missouri August 7-12.

I carpooled with Jane Wester from UPC, Superior and Diana Mann from Ashland and we enjoyed each other!

The Plenaries, the speakers, the workshops were totally awesome. You come away from the Gathering with a renewed spirit!

I saw old friends, made new ones, established new relationships with other women.

I attended a business meeting prior to the Gathering and the way the PCUSA staff and the Churchwide Board do an outstanding job, helping us move forward in a unified way.

I am attending a Synod PW Board meeting October 18 & 19 in West Salem, Wi.

Ashland is hosting a regional PW gathering, which includes Superior, Bayfield, Hurley, Lac du Flambeau and Manitowish Waters, on Saturday, September 28.

I want to thank all in this Presbytery for your support of PW.

Respectfully submitted

Hope Dougherty
PW Presbytery Moderator
Northern Waters

Committee on Preparation for Ministry Lon Weaver, chair

Lon Weaver spoke regarding the work of the Committee on Preparation for Ministry.

MSC – The Committee on Preparation for Ministry recommends to Presbytery to accept Michael Van Uytven as Inquirer, the recommendation carried without discussion. Michael Van Uytven obstained.

Lon's report, as presented in the meeting material, follows:

Committee on Preparation for Ministry

Lon Weaver, Chair

Zoom Meeting Summary of the Committee on Preparation for Ministry
for the Presbytery of Northern Waters – September 17, 2024

Members Present: Rev. Kathryn Bell, Elder Candy Deal, Rev. Susan Goodin, Elder Bev Thompson, and Rev. Lon Weaver, Chair.

Lon Weaver opened the meeting with prayer.

The committee then discussed the application of Michael Van Uytven to enter the Inquirer stage of the process to become a Minister of the Word and Sacrament. We then brought Mike into the meeting, asking him about his sense of call at the present point in his journey, as well as a range of other topics that arose from our review of his responses to questions in his application. Following a warm and congenial discussion, the Committee enthusiastically voted to recommend to Presbytery that Mike be enrolled into the Inquiry stage of the process. Mike is currently enrolled in the distant M.Div. degree at Luther Seminary in St. Paul.

The committee briefly discussed the progress of Candidate Jocelyn Langholz as she enters her final year of Master of Divinity studies in September 2024. The Chair will ask Jocelyn to send us her present mindset about this final academic year as well as her current sense of call.

The committee discussed the upcoming commissioning of Elder Andrew MacGregor at the October 2024 presbytery meeting. Further, the Chair reported to the committee that Elder Lori Kangas-Olson is continuing her progress of completing final projects from the remaining

Academy courses: she is very close to completion of the last two. Finally, the Chair reported that Elder Dwight Kalvig – who has been active in completing courses in the Synod Academy program – would be formally applying to be a participant in the presbytery's CRE training process and oversight.

The business of the Committee being completed, Kathryn Bell closed the meeting with prayer.

Respectfully submitted

Lon Weaver, Chair

Program Strategy Jason Schiller and Brett Foote, co-chairs

Jason Schiller reported as Brett Foote was on a mission trip to Gahna. Jason presented images and read an email from Brett Foote regarding the mission trip in Gahna. He reported on the grants that have been processed by committee. The new church grant fund review and approval schedule, as approved in the consent agenda, was addressed. Grant requests will now be reviewed by committee in April and May. Discussion regarding potential parameters for grant requests to include participation in Presbytery meetings and payment of per capita occurred.

A motion to set paramaters for grants for churches to be active in Presbytery, i.e. attending meetings and payment of percapita was made by Dianna Bell. Discussion followed the motion. The motion was defeated.

MSC- A motion to refer potential parameters back to Program Strategy, was made by Dianna Bell, seconded by Roger Anderson, and carried by presbytery.

Jason and Brett's report, as presented in the meeting material, follows:

Program Strategy

Jason Schiller and Brett Foote, co-chairs

Program Strategy Committee Report
The Presbytery of Northern Waters
October 12, 2024

The Program Strategy Committee met via Zoom on June 20, July 18, and September 19, 2024, planning programming and worship for the October presbytery meeting, considered Church Vitality Grants, and explored future programs and mission trips for the presbytery.

The following Church Vitality Grants were submitted:

First Presbyterian Church (Eau Claire, WI) -

Request for $101,590 to make the building more accessible. Most was for capital improvements and deemed outside the purpose of the grant funds. $1500 was approved to host an educational series for the community about accessibility. $6,300 to remove pews, purchase chairs, and create a ramp in the sanctuary to make the space accessible was endorsed and sent to General Council.

Bayfield Presbyterian Church (Bayfield, WI) –

Request for $5,000 for a community choir to be started based at the church.

Approved

First Presbyterian Church (Bemidji, MN) –

Request for $798 for an open house during the Dragon Boat Race.

Approved

Request for $827 for a summer concert series.

Approved

Country Peace Presbyterian Church (Superior, WI) –

Request for $4,999 for a community garden. $1,100 was approved and questions were sent back for clarification of the remaining portion of the grant.

United Presbyterian Church (Superior, WI) with Bayfield, Ashland, and Manitowish Waters –

Request for $5,000 for a group of eight people to attend Re-Member at the Pine Ridge Reservation in South Dakota. *Approved*

Pioneer Parish (Superior, WI) -

Request for $30,000 to create a paid seminarian internship and for three retreats. It was agreed that this request was outside of the intended use of the grant funds.

Not Endorsed

(With UPC-Superior) Request for $5,000 to create educational opportunities and training for urban and rural congregations in the presbytery to hold listening sessions about church vitality and the future.

Approved

Program Strategy continues to consider and vote on Church Vitality Grant applications. The committee is empowered to approve grants up to $5,000. Church Vitality Fund grants are available for congregations to try new and creative missions, ministries, and community outreach. Think creatively! We highly encourage congregations to apply!

Grant Submission Process: Since the design of the Church Vitality Grant Application, the Program Strategy Committee has considered the requests on a revolving basis as they came in.

This process has taken up most of the agenda time with in depth discussion, leaving little time for program and presbytery meeting planning. The Committee has submitted a plan to the General Counsel to have two application deadlines, one in spring and fall, to consider and act upon grant applications. Other requirements for consideration were also sent to General Counsel for discussion, such as a congregations paying of per capita and active participation in presbytery meetings as a requirement to be considered for a grant.

Respectfully Submitted,
Rev. Jason Schiller, Co-Chair

Program Strategy- February Mission Trip **Richard Blood**

Richard Blood informed the Presbytery that the February Mission Trip will be participating in the early efforts to clean up and rebuild the entire community of the recent victims of the hurricane Helene on Asheville, Northe Carolina. The trip will occur February 15-23, 2025. The total cost will be more this year. The Presbytery asks that churches consider contributions to help subsidize the cost. More information will be provided by the office shortly.

Self-Development of the People **C. Arlin Talley, chair**

No report.

Finace and Budget **Doug Workman, chair**

Doug Workman was excused from the stated meeting. Jay Wilkinson, Presbytery Treasurer, was the committees representative and gave the report.

Jay reported on the Report of the outside accountants, Bauman Associates, Ltd. He emphasized that this was a review not an audit. Reviews are done each year unless there is a change of treasurer, in which case, an audit is done.

MSC- The Committee recommends that the Presbytery accept the statements from the outside accountants, Bauman Associates, Ltd. The recommendation was accepted carried unanimously without discussion.

MSC- The Committee recommends that the Presbytery approve a three-year extensionof the agreement with Bauman and Associates for the annual review of the financial statements of the Presbytery of Northern Waters. The recommendation was approved and carried unanimously without discussion.

The proposed 2025 budget was discussed.

MSF- A motion to reallocate funds from Seminary Debt Assistance to a Youth Vitality Fund was made by Jason Schiller, seconded by Sue. Discussion occurred. Lawrence Lee spoke against the motion and recommended defeating it. The motion failed unanimously.

MSC- The Committee recommends that the Presbytery approve the budget including the per capita apportionment for 2025 as $38.00 carried unanimously.

MSC- The committee recommends that the Presbytery accept the September 2024 Statement of Activities, Statement of Financial Position, and Designated Funds Summary. The presbytery accepted unanimously.

The reports, as provided in the meeting material, follows:

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Independent Accountants Review

Bauman Associates Ltd
Certified Public Accountants & Advisors

Members of:

American Institute of
Certified Public Accountants

Wisconsin Institute of
Certified Public Accountants

Independent Accountant's Review Report

Finance and Budget Committee
The Presbytery of Northern Waters
Superior, Wisconsin

We have reviewed the accompanying financial statements of The Presbytery of Northern Waters (a nonprofit organization), which comprise the statement of financial position as of December 31, 2023, and the related statements of activities, functional expenses, and cash flows for the year then ended, and the related notes to the financial statements. A review includes primarily applying analytical procedures to management's financial data and making inquiries of company management. A review is substantially less in scope than an audit, the objective of which is the expression of an opinion regarding the financial statements as a whole. Accordingly, we do not express such an opinion.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement whether due to fraud or error.

We are required to be independent of The Presbytery of Northern Waters and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements related to our review.

Accountant's Responsibility

Our responsibility is to conduct the review engagement in accordance with Statements on Standards for Accounting and Review Services promulgated by the Accounting and Review Services Committee of the AICPA. Those standards require us to perform procedures to obtain limited assurance as a basis for reporting whether we are aware of any material modifications that should be made to the financial statements for them to be in accordance with accounting principles generally accepted in the United States of America. We believe that the results of our procedures provide a reasonable basis for our conclusion.

We are required to be independent of The Presbytery of Northern Waters and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements related to our review.

Accountant's Conclusion

Based on our review, we are not aware of any material modifications that should be made to the accompanying financial statements in order for them to be in accordance with accounting principles generally accepted in the United States of America.

Baumen Associates, Ltd.

CERTIFIED PUBLIC ACCOUNTANTS

Eau Claire, Wisconsin
March 12, 2024

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Material Reviewed by Independent Accountants

THE PRESBYTERY OF NORTHERN WATERS
STATEMENT OF FINANCIAL POSITION
December 31, 2023

		2023
ASSETS		
Current Assets:		
Cash	$	394,979
Investments		433,581
Accounts Receivable		3,197
Total Current Assets		831,757
Noncurrent Assets:		
Office Equipment		31,264
Less Accumulated Depreciation		(28,825)
Net Property and Equipment		2,439
Investments		160,473
Total Noncurrent Assets		162,912
TOTAL ASSETS	$	994,669
LIABILITIES AND NET ASSETS		
Current liabilities:		
Prepaid Per Capita/Mission-A/P Fund Payable	$	1,344
General Assembly Unified Mission Fund Payable		1,765
General Assembly Designated Mission Fund Payable		1,463
Christmas Joy Offering Fund Payable		4,140
One Great Hour of Sharing Fund Payable		260
Peace & Global Witness Offer Fund Payable		493
Theological Education Fund Payable		200
Synod Unified Mission Fund Payable		544
Accounts Payable		85,924
Total Current Liabilities		96,133
Net Assets:		
Without Donor Restrictions		898,536
TOTAL LIABILITIES AND NET ASSETS	$	994,669

The accompanying notes are an integral part of these statements.
See review report of independent certified public accountants.

THE PRESBYTERY OF NORTHERN WATERS
STATEMENT OF ACTIVITIES
Year Ended December 31, 2023

Support and Revenue:		2023
Per Capita	$	109,706
Presbytery Support		10,000
Mission Income		171,286
Other Income		839
Gain on Sale of Assets		151,501
Interest and Investment Income (Loss)		34,709
Total Support and Revenue		478,041
Expenses:		
Program services		
Mission		58,291
Local Church Support		94,122
General and Administrative Expense		77,405
Total Expenses		229,818
Change in Net Assets		248,223
NET ASSETS AT BEGINNING OF YEAR		650,313
NET ASSETS AT END OF YEAR	$	898,536

The accompanying notes are an integral part of these statements.
See review report of independent certified public accountants.

PRESBYTERY OF NORTHERN WATERS
STATEMENT OF FUNCTIONAL EXPENSES
Year Ended December 31, 2023

		2023
Program Services:		
Mission:		
Committee on Ministry	$	88
Care and Nurture		500
Preparation for Ministry		35
CPM/CRE		2,500
Mission Resale Items		204
Finance & Budget		34
Personnel		32
Youth Triennium		2,000
Camping Scholarships		8,000
Clearwater Forest		8,000
WhiteFish Cemetery Maintenance		500
ChurchVitality		19,060
Leadership Schol/Speak		2,527
Youth Camping		2,880
Reserve for Mission Trips		3,427
Youth Triennium		5,504
Camp Galilee		3,000
		58,291
Local Church Support:		
Stated Clerk Salary		15,152
SC/MC SECA/FICA		1,159
Stated Clerk Travel		2,311
Pastoral Care Salary		15,152
Pastoral Care SECA/FICA		1,159
Pastoral Care Benefits		748
Pastoral Care Travel & Expense		1,289
Presbytery Meeting		2,564
Moderator/Commisions/Misc		626
Presbytery Leadership Expense		590
GA Per Capita Apportionment		34,248
Synod Per Capita Apportionment		19,124
		94,122
Total Program Services	$	152,413

The accompanying notes are an integral part of these statements.
See review report of independent certified public accountants.

PRESBYTERY OF NORTHERN WATERS
STATEMENT OF FUNCTIONAL EXPENSES (Continued)
Year Ended December 31, 2023

		2023
General and Administrative:		
General Presbyter Salary & Hsg	$	27,272
General Presbyter SECA/FICA		2,086
General Presbyter Benefits		542
General Presbyter Trav&Expense		4,103
Bookkeeping		6,156
Treasurer/Chair F&B Travel		3
Audit Expense		3,750
Office Manager Salary		13,862
Office Manager FICA		1,060
Office Manager Benefits		1,632
Office Manager Travel & Expense		421
Workers Compensation Insurance		(128)
Property & Liab Insurance		3,772
Office Rent		6,000
Utilities		2,221
Building Maintenance		197
Office Supplies		708
Postage		498
Telephone & ISP		1,870
Website		186
Equipment Maintenance		333
Depreciation		488
Legal Fees		28
Administrative Commissions		345
Total General and Administrative	$	77,405

The accompanying notes are an integral part of these statements.
See review report of independent certified public accountants.

THE PRESBYTERY OF NORTHERN WATERS
STATEMENT OF CASH FLOWS
Year Ended December 31, 2023

	2023
Cash flows from operating activities:	
Change in net assets	$ 248,223
Adjustments to reconcile change in net assets to net cash provided by (used in) operating activities:	
Depreciation	488
(Gain) loss on asset disposals	(151,501)
Changes in operating assets and liabilities:	
(Increase) Decrease in Accounts Receivable	(3,197)
(Increase) Decrease in Investments	(29,840)
Increase (Decrease) in Payables	84,954
Net cash provided by (used in) operating activities	149,127
Cash flows provided by investing activities:	
Purchase of Equipment	(2,927)
Cash proceeds received on asset disposals	162,181
Net cash provided (used in) investing activities:	159,254
Net increase (decrease) in cash	308,381
Cash, beginning of year	86,598
Cash, end of year	$ 394,979

The accompanying notes are an integral part of these statements.
See review report of independent certified public accountants.

Proposed 2025 Budget

Presbytery of Northern Waters
Budget Worksheet
For the Seven Months Ending July 31, 2024

		2022 Actual	2023 12 Mo Actual	2023 Budget	2024 YTD Actual	2024 12 Mo Budget	2025 Budget		
INCOME									
4001	Per Capita Apportionment	103,665	100,735	114,741	54,006	107,304	111,606	$ 38.00	2,937
4002	Prior Year Per Capita	4,995	8,971	0	3,884	0	0		
4050	CPS Staff Support	10,000	10,000	10,000	5,833	10,000	10,000		
4101	Presbytery Mission Income	42,262	47,446	45,000	22,357	43,000	45,000		
4305	From Camp Galilee Fund	0	3,000	3,000	0	3,000	3,000		
4401	Interest-Operating Fund	64	337	50	6,006	16,100	10,000		
4402	Interest/Mission Fund	(21,680)	34,372	10,000	21,507	0	15,000		
4410	Miscellaneous Revenue	198	149	0	500	0	250		
	Total Income	139,504	205,010	182,791	114,093	179,404	194,856		
OPERATING EXPENSES									
Presbytery Administrator									
5010	Genl Presbyter Salary & Hsg	25,252	27,272	27,272	15,909	27,272	27,272		
5015	Genl Presbyter SECA/FICA	1,932	2,086	2,086	1,217	2,086	2,086		
5020	Genl Presbyter Benefits	0	542	1,000	0	1,000	1,000		
5050	Genl Presbyter Trav&Expense	2,537	4,103	5,000	1,695	5,000	5,000		
	Total Executive Presbyter	29,721	34,003	35,358	18,821	35,358	35,358		
Stated Clerk									
5110	Stated Clerk Salary	14,030	15,152	15,152	8,839	15,152	15,152		
5115	SC/MC SECA/FICA	1,073	1,159	1,159	676	1,159	1,159		
5120	Stated Clerk Benefits	0	0	1,000	0	1,000	1,000		
5150	Stated Clerk Travel	530	2,311	1,500	2,688	1,500	1,500		
	Total Stated Clerk	15,633	18,622	18,811	12,203	18,811	18,811		
Treasurer									
5210	Bookkeeping	6,155	6,156	5,580	3,255	6,180	6,180		
5250	Treasurer/Chair F&B Travel	206	0	300	81	300	300		
5270	Audit Expense	3,750	3,750	3,750	0	3,750	4,000		
	Total Treasurer	10,111	9,906	9,630	3,336	10,230	10,480		
Presbyter for Pastoral Care and Connections									
5310	Pastoral Care Salary	14,030	15,152	15,152	8,839	15,152	15,152		
5315	Pastoral Care SECA/FICA	1,073	1,159	1,159	676	1,159	1,159		

Presbytery of Northern Waters
Budget Worksheet
For the Seven Months Ending July 31, 2024

		2022 Actual	2023 12 Mo Actual	2023 Budget	2024 YTD Actual	2024 12 Mo Budget	2025 Budget
5320	Pastoral Care Benefits	1,478	748	1,000	1,000	1,000	1,000
5350	Pastoral Care Travel & Expens	2,922	1,289	3,000	2,127	2,000	2,500
	Total Pastoral Care & Connections	19,503	18,348	20,311	12,642	19,311	19,811
Administrative Assistant							
5410	Office Manager Salary	13,558	13,862	16,230	11,466	19,656	22,156
5413	Office Mgr Flex Spending	0	466	500	0	0	
5415	Office Mgr FICA	1,037	1,060	1,242	877	1,504	1,695
5420	Office Mgr Benefits	1,458	1,166	1,623	4,662	8,062	9,087
5450	Office Mgr Trav&Expense	0	421	300	148	300	400
	Total Administrative Assistant	16,053	16,975	19,895	17,153	29,522	33,338
Insurance							
5510	Workers Compensation Insurance	1,414	(128)	1,000	112	1,500	1,500
5520	Property & Liab Insurance	4,595	3,772	4,000	2,767	3,000	3,000
	Total Insurance	6,009	3,644	5,000	2,879	4,500	4,500
Presbytery Office Expenses							
5610	Office Rent	0	6,000	0	3,500	6,000	6,000
5611	Utilities	5,967	2,221	4,000	0	0	0
5612	Building Maintenance	382	197	500	0	0	0
5613	Snow Removal/Lawn Care	1,020	0	3,200	0	0	0
5615	Office Cleaning	0	0	100	0	0	0
5620	Office Supplies	2,064	708	1,200	1,645	1,400	2,000
5630	Postage	527	498	750	129	750	500
5640	Telephone & ISP	2,162	1,870	2,100	366	1,000	1,000
5645	Website	114	186	250	266	200	300
5650	New Equipment	0	0	750	0	750	750
5660	Equipment Maintenance	350	333	1,000	115	250	250
5670	Miscelaneous	0	0	300	0	250	250
5695	Depreciation	4,453	488	4,800	0	1,000	1,000
	Total Pres Office Expenses	17,039	12,501	18,950	6,021	11,600	12,050
Presbytery Judicatory							
5710	Presbytery Meeting	4,263	2,564	2,500	0	3,500	3,500
5720	Moderator/Commissions/Misc	0	626	1,000	742	1,000	1,000

Presbytery of Northern Waters
Budget Worksheet
For the Seven Months Ending July 31, 2024

		2022 Actual	2023 12 Mo Actual	2023 Budget	2024 YTD Actual	2024 12 Mo Budget	2025 Budget
5730	Presbytery Leadership Expense	0	590	1,000	187	1,000	1,000
	Total Presbytery Judicatory	4,263	3,780	4,500	929	5,500	5,500
Other Expense							
5920	Legal Fees	0	28	0	0	0	0
5930	Administrative Commissions	0	345	100	0	500	500
	Total Other Expense	0	373	100	0	500	500
Per Capita Apportionment							
5990	GA Per Capita Apportionment	32,283	34,248	34,248	18,042	30,929	31,837
5995	Synod Per Capita Apportionment	19,773	19,124	19,124	10,126	17,358	16,154
	Total Per Capita Apportionment	52,056	53,372	53,372	28,168	48,287	47,991
	Total Operating Expenses	170,388	171,524	185,927	102,152	183,619	188,339
PROGRAM & MISSION EXPENSES							
Committee on Ministry							
6010	Committee on Ministry	0	88	500	32	250	250
6060	Sexual Misconduct Response Com	0	0	200	0	100	100
6080	Care and Nurture	1,123	500	1,500	0	1,000	1,000
	Total COM	1,123	588	2,200	32	1,350	1,350
Presbytery Committees/Programs							
6110	Nominating Committee	38	0	100	0	100	100
6130	Preparation for Ministry	0	35	100	0	100	100
6145	CPM/CRE	485	2,500	2,500	0	1,000	1,000
6170	Mission Resale Items	794	204	200	(30)	200	200
	Total Pres Committees/Programs	1,317	2,739	2,900	(30)	1,400	1,400
Program Strategy							
6210	Program Strategy Committee	0	0	100	0	100	100
6220	Program Resources	0	0	500	0	500	500
	Total Program Strategy	0	0	600	0	600	600
Council Programs & Committees							
6310	Overtures & Bylaws	0	0	50	0	50	50
6330	Council Meeting Expense	0	0	500	0	300	300
6340	Finance & Budget	34	34	75	0	75	75

Presbytery of Northern Waters
Budget Worksheet
For the Seven Months Ending July 31, 2024

		2022 Actual	2023 12 Mo Actual	2023 Budget	2024 YTD Actual	2024 12 Mo Budget	2025 Budget
6350	Personnel	49	32	100	0	100	100
6360	PNW Representation	0	0	100	0	100	0
6380	Commissioner Orientation	0	0	0	0	250	0
	Total Council	83	66	825	0	875	525
Camping							
6430	Youth Triennium	2,000	2,000	2,000	1,167	2,000	2,000
6440	Camping Scholarships	0	8,000	8,000	0	8,000	8,000
6450	Clearwater Forest	8,000	8,000	8,000	0	8,000	8,000
	Total Camping	10,000	18,000	18,000	1,167	18,000	18,000
Other							
6620	WhiteFish Cemetery Maintenance	500	500	500	0	500	500
	Total Other	500	500	500	0	500	500
	Total Program & Mission Expenses	13,023	21,893	25,025	1,169	22,725	22,375
	Total Expenses	183,411	193,417	210,952	103,321	206,344	210,714
	TOTAL OPERATING & MISSION	(43,907)	11,593	(28,161)	10,772	(26,940)	(15,858)

Presbytery of Northern Waters
Budget Worksheet
For the Seven Months Ending July 31, 2024

Per Capita History	2022 Actual 2022	2023 12 Mo Actual	2023 Budget 2023	2024 YTD Actual	2024 12 Mo Budget 2024	2025 Budget 2025
Membership for per capita	3610		3477		3,156	2,937
Percentage change in membership	-3.2%		-3.7%		-9.2%	-6.9%
GA portion	8.98		9.85		9.80	10.84
Synod portion	5.50		5.50		5.50	5.50
Presbytery portion	17.52		17.65		18.70	21.66
Total Per Capita Apportionment	$32.00		$33.00		$ 34.00	$ 38.00
PNW portion of Per Capita	$63,247		$ 61,369		$ 59,017	$ 63,615

NOTE: The following requested items were not included in the 2025 budget draft above due to the fact that the budget is already forecasted to have a significant deficit.

(1) Nominating Committee request for $1000 for retreat and for travel & pulpit supply for visiting churches. Visiting churches is felt to not be for Nominating but for Moderator team and Ken Ribe.

(2) PSC request for $7,500 for Winter Youth Retreat--already have Triennium and camping scholarships

(3) PSC request for $3,000 for commissioner travel to Presbytery meetings. Please note that the Presbytery voted in October 2008 to delete this from future budgets and should take an action of the Presbytery to reverse that action. Also, we feel the deficit is too large already.

NOTE: It has come to our attention that the PNW has the lowest per capita apportionment in the Synod and at last known comparison was $7.59 lower than average. In order to lower the projected deficit this draft of the budget includes an increase of about 1/3 of that amount plus the actual 2025 amount for the Synod and the General Assembly rounded to the dollar (total per capita).

Statement of Activity

Presbytery of Northern Waters
Statement of Activities
For the Nine Months Ending September 30, 2024

		Current Month	Year to Date	Budget to Date	Annual Budget	Budget Remain	Last Year to Date
INCOME							
4001	Per Capita Apportionm	$ 12,246.72	68,291.16	$ 80,478	107,304	(39,013)	79,833
4002	Prior Year Per Capita	0.00	3,884.00	0	0	3,884	8,651
4050	CPS Staff Support	833.34	7,500.06	7,500	10,000	(2,500)	7,500
4101	Presbytery Mission Inc	1,940.50	25,479.60	32,250	43,000	(17,520)	26,106
4305	From Camp Galilee Fu	0.00	0.00	2,250	3,000	(3,000)	0
4401	Interest-Operating Fun	8.16	12,330.65	12,075	16,100	(3,769)	278
4402	Interest/Mission Fund	164.84	21,671.38	0	0	21,671	17,995
4410	Miscellaneous Revenue	2.00	502.00	0	0	502	20
	Total Income	15,195.56	139,658.85	134,553	179,404	(39,745)	140,383
OPERATING EXPENSES							
Resource Person							
5010	Genl Presbyter Salary	2,272.68	20,454.12	20,454	27,272	6,818	20,454
5015	Genl Presbyter SECA/F	173.86	1,564.74	1,564	2,086	521	1,565
5020	Genl Presbyter Benefits	0.00	0.00	750	1,000	1,000	542
5050	Genl Presbyter Trav&E	0.00	1,695.12	3,750	5,000	3,305	2,601
	Total Resource Person	2,446.54	23,713.98	26,518	35,358	11,644	25,162
Stated Clerk							
5110	Stated Clerk Salary	1,262.68	11,364.12	11,364	15,152	3,788	11,364
5115	SC/MC SECA/FICA	96.60	869.35	869	1,159	290	869
5120	Stated Clerk Benefits	0.00	0.00	750	1,000	1,000	0
5150	Stated Clerk Travel	0.00	2,687.52	1,125	1,500	(1,188)	766
	Total Stated Clerk	1,359.28	14,920.99	14,108	18,811	3,890	12,999
Pastoral Care							
5310	Pastoral Care Salary	1,262.68	11,364.12	11,364	15,152	3,788	11,364
5315	Pastoral Care SECA/FI	96.60	869.35	869	1,159	290	869
5320	Pastoral Care Benefits	0.00	1,000.00	750	1,000	0	748
5350	Pastoral Care Travel &	0.00	2,126.93	1,500	2,000	(127)	942
	Total Pastoral Care	1,359.28	15,360.40	14,483	19,311	3,951	13,923
Office Manager							
5410	Office Manager Salary	1,638.00	14,742.00	14,742	19,656	4,914	10,557
5413	Office Mgr Flex Spendi	0.00	0.00	0	0	0	466
5415	Office Mgr FICA	125.30	1,127.74	1,128	1,504	376	808
5420	Office Mgr Benefits	985.57	6,142.05	6,046	8,062	1,920	1,056
5450	Office Mgr Trav&Expe	0.00	147.90	225	300	152	121
	Total Admin Assistant	2,748.87	22,159.69	22,141	29,522	7,362	13,008
Treasurer							
5210	Bookkeeping	465.06	4,185.48	4,635	6,180	1,995	4,185
5250	Treasurer/Chair F&B T	223.78	305.04	225	300	(5)	0
5270	Audit Expense	0.00	0.00	2,813	3,750	3,750	3,750
	Total Treasurer	688.84	4,490.52	7,673	10,230	5,739	7,935
Insurance							
5510	Workers Compensation	0.00	112.00	1,125	1,500	1,388	(128)
5520	Property & Liab Insura	0.00	2,766.84	2,250	3,000	233	3,772
	Total Insurance	0.00	2,878.84	3,375	4,500	1,621	3,644
Presbytery Office Expenses							
5610	Office Rent	500.00	4,500.00	4,500	6,000	1,500	4,500
5611	Utilities	0.00	0.00	0	0	0	2,221
5612	Building Maintenance	0.00	0.00	0	0	0	182
5620	Office Supplies	0.00	1,645.30	1,050	1,400	(245)	708
5630	Postage	19.99	169.12	563	750	581	238
5640	Telephone & ISP	79.00	523.50	750	1,000	477	1,666

Presbytery of Northern Waters
Statement of Activities
For the Nine Months Ending September 30, 2024

		Current Month	Year to Date	Budget to Date	Annual Budget	Budget Remain	Last Year to Date
5645	Website	0.00	265.50	150	200	(66)	186
5650	New Equipment	0.00	0.00	563	750	750	0
5660	Equipment Maintenanc	0.00	115.05	187	250	135	135
5670	Miscelaneous	0.00	0.00	187	250	250	0
5695	Depreciation	0.00	0.00	750	1,000	1,000	0
	Total Pres Office Expe	598.99	7,218.47	8,700	11,600	4,382	9,836
Presbytery Judicatory							
5710	Presbytery Meeting	0.00	0.00	2,625	3,500	3,500	232
5720	Moderator/Commission	0.00	741.74	750	1,000	258	0
5730	Presbytery Leadership	22.23	236.86	750	1,000	763	0
	Total Presbytery Judica	22.23	978.60	4,125	5,500	4,521	232
Presbytery Committees/Programs							
	Total Pres Committees/	0.00	0.00	0	0	0	0
Other Expenses							
5920	Legal Fees	0.00	0.00	0	0	0	10
5930	Administrative Commi	0.00	0.00	375	500	500	345
	Total Other Expenses	0.00	0.00	375	500	500	355
Per Capita Apportionment							
5990	GA Per Capita Apporti	2,577.42	23,196.78	23,197	30,929	7,732	25,686
5995	Synod Per Capita Appo	1,446.50	13,018.50	13,019	17,358	4,340	14,343
	Total Per Capita Appor	4,023.92	36,215.28	36,216	48,287	12,072	40,029
	Total Operating Expens	13,247.95	127,936.77	137,714	183,619	55,682	127,123
PROGRAM & MISSION EXPENSES							
Committee on Ministry							
6010	Committee on Ministry	0.00	31.92	187	250	218	0
6060	Sexual Misconduct Res	0.00	0.00	75	100	100	0
6080	Care and Nurture	0.00	0.00	750	1,000	1,000	500
	Total COM	0.00	31.92	1,012	1,350	1,318	500
Committeeon Preparation for Ministry							
6130	Preparation for Ministr	0.00	0.00	75	100	100	0
6145	CPM/CRE	0.00	0.00	750	1,000	1,000	0
	Total CPM	0.00	0.00	825	1,100	1,100	0
Nominating Committee							
6110	Nominating Committee	0.00	0.00	75	100	100	0
	Total Nominating Com	0.00	0.00	75	100	100	0
Programs							
6170	Mission Resale Items	108.31	78.31	150	200	122	396
	Total Programs	108.31	78.31	150	200	122	396
Camping							
6430	Youth Triennium	166.67	1,500.03	1,500	2,000	500	1,500
6440	Camping Scholarships	0.00	0.00	6,000	8,000	8,000	6,000
6450	Clearwater Forest	8,000.00	8,000.00	6,000	8,000	0	8,000
	Total Camping	8,166.67	9,500.03	13,500	18,000	8,500	15,500
Program Strategy							
6210	Program Strategy Com	0.00	0.00	75	100	100	0
6220	Program Resources	0.00	0.00	375	500	500	0
	Total Program Strategy	0.00	0.00	450	600	600	0

Presbytery of Northern Waters
Statement of Activities
For the Nine Months Ending September 30, 2024

Structure		Current Month	Year to Date	Budget to Date	Annual Budget	Budget Remain	Last Year to Date
	Total Structure	0.00	0.00	0	0	0	0
Council Programs & Committees							
6310	Overtures & Bylaws	0.00	0.00	38	50	50	0
6330	Council Meeting Expen	0.00	0.00	225	300	300	0
6340	Finance & Budget	15.98	15.98	56	75	59	34
6350	Personnel	0.00	0.00	75	100	100	32
6360	PNW Representation	0.00	0.00	75	100	100	0
6380	Commissioner Orientat	0.00	0.00	187	250	250	0
	Total Council Program	15.98	15.98	656	875	859	66
6620	WhiteFish Cemetery M	0.00	0.00	375	500	500	500
	Total Program & Missi	8,290.96	9,626.24	17,043	22,725	13,099	16,962
	Total Expenses	21,538.91	137,563.01	154,757	206,344	68,781	144,085
	TOTAL OPERATING	$ (6,343.35)	2,095.84	$ (20,204)	(26,940)	29,036	(3,702)

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Statement of Financial Position

Presbytery of Northern Waters
Statement of Financial Position
September 30, 2024

Acct				Last Year
			ASSETS	
Current Assets				
1010	Nat'l Bank Commerce-Checking	$	6,117.05	11,750.46
1110	Nat'l Bank of Commerce-Savings		50,932.11	197,178.80
1200	NBoC CD 19495910 4.925%		151,500.00	0.00
1201	NBoC CD 19513613 4.45%		50,000.00	0.00
1300	Accounts Receivable		3,000.00	3,196.88
	Total Current Assets		**261,549.16**	**212,126.14**
Property and Equipment				
1600	Office Equipment		31,264.26	31,264.26
1650	Accum Depr-Office Equip		(28,824.78)	(28,336.88)
	Total Property and Equipment		**2,439.48**	**2,927.38**
Other Assets				
1410	Investments-Missions BI-NCF		74,765.96	150,634.40
1411	Investments-Missions Gth-NCF		106,746.01	0.00
1420	Investments-ChurchVitality-NCF		205,001.04	191,996.03
1430	Investments-Mission-PILP 1289		15,000.00	15,000.00
1431	Investments-Mission-PILP 1290		15,000.00	15,000.00
1432	Investments-Mission-PILP 8304		67,227.55	65,981.20
1433	Investments-Mission-PILP 8305		64,829.03	63,761.71
1450	Camp Galilee Fund-NCF		77,935.72	72,357.96
	Total Other Assets		**626,505.31**	**574,731.30**
	Total Assets	**$**	**890,493.95**	**789,784.82**
			LIABILITIES	
Current Liabilities				
2000	Prepaid Per Capita/Mission-A/P	$	1,997.00	544.00
2001	GA Unified Mission		705.50	667.50
2002	GA Designated Mission		333.33	796.66
2004	One Great Hour of Sharing		1,818.00	0.00
2005	Peace & Global Witness Offer		33.33	130.00
2006	Pentecost Offering		12.00	0.00
2021	Synod Unified Mission		184.00	165.00
2060	Designated-Clearwater Forest		2,648.00	0.00
2099	Accounts Payable Neighborhood		50,000.00	0.00
	Total Current Liabilities		**57,731.16**	**2,303.16**
Long-Term Liabilities				
	Total Long-Term Liabilities		**0.00**	**0.00**
	Total Liabilities		**57,731.16**	**2,303.16**
			FUND BALANCES	
Undesignated Fund Balances				
3000	Undesignated Net Assets	$	120,566.30	101,285.66
3005	Working Capital Reserve-4 mos		68,781.00	70,314.00
3010	Fixed Asset Reserves		2,439.48	10,680.15
Designated Fund Balances				
	Church Vitality		219,088.62	191,996.03
	Ironwood AC		0.00	2,083.73

Presbytery of Northern Waters
Statement of Financial Position
September 30, 2024

Acct			Last Year
	Leadership Schol/Speakers	15,518.11	16,968.11
	COM Care & Nurture	5,000.00	5,000.00
	Phillips Church Bldg Grant	0.00	0.00
	Seminary Debt Assistance Grants	56,321.40	56,321.40
	Office Equip Replacement	0.00	0.00
	Legal Fees	1,500.00	1,500.00
	Revolving Loans	80,000.00	80,000.00
	PNW Peacemaking	12,488.86	11,414.98
	Seminarian Scholarships	1,995.71	1,305.71
	DE RE Morris Memorial	834.82	431.22
	CA Oberg Memorial	1,322.69	1,169.41
	Camping Scholarships	5,169.52	7,969.51
	Restoring Creation Enabler	0.00	0.00
	SDOP	1,119.01	1,119.01
	Mission Trips	950.67	2,863.27
	Bicentenl CRE Training	0.00	0.00
	Youth Triennium	5,269.63	2,884.91
	Cornelius	0.00	0.00
	Camp Galilee	77,935.72	72,357.96
	Portugal Travel	618.03	618.03
	Argetsinger	2,246.83	1,402.57
	Office Sale	151,500.55	151,500.55
	Total Designated Funds	**638,880.17**	**608,906.40**
Restricted Fund Balances			
	Jalmer	0.00	0.00
	Total Fund Balances	**830,666.95**	**791,186.21**
	Current Year Operating	**2,095.84**	**(3,704.55)**
	Total Net Assets	**832,762.79**	**787,481.66**
	Total Liabilities & Fund Balances	**$ 890,493.95**	**789,784.82**

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Designated Funds Summary

Presbytery of Northern Waters
DESIGNATED FUNDS SUMMARY
Recap of Income and Expenses
For the Period Ending September 30, 2024

DESIGNATED FUND		Year-to-Date	Acct #	Last YTD
Church Vitality	$	285,175.28	3610	200,888.56
Church Vitality-income		42,168.14	4610	209.97
ChurchVitality-expenses		(108,254.80)	7610	(9,102.50)
		219,088.62		191,996.03
Admin Comm-Ironwood-Income		0.00	4612	0.00
Admin Comm-Ironwood-Income		0.00	4612	0.00
Admin Comm-Ironwood-Expense		0.00	7612	0.00
		0.00		0.00
Leadership Scholarship/Speaker		16,968.11	3615	19,495.44
Leadership Schol/Speak-income		0.00	4615	0.00
Leadership Schol/Speak-expense		(1,450.00)	7615	(2,527.33)
		15,518.11		16,968.11
COM Care & Nurture		5,000.00	3616	5,000.00
COM Care & Nurture Income		0.00	4616	0.00
COM Care & Nurture Expense		0.00	7616	0.00
		5,000.00		5,000.00
Seminary Debt AssistanceGrants		56,321.40	3623	56,321.40
Seminary Debt AssistGrants-inc		0.00	4623	0.00
Seminary Debt AssistGrants-exp		0.00	7623	0.00
		56,321.40		56,321.40
Reserve for Legal Fees		1,500.00	3629	1,500.00
Reserve for Legal Fees-income		0.00	4629	0.00
Reserve for Legal Fees-expense		0.00	7629	0.00
		1,500.00		1,500.00
Revolving Loan Funds		80,000.00	3632	80,000.00
Revolving Loan Funds-income		0.00	4632	0.00
Revolving Loan Funds-expense		0.00	7632	0.00
		80,000.00		80,000.00
PNW Peace Projects		12,351.99	3635	10,864.98
PNW Peace Projects-income		136.87	4635	550.00
PNW Peace Projects-expense		0.00	7635	0.00
		12,488.86		11,414.98
Seminarian Scholarships		1,995.71	3638	1,305.71
Seminarian Scholarships-income		0.00	4638	0.00
Seminarian Scholarships-expens		0.00	7638	0.00
		1,995.71		1,305.71
DE & RE Morris Memorials		529.86	3641	139.04
DE & RE Morris Memorials-inc		304.96	4641	292.18
DE & RE Morris Memorials-exp		0.00	7641	0.00

Presbytery of Northern Waters
DESIGNATED FUNDS SUMMARY
Recap of Income and Expenses
For the Period Ending September 30, 2024

	Year-to-Date	Acct #	Last YTD
	834.82		431.22
CA Oberg Memorial Fund	1,206.86	3644	1,058.43
CA Oberg Memorial Fund-inc	115.83	4644	110.98
CA Oberg Memorial Fund-exp	0.00	7644	0.00
	1,322.69		1,169.41
Camping Scholarships	9,969.52	3647	4,849.48
Camping Scholarships	0.00	4647	6,000.03
Youth Camping-expense	(4,800.00)	7647	(2,880.00)
	5,169.52		7,969.51
SDOP	1,119.01	3653	1,119.01
SDOP Income	5,000.00	4653	0.00
SDOP Education-expense	(5,000.00)	7653	0.00
	1,119.01		1,119.01
Reserve for Mission Trips	2,863.27	3659	5,359.05
Reserve for Mission Trips-inc	1,625.00	4659	931.25
Reserve for Mission Trips-exp	(3,537.60)	7659	(3,427.03)
	950.67		2,863.27
Bicentl CRE Training	0.00	3662	0.00
Bicent CRE Training-income	0.00	4662	0.00
Bicent CRE Traing-expense	0.00	7662	0.00
	0.00		0.00
Youth Triennium Reserve	3,384.92	3665	6,888.88
Youth Triennium Income	1,500.03	4665	1,500.03
Youth Triennium-expense	384.68	7665	(5,504.00)
	5,269.63		2,884.91
Camp Galilee	74,635.24	3671	69,749.32
Camp Galilee-income	3,300.48	4671	2,608.64
Camp Galilee-expense	0.00	7671	0.00
	77,935.72		72,357.96
Portugal Travel Fund	618.03	3674	618.03
Portugal Travel Fund-income	0.00	4674	0.00
Portugal Travel Fund-expense	0.00	7674	0.00
	618.03		618.03
Argetsinger	1,608.89	3677	791.49
Argetsinger-income	637.94	4677	611.08
Argetsinger-expense	0.00	7677	0.00
	2,246.83		1,402.57
Sale of Office	151,500.55	3695	0.00
Office Sale-income	0.00	4695	151,500.55
Office Sale-expense	0.00	7695	0.00

Presbytery of Northern Waters
DESIGNATED FUNDS SUMMARY
Recap of Income and Expenses
For the Period Ending September 30, 2024

		Year-to-Date	Acct #	Last YTD
		151,500.55		151,500.55
Total Designated Funds	$	638,880.17		606,822.67

Clearwater Forest Representatives Report — Paul Rigstad and Robyn Weaver

Paul recognized the fantastic employees of Clearwater Forest. There was no camp in 2020 instead they expanded the building. 2022 had 236 campers, 2023 had 338 campers, 2024 had 522 campers. 2024 has been a very successful year. Last year camp faced significant damage to 29 roofs due to hail. 25 of the buildings have had roofs replaced. The other 24 have tile roofs that have been difficult to source. The total cost of the 29 roofs will be about $1.5 million. This year is the 100th anniversary of Eagle Lodge. They will be restarting the capital campaign to be used for a new building to replace Osprey house. Paul is honored to be on the board of directors. Robyn reported they have continued to bring on wonderful staff, including international students. They are excited for the re-accredidation and the opportunities that are now available. Advisory council was brought in to discovery how to regroup the camp. The camp has tried to switch gears to be more of a conference center due to the decrease of presbytery and church sizes. The board is aware that it is becoming more difficult for churches and presbyteries to come due to increased costs. Robyn acknowledge that the Presbytery may not be able to afford to come next year due to the cost of subsidizing.

Unfinished Business — Chip Holt, Moderator

There was no unfinished business.

New Business — Chip Holt, Moderator

Chip, moderator, gave the floor to Corey Larsen. Corey recognized Rev. Ken Ribe's upcoming retirement at the end of the year from Pastoral Care of the Presbytery of Northern Waters.

Chip, moderator, gave the floor to David Ononogbu. David thanked the Presbytery for inviting him to Presbytery. He noted that there was a lack of youth at the meeting. He advised that the youth are our future and should be present at meetings.

Report of Roll Clerk and Offerings received — Brad Carloss, Stated Clerk

Brad reported the report of roll and offerings received as compiled by Amanda Keppers, roll clerk. The report follows:

	In Person	**Virtual**	**Total**
Ministers of Word and Sacrament	11	5	16
Ruling Elders	5	6	11
Commissioned Ruling Elder	3	0	3
Council Members	0	0	0
Inquirers/Candidates	1	0	1
Corresponding Members	3	0	3
Staff	3	1	4
Visitors/Observers	3	0	3
Total	**29**	**12**	**41**

Peace and Global Witness Offering	$167.00
Christmas Joy Offering	$167.00
Total Offering	**$334.00**

Meeting attendance follows:

Roll October 11-12, 2024 Clearwater Forest and Zoom Presbytery of Northern Waters Stated Presbytery Meeting		
Church	Commissioners (Ruling Elders)	Visitors/Observers
Ashland United Presbyterian-Congregational	Michael Van Uytven - In Person	
Babbit Woodland Presbyterian		
Bayfield Bayfield Presbyterian		
Bemidji First Presbyterian	Ruth Anderson - Virtual	
Bigfork-Bowstring Bowstring Chapel Presbyterian		
Blackduck First Presbyterian		
Bovey Lawron Presbyterian		
Brule		

Brule Presbyterian		
Calumet Calumet Community		
Carlton River's Edge	Paul Meysembourg - Excused	
Chippewa Falls First Presbyterian		
Cloquet Presbyterian Church of Cloquet		
Coleraine First United Church - Coleraine & Bovey	Candy Deal - Virtual	
Cornell First Presbyterian		
Duluth First Presbyterian		
Duluth *Glen Avon Presbyterian*		
Duluth Lakeside Presbyterian	Cindy Martinson – In Person	
Duluth Pike Lake Presbyterian	Peggy Lundeen- Excused	
Eau Claire First Presbyterian	Paula Tibbs- Virtual	
Eau Claire North Presbyterian		
Ely First Presbyterian		
Gordon St. Croix Presbyterian		
Grand Rapids Community Presbyterian		
Hannibal New Hope Presbyterian		
Hibbing First Presbyterian		
Hurley First Presbyterian		
Keewatin Congregation of the Good Shepherd		

Lac du Flambeau Community Presbyterian		
Manitowish Waters Community Presbyterian	Hope Dougherty - Virtual	
McGrath Calvary Presbyterian		
McGregor Round Lake Presbyterian		
Phillips First Presbyterian	Angela Michler – Virtual	
Rice Lake United Presbyterian		
Silver Bay United Protestant		
Superior Country Peace Presbyterian	Sue Hendrickson - Virtual	
Superior United Presbyterian	Cameron Campbell – Excused	Jim Willmore-Tech Support
Tamarack First Presbyterian		
Two Harbors United Church of Two Harbors	Roger Anderson – In Person	
Virginia Hope Community Presbyterian	Judy Erickson – In Person	Dawn Trexel – In Person
Wahkon Wahkon Presbyterian		
Willow River First United Presbyterian		
Winter First Presbyterian		

Minister of Word and Sacrament		
Name	**Status**	**Present/Absent/Excused**
Arneson, Matthew	Phillips, WI	Excused
Aslyn, H. Duane	Retired	Absent
Bell, Dianna	Retired Vice Moderator	Present – In Person
Bell, Kathryn	Chaplain- St. Louis County Jail	Absent
Biddle, Lindsay	Pioneer Parish, WI	Absent
Blood, Richard	Retired, Staff – General Presbyter	Present – In Person

Boyer, Barry	Retired	Present - Virtual
Bump, Don	Retired	Absent
Calbreath, C. Bruce	Retired	Absent
Carloss, E. Bradley	Retired, Staff – Stated Clerk	Present – In Person - Staff
Christenson, Wendy	Virginia, MN	Excused
Cooper, Peggy	Retired	Absent
Davis, Frank	Retired	Absent
Deever, Nancy	Retired	Absent
Deters, James	Ashland, WI	Present – Virtual
Duquette, Dorothy	Bovey, Calumet, Coleraine, MN	Present – In Person
Foote, Brett	UPC Superior, WI	Excused
Gibbs, John G.	Retired	Absent
Goodin, Robert	Retired	Excused
Goodin, Susan	Retired	Excused
Guthrie, David	Retired	Absent
Harrison, Janelle	Retired	Absent
Henely, Ron	Retired	Excused
Hickman, Robert	Retired	Absent
House, Charles	Retired	Absent
Huenemann, Joel	Retired	Absent
Johnson, Dewey	Retired, Rice Lake, WI	Absent
Johnson, Sharon	Retired	Absent
Jutila, Kari	Lakeside – Duluth, MN	Present – In Person
Kolmodin, Kate	Chaplain	Absent
Larsen, Corey	Ely, MN	Present – In Person
Lee, Lawrence	Bayfield, WI	Present – Virtual
Liebenstein, Elizabeth	Chaplain	Absent
Light, Robert	Retired	Absent
Mann, John	Retired	Present – Virtual
Muck, Terry	Retired Lac du Flambeau	Absent
Nielsen, Eric	Retired	Absent
Paulson, Chips	Retired	Excused
Peterson, Eric	Manitowish Waters, WI	Present – In Person
Ribe, Ken	Retired, Staff – Pastoral Care	Present – In Person
Robertson, Darrel	Retired	Absent
Talley, C. Arlin	Retired	Excused
Schiller, Jason	Grand Rapids, MN	Present – In Person
Schuder, Karen	Member-At-Large	Present – In Person
Stangl, Kate	Retired	Present- In Person
Waid, Roger	Retired	Excused
Walker, Kathryn Reid	First Eau Claire, WI	Present - Virtual
Weaver, Lon	Glen Avon- Duluth, MN	Present- Virtual

Weaver, Robyn	Glen Avon- Duluth, MN	Present – In Person
Workman, Douglas	Retired	Excused
Yingling, John	Retired	Absent
Ministers of Word and Sacrament Temporary Relationships		
Name	**Status**	**Present**
Cole, Ray	First- Bigfork, MN	Absent
Lofgren, Aaron	Keewatin, MN	Absent
Wynands, Seth ELCA	Carlton, MN	Absent
Commissioned Ruling Elders		
Name	**Status**	**Present**
Holt, Chip	Bemidji, MN	Present – In Person
Larson, Katie	Hibbing, MN	Absent
Lewis, Sharron (ELCA)	Bigfork-Bowstring, MN	Absent
MacGregor, Andrew	Tamarack Healthcare	Present – In Person
Shideler, Mary	Grand Rapids, MN	Absent
Thompson, Bev	Maplewood Parish	Absent
Williams, Ed	Chippewa Falls, WI	Present – In Person
Candidates & Inquirers		
Langholtz, Jocelyn	Candidate- Ashland	Present- In Person
Council Members		
Peterson, Phil	Chair	Excused
Voss, Mary	Personnel	Excused
Corresponding Members		
René Myers	Mission	Present – In Person
Kyle Nolan	Presbyterian Foundation	Present – In Person
David Ononogbu	Nigeria Presbytery	Present – In Person
Visitor/Observer - Other		
Sheryl Carloss		Present – In Person
Kyle Chisholm		Present – In Person
Paul Rigstad	Clearwater Representative	Present – In Person
Presbytery Staff		
Keppers, Amanda	Office Admin, Minutes & Roll Clerk	Present – In Person
Wilkinson, Jay	Treasurer	Present - Virtual

Adjournment **Chip Holt, Moderator**

MSC- A motion to adjourn the meeting was made by Roger Anderson, seconded by Ed Williams, and carried unanimously.

Closing Prayer **Chip Holt, Moderator**

Chip, moderator closed the meeting with prayer at 11:07am with blessings of safe travels.

Meeting minutes respectfully submitted by

Amanda Keppers

Minutes and Roll Clerk

Stated Meeting Minutes approved by Council January 28, 2025