



2021 Fall Stated Meeting Minutes

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**PRESBYTERY OF YUKON
FALL 2021 STATED MEETING/MEETING OF THE CORPORATION**

Zoom Meeting
October 6 - 10, 2021 DRAFT MINUTES
Theme Scripture: *Psalm 69*

WEDNESDAY, OCTOBER 6 - Plenary session 1

OPENING SERVICE OF WORSHIP

Presbytery opened with a devotional worship service at 7:06 pm. Rev. Henry Woodall read Psalm 69 (NIV) and led in the singing of *Save Me Oh God; I Sink in Floods*.

CONVENE

Moderator Dennis Berry convened the fall meeting at 7:20 pm. Participants joined via videoconference or phone. Henry Woodall led in the opening prayer

DECLARATION OF QUORUM

The moderator declared a quorum. In accordance with G-3.0304 and bylaw provisions, elders representing at least three churches, three ministers and a minimum of 10% of members present constitutes a quorum.

Current Presbytery membership (active ministers + enrolled elders) . 57

Plenary session 1 attendance:

Number of minister members present: 14

Number of elders enrolled and present (representing 14 churches) ... 20

Percentage of members present..... 60 %

ROLL

The roll consisted of individuals present at any of the three plenary sessions via video or audio means.

Ministers of Word & Sacrament members present (16)

- Leisa Carrick – *interim executive presbyter; co-pastor, United Protestant Church*
- Timothy Carrick – *co-pastor, United Protestant Church*
- Wendy Christianson – *assistant pastor, Utqiagvik PC*
- Britton Johnston – *member-at-large*
- Curt Karns – *honorably retired*
- Neill McKay – *pastor, University Community PC*
- Jennifer Pottinger – *chaplain, Alaska National Guard*
- Matt Schultz – *pastor, First Anchorage PC*
- Henry Woodall – *pastor, First Wasilla PC*
- Piper Cartland – *pastor, Eagle River PC (Wed. only)*
- Ellen Johnson-Price – *supply pastor, Immanuel PC*
- Luke Jones – *pastor, Jewel Lake Parish*
- Richard Mauer – *pastor, Delta PC*
- Israel Nelson – *honorably retired*
- Joseph Reid – *stated supply, Utqiagvik PC*
- Johan Shin – *member-at-large*

Commissioned pastors (CP) present (5)

- Joseph Brock – *United Protestant Church*
- Debbie Melton – *United Protestant Church*
- Matt Tinkelenberg – *New Hope Church*
- Lois Hildenbrand – *University Community PC*
- Beulah Nowpakahok – *Gambell PC*

Churches represented by an elder commissioner (14) *

- Delta PC – *CP Mary Ellen Lucas*
- First Anchorage PC – *Winifred Findlay*
- Immanuel PC – *Elsie Eckman, Joanne Potts*
- Kaktovik PC – *Ida Angasan, Nora Jane Burns*
- New Hope Church – *Ron Illingworth*
- Trinity PC – *John Russell*
- University Community PC – *Margaret Durst*
- Eagle River PC – *Nancy Baisinger-Davis*
- First Wasilla PC – *Todd Broste*
- Jewel Lake Parish – *Susan Woods*
- Kuukpik PC – *Olivia Cabinboy*
- Olgonik PC – *Cora Akpik*
- United Protestant Church – *Barbara Brown*
- Utqiagvik PC – *Billy Kenton*

* For churches supplying two commissioners, only one commissioner had the right of vote in a particular session.

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Other elder voting members present (8)

Dennis Berry – *Leadership Team*
Jan Burger – *Leadership Team*
Danna Larson – *Certified Christian Educator*
Shirley Novak – *moderator, Nominating Committee*

Barbara Brown – *Leadership Team*
Bob Christensen – *Leadership Team*
Paula Long – *Leadership Team*
Sharon Rayt – *Stated Clerk*

Minister members excused/absent

Timothy Baranoski – *Army chaplain*
Sandy Faison – *honorably retired*
Dean Knapp – *honorably retired*
Youl Rhee – *honorably retired*

Patrick Bracken – *Army chaplain*
Dan Ketchum – *honorably retired*
William Ng – *honorably retired*
Elizabeth Schultz – *member-at-large*

Churches not represented by an elder commissioner

Anchor PC (placed in hiatus)
Fairbanks Korean PC
First Korean Anchorage PC
Savoonga PC

Atqasuk Chapel
Chapel in the Mountains
Gambell PC

Other voting members excused/absent

Elder Lucy Apatiki – *Leadership Team*
CP Merle Apassingok – *Gambell PC*
CP Virginia Kasak – *Kuukpik PC*
CP Marjorie Poggas – *Jewel Lake Parish*

CP Mark Ahsoak Jr. – *Utqiagvik PC*
CP Leah Hathaway – *Jewel Lake Parish*
Elder Veronica Neakok – *Leadership Team*

Guests and staff granted voice

Rev. Rob Hagan – *Regional Ministry Relations Officer, Presbyterian Foundation*
Randy Hoffbeck – *Temporary pastor, Trinity PC*
Rev. Sheryl Kinder-Pyle – *Executive Presbyter, Presbytery of Inland Northwest*
Rev. Scott Lumsden – *Co-executive Presbyter, Presbytery of Seattle*
Rev. Eliana Maxim – *Co-executive Presbyter, Presbytery of Seattle*
Elder Molly Pederson – *President, Intergenerational Arctic Ministries Board*
Rev. Irvin Porter – *Assoc. for Native American Intercultural Congregational Support, PCUSA*
Sebastian Santos – *Church report presenter, Savoonga Presbyterian Church*
Elder Elona Street-Stewart – *Co-moderator, 224th General Assembly of the PCUSA*
Rev. Shelley Wickstrom – *Bishop of the Alaska Synod, Evangelical Lutheran Church in America*

RACE RECONCILIATION AND RESTORATION (Session 1)

Current General Assembly co-moderator elder Elona Street-Stewart addressed racism in its various forms, restorative justice, and the seven steps involved in the process of working towards the goal of being a good neighbor to all: remember, remorse, repent, repair, reconciliation, resurrection, and rejoice.

ADOPTION OF THE DOCKET

With no objections, the docket was **APPROVED** as presented by the Leadership Team.

STATED CLERK'S REPORT – Sharon Rayt

The clerk presented the written report. Action items will be considered at a later session.

INTRODUCTIONS

First time elder commissioners, ministers, and guests were introduced. In accordance with the standing rules, guests presenting reports and providing expertise were granted voice at presbytery.

ELDER COMMISSIONER TESTIMONIES

New Hope Presbyterian Church – Elder Ron Illingworth

Jewel Lake Parish – Elder Susan Woods

Atqasuk Chapel – no report

Immanuel Presbyterian Church – Elder Elsie Eckman

Ellen Johnson-Price led in the prayer for these churches.

COMMITTEE ON REPRESENTATION – Ellen Johnson Price

The committee had nothing report as the Nominating Committee was unable to fill most of the General Assembly (GA) Commissioner/Young Adult Advisory Delegate slots.

NOMINATING COMMITTEE – Shirley Novak

The committee struggled to fill most GA commissioner/Young Adult Advisory Delegate slots because people were not willing to commit to setting aside several weeks for the hybrid virtual/in-person 225th General Assembly. The committee secured nominations for the elder commissioner slots to Synod. Nominations and elections are scheduled for a later session.

FELLOWSHIP

Barb Brown shared several poetic readings about joy, laughter, and cheer.

RECESS

Piper Cartland led in the evening’s closing prayer at 9:01 pm.

FRIDAY, OCTOBER 8 - Plenary session 2

RECONVENE

Moderator Dennis Berry convened the session at 7:06 pm, with Israel Nelson leading in the opening prayer.

DECLARATION OF QUORUM

The moderator declared a quorum. In accordance with G-3.0304 and bylaw provisions, elders representing at least three churches, three ministers and a minimum of 10% of members present constitutes a quorum.

Current Presbytery membership (active ministers + enrolled elders)..... 57

Plenary session 1 attendance:

Number of minister members present: 13

Number of elders enrolled and present (representing 14 churches) ... 23

Percentage of members present..... 63 %

MODERATOR APPOINTMENT

Resolutions: Matt Schultz

RACE RECONCILIATION AND RESTORATION (Session 2)

Irvin Porter addressed the Doctrine of Discovery, which became specifically a Native American issue. Curt Karns shared a bit of what presbytery has been doing the last few years and began the conversation about next steps:

1. How do we help our congregation get engaged in the conversation and be part of the process?
2. What things can we do together as a presbytery?

FELLOWSHIP

Debbie Melton facilitated a game of Presbytery of Yukon church trivia, and shared a joke.

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INTERGENERATIONAL ARCTIC MINISTRIES (IAM)

IAM Board President Molly Pederson highlighted the ministry's written report (Appendix A)

STEWARDSHIP COMMITTEE

Committee moderator Bob Christensen presented an amended 2022 budget, an increase to the original budget recommended by the Leadership Team. The original proposed budget did not include a new line item 55.

ELDER COMMISSIONER TESTIMONIES

University Community Presbyterian Church – Elder Margaret Durst

Utqiagvik Presbyterian Church – Elder Billy Kenton

Trinity Presbyterian Church – Elder John Russell

Savoonga Presbyterian Church – Sebastian Santos

Chapel in the Mountains – no report

Jan Burger led in the prayer for these churches.

RECESS FOR THE EVENING

Presbytery recessed for the evening 9: 22 pm with Matt Tinkelenberg leading in prayer.

SATURDAY, OCTOBER 9 - Plenary session 3

RECONVENE

Moderator Dennis Berry convened the day's session at 10:03 am with Joseph Reid leading in prayer.

DECLARATION OF QUORUM

The moderator declared a quorum. In accordance with G-3.0304 and bylaw provisions, elders representing at least three churches, three ministers and a minimum of 10% of members present constitutes a quorum.

Current Presbytery membership (active ministers + enrolled elders)..... 57

Plenary session 1 attendance:

Number of minister members present: 14

Number of elders enrolled and present (representing 14 churches) ... 23

Percentage of members present..... 65 %

REPORT OF THE STATED CLERK (Part 2)

Action Items

- Minutes of the February 24 – 28, 2021 Winter Stated Presbytery Meeting were **APPROVED** as presented.
- Minutes of the June 3, 2021 Called Meeting were **APPROVED** as presented.
- Motion **APPROVED** to affirm presbytery's previous action from the fall 2019 stated meeting, to amend Articles VII of the presbytery's Articles of Incorporation, as follows: . . . *The Board of Trustees shall consist of not less than four nor more than eleven fifteen members, which shall include those who hold the offices of president, vice-president, secretary and treasurer.*
This amendment aligns the Articles of Incorporation with the bylaw provision which addresses the number of members serving on the Leadership Team (aka presbytery's Board of Trustees). Presbytery was asked to affirm previous action because the amendment was not filed with the State of Alaska.

Information provided for inclusion in the minutes

- **Leadership Team Actions:** [Date of action appears in brackets.]

The Leadership Team serves as the presbytery's Board of Directors and Board of Trustees. A record of annual proceedings will be posted on the Presbytery of Yukon's website as minutes become available.

1. Fall 2021 Stated Meeting

- a. For the health and safety of our presbytery and its membership [during the pandemic], the Leadership Team decided that presbytery will gather virtually for the fall 2021 stated meeting and thanked First Presbyterian Church in Wasilla for their willingness to host. [Sept. 7]
- b. General presbytery meeting schedule [Sept. 7]
 - Opening Worship/Presbytery session 1.....Wed., October 6 7:00 – 9:00 pm
 - Presbytery session 2Fri., October 8 7:00 – 9:00 pm
 - Presbytery session 3Sat., October 9 10:00 am – 1:00 pm
 - Closing Worship.....Sun., October 10 11:00 am
- c. Churches will again be invited to participate in the presbytery-wide closing worship service. [Sept. 7]
- d. Presbytery sub-committee assignments [Aug. 18]
 - i. Docket: Dennis Berry, Jan Burger, Leisa Carrick, Paula Long, Sharon Rayt
 - ii. Closing worship service: Leisa Carrick, Matt Schultz (worship service host), Henry Woodall
 - iii. Fellowship: Debbie Melton, Barbara Brown
 - iv. Celebration: Tim Carrick
- e. Psalm 69 was designated as the fall meeting’s theme Scripture [Aug. 18]
- f. The Leadership Team designated the elder commissioner focus question: Read through Psalm 69 prior to presbytery and reflect on select verses from Psalm 69 and tell us what triggers a thought from these verses that apply to your church. [Aug. 18]
- g. The Leadership Team approved a Road System recommendation to set aside time at the next presbytery meeting to work on race, reconciliation, and restoration issues and to pull together resources for congregations. [March 22]. The original plan was to set aside the equivalent of a day to work on these issues, whether the meeting was held virtually or in person, to
 - i. Hear stories from individuals suffering from past abuses
 - ii. Offer training on structural racism
 - iii. Allot a period of time for discussion on structural racism
 - iv. Form a group prior to the meeting to work on gathering resources that can be made available to our churches.

Henry Woodall was appointed to lead a sub-committee to come up with a plan.
- h. The Leadership Team invited General Assembly co-moderators Elona Street-Steward and Rev. Gregory Bentley to the fall meeting, and recommended that Elona be asked to help lead an event focused on issues around racism. [March 22]

2. Personnel Matters

- a. Interim Executive Presbyter position [July 22, Sept. 7]
 - i. There was a consensus that the Leadership Team not seek an interim from outside the presbytery, because anyone outside the bounds of presbytery would not know our presbytery or how our presbytery operates.
 - ii. That the interim’s work be limited to administrative matters, e.g., writing the monthly presbytery newsletter articles; reviewing presbytery’s financial statements monthly; connecting people with the right people in the presbytery to do things; spending time on the phone with someone because they need to talk; keeping track of what the national church is

- doing, e.g., Wednesday meetings of the Mid-Council Leaders; and serving as the staff person for Native Ministries. Duties will be reviewed by the Leadership Team after a couple months.
- iii. The position is open to both ministers and elders with a gift for administration.
- iv. Rev. Leisa Carrick was hired to work ¼ time as the interim exec, with the aforementioned duties.
- v. Leisa will be compensated \$30,180 annually in the form of cash salary, plus contribute 8.5% of that amount as the employer's contribution to Leisa's 403b retirement savings plan.

b. Outgoing executive presbyter

The Leadership Team gave Curt Karns the 5-6 year-old computer he had been using for presbytery work and Intergenerational Arctic Ministries. All presbytery files have been transferred over to separate drive. Curt will continue to work with IAM on a volunteer basis.

3. Mission Study [Aug 18]

- a. Consultant Rev. Eliana Maxim has been hired to facilitate conversations with different groups about who we have been; who we have become; and then discerning whom God is calling us to be. Eliana will facilitate 4 – 5 group conversations via Zoom, draft a report, then meet with the Leadership Team for a final wrap-up meeting, all for a fixed \$2,000 fee.
- b. The Leadership Team, Native Ministries region, Road System region, and Ministry Commission were identified as the key conversation groups.

4. Miscellaneous Actions

- a. Certified Christian Educator elder Danna Larson has been appointed presbytery's registrar for the 2022 Youth Triennium event. [July 22]
- b. Appointment of Corporation officers: Jan Burger as President, Joseph Reid as Vice-President, Sharon Rayt as Secretary, and Joseph Brock as Treasurer. Furthermore, said officers were given the authority to sign any documents necessary and proper to sell, convey, mortgage, encumber and manage any property owned by the Corporation and to guarantee of repayment of principal and interest as required by lenders on loans of PCUSA churches within the bounds of the Presbytery of Yukon. [March 22]
- c. On the recommendation of the Road System, the Leadership Team approved joining the Association of Presbyterian Christian Educators (APCE) in order to make their resources available to the presbytery. The cost for presbytery to join is \$200/year. Presbytery will join APCE for a year at a time, for up to three years, at which time membership in APCE will be reviewed. [March 22]
- d. The Leadership Team recommended that Presbytery approve the 2022 proposed \$328,189 budget, a reduction from 2021's budget of about \$14,000. This item of business will be considered separately under the Stewardship Committee report.
- e. The Leadership Team concurred with the suggestion that the recipient of tomorrow's offering be Catholic Social Services Afghan Resettlement Program for Refugees. People also have the option of giving to their local church.

Miscellaneous Information

1. Resignations

- a. In March, Connie Irrigoo submitted her resignation as moderator of Native Ministries. Connie needed more time to grieve and focus on selling her mother's house. Ida Olemaun consented to serve as acting moderator until Native Ministries elects a new moderator.
- b. Rev. Britt Johnston resigned as the presbytery's financial secretary. Mary Kron has returned to do the

bookkeeping on a contract basis until a permanent person is hired.

2. Finance

- a. Presbytery's 2020 Financial Records have been reviewed by Dean Mielke, director of the Mission Development Certificate program. Dean's full report is attached. (Appendix B)
- b. Presbytery's Paycheck Protection Program \$30,687 loan through First National Bank of Alaska has been entirely forgiven by the Small Business Administration.

ELDER COMMISSIONER TESTIMONIES

Kaktovik Presbyterian Church – Elder Nora Jane Burns

First Anchorage Presbyterian Church – Elder Winifred Findley

United Protestant Church – Elder Barbara Brown

Gambell Presbyterian Church – moderator CP Beulah Nowpakahok

Wendy Christianson led in the prayer for the churches.

MISSION STUDY

Consultant Eliana Maxim highlighted her written report (Appendix C). Jan Burger reported that our next step is to form an executive presbyter nominating committee to be composed of 7 – 9 individuals, representative of the presbytery.

MINISTRY COMMISSION – Henry Woodall

Recommendations for Approval:

1. That the Administrative Commission (AC) for Anchor Presbyterian Church be dismissed with thanks. Unable to secure enough leadership to constitute a session, the church in 2018 requested that an AC be appointed to serve as the session. The congregation has not gathered for worship during the pandemic. The Ministry Commission placed the church on inactive status for the time being, and intends to send a letter to members/congregants to determine if there is enough interest in gathering for conversation about the church's future. Motion was **APPROVED** without objection. Danna Larson extended gratitude to pastor Britt Johnston and the Anchor congregation for their work in ministering to the homeless.
2. Commissioning request
The Delta Presbyterian Church session/Faith Lutheran Council has requested that elder Mary Ellen Lucas be commissioned to serve the church and that she be allowed to: lead worship services and preach the Gospel; administer the Lord's Supper; administer the sacrament of Baptism; perform a service of Christian marriage when invited by the session or other responsible minister and when allowed by the state; and perform a service at a funeral.

Having successfully completed core coursework required for commissioning through Dubuque Theological Seminary's Christian Leadership Program, Mary Ellen met with the Ministry Commission, which has recommended that she be examined for commissioning.

Mary Ellen read her statement of faith before answering questions limited to her personal faith, motives for seeking a commission, and areas of instruction. Presbytery arrested the examination. Motion **APPROVED** without objection, to commission elder Mary Ellen Lucas for ministry at the Delta Presbyterian/Faith Lutheran Church, with the aforementioned responsibilities, for a period of one year, after which her commission may be renewed for a term not to exceed three years. Elder Lucas was welcomed back with applause.

Elder Lucas' commissioning service took place at the Delta/Faith Lutheran church. Leisa Carrick read the duties Mary Ellen will undertake as commissioned pastor; church pastor Richard Mauer asked the

constitutional questions; and Henry Woodall posed questions to the presbytery. Pastor Mauer led in the prayer during the laying on of hands by session/council members. Shelley Wickstrom, ELCA Alaska Synod Bishop welcomed the church’s new commissioned pastor.

Actions Taken by the Ministry Commission as Delegated by the Presbytery [Date of action appears in brackets.]

1. Covenant Agreements

- a. The Ministry Commission concurred with the action of the Utqiagvik PC session to renew **Rev. Joseph Reid’s** stated supply agreement for another year, beginning March 23, 2021. This is a full-time commitment; however, Pastor Reid will be allowed to work quarterly from Atlanta, GA and from Utqiagvik as the task or work requires. Although this is a year-to-year agreement, Pastor Reid gave a 3-year notice of his intent to retire from Utqiagvik PC, effective March 23, 2024.

[July 29]. Annual compensation and benefits:

Cash Salary	\$80,000
Manse and Basic Utilities	23,143
Basic utilities	Paid
Board of Pensions core benefits.....	Paid by church
Retirement Plan	pastor may contribute ..church does not contribute
Continuing Education (Study Leave)* ..	2 weeks/year ..including 2 Sundays
Study Leave Reimbursement*	\$1,500
Vacation Leave**	4 weeks/year ..including 4 Sundays
Sick Leave ***	Paid
Worker’s Compensation	Full Coverage
Use of Vehicle	church vehicle provided ..gas & upkeep paid by the church
Travel Expenses to/from Atlanta	½ paid by church ..as determined by session
Moving expenses	as identified in 2016

- * Study leave time and reimbursement may be accrued for no more than 3 years.
- ** Vacation leave does not accumulate. For every second year, the pastor (as a bush pastor) has an additional 2-weeks’ vacation and reimbursement for round-trip airfare by published cheapest airfare to Seattle for the pastor and any immediate family residing in the manse.
- *** Sick leave: 10 days initially, with additional leave accumulating at a rate of one day/month until there is a total of 90 days.

- b. The Ministry Commission concurred with the action of the Utqiagvik PC session to renew **Rev. Wendy Christianson’s** assistant pastor for children and youth ministries agreement for another year, beginning January 1, 2021. This is a 16/hour week position, making it possible for Wendy to maintain full-time employment elsewhere in Utqiagvik, which provides a salary as well as full health and retirement benefits. The assistant pastor will be paid \$1,500 monthly. No health and retirement benefits or housing will be provided by the church. [May 11]

- c. The Ministry Commission concurred with the action of the Trinity Presbyterian Church session to renew **Randy Hoffbeck’s** covenant agreement for temporary pastoral ministry for the period August 18, 2021 through October 31, 2021. This is a part-time position (20 hours/week). The agreement may be renewed for a period up to 12 months. [Aug. 26] Terms of compensation:

Cash Salary.....	\$30/hour
Housing Allowance	100% of hourly cash salary
Continuing Education \$\$\$/leave	to be determined
Vacation	2 weeks every 6 months ..as applicable

2. Minister Status [Sept. 30]

- a. **Rev. Johan Shin's** Member-at-Large status was renewed for another year. Johan has been given an opportunity to participate in a post Clinical Pastoral Education (CPE) fellowship program at Emory University Hospital in Atlanta. Johan estimates he will be in training for at least another two years.
- b. The Ministry Commission granted **Rev. Curt Karns** the status of honorably retired. Although Curt has retired as the presbytery's executive presbyter, he will continue to work for Intergenerational Arctic Ministries (IAM) on a volunteer basis. The Ministry Commission also validated his ministry with IAM.
- c. The Ministry Commission dissolved **Rev. Britt Johnston's** temporary supply relationship with Anchor PC with thanks and granted him Member-At-Large status.

3. Commission Renewal [July 29]

- a. The University Community Presbyterian Church (UCPC) session has requested that **Lois Hildenbrand**, be commissioned to serve the church. Lois is commissioned by the Presbytery of Grand Canyon, but spends a portion of the year in Fairbanks. The *Book of Order* is silent as to whether a commissioned pastor must be a member of a congregation with the presbytery in which the Commissioned Pastor's ministry is performed. According to an Authoritative Interpretation approved by the General Assembly, the determination as to whether a commissioned lay pastor may labor within the bounds of a presbytery lies within the sole discretion of the presbytery in which such ministry occurs.

This is basically a commission renewal. The Presbytery of Yukon originally commissioned Lois to serve University Community PC in February 2003, later expanding the responsibilities to include serving Atqasuk Chapel. She served as a Commissioned Pastor in this presbytery for about eight years before moving to Arizona. Lois was recommissioned again in 2014 to serve UCPC and New Hope church for a 3-month period.

The Ministry Commission renewed the commission of Lois Hildenbrand for the time she resides in Alaska, typically May through October. Lois will work no more than five hours/week; her commission comes with the following responsibilities:

- i. Lead worship and preach the gospel at the request of the pastor
- ii. Watch over UCPC congregation and provide for their nurture and service
 - In coordination with the Pastor, visit hospitals and care facilities as needed.
 - In weeks where hospital work is light, plan to visit church shut-ins on a rotating basis, with the goal of visiting each shut-in at least every other month.
 - Coordinate communion delivery to shut-ins who have indicated a desire to receive it (at least once a quarter)
- iii. Administer the Lord's Supper, when requested by the session and pastor.
- iv. Administer the Sacrament of Baptism, when requested by the session and pastor
- v. Moderate the UCPC Session under the supervision of and when invited by the Moderator of the Session
- vi. Have a voice in meetings of Presbytery
- vii. Perform a service of Christian marriage when invited by the session and pastor
- viii. Other duties as agreed together with the Pastor

4. Churches

- a. **Anchor Presbyterian Church:** The Ministry Commission took action to place the church in hiatus, pending further conversation.

- b. **New Hope Church:** In response to the congregation's vote on May 2, 2021, the Alaska United Methodist (UM) Conference took action on June 22, 2021 to discontinue New Hope Methodist-Presbyterian Church in North Pole as a United Methodist congregation to honor their desire to continue only as a Presbyterian Church (USA) congregation. The vote was 48:1 in favor of discontinuing New Hope as a UM church. According to the Methodist communique, *'We celebrate 44 years of partnership in ministry between the United Methodists and Presbyterians in the North Pole community through New Hope Church. With this action, we consent to the dissolution of the union and bless our siblings in the next chapter as a fully Presbyterian congregation looking forward to continued partnership in ministry expressed in new ways.'* It was also reported at the June 22nd meeting, "that union churches normally own their own property as provided in their bylaws which are not subject to the UM [United Methodist] trust clause. This should not be a complication in the case."

The Ministry Commission approved the church's Ministry Information Form

- c. **Fairbanks Korean Presbyterian Church:** After Presbytery interviewed Rev. Choonsik Kim at its' June 3rd special presbytery meeting, Rev. Kim was sorry to report that he will be unable to accept the call to serve as the church's pastor.
- d. **First Korean Presbyterian Church in Anchorage:** Having had a favorable interview with the Pastor Nominating Committee's final candidate, the Ministry Commission paved the way for the session to call a congregational meeting to vote on calling the candidate and approving terms of compensation. [Sept. 30]
5. Moderators appointed [July 29]
- New Hope PC: CP Matt Tinkelenberg
 - Kaktovik PC: CP Matt Tinkelenberg
6. Miscellaneous Actions
- Rev. Wendy Christianson and Elder Ron Illingworth were appointed principal readers and Rev. Tim Carrick as alternate reader of this fall's ordination exams. [July 29]
 - The Ministry Commission approved a 2% increase to effective salary for installed pastors next year, as reflected in the attached terms of call (Appendix D) [Sept. 30]

CELEBRATION OF CURT KARN'S MINISTRY

Curt Karns retired at the end August, having served 14 years as Executive Presbyter. Tim Carrick began the celebration by offering words of tribute. Barb Brown's followed with her poetic reading.

*Curt, oh Curt,
we want to assert,
How much you will be missed,
now that you left to go fish;
You serve the Yukon,
through summers short and winters long;
On the road system and off,
and to you our hats we doff;
As a CLP you felt God's call,
so off you went to Dubuque's hallowed halls;
And after serving in Wrangell and New Hope,
our presbytery issued another call;
For fourteen years you served well as our exec,*

*and when COVID hit, you had to get good at tech;
Learning to sing in Inupiaq, earth-care and native ministries became a passion,
and many good programs did you fashion,
The past is but a stepping stone on which we build today,
a foundation for the future and those will pass our way
Every day is a gift from God, ours to shape and mold,
and we should strive to honor him as the hours unfold;
Our foundation is strong,
and our mission has been helped along
by your faithful service, in word, deed, and song;
So now as you step down to leading,
may God's Holy Spirit continue feeding,
and now you will have more time to help Cindee with weeding;
Know that you go with our best wishes and love,
and God is smiling from around you and above.*

Others giving tribute included Scott Lumbsden, co-exec of Seattle Presbytery and Sheryl Kinder-Pyle, exec of the Presbytery of Inland-Northwest. Presbytery participants were encouraged to type in words of gratitude using Zoom's chat function. Comments will be gathered and presented to Curt after the meeting. Tim Carrick led in a prayer for Curt, who then spent a few reflecting about his time of presbytery service to God. Applause wrapped up the celebration.

RECESS

Presbytery took a 5-minute recess.

NOMINATING COMMITTEE

On behalf of the committee, Shirley Novak presented the following slate of nominees:

- General Assembly Principal Minister Commissioner.....Ellen Johnson-Price
- Synod Principal Elder Commissioner (class 2023)Jan Burger ^(2nd term)
- Synod Alternate Elder Commission (class 2023).....Bob Christensen ^(2nd term)

There were no nominations from the floor. Motion to elect the slate was **APPROVED** without objection.

The committee will continue to seek nominees for remaining General Assembly Commissioner and Young Adult Advisory Delegate open slots.

FELLOWSHIP

Debbie Melton facilitated another session of Yukon church trivia, followed by Barb Brown leading a session of stretching exercises.

NATIVE MINISTRIES

No report

STEWARDSHIP COMMITTEE – Part 2

Financial Report – Presbytery's permanent endowment stands at \$793,000. Attendees were encouraged to send in questions about September's financial report to Mary Kron.

On behalf of the Stewardship Committee, Bob Christensen highlighted the significant changes to the 2022 amended budget:

- \$15,000 added to Intergenerational Arctic Ministries (line item 34), to match the amount pledged by the United Methodist Church.

- \$15,000 added to a new line item 55 for 'New Exec' expenses. Expenses will be used to get a new exec up here.
- A handful of line items were either eliminated or zeroed out.

Even with the significant additions, the \$343,189 proposed is less than the 2021 budget. The \$343,189 budget was **APPROVED** as presented (Appendix E)

Presbyterian Foundation – Rob Hagan spoke about planned giving and the upcoming planned giving class to be offered to churches in the Northwest.

BINGLE CAMP – Henry Woodall, Margaret Durst

The camp had a good summer. A new summer camp director was hired, whom the board anticipates will be back in 2022. The camp hosted a couple mission teams from Alaska Missions in Christ, a Missouri Synod Lutheran organization. Some much-needed work was done, but much more remains, including renovating the lodge. Middle and high school youth from about six of our churches spent about a week working to open up the camp in June. The camp sponsored a month's worth of camps; many of the campers for the high school camp were from Eielson Air Force Base. A portion of the financial support from presbytery was used to bring in seven campers from Savoonga to attend the middle school camp. Facilities were rented by several churches, schools, and the university.

Another presbytery camp is scheduled for June 5 – 10, 2022, and the board anticipates that five camps will be offered from the end of June through early August. Mission teams will again come from Alaska Missions in Christ and LightShine Ministries. Henry extended gratitude to presbytery for providing leadership and financial support.

ELDER COMMISSIONER TESTIMONIES

Delta Presbyterian Church – CP Mary Ellen Lucas

Anchor Presbyterian Church – former pastor Britt Johnston

Eagle River Presbyterian Church – Elder Nancy Baisinger-Davis

Fairbanks Korean Presbyterian Church – no report

First Korean Anchorage Presbyterian Church – no report

Olgonik Presbyterian Church (Wainwright) – Elder Maxine Nayakik

First Presbyterian Church Wasilla – Elder Todd Broste

Kuukpik Presbyterian Church (Nuiqsut) – Elder Olivia Cabinboy

Jennifer Pottinger led in the prayer for these churches.

RESOLUTION REPORT – Matt Schultz

I came to my place of hope and joy at my painting easel and nothing brings me more hope and excitedness for the future, than a blank canvas; even when things feel very dark [lights dimmed]. I am at my canvas in the dark for the time being, recognizing all the hardships that are all around us, and as ministers, whether we are ordained or not, as people who seek the way of Jesus Christ and to share it with others. We are always beholden to follow the light of Christ [candle lit]. So even here as we seek to serve Christ in a time of darkness, our light remains sure because all we do is to reflect that love of Jesus Christ. And we keep that light shining in the darkness, and the darkness shall not, shall never overcome it. As we move forward, remember that we are painting Christ's picture and our tools - our paintbrushes - are what God gives us to serve in our ministry. Therefore, let it be resolved that we will paint God's picture with energy, intelligence, imagination, and love.

ADJOURN

The meeting adjourned at 1:27 pm with Curt Karns leading in the closing prayer.

SUNDAY, OCTOBER 10 – Closing Worship Service

Churches and individuals gathered virtually for the 11:00 am presbytery-wide closing worship service via YouTube and Zoom (for audio participants). Rev. Matt Schultz served as host pastor from First Presbyterian Church in Anchorage, with portions of the service pre-recorded. Rev. Irvin Porter delivered the message. Music was provided by: First Anchorage organ/piano musicians for the prelude and postlude, Lisa Geist, Jewel Lake Parish praise band, and the Utqiaġvik PC choir. Technology for the service was again provided by Scott Gruhn.

Sharon Rayt
Stated Clerk

Appendix A: Intergenerational Arctic Ministries Report
Appendix B: 2020 Financial Review
Appendix C: Eliana Maxim's Presbytery Assessment Report
Appendix D: 2022 Minimum Terms of Call
Appendix E: 2022 Approved Budget

DRAFT

Intergenerational Arctic Ministries (IAM) October 2021 Report to the Presbytery of Yukon



We are Back!!!

We are so grateful to the Presbytery of Yukon, as well as the North Slope Borough, and the Alaska United Methodist Church, for providing grants for IAM's work over the next year. We were so disappointed when we discovered that one side effect of the pandemic was the temporary elimination of all funding for IAM's projects. We had just finished designing our approach, and training personnel for this work, when the pandemic struck. The financial pressures that came with it totally cut off our funding, causing IAM to function for the past 18 months as an all-volunteer agency. Now, however, the North Slope Borough has provided about 40% of the funding we need for the North Slope Region, and the Methodists and Presbyterians have provided about 30% of the funding we need for work on St. Lawrence Island. With these grants, we are starting again—even as we continue writing grants in the hopes of funding the whole ministry that is needed.

We are, of course, most grateful to God, Who makes all of this possible. Scripture tells us that God is love (found, most famously, in 1 John 4:7-21), and that we are to serve as reflections of God's love in all that we do. That being the case it is not surprising that God continues to provide ministries of healing for those struggling with trauma, with addiction, with depression, with grief, or with any of the other social ills that sit on people's hearts.

IAM is one of those ministries of healing, and we are grateful to all those inspired by God to help make this ministry possible. In this report, we will describe progress from each of IAM's signature programs for community healing:

- **The Listening Way**—which provides prayer partner allies for hurting people,
- **Healing and Renewal Events**—which empowers the churches as partners for hurting people and for community health,
- **Collective Impact**—which draws together local people from local government, local business, and the rest of the local community to determine how to respond to local needs, and also provides mechanisms for gathering data on the problems we seek to address.
- **12-Step Facilitation**—Which provides a custom designed, culturally aware approach to spiritual health, and the meaningful relationships that make it possible.

For more information, you can find us at <http://www.iam.gives/>, or email to admin@iam.gives.

By Rev. Dr. Curtis Karns, IAM Co-Executive



IAM Listening Way Program

IAM Listening Way program is excited to kick off our new season of helping others. We're very thankful to the NSB for the funding that has enabled us to rehire our Listening Leaders that have been trained previously. Lillian Lane from Point Hope, Madeline Hickman from Wainwright, Flossie Kanayurak and Veronica Neakok

from Atqasuk, Olivia Cabinboy from Nuiqsut, and Rebecca Brower are ready to engage in Listening to others, praying with others and encouraging those who need encouraging.



Listening Way Leader Graduating Classes



We will also be opening up our 800 Care Connection line. We will use this to make ourselves available to those who may need to talk to someone about what they are going through during this pandemic. We are grateful that we get to be a part of the healing within our region here in the NSB.

We have also trained Zilma Gologergen and Geraldine Slwoko from Gambell, as well as Shana Noongwook and Christopher Noongwook of Savoonga as our Listener Leaders who are ready and willing to help their communities and help us man our Care Connection telephone outreach as well. Quyanaqpak to all our Listening Way Leaders for stepping up and stepping out to help the IAM corporation reach out to help others. Lord bless you all abundantly and use you to show Gods Love in action.

By Pastor David Matthews, Listening Way Supervisor

IAM Healing and Renewal Ministries

IAM is pleased to announce Zoom meetings to be held with people from Barrow...and will be working on getting Atqasuk and Wainwright involved via internet connections with the churches in those villages. We will be hosting Bill Burkhardt and Shelley Royalty from Beach Chapel Church in San Diego, via Zoom to teach prayer ministry to people struggling with crisis.



Utqiagvik Healing and Renewal Event

Bill is Senior Pastor, church planter and ministers prophetically. Shelley Royalty is a Clinical Supervisor and prayer minister, and teacher. She teaches, on healing from trauma, and ministering biblical healing for those dealing with crisis situations. She will also be teaching people techniques to grounding themselves spiritually as they deal with crisis. When Jesus said that Luke 4:18 was fulfilled by him,

He also said we would do likewise. If you are interested in learning prayer ministry for those who are in Crisis...this session is for you...If you have experienced crisis in the past years...this session is for you! Three sessions...will be starting Nov. 5, Friday for one session, and Nov. 6, Saturday for 2

sessions. Specific times and dates will be updated, and the place will most likely be the Presbyterian Church in Barrow, Alaska...if pandemic safety allows.

IAM also wishes to announce our desire to collaborate better with the churches in each village. Although we can bring special events, like the one described above, we believe regular events can make a huge difference and can be most effective when organized by local churches. IAM would like to collaborate with local church leaders to help this to happen. Church leaders, watch for our email or phone call sometime in October!

By Dorothy Bekoalok, Healing and Renewal Supervisor

IAM COLLECTIVE IMPACT PROCESS

The goal of collective impact is to continuously partner with the many agencies and people in each community already working to bring health and healing. One of the many ways we do this is through IAM Steering Committees. Steering Committees are made up of leaders from across the local community, coming together to plan a local strategy for addressing social ills. We hope to gather Steering Committee membership from the local and borough Government, from the faith community, from the local department of health, from the schools, from youth, from the local Native Corporations, and from others.

As we continue this process, we will remain agile in pursuing better ways to incorporate faith-based components to community healing, while recognizing how much good is already underway. Additionally, we are collecting data from as many sources as possible and conversing with various individuals and elders to continue developing our understanding of needs and solutions for our communities.

The data we are collecting will be compiled and presented to the Steering Committee so that they can serve as the *voice of the community* in recommending actions to address social ills. IAM will partner with the Steering Committee in designing sustainable ways to implement and fund the actions the Steering Committees develop.

Information from Henry Whitlow, IAM Collective Impact Supervisor



IAM Meeting with Community Leaders in Gambell

12-STEP FACILITATION

IAM in conjunction with Julia Sullivan is developing a training curriculum to offer a leadership course of leading a 12-step program with Inupiaq cultural values defining the way IAM offers programs to residents of the North Slope Borough.

Julia Sullivan is a certified instructor in Internal Family Systems work. She considers this combining of IAM with IFS a foundation of “indigenous work”. She works with several other indigenous (tribes) across the United States and Canada offering healing support.

Internal Family Systems is a powerfully transformative, evidence-based model of psychotherapy. We believe the mind is naturally multiple and that is a good thing. Our inner parts contain valuable qualities and our core Self knows how to heal, allowing us to become integrated and whole. In IFS, all parts are welcome.

IFS is a movement. A new, empowering paradigm for understanding and harmonizing the mind and, thereby, larger human systems. One that can help people heal and helps the world become a more compassionate place.

IAM expects that combining Internal Family Systems with Inupiaq cultural values will a very positive approach to this new part of IAM’s work.

By Rev. Charles Brower, IAM Co-Executive



Screenshot: 12-Step Online Bible Study, Presbytery of Yukon 2020



MISSION DEVELOPMENT CERTIFICATES NORTHWEST

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September 1, 2021

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Vice President
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EMERITUS:

Rev. Rob McClure

Yukon Presbytery
Attn: Sharon Rayt, Stated Clerk
616 W. 10th Avenue
Anchorage, Alaska 99501

RE: 2020 Financial Review

Dear Friends of Ministry,

We have reviewed the statement of financial position of the Presbytery of Yukon as of December 31, 2020, and related statement of activities and cash flows for the year ended. We also contacted Mary Kron. regarding internal controls.

The following tests were conducted during the review:

- A representative sample was used to confirm deposit amounts received from sources and the period for which the deposit was booked. Copies of supporting documentation was reviewed. Deposits were matched to bank statements and internal records.
- Reviewed the original books of entry to determine if other income has been recorded accurately i.e. appropriate account, correct amount, unrestricted or restricted, etc. Traced the entries to the financial statements.
- A representative sample was used to test that disbursements have been properly authorized and recorded appropriately including special mission purposes were distributed accordingly.
- Reviewed the payroll and tax payments made. Compared payroll with the budget approved at the presbytery annual meeting. Verified pension contributions for the executive.

Financial Review Findings: All transactions selected for review were accurate and tied to the source documents. All contributions tested were accurate and tied to bank statements.

During the review, we identified items pertaining to internal controls and other operation matters:

- **Bank Reconciliation.** Most expenses are paid electronically. If not already imposed, we recommend preparing a monthly bank reconciliation and presenting it to the Executive Presbyter and Stated Clerk as part of the financial review of the presbyteries financial condition.
- **Back up procedures.** Back-up of electronic records is an important control. If not already imposed, we recommend monthly and year-end backups stored off-site. Daily or weekly backups can be on-site. A written policy/guidelines should be established and followed.

This review of the financial records was conducted in accordance with the Presbyterian Church U.S.A. Book of Order, G-3.0113 and generally accepted standards. It is not meant to be construed as an audit or opinion rendered by a certified public accountant.

We will return the records to your office unless notified otherwise.

Grateful to partner in ministry,

A handwritten signature in cursive script, appearing to read "Dean Mielke".

Dean Mielke, Executive Director



Prepared by Rev. Eliana Maxim

Self-Assessment: Presbytery of Yukon

INTRODUCTION AND PROCESS

Over a two-week period from September 6 through 17, conversations were conducted with over 40 ministry leaders in the presbytery including members of the Road Churches, Native (Village) Churches, Leadership Council, and the Ministry Commission.

Of note, there was no participation by any representative of the Korean churches and the youngest participant was a member of the native ministry team.

Similar questions were asked of participants as conversation starters to elicit relevant information to help form this report.

It has been said that transitional times are liminal phases that allow us the opportunity to examine ourselves and the system in which we operate, let go of what no longer serves us and our mission, and become transformed into who and what God is needing from us at this time. Liminality ultimately brings us into a deeper relationship with God.

In order to discover what this new thing the presbytery is being called to, conversations with the leadership were to address the four points that will serve as guides to both future restructuring and staffing. Each one will be addressed below, with commonly held beliefs and opinions highlighted. Recommendations follow.



IDENTITY

Who are we?

The Presbytery of the Yukon was unanimously described by all groups as geographically vast and diverse, with some churches in extremely remote locations. There is an appreciation for the cultural diversity in the presbytery and the acknowledgement that there is not equitable representation in all areas of leadership and the dominant white culture still prevails in these spaces. The reasons for this were varied including logistical challenges of distance and communication (spotty internet connection for many) and lack of leadership development primarily among the village churches.

There are both road and village churches with greater voice and attention given to the road churches. Several described the stance towards the village churches as still paternalistic.

The presbytery relationally functions like one huge extended family, with many relationships going back decades and rooted in various locations throughout the presbytery. Meetings are considered an opportunity to reconnect and hear from as many as possible.

Presbytery leaders are concerned about the lack of future leaders being nurtured and developed, the aging of both presbytery and local congregations, community challenges such as alcoholism, suicide, and homelessness. The impact of climate change on the communities in Alaska was also cited.

The aging of the congregations, inflexibility to consider alternative forms of theological formation, financial sustainability of the presbytery, and tendency to avoid change were all lifted as concerns for the future.



CONTEXT

Who do we serve?

The complexities of the presbytery are its gifts and challenges.

Serving 4 separate cultures and languages, with many unreachable churches except by dog sled or plane both enriches and limits the ministry. Many of the village or native churches are seen as a community outpost, providing support particularly to the youth, yet limitations of resources both financial and in leadership, prevents those local churches from being effective.

Not all churches are served by a minister of word and sacrament, but a few have been blessed with a commissioned lay pastor. The lack of an intentional leadership development program has prevented there being consistent pastoral presence in all churches.

Presbytery diversity also includes theological differences, and although the loss of several churches after the constitutional changes to the definition of marriage and ordination standards was (and continues to be) painful, most feel they can work well together despite differences.



VALUES

What do we stand for?

Another place of unanimous agreement was the significant work around race and reconciliation the presbytery has already accomplished. It has allowed for difficult subjects to be discussed, strengthened relationships within the presbytery as well with the denomination, and encouraged many that change is not only possible once but needs to continue.

This value is held so widely, that almost all participants were able to not only celebrate past events marking this work, but also pointed to the need to continue this reconciliatory work with indigenous communities as well as other marginalized groups. Many were able to identify how white dominant culture continues to exert power and influence throughout the presbytery and a shared desire to work towards its dismantling.

Relationships are extremely valuable and prized. The building of the Gamble Church provided a tangible opportunity to live into this. The expressed desire for any future presbytery executive to be more physically present in the North Slope seeks to nurture those relationships. There is a concern that the identity and values of being Presbyterian are not being shared with the youth.



PURPOSE

What is our call now?

When discussing the future of the presbytery, participants shared enthusiasm and optimism. There is energy and positivity in the core leadership groups plus the willingness to do the hard work necessary.

The following areas were the most mentioned about the future direction of the presbytery:

- Leadership development

There needs to be a strategic plan for leadership development across the presbytery, particularly in the native/village church communities. Whatever program is designed, it needs to be consistent and contextual. It needs to address the needs for pastoral leadership, ruling elders training, and faith formation for youth.

- Community engagement

Considering the significant social challenges facing many of the Alaskan communities, as well as the cultural value placed on existing churches, there is a desire and need to invest in ecumenical and secular partnerships. Native/village churches have identified their communities' need for the church to be a community center or outpost, going beyond worship on Sundays and providing a "third place" for doing life together.

- Creative ministry approaches

The presbytery of the Yukon presents unique challenges to ministry due to its geography, weather, and diversity. Participants in this study acknowledge the need to "think outside the box" and find creative ways to serve congregations and are willing to do it. Again, participants were energized to consider alternative ways to do ministry other than the way things have always been done. For example, explore innovative technology available to provide more consistent and reliable communication throughout the presbytery.



PURPOSE

What is our call now?

This could impact committee meetings and even the presbytery meeting schedule and format itself.

It was also expressed numerous times that the diversity of cultural identities throughout the presbytery are distinct and need to be addressed individually. This would also mean creating a contextually appropriate assessment to determine what is a viable congregation and how to walk alongside that church in its continuing service.

RECOMMENDATIONS

1. EP role, regardless of time commitment, should have the flexibility to physically be in the North Slope part of the time. This would provide the presbytery leader the opportunity to get to know these communities and begin to identify partnerships and future leaders so other presbytery leadership bodies are aware and invest in those relationships as well.
2. Because of the stated value and desire for not only diversity but equitable power distribution throughout all the churches, the presbytery staff should reflect the cultural makeup of the presbytery. At minimum, it is recommended that a native or village church leader be considered in some sort of partnership role with, if not the, executive presbyter. Whoever this individual(s) will be, they will need to be highly relational, culturally sensitive, flexible, and innovative (willing to experiment).
3. There was some conversation around merging the stated clerk and executive role into one position. Due to conflicting responsibilities in potential disciplinary matters, it is recommended to keep those two roles separate.



RECOMMENDATIONS

4. It would be helpful in the presbytery's commitment towards racial reconciliation and equity that both the structure and practices of the presbytery (from identification and preparation of future leaders to composition of leadership bodies, finances, and property policies) be examined to address potential ongoing colonizing and/or paternalistic attitudes and practices. This could be done through an outside source skilled in EDI (equity, diversity, and inclusivity) assessments.

5. A comprehensive leadership development strategy needs to be devised, considering the various needs throughout the presbytery. With the growing use of virtual training, it could be feasible to have a variety of ministry leaders not just in the presbytery but from the denomination, participate in this learning opportunity.

PRESBYTERY OF YUKON
2022 Minimum Terms of Call for Full Time Installed Pastors
(Reflects 2% increase over 2021's effective salary)

- **Minimum effective salary** for full-time service in 2022 is \$60,690. The Board of Pensions defines full-time service as 35 hours a week or more. Effective salary for part time service may be pro-rated. Minimum effective salary for full-time service in 2022 is calculated as follows:
 - \$46,684 plus manse/utilities value of \$14,006, resulting in an effective salary of \$60,690 **OR**
 - An effective salary of \$60,690 divided appropriately between cash salary and housing allowance.

In addition to the minimum effective salary, other minimums shall include:

- **Board of Pensions (BOP) pastors' participation plan:** Includes PPO medical coverage for family, defined benefit pension plan, death & disability plan, temporary disability plan. Pastors' participation dues rate as a percentage of effective salary, is 37%.
- **Vacation** - 4 weeks annually (does not accumulate).
For bush pastors, every second year an additional 2 weeks' vacation and reimbursement for a round trip by published cheapest airfare to Seattle for pastor and immediate family who reside in the manse/housing. Bush pastors are those who reside at and serve congregations located on other than a year around road or scheduled rail transportation system.
- **Study leave (continuing education) benefits**
2 weeks each year plus \$1,500 each year of reimbursable costs (may accumulate for a 3-year maximum of six weeks. May not be used at the end of the call.
- **Moving expenses**
 - A. Moving to calling church in the Presbytery of Yukon
 1. Cost of transportation for family from place of residence to calling church.
 2. 3,000 lbs. of household goods & 2,000 lbs. of books moved at the most economical rate available.
 - B. Moving from calling church in the Presbytery of Yukon
 1. The lesser of:
 - a. The equivalent of cost of transportation for family to Seattle.
 - b. Half the cost of moving to the new location.
 2. The lesser of:
 - a. 3,000 lbs. of household goods & 2,000 lbs. of books moved to Seattle at the most economical rate available.
 - b. Half the cost of moving 3,000 lbs. household goods & 2,000 lbs. of books moved to the new location.
 - C. The moving and transportation costs for leaving may be prorated during the first three years in the Presbytery of Yukon.
- **Worker's Compensation** – full coverage
- **Medical Leave**
10 days initially, accumulating at a rate of one (1) day per month of employment, up to 90 days, at which point long-term disability coverage takes effect.

PRESBYTERY OF YUKON

	2021 Budget	Year End Guess	2022 Proposal
Presbytery Meetings, Committees and Functions			
1 Synod Per Capita	\$380	\$380	\$372
2 GA Per Capita	\$13,604	\$13,604	\$13,354
3 Pres Meetings	\$14,000	\$0	\$14,000
4 Leadership Team	\$2,000	\$0	\$2,000
5 Property Committee	\$250	\$0	\$0
6 Ministries Commission	\$1,000	\$3,000	\$1,500
7 Presbytery/Regional Events	\$0		\$0
8 Stewardship & Budget	\$1,000	\$0	\$1,000
9 Newsletter	\$250	\$200	\$200
10 Nominating	\$50	\$0	\$0
11 Representation	\$50	\$0	\$0
12 Native Ministry Committee	\$0		\$1,000
13 Education Resources	\$0		\$0
14 Yukon Presbyterians for Earth Care	\$0		\$0
15 Pastor Retreat	\$2,000	\$0	\$0
Mission Church Support			
16 Atqsuk	\$950	\$1,025	\$1,128
17 Anaktuvuk Pass	\$1,680	\$1,812	\$1,993
18 Savoonga	\$12,650	\$8,500	\$9,350
19 Kaktovik	\$1,450	\$1,534	\$1,687
20 Gambell	\$17,950	\$16,000	\$17,600
21 New Hope Grant	\$18,900	\$6,300	eliminate line
22 Mission Moving Expenses	\$0		\$0
23 Mission Candidating	\$0		\$0
Joint Parish at Work			
24 Aywaan Parish	\$1,000	\$0	\$1,000
25 Aywaan Parish Teaching Elder	\$1,500	\$0	\$3,000
Commissioned Ruling Elders			
26 CRE Training & CE	\$0		\$0
Mission at Work			
27 Village Yth Camp Scholarships	\$1,000	\$0	\$1,000
28 Bingle Camp Operations	\$20,050	\$20,050	\$20,050
29 Kairos Prison Ministry	\$2,000	\$2,000	\$2,000
30 Technology	\$20,500	\$16,900	\$20,500
31 New Ministry	\$0	\$0	eliminate line
32 Youth Triennium	\$1,000	\$1,000	\$2,000
33 St. Lawrence Island study	\$5,000	\$0	\$5,000
34 IAM	\$5,000	\$375	\$15,400

	2021 Budget	Year End Guess	2022 Proposal
Office Expenses			
35 Office Rent	\$6,000	\$6,000	\$6,000
36 Telephone	\$2,000	\$1,950	\$2,000
37 Office Equipment	\$2,300	\$911	\$950
38 Office Expenses	\$2,000	\$1,500	\$1,500
39 Insurance	\$650	\$700	\$800
Staff			
40 Stated Clerk Salary	\$26,530	\$26,530	\$26,530
41 Stated Clerk FICA	\$2,030	\$2,030	\$2,030
42 Financial Secretary Salary	\$21,638	\$12,000	\$15,000
43 Financial Secretary FICA	\$1,655	\$918	\$1,150
44 Exec Salary/Housing/Pension	\$48,828	\$34,587	\$99,595
45 Exec Housing	\$41,713	\$29,547	included above
46 Exec Pension	\$9,054	\$6,791	included above
47 Administrative Assistant Wages	\$12,000	\$12,000	\$12,000
48 Administrative Asst FICA	\$918	\$0	eliminate line
49 Workers' Comp	\$2,500	\$2,000	\$2,500
Staff Expenses			
50 Exec (or representative) Travel	\$12,000	\$5,000	\$15,000
51 Exec Business Expenses	\$2,000	\$500	\$2,000
52 Exec Study Leave	\$2,000	\$0	\$2,000
53 Financial Secretary Expenses	\$2,000	\$0	\$2,000
54 Stated Clerk Expenses	\$2,000	\$0	\$2,000
55 New Exec			15,000
Budget Total	\$345,030	\$235,642	\$328,189 343,189
Income Projections			
	2021 Projection	Year End Guess	2022 Projection
Yukon church support	\$224,000	\$205,500	\$224,000
Gifts	\$8,000	\$8,000	\$8,000
Misc income		\$1,200	\$5,200
Held Funds	\$113,030	\$20,942	\$90,989
Total	\$345,030	\$235,642	\$328,189