The Presbytery of Denver of the Presbyterian Church (U.S.A.) held a stated meeting at Central Presbyterian Church on October 24, 2017. The Interim Stated Clerk declared a quorum was present.

TEACHING ELDERS

	Jan	Mar	May	Aug	Oct
Adams, Joel		P	P	P	
Anderson, John E.	P		P	P	P
Anderson, Kira	P		P		P
Beal, Clover	P				P
Bell, Diana					
Bell, John	P				P
Berry, Cornelius		P			
Blackstock, Steven	P	P	P	P	P
Boucher, Susan	P		P		P
Bretz, Paul					
Brummett, Joelle		P			
Buchanan, Amelia	P	P			
Cameron, Heather		P	P		P
Christensen, Ann	P	P		P	P
Chung, Sung					
Cooper, D'Ann		P	P		P
Darbonne, Wayne	P		P		P
Davis, K. Robb	P		P		P
Davis, William	P	P	P	P	P
Dempsey, Whitney	~	~	P		P
Dixon, Miriam		P	P		
Doehring, Carrie	P		P		
Dolquist, Daniel	P	P	P		P
Dolquist, Susan					P
Dyson, Jo Anne				P	
Emig, James	P	P	P		P
Fisher, Carol		P	P	P	P
Flory, Robert					
Fouther, James		P	P		P
Fry, Sheri		P		P	
George, Mark					
Graber, Kim	P	P	P	P	P
Hamer, Andrew	P	P	P	P	P
Heil, David					
Hudson Smith, Olivia	~	~	~	~	P
Huff, Ruth		P	P	P	P
Isaacs, Victoria		P	P	P	P
Kane, Russ		P	P	P	
Kim, Eunjoo			P		P
Kim, Johann					
Kitchen, Patricia					
Koerner, Susan					
Lundgaard, Spencer				P	
Lyons, Barbara			P	P	

	Jan	Mar	May	Aug	Oct
Mares, Joseph	P	P	P	P	P
Marshall, Peggy				P	P
McWilliams, Frances					
Meeks, Mark		P		P	
Mendez, Amy	P	P	P	P	P
Mooney, Timothy	P	P			P
Motsko, Michael		P	P		
Parsons, Carol					
Pettit, David		P	P	P	P
Poos-Benson, Stephen	P	P	P		P
Reeves, Katherine					
Ritterson, Jane	P	P	P		P
Ross, John		P			
Royle, Barbara					
Sandahl, Cody	P		P		P
Sanders, William	P	P	P	P	
Scheiber-Sjostrom, Anne					
Shaw, Kenny	P		P	P	P
Sheffield, Thomas	P		P	P	P
Shrumm, Don	P		P		P
Smith, Sandy					
Spear, Bruce	P	P	P	P	P
Spurlock, Justin	P	P	P		P
Steinbacher, Paula	P		P		
Stringer, John					
Stuart, James		P			
Sugg, Laura	P	P	P		P
Swaney, Julie					
Syrdal, Matthew		P			P
Taylor Seaman, Ashley	P		P		P
Traylor, Charles					
Troxler, Loye	P	P	P		P
Ulrich, Thomas					
Van Deren, David	P	P	P		P
Vanderborgh, Susan					
Van Oort, Harlan			P		
Vickstrom, Mark					
Ward, Robert				P	P
Westfall, Louise	P		P	P	P
Whitehead, Jason			P		P
Wigger, J. Bradley					
Wilson, Gretchen	P	P	P	P	
Wilson, Rob	P		P		P
Yu, John	P	P	P	P	P

RETIRED-Teaching Elders

	Jan	Mar	May	Aug	Oct
Ammons, Clarence					
Angus, Lawrence					
Avery, Lester F					
Avery, William Leslie			P		
Baird, John					
Barley, Kenneth					
Becker, David					
Beitzel, Christine	P	P		P	P
Bennett, Donald					
Bielenberg, Robert		P			
Blackstock, Dwight	P		P	P	P
Bock, Paul					
Bollinger, Richard					
Brown, Don					
Bultena, Larry					
Calhoun, William	P				P
Campbell, Lowell					
Casberg, Sylvia					
Cearley, Cynthia					
Colwell, William					
deBree, Thomas					
Dhonau, Donald					
Everitt, Leslie					
Gallegos, Gary					
Gilliland, James					
Grimm, Larry		P			
Groff, Kent		P			P
Grothe, Lance		P			
Gwaltney, Robert					
Hadley, Joseph					
Hampel, Robert	P	P			
Hanner, Alfred					
Hartman, David					
Hays, Jane					
Heuer, Holly	P	P		P	P
Hole, Jonathan					
Jacobsen, Martin					
Johnson, Robert					
Jordan, Patrick	P	P			P
Kelly, Jerry					
Kepner, Nancy					
Kingsbury, Nancy					
Kugler, Burton					
Lafollette, Robert					

	Jan	Mar	May	Aug	Oct
Laurie, James					
Lindsey, Suzanne					
Lodwick, Robert		P	P		
McDonald, J. Edgar					
McGinness, Heidi					
Mares, Joseph		P	P	P	P
Maruyama, Allen					
Medford, Franklin					
Melting, Marquita					
Minear, John					
Mochizuki, Minoru					
Muldrow, Elizabeth					
Ngatia, Jemimah			P		
New, Rebecca					
Northup, Robert					
O'Lane, John					
Oram, Robert					
Park, Augustine					
Piper, Annie					
Piper, John					
Plummer, Stuart					
Purvis-Smith, Virginia					
Raath, Ethan			P	P	
Ross, Robert J.					
Schlenker, Janet					P
Sewell, Rodney					
Shaffer, Patricia					
Smidt, H. John					
Smith, Parker					P
Song, John					
Spohr, Carlyle			P		
Stewart, Richard	P		P	P	P
Taylor, Bruce	P	P	P	P	P
Thwaites, Edward					
Traylor, Charles					
Vahle, Marilynn					
Van Meulebrouck, Prosper					
Vestal, B. Clarke					
Warming, Patricia					
Wehrman, Karen					
Wilbanks, Dana					
Wolf, Pamela					
Woodson, Joseph					
Wright, John					

Ruling Elder Commissioned/Eligible-Represented Churches

Arvada (2)
Ann Butcher
Ken Furlow
Byers (1)
Karen Tangeman
Calvary (2)
Diane Ritzdorf
Capitol Heights (1)
Jeanne Jeffas
Central (2)
Anne Bond
Elbert (1)
Cindy Martin
First Avenue (1)
Jenny Garner
First-Aurora (1)
Andrew Thang
Lemuel Velasco
First-Brighton (2)
Julia Henderson
Matt Miller
First-Golden (2)
Barbara Duggan
Chris McCarther
First–Leadville (1)
Sarah Savage
First-Littleton (2)
Lynda Kizer
Genesis (1)
Chuck Sparks
Good Shepherd (1)
Robin Kelly
Grace (2)
Bill Walker
Green Mountain (2)
Sharon Blackstock
John Walp
Montview (3)
Peter Hulac
Scott Showalter
New Hope (2)
Alice Aldridge-Dennis
North Highlands (1)
Bob Springs
Presby. Ch. of Covenant (2)
Mike Norris
Shepherd of the Hills (2)
Karen Kingman
Barry Stamp
St. Andrew (1)
Yvette Montoya
St. James (2)
Neil Johnson
Sharon Lynch
St. Paul (2)
Cleve Dixon
Beth McCarthy
South Park (2)
Georgia Comstock
Strasburg (1)
Bill McNeill
Trinity-Arvada (2)
Michael McLane
Mary Jo Shaw
True Light (1)
Ki Park
Wellshire (3)
Brian Duggan
Westminster (2)
Dick Petersen

CHURCHES NOT REPRESENTED/Eligible

Bethel (1)
Columbine United (2)
Ch. of the Eternal Hills (2)
Church of the Hills (2)
Columbine United (3)
Eagle River (2)
Elbert (1)
Elizabeth (1)
First-Englewood (1)
First-Georgetown (1)
Igelsia (1)
Kiowa Creek (1)
Mountain View (1)
Peoples (2)
Providence (2)
Trinity Church in the Pines (1)
United-Idaho Springs (1)
United-Montbello (1)
Wheat Ridge (1)

PRESBYTERIAN WOMEN
Starr Hildebrand

COMMISSIONER RULING ELDER
Jorge Barbaran
Nancy Dixon
Sandy Safford

CORRESPONDING MEMBER
Moven Banda – Presbytery of Zimbabwe
Anna Banda – Presbytery of Zimbabwe
Julia Fenn – Pittsburge Presbytery
Rolfe Granath – Santa Barbara Presbytery
Everisto Musedza – Presbytery of Zimbabwe
Lydia Neshangwe – Presbytery of Zimbabwe
Maria Shupe – Plains and Peaks

CANDIDATES/INQUIRER(s)
Denise Shannon

RULING ELDER COMMITTEE MODERATORS
John Boettiger – Treasurer
Jean Demmler –Moderator
Keith Moore – Member of Council

Presbytery Staff
Beth Carlisle

VISITORS

Wanda Beauman
James Beitzel
Don Boogs
Jerri Carlock
Ian Cummins
Jim Francis
Stephanie Fritz
Greg Garner
Heather Gordon
Fredrika Groff
Jeanne Harris
Brazil Hoyle
Marty Jewell
Earl Kastmng
Sherry Kenney
Dick Lynch
Noel Matthews
Joyce Matthews
Pat McCane
Harriett McNeill
Adrian Miller
Charla Musgrave
Larry Musgrave
Amy Petre Hill
Dean Pickett
Susan Pilcher
Mary Price
Armando Rangel
Kathy Sheffield
Jon Sutterlin
Lyric Swift
Libby Tabarlet
Vicki Terry
Vernice Vafeades
Theresa Varnado
Martin Ward
Sharon Woodis

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Total Ministers Present (including retired):	58	Total Elders Present:	40
Total Minister Members Absent (excluding retired):	40	Total Elders Absent:	27
Others Present:	45	Corresponding Members:	7

Opening Prayer: The meeting was called to order at 6:04 p.m. with prayer. A quorum was present. Moderator Jean Demmler and Stated Clerk Olivia Hudson Smith were present.

Announcements: The Assembly received announcements from the churches and commissioners of the Presbytery.

Welcome: Rev. Louise Westfall, Pastor of Central Presbyterian Church. Rev. Westfall introduced RE Commissioners, Anne Bond and Chris Wineman from Central, who gave a brief history and overview of Central and its mission over the years. Future plans for renovation and expansion of the building and ministry were also highlighted.

Welcome to new Ruling Elder commissioners and corresponding members: The Moderator welcomed new RE commissioners and corresponding members who introduced themselves or who were introduced.

Committee on Ministry Report – Part 1: Charla Musgrave brought the report on behalf of the COM. RE Musgrave introduced Rev. Tracy Hughes, installed pastor of Mountain View Community Church. Rev. Hughes gave an overview of her 20 years of ministry. Her biographical information was included in materials distributed prior to the meeting.

Preliminary Business (Omnibus Motion)
The assembly adopted these items:

1. The Docket as distributed.
2. Enrollment of Corresponding Members who were introduced and who registered attendance at the registration table, were granted permission of the floor.
3. Minutes of the August 19, 2017 Assembly, which were posted on the website.
4. The report of the Administrative Commission ordaining Olivia L. Hudson Smith as Minister of the Word and Sacrament.
5. The report of Council establishing dates and locations of the 2018 assemblies: Trinity, 1/23/2018; Iglesia Presbyteriana de Velverde, 3/27/2018; St. James, 5/22/2018; Elizabeth, 8/11/2018; Shepherd of the Hills, 10/23/2018.

Partnership of Zimbabwe and Denver Presbyteries Committee
Vice-Moderator, John Anderson recognized Presbytery Pastor, Tom Sheffield, who introduced the delegates from Zimbabwe: long leave couple, Rev. Anna Banda and Moven Banda (Rev. Banda serves the Mhangura Presbyterian Church in the Mashonaland West Province and is chairperson of the Western Presbytery District and convener of Zimbabwe's Presbytery's Church Associations Committee); Rev. Everisto Musedza, pastor of St. Columbia's Church, Mutare, Zimbabwe and convener of the Church in Society Committee; and, Rev. Lydia Neshangwe, pastor of St. Andrew's Church, Bulawayo, Zimbabwe and Clerk of the Presbytery and convener of the Ecumenical Relations Committee.

First Presbyterian Lakewood – Recognition by the Administrative Commission of the former First Presbyterian Church Lakewood, who offered a litany of praise honoring the dissolve congregation. Former members were asked to stand and be recognized.

Stated Clerk Report - An oral report was offered highlighting some of the activities since the prior assembly, including the closing of the Presbytery Center property, attendance at the Mid Council Leadership gathering in St. Louis, MO, bringing greetings and offering prayer at the National Presbyterian Hispanic Men's Conference from which we received a letter of thanks, involvement with the Celebration of Faith weekend with Rev. Dr. J. Herbert Nelson, II, Stated Clerk of the General Assembly, and OGA Immigration attorney, Teresa Waggener, and the Fall Gathering of Clerks of Session,

and receipt of a thank you card from South Park Community Church for the Presbytery's help in purchasing a new manse.

Nominating Committee Report
Susan Cornman brought the report: The Committee presented the following slate for the various committees and positions with a call for nominations from the floor for each committee or position, the slate was adopted.

Presbytery Moderator: TE John Anderson (Trinity), Class of 2018
Presbytery Vice-Moderator, RE Wanda Beauman (Peoples), Class of 2018
Action: Approved

Council
Re-elect to the Class of 2019: RE Ki Park (True Light) Elect to the Class of 2019:
TE Bill Davis (Good Shepherd), TE Bruce Spear (Elizabeth)
RE Sharon Blackstock (Green Mountain), RE Michael McLane (Trinity)
Action: Approved

Committee on Ministry
Re-Elect for a second term, and elect as Moderator for the Class of 2019,
CRE Sandy Safford (Byers)
Re-Elect for a second term and to the class of 2020:
RE Peter Hulac (Montview), RE Marty Ward (Genesis), TE Carol Fisher (St. Andrew)
Elect for a new term to the class of 2020: RE Lee Boteler (St. Paul),
TE Whit Dempsey (Georgetown), TE Victoria Isaacs (at-large)
Action: Approved

Committee on Preparation for Ministry
Re-Elect for a second term to the class of 2018:
RE Michael Norris (Presbyterian Church of the Covenant)
Re-Elect for a second term to the Class of 2020:
RE Sandy Prouty (Montview), TE JoAnn Dyson (at-large)
Elect to the Class of 2020:
RE David Lindsey (Shepherd of the Hills)
Action: Approved

PZDP
Elect to the Class of 2018:
TE Ruth Huff (at-large)
Elect to the position of Co-Moderators for the Class of 2018:
TE Ruth Huff (at Large), and RE Rob Habiger (Central)
Re-elect for a second term and to the Class of 2019:
Starr Hildebrand (Arvada)
Elect to the class of 2020:
TE Barbara Lyons (Presbyterian Church of the Covenant)
TE Christine Bietzel (HR)
Action: Approved

Permanent Judicial Commission
Elect to the Class of 2023:
RE Larry Musgrave (Byers)
TE Eunjoo Kim (at-large)

Action: Approved

To the 2018 General Assembly

Ruling Elder Commissioners:

Georgia Comstock (South Park Community)

Cleve Dixon (St. Paul)

Teaching Elder Commissioners:

Ruth Huff (at-large)

Jason Whitehead (Iliff)

Alternate Commissioner:

Teaching Elder Carol Fisher (St. Andrews)

Youth Advisory Delegate:

Claire Wineman (Central)

Action: Approved

Council Report

Tom Sheffield, Presbytery Pastor and Moderator of Council, thanked all those who have served on Council and acknowledged the work of each member throughout the years.

Personnel Work Group

Bruce Spear brought the report. The Council recommends a 3% cost of living increase be applied in 2018 to the compensation of all Presbytery staff. The Colorado Department of Local Affairs reports a Consumer Price Index change of 2.77% in 2016 and the Bureau of Labor Statistics reports a CPI change from the first half of 2016 to the first half of 2017 of 3.1%. **Action: Approved**

The Council recommends the following **Terms of Call for Stated Clerk Rev. Olivia Hudson Smith Oct-Dec 2017 and Terms of Call for 2018:**

Effective salary	
Annual Cash Salary	$ 53,754.56
Housing Allowance	$ 15,000.00
Total	**$ 68,754.56**
Other Compensation	
Healthcare Enrollment Costs (up to annual maximum of)	$ 14,188.64
Retirement Savings Program (403b) contribution	$ 8,250.55
SECA Supplement	$ 5,259.72
Total (up to annual maximum of)	**$ 27,698.91**
Reimbursable expenses (by voucher)	
Business/professional expenses (up to annual maximum of)	$ 2,800.00
Continuing Education (up to annual maximum of)	$ 1,500.00
Total (up to annual maximum of)	**$ 4,300.00**

Paid Vacation: 4 weeks

Paid Continuing Education: 2 weeks (cumulative up to 3 years)

Action: Approved

Terms of Call Rev. Olivia Hudson Smith Stated Clerk of the Presbytery of Denver. The following compensation figures are annualized but will be prorated over pay periods covering **October 15 through December 31, 2017.**

Effective salary	
Annual Cash Salary	$ 51,752.00
Housing Allowance	$ 15,000.00
Total	**$ 66,752.00**
Other Compensation	
Healthcare Enrollment Costs (up to annual maximum of)	$ 13,354.34
Retirement Savings Program (403b) contribution	$ 8,010.24
SECA Supplement	$ 5,106.53
Total	**$26,471.01**
Reimbursable expenses (by voucher)	
Business/professional expenses (up to annual maximum of)	$ 2,800.00
Continuing Education (up to annual maximum of)	$ 1,500.00
Total	**$ 4,300.00**

Paid Vacation: 4 weeks

Paid Continuing Education: 2 weeks (cumulative up to 3 years)

Action: Approved

The Council also recommends the attached **2018 Terms of Call for Rev. Amy Mendez, Pastor for Church Development and Multi-Racial Ministries:**

Effective salary	
Annual Cash Salary	$ 36,335.34
Housing Allowance	$ 30,000.00
Total	**$ 66,335.34**
Other	
Board of Pensions full participation plan	$ 24,544.08
SECA Supplement	$ 5,074.65
Total	**$ 29,618.73**
Reimbursable expenses (by voucher)	
Business/professional expenses (up to annual maximum of)	$ 4,720.00
Continuing Education (up to annual maximum of)	$ 1,500.00
Total (up to annual maximum of)	**$ 6,220.00**

Paid Vacation: 4 weeks

Paid Continuing Education: 2 weeks (cumulative up to 3 years)

The recommendation was approved.

Finance and Property Work Group
Keith Moore reported: The work group along with other work groups will begin studying the best investment strategies for the proceeds from the sale of the Presbytery Center.

Council recommends approval of the proposed budget for 2018, copies of which were distributed prior to the meeting.
Action: Approved

Leadership Work Group
Nancy Dixon brought the report: Registration for the Fall Leadership retreat at Highlands Camp and Retreat Center for the November 10-11, event is open. An incentive to register is offered for a $5.00 per person discount if four (4) or more people register from one congregation. The focus is evangelism and will be facilitated by Ray Jones, Associate Director for Evangelism, Presbyterian Mission Agency. In addition, to the retreat, Ray Jones will be at Wellshire Presbyterian Church on Sunday, November 12, from 2:00-4:00 p.m. to continue the focus with practical experience.
Save the date: The Winter 2018 Leadership event will be on February 10, 2018.

Immigration Policy Response Task Force
Dee Cooper brought the report: Dee highlighted the charge of the task force and its work so far. The task force has developed a social media presence on Facebook that provides information on meetings and events.

Ecumenical Ministries
Justin Spurlock brought the report: The proposed Ecumenical Ministries Policy was distributed prior to the meeting. It came before the Assembly on first reading and will be presented for second reading and adoption at the January 2018 assembly.

Treasurer's Report
John Boettiger brought the report: The September 30, 2017, financial statements were distributed prior to the meeting. He noted that with the sale of the Presbytery Center, we will have a positive cash flow at the end of the year.

Committee on Preparation for Ministry – Part 2
Sandy Safford brought the report: Sandy recognized RE Dean Picket who presented the Presbytery of Denver Minor/Vulnerable Adult Protection and Sexual Misconduct Prevention Policy and Procedures on second reading and recommendation for approval.
Action: Approved

COM recommended for approval the Minister Compensation Policy for 2018, that includes a minimum salary and housing increase of 1.8% = to $48,618, and when a manse is furnished for pastor's use, the annual minimum for 2018 shall be $35,397. **Action: Approved**
Action: Approved

COM also strongly recommends that Sessions develop a sabbatical leave plan reviewable yearly, which is a new consideration for the minimum salary and housing package.

COM recommended that Candidate Lemuel Velasco, be ordained as a Minister of the Word and Sacrament in his call as an Evangelist for both Divino Salvador and Fountain of Light new worshipping communities.
The assembly examined Lemuel and following examination he was escorted out of the assembly. He was welcomed back with applause.
Action: Approved

Presentation: Gifts of love, and appreciation for Rev. Dr. Thomas Sheffield's 40 years of ministry and 16 years as Presbytery Pastor for the Presbytery of Denver, where presented to Rev. Sheffield and his wife, Kathy.

The Assembly at Worship
Following the presentation, Rev. Sheffield, and Rev. Louise Westfall led the Assembly in worship including celebration of the Lord's Supper. The sermon was drawn from Mark 4:2-9, "By the Numbers". Music director Will Smith and the Central choir assisted in worship.

Adjournment
Moderator, RE Jean Demmler, announced that the closing prayer of worship adjourned the Assembly. The Assembly closed at 9:10 p.m. The next Presbytery Assembly is at Trinity Presbyterian Church, January 23, 2018.

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Olivia L. Hudson Smith, Stated Clerk

Approved:

The Presbyter of Denver
2018 Budget

Building Management Expense	Budget-2017	Budget-2018	Difference	
Office Rent	$ -	$ 50,000	$ 50,000	Start 3/1/18
Maintenance	$ 32,000	$ 1,000	$ (31,000)	
Utilities	$ 20,000	$ 7,200	$ (12,800)	
Other				
Moving Expense	$ -	$ 15,000	$ 15,000	
General replace/repair	$ 5,150	$ 5,000	$ (150)	
Lakewood Expenses	$ -	$ 24,000	$ 24,000	
Furnishings/equipment/supplies	$ 2,000	$ 15,000	$ 13,000	
Total Cash Expense	**$ 59,150**	**$ 117,200**	**$ 58,050**	
Depreciation - non-cash expense				
Lakewood**	$ -	$ 80,750	$ 80,750	
Parker	$ 40,308	$ 40,308	$ -	
Grant Street	$ 73,500	$ -	$ (73,500)	
Iglesia de Valverde	$ 23,448	$ 23,448	$ -	
Total Depreciation	$ 137,256	$ 144,506	$ 7,250	
Total Expense	$ 196,406	$ 261,706	$ 65,300	
** - Based on an estimated Building Value of :		$ 1,900,000		
Less: Value of Land @ 15%		$ (285,000)		
Net Depreciable Value		$ 1,615,000		

Office of the Presbytery Expenses	Budget-2017	Budget-2018	Difference
Comm.& Admin Mgr			
Compensation(1)	$ 75,737	$ 79,974	$ 4,237
Reimbursable expenses	$ 1,750	$ 1,750	$ -
Temp. help	$ 3,000	$ 1,000	$ (2,000)
Sub-Total	**$ 80,487**	**$ 82,724**	
Office supplies and equipment			
Computer website	$ 3,500	$ 3,500	$ -
Computer hdwe, other	$ 3,500	$ 1,000	$ (2,500)
Copier lease	$ 5,000	$ 5,000	$ -
Postage	$ 2,900	$ 3,000	$ 100
Telephone	$ 8,000	$ 7,000	$ (1,000)
Supplies	$ 4,600	$ 3,000	$ (1,600)
Printing by others	$ 500	$ -	$ (500)
Other expense	$ 1,600	$ 2,000	$ 400
Video Conferencing	$ 3,000	$ 250	$ (2,750)
Sub-Total	**$ 32,600**	**$ 24,750**	**$ (7,850)**
Accounting and auditing			
Treasurer stipend and CE	$ 7,000	$ 7,000	$ -
Contract CPA	$ 24,000	$ 26,000	$ 2,000
Audit fees	$ 10,000	$ 10,000	$ -
Other - Accounting fees	$ 300	$ -	$ (300)
Sub-Total	**$ 41,300**	**$ 43,000**	**$ 1,700**
Insurance and other			
Commercial package	$ 11,930	$ 4,000	$ (7,930)
Sub-Total	**$ 11,930**	**$ 4,000**	**$ (7,930)**
Total Cash Expense	**$ 166,317**	**$ 154,474**	**$ (14,080)**
(1) Includes:			
Salary, Taxes, Board of Pension			
COM & CPM Secretary Compensation			
Overtime expense			
Salary		$ 54,590	
Board of Pensions @ 36.5%		$ 19,925	
Payroll Taxes @ 10%		$ 5,459	
		$ 79,974	

Leadership and Ministry Expenses	Budget-2017	Budget-2018	Difference
Interim Presbytery Pastor compensation (1)	$ 174,703	$ 183,125	$ 8,422
Reimbursable expenses	$ 6,500	$ 5,000	$ (1,500)
Ministry Partnerships			
Highlands Camp	$ 55,000	$ 55,000	$ -
Highlands-Designated		$ 8,000	$ 8,000
PZPD	$ 27,000	$ 27,000	$ -
Colorado Council of Churches	$ 10,000	$ 13,500	$ 3,500
Sub-Total	**$ 273,203**	**$ 291,625**	**$ 18,422**
Leadership development			
Sabbatical Fund	$ 6,000	$ 20,000	$ 14,000
Leadership conferences, courses WNLT	$ 4,250	$ 4,250	$ -
Workshops - COM, lay pastors	$ 500	$ 500	$ -
Scholarships - CPM	$ 5,000	$ 5,000	$ -
Youth Triennium every 3 years	$ 10,000	$ 10,000	$ -
Council approved event	$ 5,000	$ 5,000	$ -
Leadership Transition Expenses**	$ -	$ 20,500	$ 20,500
Sub-Total	**$ 30,750**	**$ 65,250**	**$ 34,500**
Mission & Ministry	$ 10,000	$ -	$ (10,000)
Pastor for Ch.Dev & Multiracial Ministries Compensation (1)	$ 92,096	$ 100,637	$ 8,541
Reimbursable expenses	$ 6,220	$ 6,220	$ -
Sub-Total	**$ 98,316**	**$ 106,857**	**$ (1,459)**
Total Cash Expense	**$ 412,269**	**$ 463,732**	**$ 51,463**
(1) Includes:			
Salary		$ 125,000	
Board of Pensions @ 36.5%		$ 45,625	
Continuing Education		$ -	
Payroll Taxes @ 10%		$ 12,500	
Total Compensation		$ 183,125	
** - Includes reloaction expenses			
Salary		$ 40,742	
Housing Allowance		$ 30,000	
Board of Pensions @ 36.5%		$ 25,821	
Continuing Education		$ -	
Payroll Taxes @ 10%		$ 4,074	
Total Compensation		$ 100,637	

Long Term Initiatives			
New Church Development	**Budget-2017**	**Budget-2018**	**Difference**
Iglesia de Valverde	$ 25,000	$ 20,000	$ (5,000)
New Worshipping Communities/Coaching	$ 10,000	$ 10,000	$ -
Total Cash Expense - NCD	**$ 35,000**	**$ 30,000**	**$ (5,000)**
Congregational Assistance/Co-Investing			
Grants			
New Beginnings	$ 15,000	$ 10,000	$ (5,000)
Westminster	$ 15,000	$ -	$ (15,000)
Thornton	$ -	$ -	$ -
Other	$ -	$ 16,000	$ 16,000
Co-invest/Emergency Total	**$ 30,000**	**$ 26,000**	**$ (20,000)**
New Initiatives			
1001 Grant Matches	$ 15,000	$ -	$ (15,000)
Travel Grants	$ 4,500	$ 6,000	$ 1,500
Pree N Pree	$ -	$ -	$ -
WilderSoul	$ -	$ -	$ -
Myanmar	$ 17,500	$ -	$ (17,500)
Health Insurance Matches	$ 4,500	$ 6,000	$ 1,500
Assessment Fees/Expenses	$ -	$ -	$ -
Smallify	$ 15,000	$ -	$ (15,000)
Grant Pool	$ 17,500	$ 101,000	$ 83,500
Total new initiatives	**$ 74,000**	**$ 113,000**	**$ 54,000**
Total Cash Expense - Cong. Asst.	**$ 104,000**	**$ 139,000**	**$ 34,000**
Total LTI Cash Expense	**$ 139,000**	**$ 169,000**	**$ 29,000**

Ecclesiastical Expenses	**Budget-2017**	**Budget-2018**	**Difference**
Stated clerk compensation (1)	$ 97,416	$ 102,054	$ 4,638
Reimbursables expenses	$ 4,300	$ 4,300	$ -
Sub-Total	**$ 101,716**	**$ 106,354**	**$ 4,638**
COM			
Meetings,expense reimb	$ 4,500	$ 2,000	$ (2,500)
Consultant fees & contingency	$ 7,545	$ 2,000	$ (5,545)
Sub-Total	**$ 12,045**	**$ 4,000**	**$ (8,045)**
CPM			
Meeting, travel, psych testing	$ 3,000	$ 3,000	$ -
Meeting and other	$ 1,500	$ 500	$ (1,000)
Sub-Total	**$ 4,500**	**$ 3,500**	**$ (1,000)**
Meetings			
Council, committee, work grp mtgs	$ 3,000	$ 2,000	$ (1,000)
Presbytery meetings	$ 3,000	$ 2,000	$ (1,000)
GA Attendance (every 3 years)	$ 3,500	$ 3,500	$ -
Sub-Total	**$ 9,500**	**$ 7,500**	**$ (4,000)**
Presbytery			
Judicial business	$ 1,500	$ 1,000	$ -
Legal expense - Stated Clerk	$ 6,000	$ 4,000	$ -
Other	$ 14,000	$ -	$ (14,000)
Sub-Total	**$ 21,500**	**$ 5,000**	**$ (14,000)**
Total Cash Expense	**$ 149,261**	**$ 126,354**	**$ (22,407)**
(1) Includes:			
Salary		$ 65,666	
Board of Pensions		$ 24,296	
SECA		$ 5,023	
Payroll Taxes @ 10%		$ 7,069	
		$ 102,054	

~ End of Record ~