



JOHN KNOX PRESBYTERY  
*Presbyterian Church (U.S.A.)*  
1850 Bohmann Drive, Suite 1  
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800.424.7935 WI, MN, IA  
608.647.8828  
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**Teaching Elder Chaz Ruark**  
*Executive Presbyter*  
[cruark@jknox.org](mailto:cruark@jknox.org)

**Ruling Elder Alyson Janke**  
*Stated Clerk*  
[alysonjanke@yahoo.com](mailto:alysonjanke@yahoo.com)

**Karen Deniger**  
*Presbytery Administrator*  
[karen@jknox.org](mailto:karen@jknox.org)



02/24/2021

Clerk of Session  
First Presbyterian Church  
P. O. Box 21  
Andrew, IA 52030-0021

Dear Colleges in Ministry,

I am writing on behalf of John Knox Presbytery's Committee on Ministry to clarify a policy regarding the contractual employment of clergy (stated supply, temporary supply, pulpit supply).

When the contract is less than full time (3/4, 2/3, 1/2, etc) the annual salary, housing, travel are prorated. That is the clergy person receives compensation in proportion to the time they will serve. The one item that is not prorated is the Continuing Education time and allowance (2 weeks, \$600.00). While this provision is the barest minimum, it is intended to encourage the ongoing education of our clergy, which is so important. Please keep this in mind if your church enters into part-time clergy employment in the future.

If you have questions please contact Jim Scaife, Chaz Ruark, or myself.

Sincerely,  
John P. Smith III  
Co-Chair, Committee on Ministry



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*Presbytery Administrator*  
[karen@jknox.org](mailto:karen@jknox.org)



02/24/2021

Clerk of Session  
First Presbyterian Church  
1612 Pearl Street  
Bangor, WI 54614-8880

Dear Colleges in Ministry,

I am writing on behalf of John Knox Presbytery's Committee on Ministry to clarify a policy regarding the contractual employment of clergy (stated supply, temporary supply, pulpit supply).

When the contract is less than full time (3/4, 2/3, 1/2, etc) the annual salary, housing, travel are prorated. That is the clergy person receives compensation in proportion to the time they will serve. The one item that is not prorated is the Continuing Education time and allowance (2 weeks, \$600.00). While this provision is the barest minimum, it is intended to encourage the ongoing education of our clergy, which is so important. Please keep this in mind if your church enters into part-time clergy employment in the future.

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Sincerely,  
Stacy Cavanaugh  
Co-Chair, Committee on Ministry



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*Presbytery Administrator*  
[karen@jknox.org](mailto:karen@jknox.org)

02/24/2021

Clerk of Session  
First Presbyterian Church  
416 Ash Street  
Baraboo, WI 53913-2501

Dear Colleges in Ministry,

I am writing on behalf of John Knox Presbytery's Committee on Ministry to clarify a policy regarding the contractual employment of clergy (stated supply, temporary supply, pulpit supply).

When the contract is less than full time (3/4, 2/3, 1/2, etc) the annual salary, housing, travel are prorated. That is the clergy person receives compensation in proportion to the time they will serve. The one item that is not prorated is the Continuing Education time and allowance (2 weeks, \$600.00). While this provision is the barest minimum, it is intended to encourage the ongoing education of our clergy, which is so important. Please keep this in mind if your church enters into part-time clergy employment in the future.

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Co-Chair, Committee on Ministry





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[karen@jknox.org](mailto:karen@jknox.org)

02/24/2021

Clerk of Session  
First Presbyterian Church  
305 Market Street  
Bellevue, IA 52031-1219

Dear Colleges in Ministry,

I am writing on behalf of John Knox Presbytery's Committee on Ministry to clarify a policy regarding the contractual employment of clergy (stated supply, temporary supply, pulpit supply).

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*Presbytery Administrator*  
[karen@jknox.org](mailto:karen@jknox.org)

02/24/2021

Clerk of Session  
First Presbyterian Church  
P. O. Box 217  
Cambria, WI 53923-9233

Dear Colleges in Ministry,

I am writing on behalf of John Knox Presbytery's Committee on Ministry to clarify a policy regarding the contractual employment of clergy (stated supply, temporary supply, pulpit supply).

When the contract is less than full time (3/4, 2/3, 1/2, etc) the annual salary, housing, travel are prorated. That is the clergy person receives compensation in proportion to the time they will serve. The one item that is not prorated is the Continuing Education time and allowance (2 weeks, \$600.00). While this provision is the barest minimum, it is intended to encourage the ongoing education of our clergy, which is so important. Please keep this in mind if your church enters into part-time clergy employment in the future.

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*Presbytery Administrator*  
[karen@jknox.org](mailto:karen@jknox.org)



02/24/2021

Clerk of Session  
Rosedale Presbyterian Church  
W3495 Highway 33  
Cambria, WI 53923

Dear Colleges in Ministry,

I am writing on behalf of John Knox Presbytery's Committee on Ministry to clarify a policy regarding the contractual employment of clergy (stated supply, temporary supply, pulpit supply).

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*Presbytery Administrator*  
[karen@jknox.org](mailto:karen@jknox.org)

02/24/2021

Clerk of Session  
Oakland-Cambridge Presby. Ch.  
313 East Main Street  
Cambridge, WI 53523-9629

Dear Colleges in Ministry,

I am writing on behalf of John Knox Presbytery's Committee on Ministry to clarify a policy regarding the contractual employment of clergy (stated supply, temporary supply, pulpit supply).

When the contract is less than full time (3/4, 2/3, 1/2, etc) the annual salary, housing, travel are prorated. That is the clergy person receives compensation in proportion to the time they will serve. The one item that is not prorated is the Continuing Education time and allowance (2 weeks, \$600.00). While this provision is the barest minimum, it is intended to encourage the ongoing education of our clergy, which is so important. Please keep this in mind if your church enters into part-time clergy employment in the future.

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*Presbytery Administrator*  
[karen@jknox.org](mailto:karen@jknox.org)

02/24/2021

Clerk of Session  
Canton-Scotland Presby. Ch.  
P. O. Box 136  
Canton, MN 55922

Dear Colleges in Ministry,

I am writing on behalf of John Knox Presbytery's Committee on Ministry to clarify a policy regarding the contractual employment of clergy (stated supply, temporary supply, pulpit supply).

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**Karen Deniger**  
*Presbytery Administrator*  
[karen@jknox.org](mailto:karen@jknox.org)



02/24/2021

Clerk of Session  
Pioneer Presbyterian Church  
206 Fillmore Street SE  
Chatfield, MN 55923-1221

Dear Colleges in Ministry,

I am writing on behalf of John Knox Presbytery's Committee on Ministry to clarify a policy regarding the contractual employment of clergy (stated supply, temporary supply, pulpit supply).

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**Karen Deniger**  
*Presbytery Administrator*  
[karen@jknox.org](mailto:karen@jknox.org)

02/24/2021

Clerk of Session  
First Presbyterian Church  
P. O. Box 182  
Columbus, WI 53925-1528

Dear Colleges in Ministry,

I am writing on behalf of John Knox Presbytery's Committee on Ministry to clarify a policy regarding the contractual employment of clergy (stated supply, temporary supply, pulpit supply).

When the contract is less than full time (3/4, 2/3, 1/2, etc) the annual salary, housing, travel are prorated. That is the clergy person receives compensation in proportion to the time they will serve. The one item that is not prorated is the Continuing Education time and allowance (2 weeks, \$600.00). While this provision is the barest minimum, it is intended to encourage the ongoing education of our clergy, which is so important. Please keep this in mind if your church enters into part-time clergy employment in the future.

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*Presbytery Administrator*  
[karen@jknox.org](mailto:karen@jknox.org)



02/24/2021

Clerk of Session  
Bryn Mawr Presbyterian Ch.  
229 North Main Street  
Cottage Grove, WI 53527-9630

Dear Colleges in Ministry,

I am writing on behalf of John Knox Presbytery's Committee on Ministry to clarify a policy regarding the contractual employment of clergy (stated supply, temporary supply, pulpit supply).

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*Presbytery Administrator*  
[karen@jknox.org](mailto:karen@jknox.org)

02/24/2021

Clerk of Session  
First Presbyterian Church  
1684 Iowa Street  
Dubuque, IA 52001-4828

Dear Colleges in Ministry,

I am writing on behalf of John Knox Presbytery's Committee on Ministry to clarify a policy regarding the contractual employment of clergy (stated supply, temporary supply, pulpit supply).

When the contract is less than full time (3/4, 2/3, 1/2, etc) the annual salary, housing, travel are prorated. That is the clergy person receives compensation in proportion to the time they will serve. The one item that is not prorated is the Continuing Education time and allowance (2 weeks, \$600.00). While this provision is the barest minimum, it is intended to encourage the ongoing education of our clergy, which is so important. Please keep this in mind if your church enters into part-time clergy employment in the future.

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*Presbytery Administrator*  
[karen@jknox.org](mailto:karen@jknox.org)



02/24/2021

Clerk of Session  
Westminster Presbyterian Ch.  
2155 University Avenue  
Dubuque, IA 52001-1523

Dear Colleges in Ministry,

I am writing on behalf of John Knox Presbytery's Committee on Ministry to clarify a policy regarding the contractual employment of clergy (stated supply, temporary supply, pulpit supply).

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02/24/2021

Clerk of Session  
First Presbyterian Church  
20237 West Ridge Avenue  
Galesville, WI 54630-8073

Dear Colleges in Ministry,

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[karen@jknox.org](mailto:karen@jknox.org)

02/24/2021

Clerk of Session  
First United Presbyterian Ch.  
P. O. Box 244  
Highland, WI 53543-9626

Dear Colleges in Ministry,

I am writing on behalf of John Knox Presbytery's Committee on Ministry to clarify a policy regarding the contractual employment of clergy (stated supply, temporary supply, pulpit supply).

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*Presbytery Administrator*  
[karen@jknox.org](mailto:karen@jknox.org)

02/24/2021

Clerk of Session  
Presby. Ch. of New Amsterdam  
P. O. Box 337  
Holmen, WI 54636-0337

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*Stated Clerk*  
[alysonjanke@yahoo.com](mailto:alysonjanke@yahoo.com)

**Karen Deniger**  
*Presbytery Administrator*  
[karen@jknox.org](mailto:karen@jknox.org)



02/24/2021

Clerk of Session  
First Presbyterian Church  
233 West Avenue South  
LaCrosse, WI 54601-4188

Dear Colleges in Ministry,

I am writing on behalf of John Knox Presbytery's Committee on Ministry to clarify a policy regarding the contractual employment of clergy (stated supply, temporary supply, pulpit supply).

When the contract is less than full time (3/4, 2/3, 1/2, etc) the annual salary, housing, travel are prorated. That is the clergy person receives compensation in proportion to the time they will serve. The one item that is not prorated is the Continuing Education time and allowance (2 weeks, \$600.00). While this provision is the barest minimum, it is intended to encourage the ongoing education of our clergy, which is so important. Please keep this in mind if your church enters into part-time clergy employment in the future.

If you have questions please contact Jim Scaife, Chaz Ruark, or myself.

Sincerely,  
Stacy Cavanaugh  
Co-Chair, Committee on Ministry



JOHN KNOX PRESBYTERY  
*Presbyterian Church (U.S.A.)*  
1850 Bohmann Drive, Suite 1  
P. O. Box 350  
Richland Center, WI 53581  
[www.jknox.org](http://www.jknox.org)

800.424.7935 WI, MN, IA  
608.647.8828  
608.647.3886 FAX

**Teaching Elder Chaz Ruark**  
*Executive Presbyter*  
[ruark@jknox.org](mailto:ruark@jknox.org)

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**Karen Deniger**  
*Presbytery Administrator*  
[karen@jknox.org](mailto:karen@jknox.org)

02/24/2021

Clerk of Session  
North Presbyterian Church  
1327 North Salem Road  
LaCrosse, WI 54603-1692

Dear Colleges in Ministry,

I am writing on behalf of John Knox Presbytery's Committee on Ministry to clarify a policy regarding the contractual employment of clergy (stated supply, temporary supply, pulpit supply).

When the contract is less than full time (3/4, 2/3, 1/2, etc) the annual salary, housing, travel are prorated. That is the clergy person receives compensation in proportion to the time they will serve. The one item that is not prorated is the Continuing Education time and allowance (2 weeks, \$600.00). While this provision is the barest minimum, it is intended to encourage the ongoing education of our clergy, which is so important. Please keep this in mind if your church enters into part-time clergy employment in the future.

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**Karen Deniger**  
*Presbytery Administrator*  
[karen@jknox.org](mailto:karen@jknox.org)

02/24/2021

Clerk of Session  
First Presbyterian Church  
P. O. Box 267  
Lancaster, WI 53813-1644

Dear Colleges in Ministry,

I am writing on behalf of John Knox Presbytery's Committee on Ministry to clarify a policy regarding the contractual employment of clergy (stated supply, temporary supply, pulpit supply).

When the contract is less than full time (3/4, 2/3, 1/2, etc) the annual salary, housing, travel are prorated. That is the clergy person receives compensation in proportion to the time they will serve. The one item that is not prorated is the Continuing Education time and allowance (2 weeks, \$600.00). While this provision is the barest minimum, it is intended to encourage the ongoing education of our clergy, which is so important. Please keep this in mind if your church enters into part-time clergy employment in the future.

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Co-Chair, Committee on Ministry





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**Karen Deniger**  
*Presbytery Administrator*  
[karen@jknox.org](mailto:karen@jknox.org)

02/24/2021

Clerk of Session  
First United Presbyterian Ch.  
258 Lodi Street  
Lodi, WI 53555-1222

Dear Colleges in Ministry,

I am writing on behalf of John Knox Presbytery's Committee on Ministry to clarify a policy regarding the contractual employment of clergy (stated supply, temporary supply, pulpit supply).

When the contract is less than full time (3/4, 2/3, 1/2, etc) the annual salary, housing, travel are prorated. That is the clergy person receives compensation in proportion to the time they will serve. The one item that is not prorated is the Continuing Education time and allowance (2 weeks, \$600.00). While this provision is the barest minimum, it is intended to encourage the ongoing education of our clergy, which is so important. Please keep this in mind if your church enters into part-time clergy employment in the future.

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Co-Chair, Committee on Ministry





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*Presbyterian Church (U.S.A.)*  
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**Karen Deniger**  
*Presbytery Administrator*  
[karen@jknox.org](mailto:karen@jknox.org)



02/24/2021

Clerk of Session  
Christ Presbyterian Church  
944 East Gorham Street  
Madison, WI 53703-1569

Dear Colleges in Ministry,

I am writing on behalf of John Knox Presbytery's Committee on Ministry to clarify a policy regarding the contractual employment of clergy (stated supply, temporary supply, pulpit supply).

When the contract is less than full time (3/4, 2/3, 1/2, etc) the annual salary, housing, travel are prorated. That is the clergy person receives compensation in proportion to the time they will serve. The one item that is not prorated is the Continuing Education time and allowance (2 weeks, \$600.00). While this provision is the barest minimum, it is intended to encourage the ongoing education of our clergy, which is so important. Please keep this in mind if your church enters into part-time clergy employment in the future.

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Co-Chair, Committee on Ministry



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**Karen Deniger**  
*Presbytery Administrator*  
[karen@jknox.org](mailto:karen@jknox.org)

02/24/2021

Clerk of Session  
Covenant Presbyterian Ch.  
326 South Segoe Road  
Madison, WI 53705-4955

Dear Colleges in Ministry,

I am writing on behalf of John Knox Presbytery's Committee on Ministry to clarify a policy regarding the contractual employment of clergy (stated supply, temporary supply, pulpit supply).

When the contract is less than full time (3/4, 2/3, 1/2, etc) the annual salary, housing, travel are prorated. That is the clergy person receives compensation in proportion to the time they will serve. The one item that is not prorated is the Continuing Education time and allowance (2 weeks, \$600.00). While this provision is the barest minimum, it is intended to encourage the ongoing education of our clergy, which is so important. Please keep this in mind if your church enters into part-time clergy employment in the future.

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Co-Chair, Committee on Ministry





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**Karen Deniger**  
*Presbytery Administrator*  
[karen@jknox.org](mailto:karen@jknox.org)

02/24/2021

Clerk of Session  
Dale Heights Presbyterian Ch.  
5501 University Avenue  
Madison, WI 53705-1234

Dear Colleges in Ministry,

I am writing on behalf of John Knox Presbytery's Committee on Ministry to clarify a policy regarding the contractual employment of clergy (stated supply, temporary supply, pulpit supply).

When the contract is less than full time (3/4, 2/3, 1/2, etc) the annual salary, housing, travel are prorated. That is the clergy person receives compensation in proportion to the time they will serve. The one item that is not prorated is the Continuing Education time and allowance (2 weeks, \$600.00). While this provision is the barest minimum, it is intended to encourage the ongoing education of our clergy, which is so important. Please keep this in mind if your church enters into part-time clergy employment in the future.

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Co-Chair, Committee on Ministry





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**Karen Deniger**  
*Presbytery Administrator*  
[karen@jknox.org](mailto:karen@jknox.org)

02/24/2021

Clerk of Session  
Korean Presbyterian-Madison  
6906 Colony Drive  
Madison, WI 53717-1109

Dear Colleges in Ministry,

I am writing on behalf of John Knox Presbytery's Committee on Ministry to clarify a policy regarding the contractual employment of clergy (stated supply, temporary supply, pulpit supply).

When the contract is less than full time (3/4, 2/3, 1/2, etc) the annual salary, housing, travel are prorated. That is the clergy person receives compensation in proportion to the time they will serve. The one item that is not prorated is the Continuing Education time and allowance (2 weeks, \$600.00). While this provision is the barest minimum, it is intended to encourage the ongoing education of our clergy, which is so important. Please keep this in mind if your church enters into part-time clergy employment in the future.

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Co-Chair, Committee on Ministry







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**Karen Deniger**  
*Presbytery Administrator*  
[karen@jknox.org](mailto:karen@jknox.org)

02/24/2021

Clerk of Session  
Westminster Presbyterian Ch  
4100 Nakoma Road  
Madison, WI 53711-3019

Dear Colleges in Ministry,

I am writing on behalf of John Knox Presbytery's Committee on Ministry to clarify a policy regarding the contractual employment of clergy (stated supply, temporary supply, pulpit supply).

When the contract is less than full time (3/4, 2/3, 1/2, etc) the annual salary, housing, travel are prorated. That is the clergy person receives compensation in proportion to the time they will serve. The one item that is not prorated is the Continuing Education time and allowance (2 weeks, \$600.00). While this provision is the barest minimum, it is intended to encourage the ongoing education of our clergy, which is so important. Please keep this in mind if your church enters into part-time clergy employment in the future.

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Co-Chair, Committee on Ministry





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*Presbyterian Church (U.S.A.)*  
1850 Bohmann Drive, Suite 1  
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**Karen Deniger**  
*Presbytery Administrator*  
[karen@jknox.org](mailto:karen@jknox.org)



02/24/2021

Clerk of Session  
Peace Presbyterian Church  
217 Oak Street  
Mauston, WI 53948-1333

Dear Colleges in Ministry,

I am writing on behalf of John Knox Presbytery's Committee on Ministry to clarify a policy regarding the contractual employment of clergy (stated supply, temporary supply, pulpit supply).

When the contract is less than full time (3/4, 2/3, 1/2, etc) the annual salary, housing, travel are prorated. That is the clergy person receives compensation in proportion to the time they will serve. The one item that is not prorated is the Continuing Education time and allowance (2 weeks, \$600.00). While this provision is the barest minimum, it is intended to encourage the ongoing education of our clergy, which is so important. Please keep this in mind if your church enters into part-time clergy employment in the future.

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Sincerely,  
Stacy Cavanaugh  
Co-Chair, Committee on Ministry



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*Presbyterian Church (U.S.A.)*  
1850 Bohmann Drive, Suite 1  
P. O. Box 350  
Richland Center, WI 53581  
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**Karen Deniger**  
*Presbytery Administrator*  
[karen@jknox.org](mailto:karen@jknox.org)

02/24/2021

Clerk of Session  
First Presbyterian Church  
P. O. Box 187  
Maynard, IA 50655-0187

Dear Colleges in Ministry,

I am writing on behalf of John Knox Presbytery's Committee on Ministry to clarify a policy regarding the contractual employment of clergy (stated supply, temporary supply, pulpit supply).

When the contract is less than full time (3/4, 2/3, 1/2, etc) the annual salary, housing, travel are prorated. That is the clergy person receives compensation in proportion to the time they will serve. The one item that is not prorated is the Continuing Education time and allowance (2 weeks, \$600.00). While this provision is the barest minimum, it is intended to encourage the ongoing education of our clergy, which is so important. Please keep this in mind if your church enters into part-time clergy employment in the future.

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Co-Chair, Committee on Ministry





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*Presbyterian Church (U.S.A.)*  
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**Karen Deniger**  
*Presbytery Administrator*  
[karen@jknox.org](mailto:karen@jknox.org)

02/24/2021

Clerk of Session  
North Bend Presbyterian Ch.  
W10841 State Road 54  
Melrose, WI 54642-8452

Dear Colleges in Ministry,

I am writing on behalf of John Knox Presbytery's Committee on Ministry to clarify a policy regarding the contractual employment of clergy (stated supply, temporary supply, pulpit supply).

When the contract is less than full time (3/4, 2/3, 1/2, etc) the annual salary, housing, travel are prorated. That is the clergy person receives compensation in proportion to the time they will serve. The one item that is not prorated is the Continuing Education time and allowance (2 weeks, \$600.00). While this provision is the barest minimum, it is intended to encourage the ongoing education of our clergy, which is so important. Please keep this in mind if your church enters into part-time clergy employment in the future.

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Co-Chair, Committee on Ministry





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*Presbyterian Church (U.S.A.)*  
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**Karen Deniger**  
*Presbytery Administrator*  
[karen@jknox.org](mailto:karen@jknox.org)

02/24/2021

Clerk of Session  
Caledonia Presbyterian Ch.  
W11596 Circle Bluff Road  
Merrimac, WI 53561-9620

Dear Colleges in Ministry,

I am writing on behalf of John Knox Presbytery's Committee on Ministry to clarify a policy regarding the contractual employment of clergy (stated supply, temporary supply, pulpit supply).

When the contract is less than full time (3/4, 2/3, 1/2, etc) the annual salary, housing, travel are prorated. That is the clergy person receives compensation in proportion to the time they will serve. The one item that is not prorated is the Continuing Education time and allowance (2 weeks, \$600.00). While this provision is the barest minimum, it is intended to encourage the ongoing education of our clergy, which is so important. Please keep this in mind if your church enters into part-time clergy employment in the future.

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Co-Chair, Committee on Ministry





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**Karen Deniger**  
*Presbytery Administrator*  
[karen@jknox.org](mailto:karen@jknox.org)

02/24/2021

Clerk of Session  
Mindoro Presbyterian Church  
P. O. Box 153  
Mindoro, WI 54644

Dear Colleges in Ministry,

I am writing on behalf of John Knox Presbytery's Committee on Ministry to clarify a policy regarding the contractual employment of clergy (stated supply, temporary supply, pulpit supply).

When the contract is less than full time (3/4, 2/3, 1/2, etc) the annual salary, housing, travel are prorated. That is the clergy person receives compensation in proportion to the time they will serve. The one item that is not prorated is the Continuing Education time and allowance (2 weeks, \$600.00). While this provision is the barest minimum, it is intended to encourage the ongoing education of our clergy, which is so important. Please keep this in mind if your church enters into part-time clergy employment in the future.

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**Karen Deniger**  
*Presbytery Administrator*  
[karen@jknox.org](mailto:karen@jknox.org)

02/24/2021

Clerk of Session  
Union Presbyterian Church  
2707 Fifth Street  
Monroe, WI 53566-1509

Dear Colleges in Ministry,

I am writing on behalf of John Knox Presbytery's Committee on Ministry to clarify a policy regarding the contractual employment of clergy (stated supply, temporary supply, pulpit supply).

When the contract is less than full time (3/4, 2/3, 1/2, etc) the annual salary, housing, travel are prorated. That is the clergy person receives compensation in proportion to the time they will serve. The one item that is not prorated is the Continuing Education time and allowance (2 weeks, \$600.00). While this provision is the barest minimum, it is intended to encourage the ongoing education of our clergy, which is so important. Please keep this in mind if your church enters into part-time clergy employment in the future.

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**Karen Deniger**  
*Presbytery Administrator*  
[karen@jknox.org](mailto:karen@jknox.org)

02/24/2021

Clerk of Session  
United Ch. of Muscoda-Presby.  
402 North Second Street  
Muscoda, WI 53573-9188

Dear Colleges in Ministry,

I am writing on behalf of John Knox Presbytery's Committee on Ministry to clarify a policy regarding the contractual employment of clergy (stated supply, temporary supply, pulpit supply).

When the contract is less than full time (3/4, 2/3, 1/2, etc) the annual salary, housing, travel are prorated. That is the clergy person receives compensation in proportion to the time they will serve. The one item that is not prorated is the Continuing Education time and allowance (2 weeks, \$600.00). While this provision is the barest minimum, it is intended to encourage the ongoing education of our clergy, which is so important. Please keep this in mind if your church enters into part-time clergy employment in the future.

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**Karen Deniger**  
*Presbytery Administrator*  
[karen@jknox.org](mailto:karen@jknox.org)



02/24/2021

Clerk of Session  
Mt. Hope Presbyterian Church  
2574 Church Road  
New Albin, IA 52160-7524

Dear Colleges in Ministry,

I am writing on behalf of John Knox Presbytery's Committee on Ministry to clarify a policy regarding the contractual employment of clergy (stated supply, temporary supply, pulpit supply).

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If you have questions please contact Jim Scaife, Chaz Ruark, or myself.

Sincerely,  
Stacy Cavanaugh  
Co-Chair, Committee on Ministry



JOHN KNOX PRESBYTERY  
*Presbyterian Church (U.S.A.)*  
1850 Bohmann Drive, Suite 1  
P. O. Box 350  
Richland Center, WI 53581  
[www.jknox.org](http://www.jknox.org)

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608.647.8828  
608.647.3886 FAX

**Teaching Elder Chaz Ruark**  
*Executive Presbyter*  
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**Ruling Elder Alyson Janke**  
*Stated Clerk*  
[alysonjanke@yahoo.com](mailto:alysonjanke@yahoo.com)

**Karen Deniger**  
*Presbytery Administrator*  
[karen@jknox.org](mailto:karen@jknox.org)

02/24/2021

Clerk of Session  
Christ United Presbyterian  
Church, 100 East Charles  
Oelwein, IA 50662-1741

Dear Colleges in Ministry,

I am writing on behalf of John Knox Presbytery's Committee on Ministry to clarify a policy regarding the contractual employment of clergy (stated supply, temporary supply, pulpit supply).

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**Karen Deniger**  
*Presbytery Administrator*  
[karen@jknox.org](mailto:karen@jknox.org)

02/24/2021

Clerk of Session  
First Presbyterian Church  
408 North Bergamont Blvd.  
Oregon, WI 53575-3708

Dear Colleges in Ministry,

I am writing on behalf of John Knox Presbytery's Committee on Ministry to clarify a policy regarding the contractual employment of clergy (stated supply, temporary supply, pulpit supply).

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[karen@jknox.org](mailto:karen@jknox.org)

02/24/2021

Clerk of Session  
First Presbyterian Ch. - Oxford  
P. O. Box 87  
Oxford, WI 53952

Dear Colleges in Ministry,

I am writing on behalf of John Knox Presbytery's Committee on Ministry to clarify a policy regarding the contractual employment of clergy (stated supply, temporary supply, pulpit supply).

When the contract is less than full time (3/4, 2/3, 1/2, etc) the annual salary, housing, travel are prorated. That is the clergy person receives compensation in proportion to the time they will serve. The one item that is not prorated is the Continuing Education time and allowance (2 weeks, \$600.00). While this provision is the barest minimum, it is intended to encourage the ongoing education of our clergy, which is so important. Please keep this in mind if your church enters into part-time clergy employment in the future.

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[karen@jknox.org](mailto:karen@jknox.org)



02/24/2021

Clerk of Session  
First Presbyterian Church - Packwaukee  
P. O. Box 87  
Oxford, WI 53952

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**Karen Deniger**  
*Presbytery Administrator*  
[karen@jknox.org](mailto:karen@jknox.org)

02/24/2021

Clerk of Session  
First Presbyterian Church  
P. O. Box 660  
Pardeeville, WI 53954-0660

Dear Colleges in Ministry,

I am writing on behalf of John Knox Presbytery's Committee on Ministry to clarify a policy regarding the contractual employment of clergy (stated supply, temporary supply, pulpit supply).

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**Karen Deniger**  
*Presbytery Administrator*  
[karen@jknox.org](mailto:karen@jknox.org)

02/24/2021

Clerk of Session  
Portage Presbyterian Church  
120 West Pleasant Street  
Portage, WI 53901-1743

Dear Colleges in Ministry,

I am writing on behalf of John Knox Presbytery's Committee on Ministry to clarify a policy regarding the contractual employment of clergy (stated supply, temporary supply, pulpit supply).

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**Karen Deniger**  
*Presbytery Administrator*  
[karen@jknox.org](mailto:karen@jknox.org)



02/24/2021

Clerk of Session  
Bethlehem Presbyterian Ch.  
430 Bethlehem Drive  
Postville, IA 52162-8575

Dear Colleges in Ministry,

I am writing on behalf of John Knox Presbytery's Committee on Ministry to clarify a policy regarding the contractual employment of clergy (stated supply, temporary supply, pulpit supply).

When the contract is less than full time (3/4, 2/3, 1/2, etc) the annual salary, housing, travel are prorated. That is the clergy person receives compensation in proportion to the time they will serve. The one item that is not prorated is the Continuing Education time and allowance (2 weeks, \$600.00). While this provision is the barest minimum, it is intended to encourage the ongoing education of our clergy, which is so important. Please keep this in mind if your church enters into part-time clergy employment in the future.

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**Karen Deniger**  
*Presbytery Administrator*  
[karen@jknox.org](mailto:karen@jknox.org)

02/24/2021

Clerk of Session  
Community Presbyterian Ch.  
P. O. Box 8  
Postville, IA 52162-0008

Dear Colleges in Ministry,

I am writing on behalf of John Knox Presbytery's Committee on Ministry to clarify a policy regarding the contractual employment of clergy (stated supply, temporary supply, pulpit supply).

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**Karen Deniger**  
*Presbytery Administrator*  
[karen@jknox.org](mailto:karen@jknox.org)

02/24/2021

Clerk of Session  
Frankville Presbyterian Ch.  
c/o 1362 175th Street  
Postville, IA 52162-8009

Dear Colleges in Ministry,

I am writing on behalf of John Knox Presbytery's Committee on Ministry to clarify a policy regarding the contractual employment of clergy (stated supply, temporary supply, pulpit supply).

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Co-Chair, Committee on Ministry





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*Presbyterian Church (U.S.A.)*  
1850 Bohmann Drive, Suite 1  
P. O. Box 350  
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**Karen Deniger**  
*Presbytery Administrator*  
[karen@jknox.org](mailto:karen@jknox.org)

02/24/2021

Clerk of Session  
First Presbyterian Church  
P. O. Box 155  
Poynette, WI 53955-8916

Dear Colleges in Ministry,

I am writing on behalf of John Knox Presbytery's Committee on Ministry to clarify a policy regarding the contractual employment of clergy (stated supply, temporary supply, pulpit supply).

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**Karen Deniger**  
*Presbytery Administrator*  
[karen@jknox.org](mailto:karen@jknox.org)



02/24/2021

Clerk of Session  
Bethany Presbyterian Ch.  
275 North High Street  
Randolph, WI 53956-1217

Dear Colleges in Ministry,

I am writing on behalf of John Knox Presbytery's Committee on Ministry to clarify a policy regarding the contractual employment of clergy (stated supply, temporary supply, pulpit supply).

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[karen@jknox.org](mailto:karen@jknox.org)

02/24/2021

Clerk of Session  
First Presbyterian Church  
330 Second Street  
Reedsburg, WI 53959-1611

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I am writing on behalf of John Knox Presbytery's Committee on Ministry to clarify a policy regarding the contractual employment of clergy (stated supply, temporary supply, pulpit supply).

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02/24/2021

Clerk of Session  
Town & Country Presbyterian Ch.  
1400 West Seminary Street  
Richland Center, WI 53581

Dear Colleges in Ministry,

I am writing on behalf of John Knox Presbytery's Committee on Ministry to clarify a policy regarding the contractual employment of clergy (stated supply, temporary supply, pulpit supply).

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*Presbytery Administrator*  
[karen@jknox.org](mailto:karen@jknox.org)

02/24/2021

Clerk of Session  
First Presbyterian Church  
P. O. Box 116  
Rushford, MN 55971-0116

Dear Colleges in Ministry,

I am writing on behalf of John Knox Presbytery's Committee on Ministry to clarify a policy regarding the contractual employment of clergy (stated supply, temporary supply, pulpit supply).

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02/24/2021

Clerk of Session  
First Presbyterian Church  
P. O. Box 341  
Utica, MN 55979-8709

Dear Colleges in Ministry,

I am writing on behalf of John Knox Presbytery's Committee on Ministry to clarify a policy regarding the contractual employment of clergy (stated supply, temporary supply, pulpit supply).

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[karen@jknox.org](mailto:karen@jknox.org)



02/24/2021

Clerk of Session  
First Presbyterian Church  
P. O. Box 422  
Waukon, IA 52172-0422

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I am writing on behalf of John Knox Presbytery's Committee on Ministry to clarify a policy regarding the contractual employment of clergy (stated supply, temporary supply, pulpit supply).

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If you have questions please contact Jim Scaife, Chaz Ruark, or myself.

Sincerely,  
Stacy Cavanaugh  
Co-Chair, Committee on Ministry



JOHN KNOX PRESBYTERY  
*Presbyterian Church (U.S.A.)*  
1850 Bohmann Drive, Suite 1  
P. O. Box 350  
Richland Center, WI 53581  
[www.jknox.org](http://www.jknox.org)

800.424.7935 WI, MN, IA  
608.647.8828  
608.647.3886 FAX

**Teaching Elder Chaz Ruark**  
*Executive Presbyter*  
[cruark@jknox.org](mailto:cruark@jknox.org)

**Ruling Elder Alyson Janke**  
*Stated Clerk*  
[alysonjanke@yahoo.com](mailto:alysonjanke@yahoo.com)

**Karen Deniger**  
*Presbytery Administrator*  
[karen@jknox.org](mailto:karen@jknox.org)

02/24/2021

Clerk of Session  
Zalmona Presbyterian Ch.  
371 Highway 9  
Waukon, IA 52172-7538

Dear Colleges in Ministry,

I am writing on behalf of John Knox Presbytery's Committee on Ministry to clarify a policy regarding the contractual employment of clergy (stated supply, temporary supply, pulpit supply).

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02/24/2021

Clerk of Session  
First Presbyterian Church  
5763 County Road Q  
Waunakee, WI 53597-9403

Dear Colleges in Ministry,

I am writing on behalf of John Knox Presbytery's Committee on Ministry to clarify a policy regarding the contractual employment of clergy (stated supply, temporary supply, pulpit supply).

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02/24/2021

Clerk of Session  
Presbyterian Ch. of West Salem  
P. O. Box 861  
West Salem, WI 54669-1412

Dear Colleges in Ministry,

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**Karen Deniger**  
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02/24/2021

Clerk of Session  
Bethel United Presbyterian Ch.  
P. O. Box 473  
West Union, IA 52175-1226

Dear Colleges in Ministry,

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[karen@jknox.org](mailto:karen@jknox.org)

02/24/2021

Clerk of Session  
First Presbyterian Church  
P. O. Box 125  
Westfield, WI 53964-9161

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I am writing on behalf of John Knox Presbytery's Committee on Ministry to clarify a policy regarding the contractual employment of clergy (stated supply, temporary supply, pulpit supply).

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02/24/2021

Clerk of Session  
Grace Presbyterian Church  
222 East Broadway  
Winona, MN 55987-5511

Dear Colleges in Ministry,

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02/24/2021

Clerk of Session  
United Presbyterian Church  
730 Cedar Street  
Wisconsin Dells, WI 53965-0179

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