

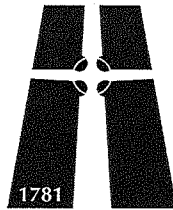


2017 Stated Meeting

of the

Presbytery of Redstone
Presbyterian Church (USA)

March 21, 2017



Ft. Burd Presbyterian Church
Brownsville, PA

*Communicate the Word... Carry on the Work... Change the World
Together*

Directions to

Ft. Burd Presbyterian Church
200 Thornton Road
Brownsville, PA 15417
724.785.3080

1. Directions from the South Take Rt. 43 North (toll) to Exit 22 – Rt. 40: Brier Hill / Brownsville. Turn right on 40W (Redstone Way, not marked). Drive 1.3 miles to stoplight. Turn left at light onto 166 South / Grindstone Rd. (becomes Thornton). Go .6 miles (through one light, pass BP gas on left, pass elementary school on right, pass Simpson Road on right). Immediately after Fort Burd Preschool sign, turn right into church lot.

2. Directions from the North Rt. 43 South (toll). Cross over Rt. 70. See directions from tollbooth...

3. Directions from the East Rt. 70 West to Exit 37A – Rt. 43 South (toll). **FROM TOLLBOOTH**, drive 4.8 miles to Exit 30A – Rt. 40 East: Centerville / Brownsville. Once on Rt. 40, drive 3.5 miles. You will pass Walmart (light #1), cross over the river into Brownsville (you're on Market Street here), start up the hill (lights #2 and #3) and continue up long hill to light #4. Turn right at light onto 166 South / Grindstone Rd. (becomes Thornton). Go .6 miles (through one light, pass BP gas on left, pass elementary school on right, pass Simpson Road on right). Immediately after Fort Burd Preschool sign, turn right into church lot.

4. Directions from the West Rt. 70 East to Exit 37A – Rt. 43 South toward California (toll). See directions from tollbooth...

INSTRUCTIONS FOR THE PRESBYTERY MEETING

Carpool if you can. There is ample parking for 50 cars in the lot. Overflow parking will be along Simpson Road. Please do not park on the driveway alongside the church building, as that is the only exit. Volunteers will direct you. Registration is in the lower level – From the parking lot, walk up the wide steps (with railing); enter through the door on the far right. The Minutes Review will be on the Third level in the Lounge/library. The Board of Pensions presentation will also be on the Third level in the Preschool play room. The Prayer Room will also be on the Third Level in the Preschool story room (with rocking chair). Worship and Meeting will be in the Sanctuary on the Second level. Restroom Facilities (single stalls) are available on all three levels. *Note: we regret that bathrooms are not equipped with handicap-friendly bars or doors wide enough for wheelchairs.* Handicap Access is available on the Second level – please unload at the double doors midway up the driveway on the side of the church building. Your driver or one of our volunteers can circle the car around to the parking lot, and a volunteer will go downstairs for you to get you registered and to pick up papers. A simple supper of gourmet sandwiches (chicken salad, ham salad, and pimento) with chips, home-made jello salads, cookies, and beverages will be available from 4:45 to 5:45 p.m. for the cost of \$5.00. This will be on the Lower level – Fellowship Hall. Please contact the presbytery office with your intention to eat dinner at Fort Burd. Overflow seating for dinner is available in the Preschool classroom on the third level – but your knees and hips have to be able to handle chairs for 4 year olds.

Notes for the March 21, 2017 Presbytery Meeting!

- Presbyters are reminded to get “Prayer Requests” to the Clerk as soon as possible as they will be lifted up during the prayers in the Worship Service.
- The Offering received during worship at this meeting will go to Presbyterian Disaster Assistance.

Presbytery of Redstone Gathering
 Ft. Burd Presbyterian Church
 March 21, 2017
 "Equipping Leadership"

4:45 p.m.	<i>Board of Pensions updates</i> <i>Minutes Review</i> <i>HPMN Prayer team</i>	<i>Preschool Playroom</i> <i>Lounge/Library</i> <i>Preschool Storyroom</i>
5:30 p.m.	<i>Soup and Sandwiches</i> <i>Registration and fellowship</i>	<i>Fellowship Hall</i>
6:00 p.m.	<u>Presbytery Gathering Convenes</u> <ul style="list-style-type: none"> • Formation of the Roll • Seating of Corresponding Members • Arrangements 	<i>Sanctuary</i> Rev. Sue Washburn Rev. Cliff Foster Rev. Katy Brungraber
	<u>Stated Clerk</u> <ul style="list-style-type: none"> • Correspondence Log – page 5 • Consent Agenda – page 9 	Rev. Skip Noftzger Rev. Cliff Foster
	<u>Gathered in Worship</u> (including proclamation of the Word, and Lord's Supper)...	Rev. Katy Brungraber
	<u>Reports</u> <ul style="list-style-type: none"> • Treasurer – page 10 • Synod Commissioners • Executive Presbyter—pages 11-12 • Conversations—Equipping Leadership 	John Dickson Rev. Lori Bass-Riley Rev. Skip Noftzger
	<u>Announcements Loop</u>	Rev. Laura Blank
	<u>Empowering Mission Partnerships</u> <ul style="list-style-type: none"> • Pine Springs Camp – pages 13-14 • Mission Network – page 15 	Greg Davis Rev. Sylvia Carlson
	<u>Action Agenda</u> <u>Operations</u> <ul style="list-style-type: none"> • Council – pages 17-21 • Addictions Ministry Network <u>Engaging Congregations</u> <ul style="list-style-type: none"> • Committee on Ministry – pages 22-23 • Board of Pensions—Rev. Doug Portz <u>Equipping Leadership</u> <ul style="list-style-type: none"> • CPM – page 24 • David Deutsch – candidate • Nominating – page 25 • New Business 	Rev. Pete Goetschius Rev. Alice Tondora Rev. Martin Ankrum Rev. Caroline Vickery Barry Poglein
	<u>Benediction</u> <u>Adjournment</u>	Rev. Katy Brungraber

STATED CLERK'S REPORT:

1. During the period since the last regularly stated Presbytery meeting, all correspondence that was received was responded to and/or appropriately routed for review and response to the appropriate entity of Presbytery.

CORRESPONDENCE LOG

Date Received	Received From	Content	Action
March 7, 2017 - mail	Hopewell Presbyterian Church, Brownsville	List of Session Members and Waiver from Rotation Request	To COM and FILE
March 6, 2017 - mail	Trinity Presbyterian Church, New Florence	List of Session Members and Manse Inspection Report	To FILE
March 6, 2017 - mail	Mt. Washington Presbyterian Church, Farmington	List of Session Members, Manse Inspection Report, Waiver from Rotation Request	To COM and FILE
March 2, 2017 - email	Little Redstone Presbyterian Church, Fayette City	List of Session Members	To FILE
March 1, 2017 - mail	Pleasant View Presbyterian Church, Smock	2017 Terms of Call for the Rev. Anthony Catullo	To COM and FILE
March 1, 2017 - mail	Pleasant View Presbyterian Church, Smock	List of Session Members	To FILE
March 1, 2017 - mail	First Presbyterian Church, Belle Vernon	List of Session Members	To FILE
March 1, 2017 - mail	Palmer Community Presbyterian Church, Adah	List of Session Members and Manse Inspection Report	To FILE
March 1, 2017 - email	United Presbyterian Church, West Newton	2017 Terms of Call for the Rev. John Manon	To COM
March 1, 2017 - email	United Presbyterian Church, West Newton	List of Session Members and Manse Inspection Report	To FILE
February 28, 2017 - mail	Tent Presbyterian Church, Uniontown	List of Session Members and Manse Inspection Report	To FILE
February 27, 2017 - mail	First Presbyterian Church, Belle Vernon	Manse Inspection Report	To FILE
February 27, 2017 - mail	Grace Community Presbyterian Church, Lower Burrell	List of Session Members	To FILE
February 27, 2017 - mail	Latrobe Presbyterian Church	2017 Terms of Call for the Rev. Clark Kerr	To COM and FILE
February 27, 2017 - email	Patton Presbyterian Church	2017 Terms of Call for the Rev. Dave McCabe	To COM and FILE
February 23, 2017 - mail	New Salem Presbyterian Church	List of Session Members and Manse Inspection Report	To FILE
February 23, 2017 - email	Level Green Presbyterian Church, Trafford	2017 Terms of Call for the Rev. John Simpson	To COM and FILE
February 21, 2017 - mail	Laurel Hill Presbyterian Church, Dunbar	List of Session Members and Manse Inspection Report	To FILE
February 21, 2017 - mail	Poke Run Presbyterian Church, Apollo	2017 Terms of Call for the Rev. Pete Goetschius	To COM and FILE
February 21, 2017 - mail	Second Presbyterian Church, Johnstown	2017 Terms of Call for the Rev. Art Moffatt	To COM and FILE
February 21, 2017 - mail	Second Presbyterian Church, Johnstown	List of Session Members	To FILE
February 21, 2017 - fax	First Presbyterian Church, Irwin	List of Session Members and Manse Inspection Report	To FILE
February 21, 2017 - fax	First Presbyterian Church, Irwin	2017 Terms of Call for the Rev. Ronald Wakeman	To COM and FILE
February 21, 2017 - fax	First Presbyterian Church, Irwin	2017 Terms of Call for the Rev. Ronald Durika	To COM and FILE
February 17, 2017 - mail	First Presbyterian Church, Avonmore	2017 Terms of Call and Stated Supply Contract Extension for the Rev. Larry Armstrong	To COM and FILE
February 16, 2017 - mail	Revloc Presbyterian Church	List of Session Members and Manse Inspection Report	To FILE
February 16, 2017 - mail	Revloc Presbyterian Church	2017 Terms of Call for CRE David O'Hara	To COM and FILE
February 16, 2017 - email	Level Green Presbyterian Church,	List of Session Members and Manse	To FILE

	Trafford	Inspection Report	
February 14, 2017 - hand delivered	Delmont Presbyterian Church	2017 Terms of Call for the Rev. Caroline Vickery	To COM and FILE
February 14, 2017 - email	United Presbyterian Church, Bolivar	List of Session Members and Manse Inspection Report	To FILE
February 14, 2017 - email	Poke Run Presbyterian Church, Apollo	List of Session Members	To FILE
February 13, 2017 - mail	Calvin United Presbyterian Church, Scottdale	2017 Terms of Call and contract for CRE Leonard Morgan	To COM and FILE
February 13, 2017 - mail	Calvin United Presbyterian Church, Brownsville	2017 Terms of Call for the Rev. Aleda Menchyk	To COM and FILE
February 13, 2017 - email	Delmont Presbyterian Church	List of Session Members and Manse Inspection Report	To FILE
February 13, 2017 - email	Calvin United Presbyterian Church, Scottdale	List of Session Members and Manse Inspection Report	To FILE
February 8, 2017 - mail	First Presbyterian Church, Greensburg	2017 Terms of Call for the Rev. Martin Ankrum and the Rev. Nicole Atkinson	To COM and FILE
February 8, 2017 - mail	First Presbyterian Church, Greensburg	List of Session Members	To FILE
February 8, 2017 - mail	First Presbyterian Church, Avonmore	List of Session Members and Manse Inspection Report	To FILE
February 7, 2017 - email	Bethel Presbyterian Church, New Florence	List of Session Members and Manse Inspection Report	To FILE
February 7, 2017 - email	Reunion Presbyterian Church, Mt. Pleasant	List of Session Members and Manse Inspection Report	To FILE
February 6, 2017 - email	New Hope Presbyterian Church, North Huntingdon	List of Session Members and Manse Inspection Report	To FILE
February 3, 2017 - mail	Tyrone Presbyterian Church, Dawson	2015 Terms of Call for CRE Robert Prinkey	To COM and FILE
February 2, 2017 - mail	Rev. Rebecca Maiman	Annual Report Other Ministers on the Roll of Presbytery	To COM and FILE
February 2, 2017 - mail	First Presbyterian Church, Fairchance	2017 Terms of Call for the Rev. Robert Robinson	To COM and FILE
February 2, 2017 - mail	First Presbyterian Church, Fairchance	List of Session Members and Manse Inspection Report	To FILE
February 2, 2017 - email	Newlonsburg Presbyterian Church, Murrys ville	2017 Terms of Call for the Rev. Curtis Paul and the Rev. Marnie Silbert	To COM and FILE
February 2, 2017 - email	Newlonsburg Presbyterian Church, Murrys ville	List of Session Members and Manse Inspection Report	To FILE
February 1, 2017 - mail	United Presbyterian Church, Latrobe	List of Session Members and Manse Inspection Report	To FILE
February 1, 2017 - mail	United Presbyterian Church, Latrobe	2017 Terms of Call for the Rev. Donald Graff	To COM and FILE
January 31, 2017 - email	Derry Presbyterian Church	2017 Stated Supply Pastor Agreement for the Rev. Marnie Russell	To COM and FILE
January 28, 2017 - hand delivered	Westmont Presbyterian Church	2017 Terms of Call for the Rev. Craig Miller	To COM and FILE
January 28, 2017 - hand delivered	Westmont Presbyterian Church, Johnstown	Manse Inspection Report	To FILE
January 28, 2017 - hand delivered	Ebensburg Presbyterian Church	By-Laws, List of Session Members	To FILE
January 27, 2017 - hand delivered	Westminster Presbyterian Church, Greensburg	List of Session Members and Manse Inspection Report	To FILE
January 26, 2017 - mail	Grace Community Presbyterian Church, Lower Burrell	2017 Terms of Call for the Rev. Ken Foust	To COM and FILE
January 25, 2017 - mail	New Salem Presbyterian Church	Waiver Request for rotation of term for Deacon Elaine Paul	To COM and FILE
January 23, 2017 - mail	Grace Chapel Presbyterian Church, Smithfield	List of Session Members and Manse Inspection Report	To FILE
January 19, 2017 - hand delivered	Congruity Presbyterian Church, New Alexandria	List of Session Members and Manse Inspection Report	To FILE
January 19, 2017 - hand delivered	Congruity Presbyterian Church, New Alexandria	2017 Terms of Call for the Rev. Cliff Foster	To COM and FILE
January 19, 2017 - email	New Hope Presbyterian Church, North Huntingdon	2017 Interim Pastor agreement for Rev. Brenda Barnes	To COM and FILE

January 19, 2017 - mail	Rev. Rebecca Siddle	Annual Report Other Ministers on the Roll of Presbytery for 2016	To COM and FILE
January 19, 2017 - mail	Harmony Presbyterian Church, Belle Vernon	List of Session Members and Manse Inspection Report	To FILE
January 13, 2017 - mail	Rehoboth Presbyterian Church, Belle Vernon	List of Session Members	To FILE
January 13, 2017 - mail	Rehoboth Presbyterian Church, Belle Vernon	2017 Terms of Call for the Rev. Alan Olson	To COM and FILE
January 13, 2017 - mail	Bethany Presbyterian Church, Johnstown	Manse Inspection Report	To FILE
January 13, 2017 - email	Sewickley United Presbyterian Church, West Newton	List of Session Members	To FILE
January 13, 2017 - mail	First Presbyterian Church, Murrysville	List of Session Members	To FILE
January 13, 2017 - mail	Trinity United Presbyterian Church, Uniontown	List of Session Members and Manse Inspection Report	To FILE
January 13, 2017 - mail	Trinity United Presbyterian Church, Uniontown	2017 Terms of Call for the Rev. James Gear	To COM and FILE

2. Summary of 2015 Comparative Statistical Summary for the Presbytery

Membership Statistics	2009	2010	2011	2012	2013	2014	2015	2016
Active members	14,971	14,799	14,329	13,961	13,679	12,543	11,477	10,628
Gains by Profession of Faith - 17 under	136	105	82	102	105	101	85	70
Gains by Profession of Faith - 18 over	220	169	178	146	154	155	171	170
Gains by Certificate	126	65	85	79	95	61	56	43
Gains by Other	59	38	67	52	37	99	23	43
Losses by Certificate	81	57	95	78	243	519	437	205
Losses by Death	289	281	274	252	248	252	239	238
Losses by Other	477	211	511	417	182	781	725	732
Infant Baptisms	212	140	163	122	158	128	127	110
Adult Baptisms	29	26	25	22	35	17	24	20

As of the 2017 deadline for statistical reporting to the General Assembly, churches have filed at least portions of their annual statistical reports for 2016. The following churches failed to submit their Annual Statistical Report based upon the deadline: Covenant, Calvin, Brownsville, Dawson, Mt. Washington, Pleasant Grove and Sewickley. For a summary membership report, see **Appendix A**.

3. The list of proposed presbytery meeting dates for the 2018 calendar year were presented and approved by the Council.

- January 20, 2018 (Saturday)
- March 20, 2017 (Tuesday)
- May 15, 2017 (Tuesday)
- September 18, 2017 (Tuesday)
- November 17, 2017 (Saturday)

Requests to serve as the host of any of these gatherings may be submitted to the Council through the Stated Clerk.

4. The following dates represent additional opportunities for Clerks to have their Session minutes and Church Registers reviewed for 2015.

- April 19--- 6:00 p.m.--- Presbytery office
- May 16---5:00 p.m.--- LOCATION TBD (pre-Presbytery)

5. Consideration of overtures and concurrences for the upcoming General Assembly in St. Louis, June 18-25, 2018 will take place according to the following schedule.

	Constitutional overtures/concurrences	Financial overtures/concurrences	Other overtures/concurrences
Council	August 22, 2017 October 24, 2017 November 28, 2017 January 9, 2018	October 24, 2017 November 28, 2017 January 9, 2018 February 27, 2018	October 24, 2017 November 28, 2017 January 9, 2018 February 27, 2018
Presbytery	November 18, 2017 January 20, 2018	January 20, 2018 March 20, 2018	January 20, 2018 March 20, 2018
General Assembly	February 16, 2018	April 17, 2018	May 2, 2018

CONSENT AGENDA:

The Associate Stated Clerk of the Presbytery, Rev. Cliff Foster, presents the following Consent Agenda.

From Executive Committee

1. Following the review of the Moderator, Vice-Moderator, Stated Clerk and Associate Stated Clerk, it is **recommended** that the minutes of the Presbytery meeting of the January 21, 2017 be approved.

From the Council

1. Council **recommends** that the Financial Reports presented to the Council be received and filed for audit. See **Appendix B**.
2. Council **recommends** that the reports of the Stated Clerk and Associate Stated Clerk be received and filed.
3. Council **recommends** the approval of Overture 16-G (replicated in the Revised Directory of Worship). See **Appendix C**.

From the Committee on Ministry

1. Committee on Ministry **recommends** the approval of the waiver request for limitation of terms for Cheryl McGrady on behalf of the Calvin, Brownsville church.
2. Committee on Ministry **recommends** the approval of the waiver request for limitation of terms for Deacon Elaine Paul on behalf of the New Salem church.

From the Committee on Preparation for Ministry

From the Nominating Committee

From the Committee on Representation

From the Discernment Teams

1. The team **recommends** the report of the Vandergrift discernment team as included in this packet be received and filed.

MINISTRY AND MISSION REPORTS

Treasurer's Report

INCOME & EXPENSE STATEMENT

This report represents the unaudited month financial results of February 2017, which is the second month of the operating year for the Redstone Presbytery.

FINACIAL OVERVIEW / INCOME

Total Commitments received / recorded for the month of February totaled \$23,676. Amount received is well below the targeted monthly financial benchmark of \$33,083 (\$397,000 divided by 12 months = \$33,083). As a result, Commitments received are less than the desired benchmark by -\$9,407. And for the first two months of the operating year or Year-To-Date (YTD), funds recorded are -\$20,076 short of budget.

Total Income received / recorded for February was \$24,713. Amount recorded is well below target of \$35,292 (\$423,500 divided by 12 months = \$35,292) of funds hopefully to be received during a month. Therefore, presenting a shortfall of -\$10,579 for the month. YTD funds recorded are as well below the desired benchmark of \$70,584. Presently, \$49,635 has been received. At this time last year, as a comparison, the Presbytery received \$62,897.

FINANCIAL OVERVIEW / EXPENSES

For the month of February, total expenses recorded equaled \$36,053. Expenses for the month were slightly above the monthly benchmark of \$34,820 (\$417,837 divided by 12 months = \$34,820 or 8.3%). The overage of monthly expense is attributed to "minor line- item creep", as expense categories as a percentage, are meeting target (8.3% per month & 17% YTD).

INVESTMENTS & ASSETS

Investments for the period ending February 28, 2017 reflected a change in value of +\$4,922 for the month and YTD the portfolio has grown positively for two consecutive months, resulting in a total change in value of +\$7,916. Total holdings with Ameriprise equals \$284,123. No funds were drawn for operational needs.

Other holdings consisting of First Commonwealth, PILP, New Covenant and Pine Springs totals \$342,038 (12/31/16 - Carry Over Amount). Total investments and holdings = \$626,161.

On Thursday, March 9, 2017, members of the Property & Budget Committee met at the Presbytery office to overview the portfolio holdings with Ameriprise. The meeting covered a review of the asset allocations, stock sectors and investment strategy. No action was taken to adjust the current investment holdings. Investments are in compliance with the Investment Policy of the Presbytery (10% Cash / 60% Equities / and 30% Fixed).

EXCESS INCOME / EXPENSES

For the month of February, the Presbytery recognized negative income for the month (-\$11,340) and YTD the financial position in negative as well (-\$9,484). The negative results are directly related to the current slow pace Commitments are being received into the Presbytery.

Respectfully Submitted, John R. Dickson, IV, Treasurer

Executive Presbyter

Rev. Richard "Skip" Noftzger
Executive Presbyter Report

Communicate the Word, Carry on the Work, Change the World.....Together!

VISION	1/21/2017-3/21/2017	
<p>Congregation-centered (ENGAGE)</p>	<p>Visible presence within the Presbytery engaging with congregations--- Church Visits---</p> <ul style="list-style-type: none"> • Since the January Presbytery meeting, I have visited eight different congregations for morning worship. • Have been privileged to preach and proclaim the Word for five of those services. In one congregation where there is only a temporary supply, I presided over the Lord's Supper and the installation of officers. • Continued working alongside of five Pastoral Nominating Committees in their search process. Meeting personally with three of those committees to resource them in their progress. Additionally, seek out and provide weekly referrals within the CLC search system. Perform all Executive reference checks on more viable candidates. • Provided options and assistance for four different sessions as they consider appropriate options for pastoral leadership moving forward. • Met with sessions of two different congregations to work through concerns about ministry, leadership and the future. 	
<p>Leadership developed (EQUIP)</p>	<p>Developing and equipping leadership within the Presbytery---</p> <ul style="list-style-type: none"> • Worked with the committee in the planning and preparation of Ruling Elder workshops. Participation included twenty-four in one workshop and fifteen in the other. • Led worship and participated in the annual Enrichment Day sponsored by District Four for leadership development and training. • Coordinated examination of possible candidates interviewing for pastoral positions within our Presbytery. • Personal meetings for ministry strategy, development and personal concerns with seven various pastors. • Participated in the Presbyterian Outlook webinar on "Do Something Else" with the author of the book by the same title. • Organizing and developing short available resources for use and distribution in context with pastors and sessions. 	
<p>Collaboration-Districts/Network</p>	<p>Joined and initiated contact both within and outside Redstone---</p> <ul style="list-style-type: none"> • Joined together with all of the other executive staff from 	

(ENABLE)	<p>presbyteries in western Pennsylvania to initiate a conversation on future collaboration, convergence and staffing models for the future of the Presbyterian Church in the entire region.</p> <ul style="list-style-type: none"> • Worked with representative from Pittsburgh Seminary to consider additional ways that the seminary might serve and provide helpful resources to the surrounding presbyteries. • Active participation in Christian Associates including engagement with all of the other judicatory representatives in a retreat to strategize on future of ecumenism in our area and the role of the Christian Associates organization. • Regular participant with other pastors in regional gatherings and special interest groups. 				
Partnership in Mission promoted (EMPOWER)	<p>Promoted and provided leadership in our partnerships in mission---</p> <ul style="list-style-type: none"> • Joined with others in Pittsburg Presbytery in the promotion of the "Freedom Rising" program being "piloted" in Pittsburgh for the support and development of African-American males. • Served as the primary contact for the Presbytery in addressing administrative issues resulting from the construction of the new multi-purpose and dining facility at Pine Springs Camp. Coordinating both the research for legal documentation on successor relationships, but also engaging others to assure compliance. • Was privileged to be present for the commissioning of the mission trip participants from various congregations serving with PDA in West Virginia. • Working with the Mission network in collaboration with Shenango Presbytery on possible ideas related to South Sudan partnership for submission for an Abundance Grant from the Synod for global partnerships. 				
Operational Support	<ul style="list-style-type: none"> • Along with the Finance subcommittee, met with our financial advisor to review our investment portfolio and to monitor compliance with our investment policy. • Coordinated and submitted necessary annual reports to the Office of the General Assembly on statistics, minister rolls and updates and personnel reports. 				
VALUES	Servant Leadership	Flourishing Community	Witness to the World	Generous and effective Stewardship	
<i>Soli Deo Gloria</i>					

Pine Springs Camp

Faith for the Future Campaign Update

Construction Update:

Construction on "The Refuge" is rapidly coming along. As of today, February 21 the construction workers are under roof. The windows will soon be in, the dormers installed and the metal roof put on. You can follow the progress by going to our website or Facebook page.



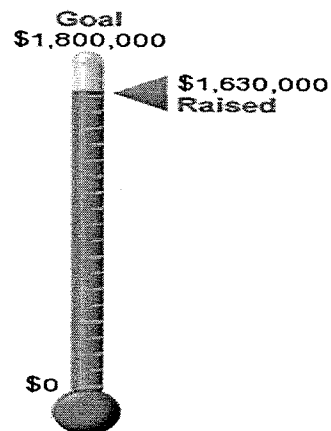
*Yes, my soul, find rest in God; my hope comes from Him.
Truly he is my rock and my salvation;
He is my fortress, I will not be shaken.
My salvation and my honor depend on God;
He is my mighty rock, my refuge.
Trust in him at all times, you people;
pour out your hearts to him, for God is our refuge.*

Psalm 62:5-8 NIV

We are thankful that this dream is becoming a reality and we hope that the building will be ready for use by the first week of camp next summer. We are again grateful for the churches and individuals who have supported the Faith for the Future Campaign.

Capital Campaign Fundraising Progress

We are currently at \$1,630,000 toward our goal of \$1,800,000!



The Refuge Dedication and 70th Camp Celebration

We will be celebrating both the dedication of the Refuge and 70 Summers of Ministry on June 24, 2017 from 11:00-4:00. This will be a celebration of thanks and praise to our Lord for the incredible ministry of Pine Springs Camp. This ministry has grown through the vision of those who have gone before and continues through churches and individuals who currently support the vision of having each camper "encounter Christ in a vital way." Please spread the word and register on-line at www.pinesprings.org.



Summer Camp Update

Summer Camp Recruiting:

Our summer camp numbers are currently at 300 which is 100 ahead of last year! We are busy every week trying to tell as many people as possible about the benefits, fun and spiritual growth opportunities of attending PSC. We still have openings, so if you would like us to come to your church or event please let us know. Don't forget Early Bird Registration Deadline is March 15!

PSC Skates and PSC Jumps:

A great time was had by all at our PSC Skating Event held in Delmont. We had over 120 people come to enjoy skating and learn more about the PSC ministry. Thank you to all who attended and brought friends!

Approximately 40% of those attending were new to the ministry.

We hosted the first annual PSC Jumps on Sunday, March 5. It was an awesome time for the friend's of Pine Springs Camp. Many families, individuals and youth groups enjoyed two hours of jumping fun! Over 180 came out to enjoy an active time and hear a little bit about the upcoming summer. Thank you to all those who came out to support this recruiting and connection event!

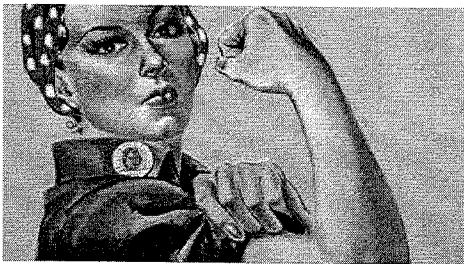
Women In the Woods-March 31-April 2

Need something to encourage the women in your church? Let us do all the planning and cooking and come to our Women in the Woods Retreat. Cost for the weekend is \$100 or \$90 for a group of 5 or more. Please go to www.pinesprings.org to register or call the camp office for more information. Lisa Hickman, a Presbyterian Pastor at Sharon Presbyterian Church will be the speaker. Lisa has written two books, *Writing in the Margins: Connecting with God on the pages of your Bible* and *Mercy and Melons: Praying the Alphabet*

Church Resources on our Web-site

Please go to our website and check out our Church Resource Page, where you will find all of our brochures, bulletin inserts and other information for summer camp and every event we are having. Go to www.pinesprings.org/church-resources and look at all that you can download!

Work Day- Redd Up Camp Day is Saturday, May 13



This is an important day! Please come and help us Redd-Up camp as we get ready for our 70th summer! The day begins at 9:00 and work projects will be distributed to individuals and groups. Everyone is asked to bring a pot-luck dish. Camp will provide the main course. Please call the camp office 814-629-9834 and let us know you are coming or e-mail Greg at greg@pinesprings.org. Free overnight accommodations available for Friday!

Your Prayers for the Ministry are appreciated! Thank you!

Mission Committee

The meeting opened with a reading from Matthew 5:1-10, the beatitudes and reflected on the words or phrases that seemed to draw our attention, followed by prayer.

Rev. Donna Havrisko and Rev. Sylvia Carlson participated in a conference call on South Sudan with a report from Luke Asikoye, Associate for International Disaster Response with PRDA (Presbyterian Relief and Disaster Assistance,) on his recent visit to Juba, South Sudan and his travel out into the IDP (Internally Displaced Persons) camps. He underscored that South Sudan is officially now in a state of emergency with regard to famine.

Presbyterian Disaster Assistance is seeking ways to partner with other non-governmental organizations to be able to effectively respond to the present crisis. The PCUSA is working with the Reconcile Peace Institute to train leaders in peacemaking. In 2016 - 75 faith leaders participated in the program. Luke spoke of a recent incident where 2 graduates of the peace institute were able to intervene with a group bent on retaliation after an occurrence of violence.

Donna Havrisko shared with the committee Dr. Dan Foster's discovery of the "hippo roller" - a rolling plastic water container that holds many gallons of water. In many places in the world, women and girls spend a large portion of their day carrying water in large 5 gallon containers to be used for their family's needs. The water is ordinarily carried balanced on the top of the head, causing long term neck and spine damage. The link is: hipporoller.org. We will share this information with SSPEC leadership in S Sudan to see what they think about this. Stay tuned as we explore the feasibility of purchasing these for use in S Sudan.

Skip Noftzger shared information and the application for Abundance grants now being offered by the SYNOD of the Trinity to the presbyteries. Grants are available to support global mission partnership initiatives and presbyteries are encouraged to collaborate.

We noted that there will be a mission trip to W Virginia the week of March 19-25. Contact Phyllis Frye at Congruity Presbyterian Church for details. There is room for more people to participate. There will be a Shrove Tuesday pancake dinner at Congruity Presbyterian Church on Tuesday, February 28 to raise funds for the trip.

We encourage congregations to continue to pray for peace in South Sudan and for an end to violence against ethnic peoples in Sudan. Please also pray for refugees who fear for their safety and long for a place to call home.

Presbyterian Women

Dear Friends,

Presbyterian women have a long tradition of caring for others and helping those in need. During the spring months, the Birthday Offering of Presbyterian Women celebrates Presbyterian women's history of mission giving. It was launched in 1922 to celebrate the 10th anniversary of the Women's Auxiliary in the Presbyterian Church in the United States (PCUS). Since that time, it has become an annual tradition and has funded nearly 100 major mission projects that continue to make a difference in the lives of women and children. We ask that you give as you have been blessed, generously and as led by the Holy Spirit. Give through your PW group or as a congregation.

The 2017 Birthday Offering will fund "The Family Justice Center, South Carolina," Navajo Water Project, New Mexico and "First Hand Aid, Cuba.

Resources to promote the Birthday Offering are in the mail to all PC (USA) congregations, Attn: PW/Women's Group. If your group does not receive the materials by the end of February 2017, download free materials online – [promotional booklet](#) and [order form](#). Order placemats, posters, bulletin inserts, bulletin covers and promotional booklets from the [Church Store](#). Or [click](#) to give to the 2017 Birthday Offering. Help us reach our goal in 2017 so more ministries can receive our support in 2018.

- Birthday Offering Bulletin Insert 2017-PW17450, Help promote the 2017 Birthday Offering of Presbyterian Women with these bulletin inserts. In packages of 20 (all one design). \$3.00 per pack.
- Birthday Offering Bulletin Cover 2017-PWR17452, Bulletin covers are 8-1/2" x 14" and come in packs of 20. Free.

The Birthday Offering will be collected at our Spring Gathering which is on April 1, 2017 at Trafford, Level Green. Kim Stevenson is the Moderator for Level Green PW.

Your gifts make a difference,
Susan Nesti, PW Moderator

ACTION AGENDA

Presbytery Council

[Links to complete copies of the Minutes of Council can be found online at www.redstone.org under the "Presbytery Council Meeting Dates" tab.]

Action Items

- Council has chosen to have the Addictions Ministry Network present additional worship and ministry resources during the Council docket time.

Information Items

2/28/2017

REPORTS

Stated Clerk

- The Stated Clerk noted the dates for the 2017 meetings of the Council and asked members to record in their calendars.
 - April 25, 2017
 - May 30, 2017
 - June 27, 2017
 - August 22, 2017
 - October 24, 2017
 - November 28, 2017All meetings begin at 6:30 p.m. at the Presbytery Center.
- The Stated Clerk provide the list of opportunities for session minutes and church register reviews
 - March 11---Polity Workshop
 - March 21--- Before Presbytery
 - April 19---Presbytery office-6:00 p.m.
 - May 16---Before Presbytery
- The Stated Clerk provided the annual statistical report submitted to the Office of the General Assembly. The following congregations did not submit a report.
 - Covenant, Boswell
 - Calvin, Brownsville
 - Dawson, Tyrone
 - Mt. Washington, Farmington
 - Leisenring
 - Pleasant Grove, Ligonier
 - Sewickley, West Newton
- It was MSP to approve the following dates for the 2018 stated meetings, publish them and solicit host loctions.
 - January 20, 2018, Saturday
 - March 20, 2018, Tuesday
 - May 15, 2018, Tuesday
 - September 18, 2018, Tuesday
 - November 17, 2018, Saturday
- Based upon both the standing rules of the General Assembly and the "Protocols for Overture Consideration" (4/26/16), dates for consideration of both overtures and concurrences were reviewed.

It was noted that based upon policy, the appropriate dates would be published in the Presbytery packet and in online format.

- **MSP** to appoint Cheryl Rhea, Sue Washburn, and Len Morgan to serve as the Concurrence review team to make possible recommendations to the Council.
- Reports were received from the Treasurer, Executive Director of Pine Springs Camp, Presbyterian Women and the Executive Presbyter. These reports as submitted were received by **consent**.

SUBCOMMITTEES/NETWORKS

Districts

- District III report was received from Rev. Katy Brungraber.

Staff Support

- It was reported that the annual staff evaluations would be performed in the upcoming months. Some presbyters have been mailed feedback forms in order to be used in the aggregate to supply additional information for the review.

Communications

- Rev. Niki Atkinson submitted a written report (specs and costs) outlining the most appropriate options for LCD projectors. Rev. Noftzger noted that in conversation with Niki that she had recommended the Epson model. It was **MSP** to approve purchase of the Epson projector specified with the report.

Missions

- The written report was received. Rev. Skip Noftzger spoke of efforts to convene a joint meeting with Shenango Presbytery who also has a Sudan/South Sudan partnership to discuss both the Abundance grants from the Synod of the Trinity and coordination of a possible missions trip.

Budget and Finance

- Rev. Skip Noftzger reported that the meeting of the Finance committee had to be re-scheduled so there was nothing new to report.

Addictions Ministry

- Rev. Lee McDermott shared copies of the special Lenten devotional contributed by the members of the network, but developed, coordinated and published as the result of his efforts. Others spoke highly of Lee's extensive efforts in putting this together. The devotional is available as a daily blog or as a unified pdf document.
- Rev. Alice Tondora spoke of the special worship service that has been developed with testimonies of those affected by addiction and uses a taize-type format. It will take place at the Reunion church in March 26, 2017.

March Presbytery Gathering

- The Council reviewed (for possible recommendation or not) the General Assembly Book of Order Amendment concerning the language on invitation to the Lord's Supper which parallels the language in the revised Directory of Worship which was considered at the January gathering. **MSP** to recommend the amendment and include in the Consent Agenda of the March Presbytery Gathering.
- The proposed March Presbytery Agenda was reviewed. After some consideration, **MSP** to amend by moving the Addictions ministry network presentation "up" to the Council section of the Agenda. **MSP** to

approve the agenda as amended.

1/10/2017

REPORTS

Stated Clerk

- The Stated Clerk noted the response from Washington Presbytery accepting the invitation to meet together on 9/23/2017 at Pine Springs Camp. **MSP** to hold the Stated Meeting on 9/23/2017 with Washington Presbytery at Pine Springs Camp.
- The Stated Clerk noted the dates for the 2017 meetings of the Council and asked members to record in their calendars.
 - January 17, 2017
 - February 28, 2017
 - April 25, 2017
 - May 30, 2017
 - June 27, 2017
 - August 22, 2017
 - October 24, 2017
 - November 28, 2017All meetings begin at 6:30 p.m. at the Presbytery Center.

Treasurer

- A written Treasurer's report had been emailed and was presented based upon the monthly financial income and expense reports, as well as the assets. **MSP** to receive this report as submitted.

Executive Director of Pine Springs Camp

- Executive Director Greg Davis provided a written report on the progress of the "Faith for the Future" Capital Campaign (approximately 1.6 million pledged).
- The program brochures for the summer camping program are completed and will be distributed at the January meeting of the Presbytery. .

Executive Presbyter

- **MSP** to approve Rev. Noftzger's participation in CREDO (for Executives) as study leave for the dates of November 27-December 2.
- **MSP** to approve vacation time of the Executive Presbyter for the week of March 26-March 31.
- Rev. Noftzger announced that he would be participating on February 14 in the webinar, "Do Something Else" conducted by the author of the book of the same title.

SUBCOMMITTEES/NETWORKS

Districts

- Rev. Craig Miller shared some of the details about the upcoming District IV Enrichment Day scheduled for January 28, 2017.
- Rev. Noftzger that both a District III "Redstone Community" event is scheduled on April 26 and that District III pastors would begin a new fellowship time on February 1.

Staff Support

- No report.

Communications

- Rev. Niki Atkinson spoke of the upcoming Redstone Stories and also discussed the

comprehensive Enews calendar for the 2017 year inviting other participants representing committees and networks to submit an article (in place of the EP article). A schedule for the year has been developed and distributed.

- Rev. Atkinson raised the issue of the need for a new LCD projector for use at presbytery meetings and within the presbytery. After some discussion, the Communications task force was encouraged to work with the EP and to review multiple options in order to come back with a recommendation. Rev. Noftzger noted that there were designated funds in a restricted account.

Missions

- Rev. Donna Havrisko noted that there has been some interest in pursuing a trip to South Sudan in early 2018. That will continue to be part of the discussion in conjunction with other presbyteries.
- Rev. Havrisko also reported that Sylvia Carlson would be reading a piece of correspondence from Rev. Philip Obang of the South Sudan Presbyterian Evangelical Church at the upcoming Presbytery meeting.

Budget and Finance

- Rev. Skip Noftzger reported that there was no new information on either the status of the West Leisenring property or the ongoing completion of the liabilities related to the sale of the Presbyterian Home of Greater Johnstown.

Addictions Ministry

- Rev. Sue Washburn reported on some of the ongoing meetings and activities of the network of people interested in ministry with those addicted and those affected by addiction. Some of the activities include:
 - A Lenten devotional being prepared. She encouraged any who might want to participate to contact Lee McDermott.
 - A Day of Remembrance service being conducted at Westminster Presbyterian Church on January 29,
 - Development of a Healing service worship template specifically targeted for those affected by addiction.
 - Participation in the upcoming Presbytery meeting through the personal testimony of one of the network participants.

Presbyterian Women

- Susan Nesti distributed a written report from the Presbyterian Women that included not only past activities, but information about their upcoming Presbytery PW retreat and Synod PW gathering.

It was MSP to receive the reports of the subcommittees and networks and file them.

ADDITIONAL ACTION ITEMS

January Presbytery Gathering

- The Council reviewed (for possible recommendation or not) the General Assembly Book of Order Amendment concerning the revised Directory of Worship that will be considered at the January gathering. After discussion, MSP (14-1) to recommend the new version of the Directory of Worship at the January Presbytery meeting.

UNFINISHED BUSINESS

- Council members were reminded that the Child/Youth/Vulnerable person protection policy would be presented for second reading and vote at the upcoming Presbytery gathering.

NEW BUSINESS

- A request was presented to authorize the Lord's Supper as part of the Confirmation Retreat in April under the leadership of Rev. Skip Noftzger. **MSP** to approve this request.

Committee on Ministry

Action Items

- **MSP to afford the Board of Pensions liaison, Rev. Doug Portz opportunity to present at the Presbytery under the Committee on Ministry docket time.**

Information Items

March 2, 2017

Reports

Stated Clerk

The Stated Clerk gave an update to the committee on the following matters:

- a. Correspondence log related to COM.
- b. Published the following dates for possible Minutes review for Clerks of Session. These included the Ruling Elder workshop on Polity. So far 10 Churches minutes have been reviewed.
 - March 11, 2017---Polity Workshop
 - March 21, 2017---Pre-Presbytery
 - April 19, 2017---Open date – Presbytery office
 - May 16, 2017 -Pre-Presbytery

Reports of Sub-Committees

Search and Call -

1. **MSP** the approval the renewal of the CRE contract for Len Morgan at Calvin United Presbyterian Church, Scottdale .
2. **MSP** the approval of the stated supply agreement for Rev Larry Armstrong and First Presbyterian Church, Avonmore.
3. **MSP** the approval of New Hope Presbyterian Church to form PNC.

Examination - No action items.

Care of Church Professionals

1. **MSP** to have Doug Portz from BOP have a workshop pre Presbytery meeting and to do a presentations during the COM report.
2. **MSP** that the committee reviewed the Validated Ministry reports and found them in order. There is one missing and Bobbi Jo Huebner will reach out to that individual.

Care of Congregations -

1. **MSP** to recommend approval of the waiver request from Calvin, Brownsville for Cheryl McGrady - Ruling Elder.

AP/CRE Subcommittee (COM/CPM)

Reminder of the workshops that are being held on March 11, 2017 at Maplewood.

Board of Pension Update - Board University pamphlet given to each member.

February 3, 2017

Reports

Stated Clerk

The Stated Clerk gave an update to the committee on the following matters:

- a. Correspondence log related to COM.
- b. Published the following dates for possible Minutes review for Clerks of Session. These included the Ruling Elder workshop on Polity. So far 10 Churches minutes have been reviewed.
 - March 11, 2017---Polity Workshop
 - March 21, 2017---Pre-Presbytery
 - April 19, 2017---Open date – Presbytery office

COM/CPM Training

Church, Aleda and Bobbi Jo all spoke of their experience with the Coaching process. Listening is a key component. You have to realize you can't just fix it but through the steps you can allow the individual to begin to solve their own issues.

Sub-Committees

All committees formed their Action Plans for 2017. These plans are to be submitted to the chair and the EP. They will be revisited at future meetings of the COM.

Search and Call -

MSP the approval the renewal of the Interim Pastor contract for Brenda Barnes at New Hope Presbyterian Church .

Examination - No action items.

Care of Church Professionals - No action items

1. Prayer was offered on behalf of the list of church professionals.

Care of Congregations -

2. **MSP** to recommend the approval the waiver request from New Salem Presbyterian, New Salem for Elaine Paul-Deacon.
3. Prayer was offered on behalf of the list of congregations.

Board of Pension Update - Retirement Savings Plan. Participants are encouraged to go to Board of Pension website and see all of the resources that are available.

Committee on Preparation for Ministry

Action Items

- **Committee on Preparation for Ministry recommends David Deutsch to be enrolled as a candidate within the preparation process of the Presbytery of Redstone.**

David is a member of the Level Green Presbyterian Church in Trafford. He is enrolled in his "Middler" year at the Pittsburgh Theological Seminary. Having been endorsed by the Level Green session, he has been under the care of the CPM as an inquirer for just over one year.

Information Items

- **MSP: Election of new committee chair - Caroline Vickery**
- Updates on current inquirers/candidates
 - Taylor Barner - His call begins 2/5 as Assoc. Pastor for Student & Family Ministries at First Presbyterian Church, Burlington, subject to examination by Salem Presbytery 2/21. Skip is unsure of date for ordination/installation service.
 - David Deutsch - He has completed tests at PPI, but is still awaiting the interview portion. David has emailed twice, but still has heard nothing. Skip will contact PPI on David's behalf if he still has not heard within a week or two. The committee read a favorable, though informal, note from David's supervising pastor (Rev. Tom Hall). As David's liaison, Ray is advised to have contact with David once per month (via email) and in person once per three months. He will be invited to CPM if he gets results back soon and appear before Presbytery in March.
- Field Ed. Experiences for Rick Watson
 - Dubuque requires that students participate in five units of hands-on ministry.
 - **MSP** to meet with Rick in order that he might develop proposed scenarios that include congregational ministry and clinical pastoral education (CP) for the Learning Covenant that is part of his SPM.
- Selection of Ordination Exam readers
 - Two Teaching Elders: Caroline Vickery and Ken Foust
 - Two Ruling Elders: Ray Edelman and Lynn Mance (they will be nominated at the May Presbytery meeting)
- Inquirers anticipated later this Spring:
 - Cynthia Bellina
 - James Glisan

Nominating Committee

Action Items

- The Nominating Committee recommends the following people to serve as ordination examination readers for the 2017-8 year.

Ruling Elder Lynn Mance
Ruling Elder Ray Edelman
Teaching Elder Ken Foust
Teaching Elder Caroline Vickery

Information Items

- The Nominating Committee is in need of your suggestions and recommendations for ruling elder candidates to serve within the various committees and structures of the Presbytery. Please email any nominations to Rev. Curtis Paul, Nominating Committee Chair.
- Currently, we have available openings on either the Committee on Ministry or the Committee on Preparation for Ministry. If you or someone you know would be interested in serving in this way, please contact either Rev. Skip Noftzger or Rev. Curtis Paul.

ANNOUNCEMENTS

>>**Into the Light: Join the Conversation Daily Lenten Devotionals** - The Addiction Network group invites you to join them during the season of Lent to learn more about alcohol and other drugs and what God is calling us to do as the church and disciples of Jesus Christ. We have created daily devotionals during Lent beginning with an introduction to the devotionals on Tuesday, February 28, 2017. They will post each daily devotional on a blog called "Redstone Together." Each devotional will have a link to a PDF file which you can use to print the devotional. They invite you to join them in a conversation about the epidemic of alcohol and other drug dependency impacting our communities and leave your feedback, questions, and prayers in the comments section. The link to "Redstone Together" is redstonetogether.blogspot.com. Please include this information in your Sunday worship bulletin and/or newsletters and please share the link to the blog with others who need to be a part of the conversation.

>>**"Into the Light"** - families with addiction often live in fear and shame. But you are not alone. A service of healing and hope for families touched by addiction by members of Redstone Presbytery will be held at the Reunion Presbyterian Church, 769 Main Street, Mt. Pleasant, PA 15666 on March 26, 2017 at 7:00 p.m. Join them for a candlelight service of prayer, scripture and song. Real stories will be heard of people and families who have struggled with addiction and how they found healing and hope.

>>**Session Minutes Review Dates** are as follows:

March 21, 2017 - Ft. Burd Presbyterian Church (4:30 p.m. - prior to Presbytery meeting)

April 19, 2017 - Presbytery Office (6:00 p.m.)

May 16, 2017 - Location TBD (4:30 p.m. - prior to Presbytery meeting)

>>**SAVE THE DATE!! The 2017 Confirmation Retreat** will take place on Friday, April 7 and Saturday, April 8, 2017 at Pine Springs Camp. Information was sent to Youth Leaders of our churches in December. For questions or registration contact the Presbytery office at 724.837.6737 or secretary@redstonepresbytery.comcastbiz.net.

>>**"Walking with the Holy Spirit - Life of Dynamic Cooperation" Conference, April 19 - 22, 2017** at the Laurelville Mennonite Church Center, 941 Laurelville Lane, Mt. Pleasant, PA 15666. Offered by Presbyterian-Reformed Ministries International, this conference will let you learn from Scripture different ways God speaks to people through the Holy Spirit. Then you'll learn way to discern God's voice and step out in obedient faith. Through practical experience and biblical teaching, you'll learn clear steps in cooperating with the Holy Spirit and walk into a life of dynamic cooperation with God to advance His Kingdom.

>>**Stewardship Kaleidoscope - September 25 - 27, 2017** at the Trade Winds Island Grand Resort, St. Pete Beach, FL. Keynote speakers are Cynthia Rigby, the W.C. Brown Professor of Theology at Austin Seminary and Adam Copeland, Director of the Center for Stewardship Leadership at Luther Seminary. The Worship Leader is Shannon Kershner, Pastor of Fourth Presbyterian Church in Chicago. There will be over 30 workshops covering topics such as annual stewardship, planned giving, theology of giving, current trends in stewardship, capital campaigns, and generosity. Who should attend? Pastors, lay leaders, presbytery staff, and anyone who is looking to learn more about stewardship in today's church context. To register and for more information visit www.stewardshipkaleidoscope.org.

Discernment Team Reports:

Since the last Presbytery meeting, the Discernment team for the Vandergrift Presbyterian Church has not met. On behalf of the team, the Executive Presbyter sought additional information on the current status through reaching out to the teaching elder serving the congregation, but has not received a response yet.

<< Return to Report Menu

APPENDIX A

Year: 2016

[View Report](#)

1 of 1

Find | Next



**Presbytery
Report
2016**

Presbytery Number	420560
Name	Redstone
Address	1004 Mt Pleasant Rd Box #1147
City/State	Greensburg, PA 15601
Phone	724-837-6737
Email	secretaryredstone@comcast.net
Web Site	
Fax	<u>724-837-4112</u>

Membership

Prior Active Members	11477		
Gains		Losses	
17 & Under	70	Certified	205
18 & Over	170	Deaths	238
Certified	43	Other	732
Other	43		
Total Gains	326	Total Losses	1175
Total Active Members	10628		
Baptized	803		
Other Participants	277		
Total Adherents	11708		
Female Members	5309		
Average Attendance	4113		
Affiliate Members	61		

Baptisms

Child Baptisms	110
Adult Baptisms	20

Officers

Male Session	284
Female Session	297
Male Deacons	109
Female Deacons	327

Age Distribution of Active Members

	Male	Female
25 & Under	596	658
26 - 45	860	1020
46 - 55	701	867
56 - 65	784	1053
Over 65	996	1605

Total Distribution 9968 3937 5203

People with Disabilities

Hearing 248
 Sight 110
 Mobility 326
 Other 129

Christian Education

Birth 3	140	Grade 7	86
Age 4	87	Grade 8	77
Kindergarten	99	Grade 9	47
Grade 1	85	Grade 10	51
Grade 2	94	Grade 11	55
Grade 3	80	Grade 12	46
Grade 4	102	Young Adults	174
Grade 5	74	Over 25	854
Grade 6	83	Teachers/Officers	263
Total	2497		

Racial Ethnic Breakdown	Membership	Elders	Deacons	Male	Female
Asian	22	1	0	8	13
Black	5	0	1	3	2
African American	14	1	0	7	6
African	1	0	0	1	0
Middle Eastern	1	0	1	1	0
Hispanic	6	0	0	1	5
Native American	5	2	1	1	4
White	10016	548	420	3935	5172
Other	8	0	1	4	2
Totals	10078	552	424	3961	5204

Potential Giving Units 5,890
Budgeted Income 6,929,850
Budgeted Expense 9,036,097

Receipts

Regular Contributions	7,447,412	Bequests	568,702
Capital Building Fund	598,415	Other Income	578,089
Investment Income	744,667	Subsidy or Aid	103

Expenditures

Local Program	7,512,321	Per Capital Apprt	280,757
Local Mission	283,807	Validated Mission	248,441
Capital Expenditures	1,119,944	Theological Fund	4,825
Investment Expenditures	52,329	Other Mission	340,287

Thursday, March 02, 2017

Presbytery

Presbytery of Redstone
Income and Expense Statement
 GENERAL FUND 01, February 2017

Current Period Year to Date Annual Budget Annual Budget YTD Prior Year
 Percentage

	Current Period	Year to Date	Annual Budget	Annual Budget YTD Prior Year Percentage	
INCOME					
CONTRIBUTION INCOME					
UNRESTRICTED					
Commitment/Larger Church	\$23,675.95	\$46,090.40	\$397,000.00	11.61%	\$57,470.03
TEMPORARILY RESTRICTED					
Projector Fund	0.00	0.00	0.00	0.00%	10.00
Resource Center	0.00	317.57	0.00	0.00%	315.71
PDA - Directed	140.00	190.00	0.00	0.00%	741.00
Triennium	0.00	0.00	0.00	0.00%	1,700.00
Sudan Projects	439.00	2,264.82	0.00	0.00%	1,131.41
Peace and Global Witness	0.00	0.00	0.00	0.00%	388.97
Minister Student Aid	0.00	0.00	0.00	0.00%	265.00
PMA - Directed	40.00	48.00	0.00	0.00%	566.00
Subtotal Temporarily Restricted	619.00	2,820.39	0.00	0.00%	5,118.09
Subtotal Contribution Income	24,294.95	48,910.79	397,000.00	12.32%	62,588.12
INVESTMENT INCOME					
Investment Income	0.00	0.00	17,500.00	0.00%	0.00
INTEREST INCOME					
Investment Interest	0.00	84.52	5,000.00	1.69%	81.69
PILP Interest	0.00	0.00	0.00	0.00%	55.10
Subtotal Interest Income	0.00	84.52	5,000.00	1.69%	136.79
MISCELLANEOUS INCOME					
			4,000.00		
Oil & Gas Lease	17.83	39.37	0.00	0.00%	22.11
Preaching/Consulting	100.00	300.00	0.00	0.00%	125.00
Miscellaneous Income	300.00	300.00	0.00	0.00%	25.00
Subtotal Miscellaneous Income	417.83	639.37	4,000.00	15.98%	172.11
RELEASE FROM RESTRICTIONS					
TEMP RESTRICTED RELEASE					
SCLD	0.00	-311.27	0.00	0.00%	-163.62
PDA - Directed	-140.00	-190.00	0.00	0.00%	-741.00
Peace and Global Witness	0.00	-1,692.77	0.00	0.00%	0.00
PMA - Directed	-40.00	-48.00	0.00	0.00%	-566.00
Subtotal Temp Restricted Release	-180.00	-2,242.04	0.00	0.00%	-1,470.62
Subtotal Release From Restrictions	-180.00	-2,242.04	0.00	0.00%	-1,470.62
RELEASED FROM RESTRICTION					
Released from restriction	180.00	2,242.04	0.00	0.00%	1,470.62
TOTAL INCOME	24,712.78	49,634.68	423,500.00	11.72%	62,897.02
EXPENSES					
MISSION PARTNERSHIPS					
SUDAN					
SUDAN	\$0.00	\$0.00	\$16,000.00	0.00%	\$0.00
PINE SPRINGS CAMP					
PINE SPRINGS CAMP	0.00	0.00	38,000.00	0.00%	0.00
PSC - Shared	2,750.00	5,500.00	0.00	0.00%	5,500.00
Subtotal Pine Springs Camp	2,750.00	5,500.00	38,000.00	14.47%	5,500.00
PRES MISSION AGENCY					
PRES MISSION AGENCY	0.00	0.00	32,000.00	0.00%	30,000.00

Presbytery of Redstone
Income and Expense Statement
 GENERAL FUND 01, February 2017

	Current Period	Year to Date	Annual Budget	Annual Budget YTD Prior Year Percentage	
PMA - Shared	2,083.33	4,166.66	0.00	0.00%	4,166.66
PMA - Restricted	40.00	48.00	0.00	0.00%	566.00
Subtotal Pres Mission Agency	2,123.33	4,214.66	32,000.00	13.17%	4,732.66
PRES DISASTER ASSISTANCE	0.00	0.00	3,000.00	0.00%	0.00
PDA - Restricted	140.00	190.00	0.00	0.00%	741.00
Subtotal Pres Disaster Assistance	140.00	190.00	3,000.00	6.33%	741.00
Subtotal Mission Partnerships	5,013.33	9,904.66	89,000.00	11.13%	10,973.66
COMMITTEE EXPENSES					
COUNCIL					
Council Expenses	0.00	0.00	1,600.00	0.00%	260.10
Presbytery Mtg Expense	0.00	113.49	600.00	18.92%	218.32
Equipping Leadership	750.00	750.00	5,000.00	15.00%	0.00
Engaging Congregations	0.00	0.00	5,000.00	0.00%	0.00
Enabling Ministry Network	0.00	0.00	5,000.00	0.00%	0.00
Christian Associates	0.00	0.00	1,500.00	0.00%	0.00
Website	0.00	0.00	180.00	0.00%	0.00
COMMUNICATION EXPENSES	0.00	0.00	500.00	0.00%	0.00
Subtotal Council	750.00	863.49	19,380.00	4.46%	478.42
COMMITTEE ON MINISTRY					
Committee Expense	0.00	0.00	750.00	0.00%	200.00
COM - SCLD	0.00	237.44	0.00	0.00%	254.40
Subtotal Committee On Ministry	0.00	237.44	750.00	31.66%	454.40
COMMITTEE ON PREPARATION					
Committee Expense	0.00	0.00	750.00	0.00%	50.00
Subtotal Committee Expenses	750.00	1,100.93	20,880.00	5.27%	982.82
OPERATIONS					
LEGAL AND AUDITING					
Audit	0.00	0.00	6,000.00	0.00%	0.00
PCUSA Meetings	29.95	29.95	5,000.00	0.60%	0.00
Property/Comp. Insurance	0.00	0.00	3,656.00	0.00%	0.00
Worker's Compensation	38.92	116.76	821.00	14.22%	41.96
Telephone	266.71	533.42	4,000.00	13.34%	541.14
Postage	165.99	181.98	900.00	20.22%	213.27
Office Supplies	-91.40	1,097.73	5,500.00	19.96%	317.07
RESOURCE CENTER			1,500.00		
RC - Shared	0.00	-40.00	0.00	0.00%	100.00
Subtotal Resource Center	0.00	-40.00	1,500.00	-2.67%	100.00
LEASES					
Copier Lease	219.00	738.00	3,000.00	24.60%	438.00
Miscellaneous Expenses	0.00	0.00	750.00	0.00%	0.00
UTILITIES			9,500.00		
Gas	0.00	523.23	0.00	0.00%	512.57
Electric	119.47	221.44	0.00	0.00%	227.22
Sewage	0.00	0.00	0.00	0.00%	0.00

Presbytery of Redstone
Income and Expense Statement
 GENERAL FUND 01, February 2017

	Current Period	Year to Date	Annual Budget	Annual Budget YTD Prior Year Percentage	
Subtotal Utilities	119.47	744.67	9,500.00	7.84%	807.35
MAINTENANCE					
Custodial Services	78.12	168.74	0.00	0.00%	181.25
Building Maintenance	286.46	854.84	0.00	0.00%	865.96
Subtotal Maintenance	364.58	1,023.58	0.00	0.00%	1,047.21
Subtotal Operations	1,113.22	4,426.09	40,627.00	10.89%	3,506.00
PRESBYTERY STAFF					
EXECUTIVE STAFF					
EXECUTIVE PRESBYTER					
EP Salary	5,782.68	11,722.07	70,390.00	16.65%	11,501.64
EP - Board of Pensions	1,405.31	2,810.62	18,863.00	14.90%	4,025.58
EP - Continuing Education	0.00	500.00	1,500.00	33.33%	0.00
EP - Travel	0.00	0.00	4,750.00	0.00%	0.00
EP Travel - Shared	0.00	386.80	0.00	0.00%	469.26
EP Travel - Restricted	0.00	73.83	0.00	0.00%	163.62
Subtotal Ep - Travel	0.00	460.63	4,750.00	9.70%	632.88
EP - Professional Expense	123.50	131.29	2,000.00	6.56%	242.64
EP - Deferred Comp / 403B	166.68	333.36	2,000.00	16.67%	0.00
Subtotal Executive Presbyter	7,478.17	15,957.97	99,503.00	16.04%	16,402.74
STATED CLERK					
SC - Salary	0.00	0.00	1,000.00	0.00%	0.00
Subtotal Executive Staff	7,478.17	15,957.97	100,503.00	15.88%	16,402.74
SUPPORT STAFF					
OFFICE ADMINISTRATOR					
OA - Salary	2,193.70	4,387.40	26,324.00	16.67%	6,028.24
OA - Board of Pensions	1,528.57	3,057.14	26,503.00	11.54%	2,465.04
Subtotal Office Administrator	3,722.27	7,444.54	52,827.00	14.09%	8,493.28
ASSISTANT CLERKS					
Recording Clerk Salary	0.00	0.00	1,250.00	0.00%	0.00
Associate Clerk Salary	0.00	0.00	1,250.00	0.00%	0.00
Subtotal Assistant Clerks	0.00	0.00	2,500.00	0.00%	0.00
Subtotal Support Staff	3,722.27	7,444.54	55,327.00	13.46%	8,493.28
EMPLOYER PAID FICA TAXES					
Employer Paid FICA Taxes	616.54	1,233.08	0.00	0.00%	1,341.04
Subtotal Presbytery Staff	11,816.98	24,635.59	155,830.00	15.81%	26,237.06
APPORTIONMENTS					
GA Per Capita	13,285.00	13,285.00	84,500.00	15.72%	13,619.38
Synod Per Capita	4,074.06	4,074.06	27,000.00	15.09%	4,399.53
Subtotal Apportionments	17,359.06	17,359.06	111,500.00	15.57%	18,018.91
RESTRICTED EXPENSE					

Presbytery of Redstone
Income and Expense Statement
GENERAL FUND 01, February 2017

	Current Period	Year to Date	Annual Budget	Annual Budget YTD Prior Year Percentage	
Peace and Global Witness	0.00	1,692.77	0.00	0.00%	0.00
TOTAL EXPENSES	36,052.59	59,119.10	417,837.00	14.15%	59,718.45
EXCESS INCOME/EXPENSES	-\$11,339.81	-\$9,484.42	\$5,663.00	-167.48%	\$3,178.57

Redstone Presbytery
Commitment to Larger Church
February 28, 2017

	2017 PLEDGE	TOTAL PAID	% Payup as of 2/28/2017	Unpaid Pledge Balance
Adah, Palmer	400.00		0%	400.00
Apollo, Poke Run	3,125.00		0%	3,125.00
Avonmore	3,500.00	314.50	9%	3,185.50
Belle Vernon, First	7,000.00	1,750.00	25%	5,250.00
Belle Vernon, Harmony	1,440.00	240.00	17%	1,200.00
Belle Vernon, Marion	1,900.00	283.00	15%	1,617.00
Belle Vernon, Rehoboth	6,000.00	500.00	8%	5,500.00
Bolivar	1,500.00	250.00	17%	1,250.00
Boswell	500.00		0%	500.00
Brownsville, Calvin				-
Brownsville, Ft. Burd	4,017.00	4,017.00		-
Brownsville, Hopewell				-
Colver		403.00		(403.00)
Cresson				-
Dawson, Tyrone				-
Delmont	4,000.00		0%	4,000.00
Derry	1,500.00			1,500.00
Dunbar, First		2,800.00		(2,800.00)
Dunbar, Laurel Hill	2,000.00		0%	2,000.00
Ebensburg	900.00	246.00	27%	654.00
Fairchance				-
Farmington	1,800.00	1,800.00		-
Fayette City, First				-
Fayette City, Little Redstone	2,000.00	500.00	25%	1,500.00
Greensburg, First	30,000.00	5,000.00	17%	25,000.00
Greensburg, Maplewood	4,000.00	670.00	17%	3,330.00
Greensburg, Westminster	7,200.00	600.00	8%	6,600.00
Irwin, First	25,000.00	4,166.22	17%	20,833.78
Irwin, W. Hempfield				-
Jeannette		757.00		(757.00)
Johnstown, Bethany	2,150.00		0%	2,150.00
Johnstown, First				-
Johnstown, Second	3,000.00	250.00	8%	2,750.00
Johnstown, Westmont	10,000.00	833.00	8%	9,167.00
Lake Lynn				-
Latrobe, Main St.		2,210.00		(2,210.00)
Latrobe, Spring St.				-

Redstone Presbytery
Commitment to Larger Church
February 28, 2017

	2017 PLEDGE	TOTAL PAID	% Payup as of 2/28/2017	Unpaid Pledge Balance
Leisenring	350.00			350.00
Ligonier, Pleasant Grove	890.00	890.00	100%	-
Lower Burrell, Grace	15,720.00	2,620.00	17%	13,100.00
Lower Burrell, Puckety	12,000.00	1,730.00	14%	10,270.00
Masontown	1,000.00		0%	1,000.00
McClellandtown	4,500.00		0%	4,500.00
Merrittstown, Dunlap's Ck.	300.00	300.00	100%	-
Mt. Pleasant, Reunion		903.00		(903.00)
Murrysville, First		2,000.00		(2,000.00)
Murrysville, Newlonsburg	24,400.00		0%	24,400.00
Murrysville, Union				-
N. Alexandria, Community	4,000.00		0%	4,000.00
N. Alexandria, Congruity	7,000.00	1,364.00	19%	5,636.00
New Florence, Bethel	2,400.00	200.00	8%	2,200.00
New Florence, Trinity		525.00		(525.00)
New Kensington		1,333.34		(1,333.34)
New Salem	3,000.00		0%	3,000.00
N. Huntingdon, New Hope	4,407.00	734.00	17%	3,673.00
Patton		689.00		(689.00)
Revloc	1,500.00	250.00	17%	1,250.00
Scottdale	750.00	72.00	10%	678.00
Smithfield, Grace Chapel	1,200.00		0%	1,200.00
Smock, Pleasant View	10,000.00		0%	10,000.00
Trafford, Level Green				-
Uniontown, Tent	351.00	351.00	100%	-
Uniontown, Third	10,140.00	2,535.00	25%	7,605.00
Uniontown, Trinity	9,000.00	1,046.00	12%	7,954.00
Vanderbilt, E. Liberty	2,100.00	350.00	17%	1,750.00
Vandergrift		275.00		(275.00)
West Newton, Sewickley	420.00			420.00
W. Newton, Sewickley UP	800.00		0%	800.00
West Newton, United				-
Windber	2,000.00	333.34	17%	1,666.66
Totals	241,160.00	46,090.40		195,069.60

16-G. Access to the Lord's Table On Amending W-2.4011a. and b. (Item 14-03)

The 222nd General Assembly (2016) directed the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

Shall W-2.4011a. and b. be amended by striking the current text and inserting new text to read as follows? [Text to be added or inserted is shown as italic.]

“Theology of the Lord's Supper

“a. The opportunity to eat and drink with Christ is not a right bestowed upon the worthy, but a privilege given to the undeserving who come in faith, repentance, and love. All who come to the table are offered the bread and cup, regardless of their age or understanding. If some of those who come have not yet been baptized, an invitation to baptismal preparation and Baptism should be graciously extended.

“Worshippers prepare themselves to celebrate the Lord's Supper by putting their trust in Christ, confessing their sin, and seeking reconciliation with God and one another. Even those who doubt may come to the table in order to be assured of God's love and grace in Jesus Christ.

“Welcoming to the Table

“b. In cases where baptized children who have not yet begun to participate in the Lord's Supper express a desire to receive the Sacrament, the session should provide an occasion to welcome them to the table in public worship. Their introduction to the Lord's Supper should include ongoing instruction or formation in the meaning and mystery of the Sacraments.”

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for
2017-2018
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CONTACT PERSON _____
PHONE (____) _____
EMAIL ADDRESS _____

of *Planning Calendars* ordered for 2017-2018
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GUIDE TO GOOD GOVERNANCE

After months of meetings, the long-range planning committee of Epiphany Church submitted a report to the congregation's board. The report highlighted three important conclusions: (1) the average age of regular worship attendees is going up while worship attendance overall continues to decline; (2) action steps must be taken immediately; and (3) major changes are needed in ministry priorities. After careful review, the board laid out five possible courses of action. How did Epiphany Church board members respond? They chose sides, with each action plan attracting supporters and opponents. How are they going to move forward and make decisions?

Governance or Ministry?

Governance is how we make decisions as a congregation. Typically, the board takes responsibility for big-picture issues and works to help the congregation achieve its mission. The board accepts responsibility for keeping the church's resources—people, money, and property—safe. The board also pursues ways to creatively leverage resources to more effectively serve the congregation's mission.

Ministry is different from governance, even if the same people do both. We know many people in the congregation who wear two hats, serving on the board *and* working in the church's food pantry. Ministry is all the other things a congregation does: offering meaningful worship, educational and spiritual development groups, community service, and outreach. Dan Hotchkiss suggests a simple way to understand the difference: governance produces words on paper while ministry produces action.¹

Why is the distinction important? Churches often feel great about their ministries and concentrate on their programs. However, they tend to spend less time ensuring that the way they govern does not impede the growth and vitality of those same ministries. Dysfunctional governance structures can create an inward focus, a resistance to change, complacency, arrogance, and diffuse accountability.

Signs of Healthy Governance

Congregations may try to borrow organizational models from businesses or nonprofits. However, congregations are different from these organizations and they must work to customize an appropriate decision-making structure. Further, there is no one right way for churches to make decisions. Rather, the structure must be a good fit for the values, beliefs, faith tradition, and size of the church. Regardless of these differences, Hotchkiss outlines several principles of good governance.²

- *Unified structure for making governance decisions.* Typically, an elected board clarifies the church's mission, vision, and strategic issues. In most cases, the board delegates to others the authority to achieve these goals and monitors that those members with authority use their gifts responsibly.
- *Unified structure for making operational decisions.* In most congregations, full- or part-time staff assumes responsibility for programs, assisted by lay leaders. Supervision can come from staff,



"IT'S DIFFICULT FOR SOME OF THE OTHER BOARD MEMBERS TO BE FULLY ENGAGED WHEN THE WEATHER IS SO NICE AT THEIR END OF THE TABLE."

committee chairs, or team leaders. The board delegates authority to these staff and members to carry out the church's ministries.

Congregations adopt a structure that generally arises from the church's size. Size, as measured by church attendance and participation, affects all aspects of organizational behavior. Hotchkiss identifies three common forms, clearly associated with church size, and each with pros and cons.³ No single structure is perfect.

The board-centered congregation. This type is common in small churches. Committee chairs, a secretary and/or treasurer, clergy person, and maybe one or more at-large members fill board seats. Although the board is responsible for the overall mission, committee chairs are tempted to "represent" their program, creating a mild conflict of interest. Program administration and issues take center stage at meetings. The smaller the congregation, the more time is required to make decisions that move the church toward ministry effectiveness.

The committee-centered congregation. This structure appears most often in churches with 100 to 400 attendees. Hotchkiss describes its essential trait: both the planning (governance) and actions (ministry) are delegated to appropriate committees by the board. The board rarely grasps the reins of their governance role. Instead, the board listens to reports and leaves strong leadership to others. In some instances when conflict arises, the staff and other leaders become triangulated.

The staff-centered congregation. In large churches, full-time staff takes on more organizational and governance work. This structure's effectiveness depends on the quality and gifts of a small number of leaders, making it unstable in the long run. On the plus side, this model can also maximize the opportunities for members to be involved in ministry.

Because no advice fits all, congregations must discern the governance form that best reflects their values and purposes. If the congregation feels called to spread the Gospel through outreach, then their governance would be organized for evangelism. If the congregation emphasizes advocacy and social justice efforts, then their governance structure would be organized to achieve those purposes.

Common Mistakes

There are some patterns that rarely work in any church. The mistakes listed below point to some of the biggest offenses.

Large boards. The governing board should be comprised of 6 to 8 members and rarely should the board seat more than 12 people. Larger boards find it difficult to keep all members fully engaged, attendance is spotty, participation is low, and many attend unprepared.⁴

Too many committees. Most churches benefit from mobilizing ministry teams to accomplish their mission (see "How Ministry Teams Get Things Done," *The Parish Paper*, January 2016). Rarely does a congregation need more than four standing committees: Finance, Personnel, Governance, and Nominating.⁵

Weak agendas. The central agenda item should be big questions that require discussion. Some churches divide the agenda into two sections: (1) items requiring little or no discussion (minutes, approval of treasurer reports) that can be dealt with quickly as a set; and (2) discussion-only items. Discussion on new proposals should occur over several months before board members are asked to vote. They should never be asked to vote during the meeting in which the possible change is first presented.

Ministry separated from money. The governance structure should not facilitate separating members into financial-only and ministry-only teams. All ministry efforts require resources and good stewardship. Likewise, financial decisions should reflect the church's values and priorities. Failure to integrate money and ministry can create power-needy leaders who exercise veto power in congregational decisions.

From Good to Great

Governance is always difficult in congregations. The Gospel compels churches to be part of transforming individuals, communities, and the world. Yet to carry out that commandment requires some level of institutional stability. Hotchkiss summarizes this tension between stability and instability: "The stability of a religious institution is a necessary precondition to the instability religious transformation brings."⁶ With this in mind, ask yourself: How does our governance structure allow us to focus on our church's mission? How does it facilitate or impede our ministry efforts?

1. Dan Hotchkiss, *Governance and Ministry: Rethinking Board Leadership, 2nd edition* (Lanham, MD: Rowman & Littlefield, 2016), 50.

2. *Ibid.*, 6.

3. *Ibid.*, 30-40.

4. *Ibid.*, 81.

5. *Ibid.*, 56.

6. *Ibid.*, 1.

SMALL IS BIG AGAIN: RECLAIMING SMALL CHURCH MINISTRY

Although megachurches garner a great deal of attention, these supersized congregations comprise only a small fraction of all worshiping communities in the U.S. The current estimate is that only about 1,650 megachurches (worship attendance exceeds 2,000) dot the landscape out of a total 330,000 congregations across America. In fact, most churches are small: two out of three Protestant churches attract less than 100 worshipers in a typical week. Some scholars predicted that megachurches would essentially put small churches out of business. But the percentage of large churches as part of all churches is growing slowly while the number of small churches has remained stable. While the church's larger mission continues to be carried out by many small worshiping communities, small churches may get locked into self-criticism. However, more congregations are embracing the strengths associated with their small size. As one congregation proclaims: "We're not just any small church. We're the small church that's here!"¹

What Do Small Churches Need?

Lewis Parks, a champion of small congregations, claims that they can do big things with "a little cooperation with the Spirit on the part of those gathered, a little striving for excellence, a little freedom to express local religious creativity, and all things sprinkled with lots of hospitality"² A few other suggestions include the following:

A compelling story about their history, purpose, and mission. Members often possess a common narrative about when and why the church was established and some specifics of that particular historical period. But fewer members know the chapters in the church's history. For example, which pastors or lay leaders exerted a major influence in embracing new mission or overcoming risks? What community events (such as rapid population growth, departure of a major employer) affected the church in a major way? How do mem-

bers describe the current chapter in the church's narrative? Too often, the church's story that clearly reveals the congregation's ongoing ministry remains implicit. When members share greater awareness of the church's mission and history (how did we get here?), they gain greater clarity about the congregation's unique identity. Consider engaging members in an exercise that surfaces the church's history, experiences, traditions, and untested assumptions.³ Then, create a vision statement that captures these insights and use it on your website, with social media, and other church communications.

Intentional efforts to increase visibility. Effective approaches are size-specific. Every small church can creatively send the message to newcomers and the community—"we are here, we care about you, and we welcome you!" An electronic presence (website, Facebook, Instagram) establishes a virtual welcome mat. A well-maintained and lighted church building signals a physical "home" that anticipates visitors.



OUR OLDER DEMOGRAPHIC INTERPRETED
"AN ELECTRONIC PRESENCE TO INCREASE VISIBILITY"
AS STRINGING TWINKLE LIGHTS AROUND THE STEEPLE.

Participation by members and leaders in community events suggests commitment to the well-being of neighbors. Hosting community events, speakers, workshops, and the arts indicates that the church is a willing partner in promoting their neighbors' quality of life.⁴ Form a team of six members to test the congregation's visibility by instructing them to approach five people they do not know. Next, have these members inquire: "Have you ever heard of (the name of your church)? What do you know about it (for example, location, programs, etc.)?" Reconvene these volunteers and share the results. Based on what you learn, devise one or two new action steps to increase the congregation's community profile.

Customized methods for outreach. Context is everything when developing strategies to welcome newcomers. Would your community be described as active or sedentary, family- or career-focused, a stable or mobile population? A family-focused and stable community is more likely to respond to family and friend networks. If a population is career-focused and mobile, investments in electronic and social media will likely pay dividends. Have leaders discuss the key characteristics of the church's community five years ago, currently, five years from now, and ten years in the future.⁵ Refine the church's strategies based on these observed changes.

Purposeful efforts to pass along the faith to future generations. Following the words of Robert Schuller, congregations should view faith development as planting seeds: "Anyone can count the seeds in an apple, but only God can count the number of apples in a seed." Research shows that when congregations value nurturing faith in children and young adults, that emphasis and their hard work bears fruit. How does the church measure success in this ministry area?

Seed-planting congregations in this way also make ministry with millennials a priority. Parks makes a convincing argument that small churches are best suited for reaching out to this age group—adults born between 1981 and 1996.⁶ Millennials' life experiences differ greatly from previous generations and one in three are religiously unaffiliated.⁷ They were more likely to be raised in a nontraditional family and are more culturally diverse than past cohorts. Despite growing up in an online world, they place a high value on friendships and relationships. Small

churches offer them the unique opportunity for intimacy and caring relationships. They are looking for safe spaces for themselves and their children. Review the demographics within a fifteen-mile radius of the congregation to determine the age profiles of residents and to create updated strategies to reach unrepresented groups.

Accept reality and build on strengths. Garrison Keillor famously said: "I believe in looking reality straight in the eye and denying it." Small churches cannot afford to deny reality. Leaders can accept the things that cannot be changed while identifying the advantages that small size affords. Sometimes, cherished programs or even the church building have to be sacrificed in order for the congregation's future mission to thrive. Consider a four-session group study to discover new insights for small-church ministry.⁸

Making Small Big Again

Margaret Mead's statement inspired many in earlier generations: "Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it's the only thing that ever has." A parallel truth applies to congregations. Never doubt that small churches have changed the world and they will continue to do so.

1. Lewis A. Parks, "A New Way to View Small Church Vitality," Lewis Center for Church Leadership, October 14, 2015 (<https://www.churchleadership.com/leading-ideas/a-new-way-to-view-vitality-in-smaller-congregations/>).

2. Ibid.

3. Trey Hammond, "Timeline of Place," *Leader Guide for Places of Promise: Finding Strength in Your Congregation's Location*, 2008 (<http://www.uscongregations.org/wp-content/uploads/2014/02/leaderguide.pdf>).

4. Cynthia Woolever, "Keys to Growing a Small Church," *The Parish Paper*, August 2012 (Vol. 20, No. 8).

5. Statistics available by county, city, town, or zip code at U.S. Census (<http://factfinder.census.gov>).

6. Parks.

7. Michael Lipka, "Millennials increasingly are driving growth of 'nones'" Pew Research Center, (<http://www.pewresearch.org/fact-tank/2015/05/12/millennials-increasingly-are-driving-growth-of-nones/>).

8. Use the free online resource from *The Parish Paper*, "Coaching Small Congregations toward Positive Change," <https://www.theparishpaper.com/sites/default/files/resources/Church%20Effectiveness%20Nuggets-%20Volume%202027.pdf>.