



2017 Stated Meeting

of the

Presbytery of Redstone
Presbyterian Church (USA)

May 16, 2017



West Hempfield Presbyterian Church
Irwin, PA

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

Directions to
West Hempfield Presbyterian Church
8 W. Hempfield Drive,
Irwin, PA 15642
724.863.1260

Directions to West Hempfield Presbyterian Church

West Hempfield Presbyterian Church is located about 2 miles from *exit #67 (The Irwin Exit)* of the Pennsylvania Turnpike.

If you come by Turnpike, go through the gate and follow the signs that say "Route 30 East to Greensburg". **Do not follow signs to Irwin.**

- When you get off the exit ramp, bare left onto Rt. 30 for about 50 feet, then at the first traffic light (BP on right) turn right onto Arona Road.
- Follow Arona Road to a 4 way stop sign. (Bank on Left)
- Turn right onto Wendel Road and continue past Rodney's Restaurant for approx. ½ mile.
- Turn left onto West Hempfield Drive (3rd left) (Elementary School adjacent to church)
- Continue approx. 100 feet to the rear of the church for parking. If you are handicap, you may park in the circle of the church.

Coming from Greentree and areas West: Follow the parkway East to the turnpike entrance at Monroeville and follow the turnpike east to Irwin.

Coming from Butler and Areas to the North: Get on the turnpike and follow east to the Irwin Exit.

Coming from Greensburg/Latrobe: Follow Rt. 30 west to the last traffic light before the turnpike entrance (Arona Road) and make a left. This turn is just past Sheetz. There is a BP station on the corner.

Coming from Washington: Follow interstate 70 east to New Stanton, then get on the turnpike and go west one exit to Irwin, then follow directions above.

Parking Lot is in rear of the Church, handicap parking available in the front circle

INSTRUCTIONS FOR THE PRESBYTERY MEETING

Parking is available in the back of the church. Handicap parking and access is available in the “turnaround” near the front of the church. Registration, Refreshments, Pine Springs Camp, and the Presbyterian Foundation tables will be in the main lobby of the church. The Minutes Review will be in the “kitchen”. The Presbyterian Foundation presentation will be in the Sunday school room. The Prayer Team will be meeting in the Prayer Room. Worship and the meeting will be in the Sanctuary. All of these rooms are on the main level of the church. Restroom facilities are on the main floor and are handicap accessible. Wi-Fi will be available at this meeting. Access codes will be provided at the meeting.

Notes for the May 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 Pine Springs Camp.

Presbytery of Redstone Gathering
West Hempfield Presbyterian Church, Irwin
May 16, 2017
"Equipping Leadership"

4:30 p.m.	<ul style="list-style-type: none"> • <i>Transforming Congregations in Generosity</i> • <i>Minutes Review</i> • <i>HPMN Prayer team</i> 	<i>Sunday School Room Kitchen/Conference Prayer room</i>
5:30 p.m.	<i>Registration and fellowship</i>	<i>Narthex</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 	Sanctuary Rev. Sue Washburn Rev. Cliff Foster Rev. Peggy Shannon
	<u>Stated Clerk</u> <ul style="list-style-type: none"> • Correspondence Log • Consent Agenda 	Rev. Skip Noftzger Rev. Cliff Foster
	<u>Gathered in Worship</u> (including proclamation of the Word, and Lord's Supper)...	Rev. Peggy Shannon Rev. Ron Durika
	<u>Reports</u> <ul style="list-style-type: none"> • Treasurer • Presbyterian Foundation Ministry Relations • Synod Commissioner • Executive Presbyter-- Conversations—Engaging Congregations 	John Dickson Rev. Ellie Johns-Kelley 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 • Mission Network 	Greg Davis Rev. Sylvia Carlson
	<u>Action Agenda</u> <u>Operations</u> <ul style="list-style-type: none"> • Council <ul style="list-style-type: none"> • Communications Task Force • Addictions Ministry Network <u>Engaging Congregations</u> <ul style="list-style-type: none"> • Committee on Ministry <u>Equipping Leadership</u> <ul style="list-style-type: none"> • Nominating • New Business 	Rev. Pete Goetschius Rev. Niki Atkinson Lynn Mance Rev. Ron Durika Barry Poglein
	<u>Benediction</u> <u>Adjournment</u>	Rev. Peggy Shannon

The next stated meeting of the Presbytery of Redstone will take place on September 23, 2017, 10:00 a.m. at the Pine Springs Camp.

STATED CLERK'S REPORT:

- 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
May 8, 2017 - email	Rev. Lisa Dormire	Annual Report Other Ministers on the Roll of Presbytery	To FILE
May 1, 2017 - mail	Third Presbyterian Church, Uniontown	Copy of church By-Laws	To FILE
May 1, 2017 - mail	Ross Bash Law Offices	Original recorded Affidavit regarding Pine Springs Camp	To COUNCIL
April 27, 2017 - mail	Presbyterian Mission Agency	2017 Terms of Call for the Rev. Susan Washburn	To COM and FILE
April 26, 2017 - mail	Pleasant View Presbyterian Church, Smock	Pastoral Call forms with Rev. Laura Blank	To COM and FILE
April 20, 2017 - mail	Rev. Peter Keith	Annual Report Other Ministers on the Roll of Presbytery	To COM and FILE
April 20, 2017 - mail	Ross Bash Law Offices	Letter regarding Pine Springs Camp recording of affidavit	To COUNCIL
March 29, 2017 - mail	First Presbyterian Church, Windber	Stated Supply Agreement with Rev. James Farrer	To COM and FILE
March 29, 2017 - mail	Latrobe Presbyterian Church	Letter regarding renovation project	To COM and FILE
March 27, 2017 - fax	Third Presbyterian Church, Uniontown	2017 Terms of Call for the Rev. Colleen Molinaro	To COM and FILE
March 22, 2017 - mail	Bethany Presbyterian Church, Johnstown	2017 Terms of Call for CRE Denise Todero	To COM and FILE
March 20, 2017 - mail	Reunion Presbyterian Church, Mt. Pleasant	By-Laws and 2016 Directory of Members	To FILE
March 15, 2017 - email	Poke Run Presbyterian Church, Apollo	Manse Inspection Report	To FILE

2. Review of the Presbytery Minutes - The 2016 Minutes of the Presbytery were reviewed by the Synod Committee on Review *and approved with no exceptions or delinquencies*.
3. The list of proposed presbytery meeting dates for the 2018 calendar year approved by the Council are presented below.
 - January 20, 2018, Saturday
 - March 20, 2018, Tuesday
 - May 15, 2018, Tuesday
 - September 18, 2018, Tuesday
 - November 17, 2018, Saturday

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

4. Committee on Representation Annual Report - 2017

Standing Committees	# Members	Gender	Age	TE/RE	Ethnicity
Council	18	8-M; 10-F	0-(16-25) 1-(26-35) 5-(36-50) 6-(51-65) 6-(66+)	9-TE; 9-RE	17-W 1-NA
Nominating	4	2-M; 2-F	0-(16-25) 0-(26-35) 1-(36-50) 2-(51-65) 1-(66+)	1-TE; 3-RE	3-W 1-NA
Preparation for Ministry(CPM)	7	4-M; 3-F	0-(16-25) 0-(26-35) 1-(36-50) 3-(51-65) 3-(66+)	5-TE; 2-RE	7-W
Committee on Ministry(COM)	23	11-M; 12-F	0-(16-25) 0-(26-35) 1-(36-50) 13-(51-65) 9-(66+)	13-TE; 10-RE	23-W
Representation	6	2-M; 4-F	0-(16-25) 0-(26-35) 1-(36-50) 3-(51-65) 2-(66+)	2-TE; 4-RE;	5-W 1-NA
Pine Springs Board	6	4-M; 2-F	0-(16-25) 1-(26-35) 3-(36-50) 1-(51-65) 1-(66+)	3-TE; 2-RE; 1-L	6-W
Permanent Judicial Commission	9	5-M; 4-F	0-(16-25) 1-(26-35) 1-(36-50) 5-(51-65) 2-(66+)	4-TE; 5-RE	9-W
Committee Summary	73	36-M; 37-F	0-(16-25) 3-(26-35) 13-(36-50) 33-(51-65) 24-(66+)	37-TE; 35-RE; 1-L	70-W 3-NA
Council Sub-Committees					
Budget and Finance	6	5-M; 0-F	0-(16-25) 0-(26-35) 0-(36-50) 4-(51-65)	2-TE; 4-RE;	6-W

			2-(66+)		
Communication	8	3-M; 5-F	0-(16-25) 2-(26-35) 1-(36-50) 4-(51-65) 1-(66+)	5-TE; 3-RE	8-W
Mission	10	4-M; 6-F	0-(16-25) 0-(26-35) 0-(36-50) 5-(51-65) 5-(66+)	2-TE; 8-RE	10-W
Staff Support	3	2-M; 2-F	0-(16-25) 0-(26-35) 0-(36-50) 3-(51-65) 0-(66+)	2-TE; 1-RE	3-W
GRAND TOTALS (duplicated)	100	50-M; 50-F	0-(16-25) 5-(26-35) 14-(36-50) 49-(51-65) 32-(66+)	48-TE; 50-RE; 2-L	97-W 3-NA

Observations and Recommendations:

- Within the Presbytery, the Racial-Ethnic membership of the churches of the Presbytery equals 6/10 of 1% of the total membership. Among those who are ordained as Ruling Elders, the percentage is even smaller. So, the balance for Racial-Ethnic inclusion is appropriate on the Committees overall, but does suggest there is much work to be done regarding greater diversity in membership of congregational leadership which serves as the “pool” for potential presbytery leadership and service.
- The Teaching Elder – Ruling Elder ratios are relative equal with regard total numbers among standing committees, although there could be greater equalization in particular committees such as CPM and COM. Those particular committees may warrant attention from the Nominating Committee.
- Gender ratios for the aggregate of all Committees has improved and has become balanced in general across standing committees. From last year, concerns for both Council and COM have been addressed by the Nominating Committee. With the increase of female Teaching Elders, this balance is able to be achieved without burdening that group. [There are now 48 Teaching Elders serving on committees or subcommittees and they are equally divided at 24 each.
- Overall, the report is good with some progress made in both gender and elder status among some of the committees. This information is being related to the Nominating Committee with encouragement for their work and to continue to address any inequities identified within committees wherever possible.

5. **General Assembly Overtures** - Preliminary reports on the voting tallies for each of the 2016 General Assembly overtures. With the presbyteries who have already voted (including Redstone), all of the overtures have passed.

The amendments (*descriptions provided by the Association of Stated Clerks*) and the voting tallies as of April 10, 2017:

- a. 16-A: to require all councils to adopt and implement a child and youth protection policy. (107-3)
- b. 16-B: to create flexibility in filling the membership of committees above the session by not requiring "at least one-half being members of congregations," instead requiring "in numbers as nearly equal as possible." (98-11)
- c. 16-C.1-8: to change ordered ministry titles back to their form before the *Book of Order* was amended in 2014 – "teaching elder" changed back to "minister of the Word and Sacrament"; "ruling elder" changed back to "elder"; and "commissioned ruling elder" changed back to "commissioned lay pastor." The eight amendments change this wording in eight different places in the Constitution.
- d. 16-C.1. (98-12)
- e. 16-C.2. (98-12)
- f. 16-C.3. (99-11)
- g. 16-C.4. (98-12)
- h. 16-C.5. (98-12)
- i. 16-C.6. (88-22)
- j. 16-C.7. (95-15)
- k. 16-C.8. (98-12)
- l. 16-D.1: to remove a permanent ban – the result of a 2014 amendment to G-2.0509 – on teaching elders who had renounced jurisdiction while in the disciplinary process from working in or for a church under the jurisdiction of the PC(USA) in either a paid or volunteer position. The new provision removes this restriction by requiring the former teaching elder to rejoin the church and to resubmit to the original disciplinary process. (86-22)
- m. 16-D.2: to remove any statute of limitations regarding the alleged prior offense cited in 16-D.1. (87-21)
- n. 16-E: to remove the requirement in G-2.1101 that all certifying bodies must have a "handbook." (108-1)
- o. 16-F: to add the phrase "caring for God's creation" to the "Ministry of Members" listed in G-1.0304. (104-5)
- p. 16-G: to make the Sacrament of the Lord's Supper available to developing Christians who have not yet made the baptismal declaration. (97-3)
- q. 16-H: to replace the current Directory for Worship with a new Directory for Worship. (94-6)

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 March 21, 2017 be approved.

From the Council

1. Council **recommends** that the Financial Reports presented to the Council and the Presbytery be received and filed for audit. (See Attachment "A")
2. Council **recommends** that the Executive Presbyter and Treasurer reports presented to the Presbytery be received and filed.

3. Council **recommends** that the reports of all subcommittees, networks, and task forces of the Council that are presented to the Presbytery be received and filed.

From the Committee on Ministry

1. The Committee **recommends** that Presbytery grant the requests for a Waiver of Rotation of Term of Office for the following individuals and congregations.
 - a. Derry Presbyterian (John Walkinshaw, Ruling Elder; Judy Skoloda, Ruling Elder; James George, Deacon),
 - b. Mt Washington Presbyterian (Gary Ulrich, Ruling Elder; Harold Clay, Ruling Elder)
 - c. Hopewell Presbyterian Churches (Dan Herilla, Ruling Elder).

From the Committee on Preparation for Ministry

From the Nominating Committee

From the Committee on Representation

1. Committee on Representation **recommends** that the annual report on representation be received, filed and directed to the Nominating Committee.

From the Discernment Teams

1. The Discernment Team **recommends** that the report of the Discernment Team be received, filed.

MINISTRY AND MISSION REPORTS

Executive Presbyter

Rev. Richard "Skip" Noftzger
Executive Presbyter Report

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

VISION	3/21/2017-5/16/2017	
Congregation-centered (ENGAGE)	<p>Visible presence within the Presbytery engaging with congregations--- Church Visits---</p> <ul style="list-style-type: none">• Visited eight different congregations during their worship or special services since the last Presbytery meeting. Was privileged to preach in five of those congregations.• Worked with four different churches regarding arrangement of temporary pulpit supply. Assisted in the development of possible short-term (six months) stated supply contract for one of the churches.• Made weekly referrals for all active searches for new pastors. Conducted executive reference checks on three viable candidates on behalf of various search committees.• Consulted through phone and email with all five Pastoral Nominating Committees on a regular basis answering question concerning identification of candidates, negotiation of terms, interviewing resources and criteria for filtering referrals. Since last presbytery, met personally with two of the PNC groups in order to facilitate progress.• Engaged two different sessions on next steps for study regarding mission and vision in order to prepare for upcoming pastoral search.• Coordinated with other presbyters the planning and administration of the Confirmation Retreat in which there were nineteen student participants from six congregations in two presbyteries.	
Leadership developed (EQUIP)	<p>Developing and equipping leadership within the Presbytery---</p> <ul style="list-style-type: none">• Worked individually with three different pastors on ministry strategy, leadership, and some particular technical issues regarding finances and property for congregations.• Provided pastoral care and response to any pastors who were in need for personal or family issues.• Continue to consult with the Nominating Committee on possible ruling elders for leadership roles within the presbytery committees and worked with them to review and establish the process for identifying GA commissioners.	

	<ul style="list-style-type: none"> • Ongoing implementation of the workshops being offered for CRE preparation and training across the three presbyteries. 				
Collaboration- Districts/Network (ENABLE)	<p>Joined and initiated contact for ministry networks both within and outside Redstone---</p> <ul style="list-style-type: none"> • Developed a grant proposal for additional continuing education and enrichment for pastors as an enlargement of IPLF and in cooperation with Pine Springs Camp. • Coordinated with the InterPresbytery Leadership formation steering committee in planning for fall workshops and courses. Met with the CRE committee of Kiski Presbytery to explain the program, answer questions and lay the foundation for their participation in the fall. • Actively participated as the Executive Presbyter liaison to the Synod Governing Commission. Promoted the initiatives within Redstone Presbytery concerning the addictions ministry network resulting in a Synod article and leadership roles in the Synod regional gatherings. • Participated in the southwest gathering for regional conversations sponsored by the Synod of the Trinity. 				
Partnership in Mission promoted (EMPOWER)	<p>Promoted and provided leadership in our partnerships in mission---</p> <ul style="list-style-type: none"> • Leadership both within the Board and in individual consultation with the Executive Director for Pine Springs Camp. Ongoing work to research and provide necessary background documents to record succession to Blairsville Presbytery as the owner of the camp in order to deed the right of way to the water authority. • Initiated a coordinated meeting between our Sudan/South Sudan partnership and those from both Shenango and Pittsburgh presbyteries. Coordinated application for Abundance grants from the Synod for collaborative support for food security among the South Sudan Presbyterian Evangelical Church. • Participated in a special presentation by Bill Lowry on the situation in South Sudan. 				
Operational Support	<ul style="list-style-type: none"> • Review and finalized 2016 presbytery minutes, information items, appendices, and assessed the checklist to ensure successful minutes review by the Synod. • Participated in evaluation reviews both for myself and other staff members in conjunction with the Staff Support Committee. • Provided oversight for financial expenditures and controls as well as review of financial reports in order to ensure accuracy both in unrestricted and temporary restricted accounts. 				
VALUES	Servant Leadership	Flourishing Community	Witness to the World	Generous and effective Stewardship	
<i>Soli Deo Gloria</i>					

Treasurer's Report – based upon Monthly Financial Report

Income & Expense Statement

This report represents the unaudited financial month of April 2017, which is the fourth (4) month of the fiscal year for the Presbytery.

Financial Overview / Income

For the month of April, \$25,618 (Commitments) was recorded in gracious gifts received into the Presbytery. To keep the Presbytery on target to meet its obligations, it is hopeful at least \$33,083 is received monthly. Therefore, funds received for the month are short of the desired targeted benchmark by \$7,465

Total Income for the Presbytery, which includes investments, miscellaneous, and income released from restricted assets totaled \$30,648.

For the month of April, funds received in Commitments and in total have fallen short of its desired benchmark. At this time of the year, its hopeful income recorded represents 33.3% of the annual budgeted amount. A review of the Presbytery Income & Expense Statement reflects monthly both income through Commitments is at 28% and Total Income at 27%. As a comparison to last year, the Presbytery received \$17,000 in additional Commitment dollars and Total Income was greater by \$26,799.

Financial Overview / Expenses

Total expenses recorded for the month of April was \$29,910. Expenses were below the monthly benchmark of \$34,820. YTD expenses too are below the annual percentage benchmark at 28%. As a comparison at this time last year, expenses in total were \$13,208 greater. With the exception of a few outlier line item expenses, expenses are being extremely well managed.

Investments & Assets


Ameriprise Investments for the month recorded a positive change of value totaling \$2,783 and YTD the portfolio also reflects a positive change of \$11,889. The value of the account over- time for the period of June 2015 forward, indicates the account value has surpassed / rebounded above 2015 levels. Ameriprise total value at the end of April equaled \$287,387.

Other Presbytery assets/ holdings include First Commonwealth, PILP, New Covenant, and Pine Springs. These accounts at the end of March totaled \$346,936. In total, funds held by the Presbytery equal \$634,326 (estimated).

Excess Income / Expenses

For the month ending April, the Presbytery recognized \$739.00 in income and YTD is a negative -\$4,148.

Respectfully Submitted,

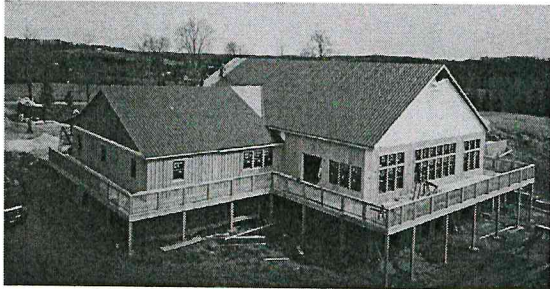

John R. Dickson IV
Treasurer

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.

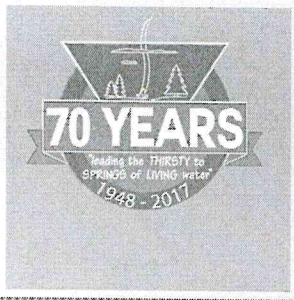
Psalm 62:5-8 NIV

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.

As of today, we are still hoping that the Refuge will be open June 11, the first day of camp!

Capital Campaign Fundraising Progress

We are currently at **\$1,679,000** toward our goal of \$1,800,000! Please know that we are still seeking pledges from Churches



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 684. We are excited about this number especially since at the April last year we had 537 registered campers. This is 147+ ahead of last year! It is hard to know how camper numbers will track but we are hoping to reach our goal of 900.

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.



Other Information

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 8:30 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!



The Redd Up Day Schedule

8:30-9:00 a.m.— Arrive Donuts and Coffee will be served
9:00- Assignments given/Work Begins
1:00-Lunch
2:00-Finish Work Projects
3:30-Depart

More Info:

We will provide the main course for lunch
Participants and/or groups should bring a pot-luck (salad, chips, dessert).

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!

Women In the Woods-A Cold and Rainy but Encouraging time for all

48 women converged on camp in April for food fellowship and to hear Lisa Hickman, a Presbyterian Pastor at Sharon Presbyterian Church. Lisa author of two books, *Writing in the Margins: Connecting with God on the pages of your Bible* and *Mercy and Melons: Praying the Alphabet* spoke on Philippians 4:13, encouraging the women to rely on the strength the Lord provides to meet the challenges of living faithfully. Although the weather was inclement the spirit of those attending was robust. One of the highlights of our Women in the Woods Retreats is the fabulous cooking of Ellie Davis. Our Woman's Outreach Program, including Grandmas, Mom's and Tot's and Women in the Woods continues to be an incredible blessing to our ministry and hopefully many individuals and churches as well. Mark the date for the 2017 Fall Retreat-October 6-7.

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!

Your Prayers for the Ministry are appreciated! Thank you.

Mission Committee

There will be an opportunity for people from the Redstone Mission committee to meet with folk from Shenango and Pittsburgh Presbyteries to meet on Wednesday, May 10 with Bill Lowry at Bethany Presbyterian Church, 740 Washington Ave, Bridgeville from 7-8:30. Bill had served with World Vision and was instrumental in drafting the Comprehensive Peace Agreement that was signed in 2005 in Sudan. He had lived in S Sudan for many years. People interested in traveling to South Sudan might wish to hear him.

On Sunday, April 30 there will be the Fifth Annual Pittsburgh Darfur Emergency Coalition Forum on the problems of Sudan and South Sudan. Panelists will include Congressman Mike Doyle; Rubani I. Trimiew, US Department of State, Office of the Special Envoy for Sudan and South Sudan; H. E. Gordon Buay Malek, Embassy of the Republic of South Sudan, Washington, DC; Dr. Isaac K. Gang, US Representative of the Sudan People's Liberation Movement - In Opposition (SPLM-IO); Hawa Abdallah Salih, Darfur Activist, Recipient of Secretary of State Hillary R. Clinton's International Woman of Courage Award; and Brian Adeba, Associate Director of Policy, ENOUGH.

Redstone will be in charge of organizing the annual gathering of Redstone, Shenango, and Pittsburgh Presbytery's Sudan/ and South Sudan mission partnership folk at the New Wilmington Mission Conference on Tuesday, July 25 in the afternoon. We would hope that Debbie Braaksma (USA) would be in attendance, as well as mission co-workers Lynn and Sharon Kandel who are presently serving in South Sudan. They would be able to bring us up to date on the reality in South Sudan and could advise us regarding a possible trip to Juba in early 2018.

Two newly commissioned mission co-workers will be serving in Juba, South Sudan. Bob Rice will be teaching at Nile Theological College and Christie will be assisting South Sudan Presbyterian Evangelical Church (SSPEC) with financial issues.

Achol Major Sur will be coming to the US as an International Peacemaker this fall, and we discussed the dates that we would like to have her itinerate in our various Presbyteries. Redstone will request September 22-25, Shenango will request September 25-29 and Pittsburgh will request September 29-October 2. The requests have to be made separately by each Presbytery.

There are Synod Global Mission Partnership grants of \$3000 or perhaps \$4000 if there is a collaborative effort between Presbyteries. We and Shenango would apply for food relief. Pittsburgh Presbytery will discuss this at their next gathering, because they also have a long term partnership with Malawi. Shenango suggested that this be conducted as a challenge grant.

Travel to Juba. We all decided that we would ask the Kandels in July if January 2018 might be a good time to travel to South Sudan. We will not write to Philip or anyone in advance of this. We have concern as to the safety of SSPEC church leaders if they travel to Juba from outlying areas to be with us, and also we have concern regarding the lengths they might have to go to to keep us safe while visiting. We do know that they value our presence to "walk with them."

Hunter Farrell, the new director of the World Mission Initiative at Pittsburgh Theological Seminary and formerly Director of World Mission for the PCUSA will be happy to come to our November 2017 Presbytery meeting to speak to us about his new position as Director of the World Mission Initiative at Pittsburgh Theological Seminary.

Duffy Greba reported that nine people went on a mission trip to Rainelle, West Virginia to work with West Virginia Camps and Advocacy and PDA to repair flood damaged homes.

Bob Tyson took a group of 30 people to New Jersey to work on homes damaged by Hurricane Sandy. There are a group of men from Trinity, New Florence who have started going. Bill Betts, is an electrician who has been going regularly.

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

- The Communications Task Force will provide a report and update on the uses of social media and technologies in both congregations and within Redstone Presbytery.
- The Addictions Ministry Network will be sharing further resources concerning ministry with those addicted and those affected by addiction.

Information Items April 25, 2017 meeting

Treasurer

- A written report was included in the packet and reviewed by the Treasurer at the meeting. He emphasized that while we continue to effectively manage expenses, we remain in need of increase revenue both through church pledges and actual disbursements to the presbytery.
- The Treasurer also reported on the annual meeting of the Finance Committee with our investment advisor from Ameriprise. At this time, there are no specific recommendations and our portfolio remains in compliance with our investment policy. This report as submitted was received by consent.

Executive Director of Pine Springs Camp

- Executive Director Greg Davis had provided a written report and identified highlights from it. These included increase summer camper numbers, progress on the capital campaign (1,679,000) and plans for the new adventure fort and tree climbing initiatives.

Executive Presbyter

- Skip Noftzger, Executive Presbyter discussed our ongoing need to be in prayer and conversation about our future and future opportunities, particular as it might relate to new Christian communities. He invited any who wanted to join in that time of conversation and discernment to come early (5:30 p.m.) over the next Council meetings to participate.
- He reminded everyone of the upcoming Synod Regional gathering for conversation to be held in Morgantown on May 11 and encouraged others to register and attend as a great opportunity for networking beyond Redstone.
- Noting the passage of the Facing Racism policy passed at the last General Assembly, Rev. Noftzger proposed that these were discussions we might be having in our own congregations either with sessions or Sunday school classes and shared the latest Facing Racism six-week study resource. An informal discussion took place about racism and ways of understanding it, along with differences in approaches both within society and in the Church.

SUBCOMMITTEES/NETWORKS

Staff Support

- It was reported that the annual staff evaluations would be performed the next day (April 26) and that a report would be included in the next Council meeting.

Communications

- Rev. Niki Atkinson submitted a written report on progress of the Communications task force. In her absence, Rev. McDermott highlighted some of the areas that continue to be addressed, including ongoing plans for the blog started regarding the addictions devotional.

Missions

- Rev. Skip Noftzger spoke of the joint meeting with Shenango and Pittsburgh presbytery representatives concerning the South Sudan partnerships. Coming out of that meeting was the commitment to compose an Abundance grant proposal (Synod 300th initiative) for hunger relief in South Sudan. A copy of the proposal was provided. It was **MSP** to endorse and approve the proposal for submission to the Synod of the Trinity.
- An announcement was made that Hunter Farrell, Director of the World Mission Initiative (formerly, Director of Presbyterian World Mission) would be coming to participate as the Mission report in the November meeting of Presbytery.

Budget and Finance

- Rev. Skip Noftzger reported on the last meeting of the Finance committee. He provided a copy of the pledge report for the past three years, as well as current actual numbers for each church in the Presbytery. Additionally, he provided the first quarter investment report which continues to grow both through market conditions, but also through our discipline in not using or relying upon it to balance budgetary income shortfalls.
- Rev. Lee McDermott spoke about the lack of progress in receiving offers on the West Leisenring property. After discussion about current costs and renovation issues, it was **MSP** to lower the “asking” price and to authorize the committee to be able to sell the property for any offer 35000 or above.

Addictions Ministry

- Rev. Sue Washburn talked about the various services focused on addiction held within Redstone Presbytery and identified the next service would be at First Presbyterian, Johnstown on May 21. She also identified Alice Tondora and Lee McDermott as providing leadership for the conversations on the topic to take place at both the SW and NW regional gatherings of the Synod of the Trinity.
- Additionally, on behalf of the network, she requested docket time on the May Presbytery meeting agenda.

March Presbytery Gathering

- The proposed May Presbytery Agenda was reviewed which also included pre-presbytery workshops by the Presbyterian Foundation and Minutes review. After some consideration, **MSP** to amend by adding time for both the Addictions ministry network presentation and a presentation on the Synod gatherings by Rev. Lori Bass-Riley. It was **MSP** to approve the agenda as amended.

Committee on Ministry

Action Items

- The Committee on Ministry recommends approval of the call and the terms of call for Rev. Laura Blank to the Pleasant View Presbyterian Church in Smock, PA. (See Attachment "B")
- Approval of the proposed installation commission of Redstone Presbytery for the Rev. Laura Blank to the Pleasant View Presbyterian Church on June 4, 2017 at 4:00 p.m. (See Attachment "C")

Information Items

- MSP to recommend the approval of call and its terms between the Rev. Laura Blank and the Pleasant View Presbyterian Church.
- MSP the approval of the Interim Pastor contract for Rev. Colleen Molinaro and the Third Presbyterian Church, Uniontown.
- MSP the approval of the renewal of validated ministry for Rev. Sue Washburn as interim editor of the publication, Presbyterians Today.
- Appointment of Rev. Michael Shepard as temporary moderator of the First Presbyterian Church, Dunbar.
- MSP the approval of the stated supply agreement for Rev. Jim Farrer and First Presbyterian Church, Windber with changes regarding mileage.
- Committee to decide if in addition to the Members at Large completing a form that the committee reach out personally and talk with the members. Further discussion is needed.
- MSP the waiver requests from Derry Presbyterian, Mt Washington Presbyterian and Hopewell Presbyterian Churches for elders and deacons.
- Johnstown Community needs prayer for drug addiction and violence that is plaguing the community.
- Report provided on the updated IPLF schedule and the possible inclusion of participants (5-8) from Kiski Presbytery in fall, 2017.
- The Board of Pensions liaison has regularly distributed resources from the BOP including Board University.
- Promotion of special program opportunities including the PRMI conference on "Walking with the Holy Spirit" at Laurelville and the Spiritual Pilgrimage which still has space available
- Each month, a number of the congregations and pastors are solicited for prayer requests and are lifted up in prayer by the Committee.

Committee on Preparation for Ministry

Action Items

- No action items.

Information Items

- The Committee on Preparation for Ministry was informed that candidate David Deutsch has been applying for Clinical Pastoral Education programs in Pittsburgh for the summer.
- The Committee on Preparation for Ministry has encouraged candidate Rick Watson to develop multiple scenarios for possible supervised practicum experiences including possible options for Clinical Pastoral Education.
- The Committee on Preparation for Ministry meeting scheduled for May was postponed as the result of the personal circumstances of the potential inquirer which kept her from attending the meeting.

Nominating Committee

Action Items

- Letters and applications have gone out to each church requesting possible nominations for a Young Adult Advisory Delegate for the 2018 General Assembly. Criteria, applications and the timetable for the Committee are available.

Information Items

- The Nominating Committee continues to both elicit possible ruling elders for unexpired terms for a couple standing committees and to contact possible candidates for such positions.
- The Nominating Committee reviewed the process within the Manual for recruitment and election of commissioners to the next General Assembly (2018). After the May meeting and during the summer months, possible eligible churches and teaching elders will be contacted regarding their interest and willingness to serve as a commissioner.
- The Nominating Committee reviewed the process and timetable necessary in order to nominate a Young Adult Advisory Delegate. An application process was to be developed along with a letter soliciting nominations from each of the sessions within the Presbytery.

Discernment Team Reports:

Since the last Presbytery report, the Discernment Team for the Vandergrift Presbyterian Church has not met. The Team has not heard any further from the session of the Vandergrift Presbyterian Church until recently (May 8). On that date, we were notified that the session did vote and wanted to proceed with the discernment process. In the next few weeks, the Team will meet together and with the session to consider what the necessary next steps will be.

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

05/04/2017 09:43 AM

	Current Period	Year to Date	Annual Budget	Annual Budget YTD Prior Year Percentage	
INCOME					
CONTRIBUTION INCOME					
UNRESTRICTED	\$25,617.80	\$102,043.57	\$397,000.00	25.70%	\$119,079.50
TEMPORARILY RESTRICTED	4,181.00	9,430.39	0.00	0.00%	20,088.65
Subtotal Contribution Income	29,798.80	111,473.96	397,000.00	28.08%	139,168.15
INVESTMENT INCOME					
INTEREST INCOME	699.30	1,359.74	5,000.00	27.19%	1,421.15
MISCELLANEOUS INCOME	150.21	1,149.74	4,000.00	28.74%	193.19
RELEASE FROM RESTRICTIONS					
TEMP RESTRICTED RELEASE	-1,069.86	-4,700.58	0.00	0.00%	-12,665.66
Subtotal Release From Restrictions	-1,069.86	-4,700.58	0.00	0.00%	-12,665.66
RELEASED FROM RESTRICTION	1,069.86	4,700.58	0.00	0.00%	12,665.66
TOTAL INCOME	30,648.31	113,983.44	423,500.00	26.91%	140,782.49
EXPENSES					
MISSION PARTNERSHIPS					
COMMITTEE EXPENSES	\$4,987.33	\$20,153.32	\$89,000.00	22.64%	\$25,760.32
COUNCIL					
COMMITTEE ON MINISTRY	293.44	530.88	750.00	70.78%	654.40
COMMITTEE ON PREPARATION	293.44	293.44	750.00	39.13%	417.00
Subtotal Committee Expenses	586.88	2,062.81	20,880.00	9.88%	8,882.90
OPERATIONS					
PRESBYTERY STAFF	2,916.89	9,086.44	40,627.00	22.37%	7,971.44
EXECUTIVE STAFF					
EXECUTIVE PRESBYTER	8,400.24	31,889.56	99,503.00	32.05%	32,767.65
STATED CLERK	0.00	0.00	1,000.00	0.00%	0.00
Subtotal Executive Staff	8,400.24	31,889.56	100,503.00	31.73%	32,767.65
SUPPORT STAFF					
OFFICE ADMINISTRATOR	3,722.27	14,889.08	52,827.00	28.18%	16,986.56
ASSISTANT CLERKS	0.00	312.50	2,500.00	12.50%	250.00
Subtotal Support Staff	3,722.27	15,201.58	55,327.00	27.48%	17,236.56
EMPLOYER PAID FICA TAXES					
Subtotal Presbytery Staff	616.54	2,466.16	0.00	0.00%	2,682.08
Subtotal Presbytery Staff	12,739.05	49,557.30	155,830.00	31.80%	52,686.29
APPORTIONMENTS					
RESTRICTED EXPENSE	8,679.53	34,718.12	111,500.00	31.14%	36,037.81
RESTRICTED EXPENSE	0.00	2,553.45	0.00	0.00%	0.00
TOTAL EXPENSES	29,909.68	118,131.44	417,837.00	28.27%	131,338.76
EXCESS INCOME/EXPENSES	\$738.63	-\$4,148.00	\$5,663.00	-73.25%	\$9,443.73

Redstone Presbytery
Commitment to Larger Church
April 30, 2017

	2017 PLEDGE	TOTAL PAID	% Payup as of 4/30/2017	Unpaid Pledge Balance
Adah, Palmer	400.00	100.02	25%	299.98
Apollo, Poke Run	3,125.00		0%	3,125.00
Avonmore	3,500.00	519.00	15%	2,981.00
Belle Vernon, First	7,000.00	3,500.00	50%	3,500.00
Belle Vernon, Harmony	1,440.00	240.00	17%	1,200.00
Belle Vernon, Marion	1,900.00	1,141.00	60%	759.00
Belle Vernon, Rehoboth	6,000.00	1,500.00	25%	4,500.00
Bolivar	1,500.00	500.00	33%	1,000.00
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		600.00		(600.00)
Dawson, Tyrone				-
Delmont	4,000.00	1,000.00	25%	3,000.00
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	1,145.00	127%	(245.00)
Fairchance				-
Farmington	1,800.00	1,800.00		-
Fayette City, First				-
Fayette City, Little Redstone	2,000.00	1,000.00	50%	1,000.00
Greensburg, First	30,000.00	10,000.00	33%	20,000.00
Greensburg, Maplewood	4,000.00	1,336.00	33%	2,664.00
Greensburg, Westminster	7,200.00	1,200.00	17%	6,000.00
Irwin, First	25,000.00	8,332.44	33%	16,667.56
Irwin, W. Hempfield		1,250.00		(1,250.00)
Jeannette	7,371.00	1,973.00		5,398.00
Johnstown, Bethany	2,150.00	537.50	25%	1,612.50
Johnstown, First		1,400.00		(1,400.00)
Johnstown, Second	3,000.00	1,000.00	33%	2,000.00
Johnstown, Westmont	10,000.00	2,499.00	25%	7,501.00
Lake Lynn		752.49		(752.49)
Latrobe, Main St.		6,630.00		(6,630.00)
Latrobe, Spring St.		1,500.00		(1,500.00)

Redstone Presbytery
Commitment to Larger Church
April 30, 2017

	2017 PLEDGE	TOTAL PAID	% Payup as of 4/30/2017	Unpaid Pledge Balance
Leisenring	350.00			350.00
Ligonier, Pleasant Grove	890.00	890.00	100%	-
Lower Burrell, Grace	15,720.00	5,240.00	33%	10,480.00
Lower Burrell, Puckety	12,000.00	3,730.00	31%	8,270.00
Masontown	1,000.00		0%	1,000.00
McClellandtown	4,500.00	1,125.00	25%	3,375.00
Merrittstown, Dunlap's Ck.	300.00	300.00	100%	-
Mt. Pleasant, Reunion		903.00		(903.00)
Murrysville, First	8,000.00	2,000.00		6,000.00
Murrysville, Newlonsburg	24,400.00	5,875.00	24%	18,525.00
Murrysville, Union		210.00		(210.00)
N. Alexandria, Community	4,000.00	1,628.00	41%	2,372.00
N. Alexandria, Congruity	7,000.00	2,904.00	41%	4,096.00
New Florence, Bethel	2,400.00	400.00	17%	2,000.00
New Florence, Trinity		1,175.00		(1,175.00)
New Kensington		2,666.68		(2,666.68)
New Salem	3,000.00	980.00	33%	2,020.00
N. Huntingdon, New Hope	4,407.00	1,469.00	33%	2,938.00
Patton		1,378.00		(1,378.00)
Revloc	1,500.00	500.00	33%	1,000.00
Scottdale	750.00	90.00	12%	660.00
Smithfield, Grace Chapel	1,200.00		0%	1,200.00
Smock, Pleasant View	10,000.00	3,750.00	38%	6,250.00
Trafford, Level Green		575.76		(575.76)
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	105.00		315.00
W. Newton, Sewickley UP	800.00	250.00	31%	550.00
West Newton, United				-
Windber	2,000.00	666.68	33%	1,333.32
Totals	256,531.00	102,043.57		154,487.43

Pastoral Call

The Pleasant View Presbyterian Church of Smock, PA belonging to the Presbytery of Redstone, being well satisfied with your qualification for ministry and confident that we have been led to you by the Holy Spirit as one whose service will be profitable to the spiritual interests of our church and fruitful for the Kingdom of our Lord, earnestly and solemnly calls you,

Reverend Miss Laura Beth Blank

to undertake the office of

Teaching Elder

of this congregation, beginning June 1, 2017, promising you in the discharge of your duty all proper support, encouragement and allegiance in the Lord.

That you may be free to devote full-time to the ministry of Word and Sacrament among us, we promise and obligate ourselves to pay you in regular monthly payments the following effective salary and following vouchered expenses :

Effective salary		Reimbursable expenses (by voucher)	
Cash Salary	\$32,220.98	Automobile expense (.54 per mile)	\$ _____
Fair rental value of manse	\$14,866.29	Business/professional expenses	\$ _____
Housing Allowance	\$ _____	SECA Supplement (up to 50%)	\$ 3,602.17
Utilities Allowance	\$ _____	Continuing Education	\$600.00
Deferred Compensation	\$ _____	Other allowances	\$ _____
Other allowances	\$ _____	Moving Costs (up to)	\$ _____
Total	\$47,087.27		

Full medical, pension, disability, and death benefit coverage under the Board of Pensions
 Paid Vacation: 4 weeks including 4 Sundays
 Paid Continuing Education: 2 weeks
 Parental/ Family Leave- see Pittsburgh Presbytery Policy 2017
 Sabbatical- see Pittsburgh Presbytery Policy 2017

We further promise and obligate ourselves to review with you annually the adequacy of this compensation.

In testimony whereof we have subscribed our names this 23rd day of April, 2017.

Thomas G. Lipton Ronald Stewart Karen S. Randolph
Barbara Herring Donna Lynn
David Spannan Angie L. Will

Having moderated the congregational meeting which extended this call for ministerial services, I do certify that the call has been made in all respect according to the presbytery policy and the Form of Government, and that the persons who signed the foregoing call were authorized to do so by vote of the congregation.

Vote of the congregation at the meeting was 40 in favor of the candidate and 2 opposed.

(signed) Anthony A. Cattell
 moderator of the meeting

**PRESBYTERY OF REDSTONE
PRESBYTERIAN CHURCH (U.S.A.)
PROPOSED COMMISSIONS
FOR
SERVICES OF ORDINATION AND INSTALLATION**

Name of Person to be
Ordained/Installed Rev. Laura Blank

Church/Churches called to Pleasant View Presbyterian Church

Place of Service Pleasant View Presbyterian Church, Smock, PA

Date and Time of Service June 4, 2017; 4:00 p.m.

The Commission	Name Church	Part in Service
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The Moderator	<u>Rev. Sue Washburn</u>	<u>Reunion, Mt. Pleasant</u>
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Elder	<u>Mr. Tom Liptak</u>	<u>Pleasant View Presbyterian Church</u>
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Elder	<u>Mr. John Blank</u>	<u>Congruity Presbyterian Church</u>
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The Rev.	<u>Rev. Donna Havrisko</u>	<u>Westminster Presbyterian Church</u>
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The Rev.	<u>Rev. Alan Olson</u>	<u>Rehoboth Presbyterian Church</u>
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Other Participants (not members of Redstone Presbytery):

<u>Rev. Ellie Johns-Kelley</u>	<u>Presbyterian Foundation</u>	<u>Lake Erie Presbytery</u>
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Redstone Presbytery Office
1004 Mt. Pleasant Road
Greensburg, PA 15601



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THE PARISH PAPER

IDEAS AND INSIGHTS FOR ACTIVE CONGREGATIONS

EDITOR: CYNTHIA WOOLEVER—WWW.THEPARISHPAPER.COM

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FINANCING THE LOCAL CHURCH: WHAT DOES IT COST?

Even though they are not members, Bill and Dorothy go to a church in their neighborhood once or twice per month. They are fond of the pastor and proud of the congregation's ministry. They also take pride in contributing a small amount when they attend services feeling satisfied that they have contributed their fair share toward the church's expenditures. Is their assessment realistic?

What Does It Cost to Run a Church?

The annual budget for Protestant congregations averages between \$200,000 and \$250,000 per year.¹ Because of the broad range in budget sizes, it is helpful to compare total expenditures to the average worship attendance for the same year. Most Protestant congregations receive an average of \$2,500 a year per each worshiper. Typically, smaller churches report higher per-worshiper contributions. And, some worshipers consistently give more than others. Experts believe that about one-third of individual contributors in a local church make up three-fourths of the total received in contributions.

While all congregations report that individual contributions (in the form of offerings, pledges, donations, or dues) are their biggest source of income, based on recent surveys, 80 to 90 percent of total income comes from these individual worshipers. The percentage varies little across congregations, but conservative Protestant churches are slightly more dependent on individual donations.

Income and operating expenses. Most congregations (85 percent) own their place of worship or meeting space. Thus, their budget line items include utility expenses, maintenance and landscaping costs, facility insurance, and in some cases, debt retirement on capital improvements or expansion. Even those churches without a building incur expenses associated with rental space, electronic equipment, and furniture.

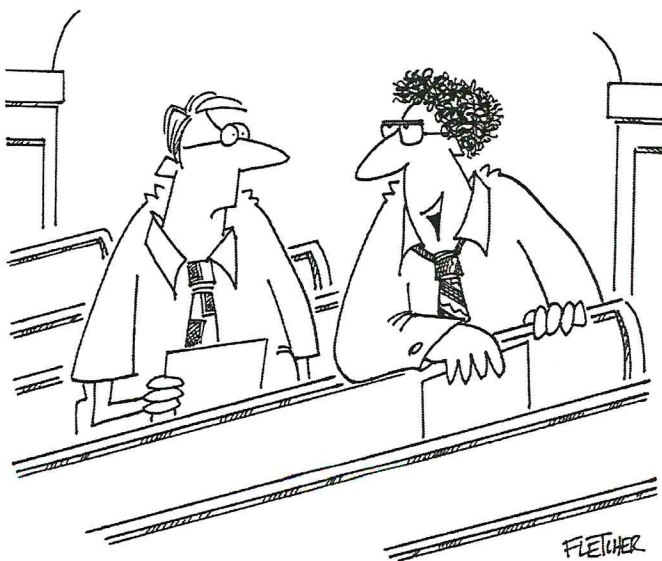
Another budget item relates to church staff. The majority of congregations employ just one full-time clergy person. Churches take their financial commitments to their pastors and staff seriously. Congregations compensate pastors with salary, housing or housing allowance, health

insurance, retirement contributions, and reimbursements. Inflation, rising health insurance rates, and other factors mean many congregations struggle to adequately meet their financial obligations to pastors and other staff.³

In total, operating expenses and staff account for about 80 percent of the typical church budget.

What else makes up a church budget? Congregations affiliated with a denomination make annual contributions to their judicatories or national agencies. Funds help the denomination carry out tasks that are beyond the scope of a local church and promote mission efforts nationally and internationally. The percentage that local churches give to denominational agencies varies, but the median is about 8 percent of the church's total budget.

Some congregations set a percentage of the church budget for local mission and ministry. These budget items include all types of church programming (choir, youth group) as well as local mission work (food pantry, community outreach). Because churches define the "mission" category portion of their budget differently, the typical percentage ranges from 15 to 30 percent or more.



"PERCENTAGE GIVING IS WHEN 20% OF YOU GIVE A LOT MORE THAN 80% OF US."

Where Does the Money Come From?

Although congregations rely on individual contributions as their biggest source of income, the second largest source of revenue comes from trust funds, investments, or bequests. Around 60 percent of congregations report this type of annual revenue, indicating \$33,000 as the median yearly amount.

After individual contributions and endowments, the third largest source of congregational income reported is charges for use of the church's facilities or buildings. About one in four churches receive some rental and usage income. These congregations report an annual median amount of \$5,000 in income.⁴ For both endowments and use of church facilities, more mainline Protestant churches report generating revenue in this way compared to conservative Protestant churches.

Why Do People Give?

About half of U.S. worshipers regularly give 5 percent or more of their net income to their congregation. Greater numbers of conservative Protestants practice percentage giving compared to mainline Protestant worshipers. When worshipers are asked to identify the factors that influence their decision to make financial gifts to their church, the most important reason is that they feel a sense of gratitude for God's love and goodness.⁵ Other major influences on worshiper giving include:

- wanting to contribute to God's work
- a sense of religious duty to give
- the Bible's teaching on giving
- a sense of obligation to support the church's work
- hearing about specific needs
- a sense of gratitude for help my family or I have received from the church

Beyond these personal reasons for giving, research shows two organizational strategies yield higher giving levels in churches of all sizes.

An annual financial stewardship campaign. First, churches with a well-designed and executed annual campaign generate more revenue per worshiper than churches that attempt to raise funds without such a strategy. A campaign should invite worshipers to go on record with a financial pledge or commitment for the coming year. Such an approach yields about 30 percent more revenue than no such effort.

Ask every worshiper to practice percentage giving. In the typical congregation, one in four worshipers give

10 percent or more of their income to the church. What about the other worshipers? Encourage them to give a percentage of their income and make it easy for them to calculate their current giving level. Then, ask them to grow their current gift by 1 percent in the coming year.⁶

Questions for a Financial Tune-up

Discussing a few key questions can move the governing board and lay leadership in a positive decision-making direction.

- Does the board have a general sense of the percentage of budget allocated to each broad expense category? Does that allocation reflect the values and beliefs of members? Have the percentages changed in significant ways in the past ten years?
- Has the board or relevant committee reviewed the building usage guidelines or policies in the past year or two? Do the fees adequately compensate the church for the expenses associated with that use (including utilities, set-up and clean up, insurance)? If not, are these expenses covered by the church's mission budget?
- Does the congregation conduct an effective annual stewardship campaign? What criteria are used to assess its effectiveness?

Advice for Worshipers

How much should Bill and Dorothy put in the offering plate when they attend services? While the answer depends on the size of the church and its budget, the statistical averages indicate that around \$48 per week per worshiper helps most congregations reach their budget goals. Thus, if Bill and Dorothy drop \$100 in the plate, they would be well on their way to more fully sharing in the costs of the congregation's ministries.

1. Median congregational incomes reported in the U.S. Congregational Life Survey (2008) and the National Congregations Study (2012) were adjusted for inflation.

2. Cynthia Woolever, "Keeping Up with the Pastor's Pay: Trends Behind Clergy Wages," *The Parish Paper*, October 2016 (Vol. 24, No. 10).

3. National Congregations Study (2012).

4. Cynthia Woolever, "Ten Reasons Why We Give," blog post (2010), <http://presbyterian.typepad.com/beyondordinary/2010/03/ten-reasons-why-we-give.html>

5. See the Lewis Center for Church Leadership resource, "50 Ways to Improve Your Annual Stewardship Campaign," <https://www.churchleadership.com/50-ways/50-ways-to-improve-your-annual-stewardship-campaign/>.

MINISTRY IN THE MIDST OF TRAGEDY

On Friday, August 7, 2015, Vermont state employees left work and made their way to the parking lot together. There, a former client confronted and killed Lara Sobel, a social worker in the Department for Children and Families. Jody Herring shot her because Lara played a part in a custody battle involving Jody's nine-year-old daughter. One of the witnesses, the Washington County State's Attorney General, struggled with Ms. Herring to retrieve the gun and police apprehended her at the scene.

The killing shocked the residents of Barre, Vermont. Religious leaders and social work professionals began to coordinate a response and planned a vigil in memory of Lara. However, the community was unprepared for what came next. On the following morning, a relative of Jody Herring discovered three slain family members in their home—Jody's aunt and two cousins. Authorities allege that Jody believed these family members reported information to social workers that was used to remove her daughter from her home.¹

Four slayings in less than twenty-four hours seemed impossible in their small town. One of the religious leaders who found himself in the midst of this unfolding tragedy, was Carl Hilton-VanOsdall. He is the pastor at First Presbyterian Church, a congregation whose parking lot adjoins the parking lot where the shooting occurred. How do pastors and churches deal with the unimaginable when it occurs just outside their doors or in their community?

Dealing with Violence and Trauma

Pastors routinely lead funerals and comfort families who have lost a loved one. And church members mobilize to provide comfort and support to the family members that remain. But when death comes as a result of violence—shootings, bombings, arson, suicides, or other physical violence—people react in more amplified ways. Typically, death caused by intentional human action, increases the level of trauma associated with the loss of life.²

Where the violence occurred can also increase the level of trauma: the closer the physical proximity of the deaths, the greater the traumatic response. In addition, loss from violence is highly traumatic for a community when it occurs in a church building (for example, the Charleston church shooting of a pastor and eight others who gathered for Bible study in 2015) or in any space deemed to be "safe" (the twenty-six deaths at the Sandy Hook Elementary School in 2012). Additionally, when violence affects the whole community, a second layer of mourning begins that runs parallel to the event's impact on individuals. "Collective trauma" results from wounds to an entire community. When violence damages our sense of "we," our bonds of attachment to the community weaken. Community members experience fear and their feelings of well being deteriorate. This collective trauma can last longer than any single individual's trauma and requires specific rituals and strategies to help the community process the events.³



I'LL TAKE THE "OLD NORMAL" OVER THE "NEW NORMAL" ANY DAY.

Stages of Community Grieving

A new guide, *Recovering from Un-Natural Disasters*, argues that the trajectory used by natural disaster relief organizations is not completely applicable to human-caused disasters. The authors modified the well-known disaster recovery model to more accurately depict the movement of communities through the one to three years (or more) after a heartbreaking event.

Phase 1: Devastation and Heroism. In the first stage, people swing into action, hoping to fix things as quickly as possible. Vigils are held, community-wide services planned, and donation sites are organized. Frenetic activity betrays the underlying sense of loss, helplessness, and shock.

Phase 2: Disillusionment. After a few days or weeks, the new reality becomes hard to ignore or deny. The authors illustrate this using the phrase: “It is as bad as it feels.” People settle into the truth that no amount of human effort can change the outcome. At this low point, people resist the pain associated with such a great loss. The language of Psalm 23—the valley of the shadow of death—captures this stage. The Scripture refers to “the personal or communal state of being caught in the abyss that follows traumatic loss.”⁴

Phase 3: Reforming. The slow shift toward resolving and integrating the tragedy begins later. A non-linear change process happens because trigger events (one-year anniversaries, trials, or sentencing hearings) resurface strong emotions of loss and anger. This complicated phase intensifies when some individuals want to “move on” while others continue to struggle with the loss. As a result, conflict is often present.

Phase 4: Wisdom. Experts describe it as acceptance of “the new normal.” Through support and reflection, individuals and leaders rebuild a sense of community. Reimagining community purpose and priorities requires intentionality and hard work by many residents. Reaching this level of integration and restoration takes far longer than anyone expects. For excellent resources, see the Institute for Congregational Trauma and Growth (<http://www.ictg.org>).

Community-Wide Care

A few weeks after the deaths of Lara Sobel and the family members of Judy Herring, a working group of clergy, nonprofit leaders, and state/local employees formed to map out actions to help the community. Pastor Hilton-VanOsdall⁵ and several other religious leaders

led a vigil for Lara, and he attended a small remembrance gathering at the home of the other three victims. He observed that existing social networks and relationships determined how he and others formed partnerships to minister with the community. The group also applied for and received a grant to do “resiliency work” in the community. He said that offering support for social workers and other professionals proved to be relatively easy compared to imagining ways to engage other populations and groups. They found that sites offering community meals provided a venue to reach additional people who might not have had the chance to share their concerns, experiences, and lament.

Together, these groups designed events that supported community members in their grief process. On the one-year anniversary of the tragedy, community and ministerial leaders organized a remembrance service. Additionally, in December 2015, the group created a “Community Remembrance Spiral,” which invited people to walk the spiral, light candles, sing, and pray. The area’s ministerial alliance annually stage a “Way of the Cross” event on Good Friday. The community’s Stations of the Cross in 2016, the first Easter after the tragedy, incorporated the site of Lara Sobel’s death from gun violence. In 2017, the Stations of the Cross included the site of Lara’s death and places in the community where drug use and opiate addiction have led to death and violence.

New Mission in a Rooted Identity

After tragedy, some congregations experience “missional” trauma. They may need to discern a new mission, vision, and ways of being the church.⁶ Congregations in the midst of tragedy remain assured that their individual and collective life belongs to God. As the psalmist sings in Psalm 30:11-12: “You have turned my mourning into dancing; you have taken off my sackcloth and clothed me with joy, so that my soul may praise you and not be silent.”

1. <http://www.burlingtonfreepress.com/story/news/local/2015/08/16/timeline-tragedy-unraveling-vermont-slayings/31796559/>

2. Laurie Kraus, David Holyan, and Bruce Wismer, *Recovering From Un-Natural Disasters: A Guide for Pastors and Congregations After Violence and Trauma* (Louisville, KY: Westminster John Knox, 2017), x.

3. Kai T. Erickson, *Everything In Its Path* (New York: Simon & Schuster, 1976).

4. Kraus, et al, x.

5. Carl Hilton-VanOsdall, phone interview, March 17, 2017.

6. Kraus, et al, 106.