



2018 Stated Meeting

of the

Presbytery of Redstone
Presbyterian Church (USA)

January 20, 2018



First Presbyterian Church
Greensburg, PA

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

INSTRUCTIONS FOR THE PRESBYTERY MEETING

There will be people in the parking lot as you enter directing you to parking. Parking is limited so carpooling would be strongly advised. As you enter the church you will be in the Social Room where refreshments prior to the meeting will be located. Registration and the Pine Springs Camp staff will be in the back of the Sanctuary which is where the meeting will also be held. A prayer room (the Library - just off of the Social Room) is available. There are handicapped accessible restrooms available. There will be signs designating the various rooms. WI-FI is available in the sanctuary for use at this meeting. The password will be given during the meeting.

Notes for the January 20, 2018 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.

Presbytery of Redstone Gathering
 First Presbyterian Church
 January 20, 2018
 "Soli Deo Gloria!"

12:00 p.m.	<i>Registration and fellowship</i>	<i>Dining Room</i>
1:00 p.m.	<p><u>Presbytery Gathering Convenes</u></p> <ul style="list-style-type: none"> • Formation of the Roll • Installation of new Moderator/Vice Moderator • Seating of Corresponding Members • Arrangements 	<p><i>Sanctuary</i></p> <p>Rev. Sue Washburn Rev. Sue Washburn Rev. Cliff Foster Rev. Martin Ankrum</p>
	<p><u>Stated Clerk</u></p> <ul style="list-style-type: none"> • Correspondence Log – page 5 • 2018 Stated meeting schedule – page 9 • Seating of ruling elder members of Council and commissioned ruling elders for term of service. • Seating of corresponding members for this meeting. • Consent Agenda – page 10 <p><i>(any items for new business should be submitted in writing to the Associate Stated Clerk by the end of worship)</i></p> <p><u>Treasurer</u> – p 16</p>	<p>Rev. Skip Noftzger</p> <p>Rev. Cliff Foster</p> <p>John Dickson</p>
	<p><u>Witness to God's Grace in Worship</u> (including necrology recognition, testimonies, prayers, proclamation of the Word, and Lord's Supper)...</p>	<p>Rev. Skip Noftzger Rev. Martin Ankrum</p>
	<p><u>Announcements Loop</u></p>	
	<p><u>Action Agenda</u> <u>Council</u></p> <ul style="list-style-type: none"> • Corporation meeting – page 17 • Overture concurrence (Shenango)—South Sudan • Confirmation retreat 	<p>Rev. Pete Goetschius Rev. Sue Washburn</p>
	<p style="text-align: center;"><u>Engaging Congregations</u></p> <p><u>Committee on Ministry</u> – p. 20</p> <ul style="list-style-type: none"> • Windber dissolution; • Enrichment Day <p style="text-align: center;"><u>Equipping Leadership</u></p> <p><u>Committee on Ministry</u></p> <ul style="list-style-type: none"> • Commissioning Pastors <p><u>Nominating Committee</u> – p. 24</p> <ul style="list-style-type: none"> • Standing Committee nominees 	<p>Rev. Martin Ankrum</p> <p>Susan Nesti</p>

	<p style="text-align: center;"><u>Enabling Ministry Networks</u></p> <ul style="list-style-type: none"> • Addictions ministry network • Healing and Prayer ministry network <p style="text-align: center;"><u>Empowering Mission Partnerships</u></p> <p><u>Pine Springs Camp</u> – p. 25 <u>Mission Network</u>- p. 26</p>	<p>Rev. Lee McDermott Rev. Jim Farrer</p> <p>Greg Davis Rev. Sylvia Carlson</p>
	<u>New Business</u>	
	<p><u>Benediction</u> <u>Adjournment</u></p>	<p>Rev. Martin Ankrum</p>

The next stated meeting of the Presbytery of Redstone will take place on March 20, 2018 6:00 p.m. at the First Presbyterian Church, Belle Vernon

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
January 10, 2018 - mail	Colver Presbyterian Church	2017 Necrology Report	To FILE
January 10, 2018 - hand delivered	Union Presbyterian Church, Murrysville	2017 Necrology Report	To FILE
January 10, 2018 - mail	Calvin United Presbyterian Church, Scottdale	2017 Necrology Report	To FILE
January 10, 2018 - mail	Sewickley United Presbyterian Church, West Newton	2017 Necrology Report and 2018 Terms of Call for CRE Glenn Hart	To COM and FILE
January 9, 2018 - email	First Presbyterian Church, Greensburg	2017 Necrology Report	To FILE
January 9, 2018 - email	New Salem Presbyterian Church	2017 Necrology Report	To FILE
January 9, 2018 - email	First Presbyterian Church, Jeannette	2017 Statistical Report	To FILE
January 9, 2018 - email	Puckety Presbyterian Church, Lower Burrell	2017 Necrology Report	To FILE
January 9, 2018 - email	Harmony Presbyterian Church, Belle Vernon	2017 Necrology Report	To FILE
January 8, 2018 - mail	Bruce Cadenhead	2017 Annual Report Other Ministers on the Roll of Presbytery	To COM and FILE
January 8, 2018 - mail	Laurel Hill Presbyterian Church, Dunbar	2017 Necrology Report and Waiver from Rotation request for Ruling Elders Paula Junk and Margaret Gilchrist	To COM and FILE
January 8, 2018 - mail	Maplewood Presbyterian Church, Greensburg	2017 Necrology Report and list of session members	To FILE
January 8, 2018 - email	Rehoboth Presbyterian Church, Belle Vernon	2017 Necrology Report	To FILE
January 8, 2018 - email	First Presbyterian Church, Johnstown	2017 Statistical Report	To FILE
January 8, 2018 - email	Newlonsburg Presbyterian Church, Murrysville	2017 Necrology Report	To FILE
January 8, 2018 - email	United Presbyterian Church, West Newton	2017 Necrology Report	To FILE
January 8, 2018 - email	West Hempfield Presbyterian Church, Irwin	2017 Necrology Report	To FILE
January 8, 2018 - fax	Westmont Presbyterian Church, Johnstown	2017 Necrology Report	To FILE
January 5, 2018 - email	First Presbyterian Church, Fayette City	2017 Necrology Report	To FILE
January 5, 2018 - email	Delmont Presbyterian Church	2017 Necrology Report	To FILE
January 5, 2018 - email	Ebensburg Presbyterian	2017 Necrology Report	To FILE

	Church		
January 4, 2018 - hand delivered	Congruity Presbyterian Church, New Alexandria	2017 Necrology Report	To FILE
January 4, 2018 - email	Level Green Presbyterian Church, Trafford	2017 Necrology Report, list of session members, and manse inspection report	To FILE
January 4, 2018 - email	Poke Run Presbyterian Church, Apollo	2017 Necrology Report	To FILE
January 4, 2018 - mail	Marion Presbyterian Church, Belle Vernon	2017 Necrology Report and list of session members	To FILE
January 4, 2018 - mail	First Presbyterian Church, Fairchance	2017 Necrology Report	To FILE
January 4, 2018 - email	Reunion Presbyterian Church, Mt. Pleasant	2017 Necrology Report	To FILE
January 4, 2018 - email	Trinity Presbyterian Church, New Florence	2017 Necrology Report	To FILE
January 3, 2018 - email	Third Presbyterian Church, Uniontown	2017 Necrology Report	To FILE
January 2, 2018 - mail	Congruity Presbyterian Church, New Alexandria	2018 Terms of Call for the Rev. Cliff Foster	To COM and FILE
January 2, 2018 - mail	First Presbyterian Church, Johnstown	2018 Terms of Call for the Rev. Alice Tondora	To COM and FILE
January 2, 2018 - mail	Calvin United Presbyterian Church, Scottdale	Updated request for waiver of rotation for RE Kathee Ramsey, RE Barbara Watson, Deacon Jane Reynolds, and Deacon Susan Shannon	To COM and FILE
January 2, 2018 - mail	Rev. Jay Lewis	Letter regarding transitioning back to Redstone	To COM and FILE
December 29, 2017 - email	Derry Presbyterian Church	2017 Statistical Report	To FILE
December 27, 2017 - email	Dunbar Presbyterian Church	2017 Necrology Report	To FILE
December 20, 2017 - hand delivered	Westminster Presbyterian Church, Greensburg	2017 Necrology Report	To FILE
December 18, 2017 - mail	United Presbyterian Church, Bolivar	2018 Terms of Call for CRE James Sunseri	To COM and FILE
December 18, 2017 - email	New Hope Presbyterian Church, North Huntingdon	Post-Retirement Service Registration form for the Rev. John Simpson and the New Hope Presbyterian Church, North Huntingdon	To BOARD OF PENSIONS, COM and FILE
December 18, 2017 - email	New Hope Presbyterian Church, North Huntingdon	Interim Pastor Contract with the Rev. John Simpson	To COM and FILE
December 13, 2017 - mail	Calvin United Presbyterian Church, Scottdale	Request for waiver of rotation for all members of both session and deacons	To COM and FILE
December 11, 2017 - mail	Level Green Presbyterian Church, Trafford	By-Laws, List of congregation, and deed for property	To COUNCIL and FILE
December 11, 2017 - mail	Bethel United Presbyterian Church, New Florence	2018 Terms of Call for CRE James Sunseri	To COM and FILE

November 27, 2017 - mail	New Salem Presbyterian Church	12 month contract renewal for CRE William Wiegand	To COM and FILE
November 27, 2017 - mail	First Presbyterian Church, Belle Vernon	2018 Terms of Call for the Rev. Suzanne Currie	To COM and FILE
November 27, 2017 - mail	United Presbyterian Church, Bolivar	Request for waiver of rotation for Ruling Elder Andrew Bimeal	To COM and FILE

2. The task forces, networks, and ad hoc committees in existence as of December 31, 2017 were as follows:
 - a. Committees of Council
 1. Budget, Finance and Stewardship
 2. Communications
 3. Mission
 4. Staff Support
 - b. Committees of the Committee on Ministry
 1. AP/CRE Committee
 2. Examinations and Membership
 3. Search and Call
 4. Congregations and Leadership--Northwest – Districts I/II
 5. Congregations and Leadership– East – District IV
 6. Congregations and Leadership– South – District III
 - c. Discernment Teams
 1. Vandergrift
 - d. Networks
 1. Healing Prayer Ministry Network
 2. Voices for Justice
 3. Youth Ministry
 4. Geographic Districts – I; II; III; IV
 5. Women Clergy
 6. PEPSI
 7. Presbyterian Women
 8. Addictions Ministry

3. Pursuant to Book of Order D-5.0206b, the Stated Clerk shall report annually the roster of those members of the Permanent Judicial Commission whose terms have expired within the past six years. They are as follows:

Permanent Judicial Commission Roster (Terms expired within the last 6 years)

2017 – Rev. Marnie Silbert, Reve. Aleda Menchyk, Elder Leonard Morgan

2015 – Elder Vince Appleman, Elder Richard Currie, Rev. Douglas Stevens

2013 – Rev. Sylvia Carlson, Elder Robert Lightcap, Rev. John Sharp

2011 – Rev. Marnie Abraham Russell, Rev. Clark Kerr, Elder Marge Montanari

4. It was **MSP** that the following Presbytery Officers be recognized as members of the Presbytery, with voice and vote, for their term of service:

Ruling Elder Joshua Scully-Moderator

Ruling Elder Leonard Morgan – Presbytery Council

Ruling Elder Belinda Lambie – Presbytery Council

Ruling Elder Jack Battenhouse – Presbytery Council

Ruling Elder Lynn Mance – Presbytery Council

Ruling Elder Susan Nesti – Presbytery Council

Ruling Elder Bobbi Jo Huebner – Presbytery Council

Ruling Elder Nancy Peters – Presbytery Council

5. It was **MSP** that the following Commissioned Ruling Elders be recognized as members with voice and vote as long as they are serving in that capacity:
 - Ruling Elder Eric Glisan, Sewickley, West Newton
 - Ruling Elder Glenn Hart, Harmony, Belle Vernon; Sewickley United, West Newton
 - Ruling Elder David McElroy, East Liberty, Vanderbilt
 - Ruling Elder Len Morgan, Calvin, Scottdale
 - Ruling Elder David O'Hara, Revloc
 - Ruling Elder Robert Prinkey, Marion, Belle Vernon; Tyrone, Dawson
 - Ruling Elder David Stewart, First, Masontown
 - Ruling Elder James Sunseri, Bethel, New Florence; United, Bolivar
 - Ruling Elder Denise Todero, Bethany, Johnstown
 - Ruling Elder Richard Watson, Leisenring
 - Ruling Elder William Wiegand, New Salem

6. It was **MSP** that the Treasurer, Assistant Treasurer, and a representative from Pine Springs Camp, Presbyterian Women, and Redstone Highlands be given the privilege of the floor and recognized with voice and vote as long as they are serving in that capacity.

7. The stated meetings for 2018 have been scheduled as follows:

January 20, 2018; 1:00 p.m.; First Presbyterian Church, Greensburg
March 20, 2018; 6:00 p.m.; First Presbyterian Church, Belle Vernon
May 15, 2018; 6:00 p.m.; Latrobe Presbyterian Church
September 18, 2018; 6:00 p.m.; Redstone Highlands, Greensburg
November 17, 2018; 9:00 a.m.; Laurel Hill Presbyterian Church, Dunbar

8. The Stated Clerk provided the 2017 Necrology Report of Ruling and Teaching Elders. See Appendix A.

9. Equalization

On December 31, 2016, there were 88 ministers of Word and Sacrament on the rolls of the Presbytery, 18 of who were living outside of the bounds of the Presbytery. There were 70 churches entitled to be represented by 83 ruling elder commissioners. There were also 11 ruling elders commissioned to particular service and 7 ruling elders by virtue of office. On December 31, 2017, 91 ministers of Word and Sacrament were on the rolls of the Presbytery, 18 of who were living outside the bounds of the Presbytery. There were 70 churches entitled to be represented by 83 ruling elder commissioners. There are also 11 ruling elders commissioned to particular service and 8 ruling elder presbyters by virtue of office.

Based upon the "goal of numerical parity of teaching elders and ruling elders," the "principles of participation" and the need to communicate the plan for the determining commissioners, the Presbytery has adopted a plan [Book of Order; G-3.0301; Manual; 1.1003] designating the number of commissioners based upon church membership (table below) and designating other ruling elders by virtue of office to be given the privilege of voice and vote at all Presbytery meetings [Manual; 1.1009]. Although with this plan, there is an imbalance regarding the number of eligible ruling elder commissioners (actually more than ministers), the actual participation patterns still reflect a greater number of ministers participating. In 2017, minister of Word and Sacraments members outnumbered ruling elder members in attendance by an average of 4 per meeting. Consequently, in order to continue to aspire to the goal of balance, the current larger number of possible ruling elder commissioners based upon the current plan should be retained until actual participation rates change. Therefore, I do not recommend any equalization adjustment at this time.

Equalization Plan - Church List/# of commissioners

Adah, Palmer Community - 1	Fayette City, Little Redstone - 1	Murrysville, Union - 1
Apollo, Poke Run - 1	Greensburg, First - 3	New Alexandria, Community - 1
Avonmore, First - 1	Greensburg, Maplewood - 1	New Alexandria, Congruity - 1
Belle Vernon, First - 1	Greensburg, Westminster - 1	New Florence, Bethel - 1
Belle Vernon, Harmony - 1	Irwin, First - 4	New Florence, Trinity - 1
Belle Vernon, Marion - 1	Irwin, West Hempfield - 1	New Kensington, United - 1
Belle Vernon, Rehoboth - 1	Jeannette, First - 1	New Salem - 1
Bolivar, United - 1	Johnstown, Bethany - 1	North Huntingdon, New Hope - 1
Boswell, Covenant - 1	Johnstown, First - 1	Patton - 1
Brownsville, Calvin - 1	Johnstown, Second - 1	Revloc - 1
Brownsville, Ft. Burd - 1	Johnstown, Westmont - 3	Scottdale, Calvin - 1
Brownsville, Hopewell - 1	Lake Lynn, Springhill Furnace - 1	Smithfield, Grace Chapel - 1
Colver - 1	Latrobe - 2	Smock, Pleasant View - 1
Cresson - 1	Latrobe, United - 1	Trafford, Level Green - 2
Dawson, Tyrone - 1	Leisenring - 1	Uniontown, Tent - 1
Delmont - 1	Ligonier, Pleasant Grove - 1	Uniontown, Third - 2
Derry - 1	Lower Burrell, Grace Community - 2	Uniontown, Trinity United - 1
Dunbar, First - 1	Lower Burrell, Puckety - 2	Vanderbilt, East Liberty - 1
Dunbar, Laurel Hill - 1	Masontown, First - 1	Vandergrift - 1
Ebensburg - 1	McClellandtown - 1	West Newton, Sewickley - 1
Fairchance - 1	Merrittstown, Dunlap's Creek - 1	West Newton, Sewickley United - 1
Farmington, Mt. Washington - 1	Mt. Pleasant, Reunion - 1	West Newton, United - 1
Fayette City, First - 1	Murrysville, First - 1	Windber, First - 1
	Murrysville, Newlonsburg - 2	

8. The Stated Clerk provided the current Rolls of the Presbytery and Continuing Members. See Appendix B.

9. The dates for the 2017 Session Minutes Reviews are:

January 27, 2018 - Westmont Presbyterian Church, Johnstown 11:15 a.m. (preceding Enrichment Day Event)

February 19, 2018 - Presbytery Office 6:00 p.m.

March 20, 2018 - Belle Vernon, First 5:00 p.m. (preceding Presbytery meeting)

May 15, 2018 - Latrobe Main Street 5:00 p.m. (preceding Presbytery meeting)

CONSENT AGENDA:

The Stated Clerk for Constitutional and Judicial Matters 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 November 18, 2017 be approved.

From the Council

- Council **recommends** that the Financial Reports presented to the Council and the Presbytery be received and filed for audit. See Appendix C.
- Council **recommends** that the reports of the Executive Presbyter, Stated Clerk, Associate Clerk, Mission Chair and Pine Springs Camp Executive Director as presented to the Council and the Presbytery be received and filed.
- Council **recommends** that the 2016 audit presented to the Council (Trustees) be received and filed.

From the Committee on Ministry

- The Committee recommends that Presbytery grant the request of the Derry Presbyterian Church for a waiver of rotation for Ruling Elders Judy Skoloda and John Walkinshaw and Deacon Ronald George.
- The Committee recommends that Presbytery grant the request of the Merrittstown, Dunlap's Creek Presbyterian Church for a waiver of rotation for Ruling Elder Joan Moore.
- The Committee recommends that Presbytery grant the request of the Scottdale, Calvin Presbyterian Church for a waiver of rotation for Ruling Elders Barb Watson and Kathee Ramsey and Deacons Jane Reynolds and Susan Shannon.
- The Committee recommends that Presbytery grant the request of the Jeannette, First Presbyterian Church for a waiver of rotation for Ruling Elder Nancy Peters.
- The Committee recommends that Presbytery grant the request of the Bolivar, United Presbyterian Church for a waiver of rotation for Ruling Elder Andrew Bimeal.
- The Committee recommends that Presbytery grant the request of the New Kensington, United Presbyterian Church for a waiver of rotation for Ruling Elder Julia Yockey and Deacon Karen Grillo.
- The Committee recommends that Presbytery grant the request of the Fairchance, First Presbyterian Church for a waiver of rotation for Ruling Elder Marcia Grimm.

From the Committee on Preparation for Ministry

From the Nominating Committee

From the Committee on Representation

From the Discernment Teams

- It is recommended that the written report of the Discernment Team for the Vandergrift Presbyterian Church discernment process (p. 27) be received and 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	2017 Annual Report
Congregation-centered (ENGAGE)	<p>Visible presence within the Presbytery engaging with congregations--- Church Visits---</p> <ul style="list-style-type: none"> • During this past year, I visited 50 different worship or special services of congregations within Redstone Presbytery. Additionally, I was afforded the opportunity to preach or bring a charge on 31 occasions in those services. • Worked and consulted with sessions through eight separate shared gatherings as well as individual conversations. These engagements range from pastoral transition to mediating conflict to normal updates and strategizing on ministry. • Participated in special services honoring teaching elders through Presbytery installation services of three ministers of Word and Sacrament serving congregations. • Stepped in to provide both pastoral care for the family and church family of a pastor who died while actively serving. Coordinated and preached for the service of witness to the resurrection. Moderated the initial session meeting and arranged for consideration of an interim pastor replacement. Also filled in pastoral responsibilities while one of our pastors was out for bereavement responsibilities. • Moderated either session or congregational meetings on six occasions in order to provide pastoral leadership in congregations where it was not available. • Organized and consulted with the discernment team for Vandergrift Presbyterian Church. Coordinated the process between the team and the session and moderated the conducting two congregational forums. , resolution of issues and conducted congregational forums. • Continued resourcing of churches currently using pulpit supply about possible pulpit supply and pastoral options. Arranged for the COM moderator possible nominees for all congregations in need of a moderator. • Served as moderator for either session or congregation meetings on at least different occasions.

<p>Leadership developed (EQUIP)</p>	<p>Developing and equipping leadership within the Presbytery---</p> <ul style="list-style-type: none"> • Facilitated the identification and contracting with several interim pastor candidates and positions. • Oriented and coordinated with seven different Pastoral Nominating Committees in both utilizing the system and conducting appropriate pastoral searches. Participated through active consultation as they walked through the filtering and selection as part of the discernment process. Conducted EP reference checks prior to in-person interviews, arranged neutral pulpit opportunities and assisted the committees in seeking consensus on evaluating candidates. • Coordinated the inclusion of Kiski Presbytery in the Inter-Presbytery Leadership Formation program making it four presbyteries. Continue to provide administrative guidance and have offered presentations on the program in various venues within the Synod. • Successfully developed grant application for funding of second iteration of leadership formation focusing on pastor and special interest retreats/continuing education at Pine Springs Camp. Was able to fund the winterization of cabins at the facility. • Individual consultations with numerous pastors throughout the year concerning ministry strategy, mission development, leadership practices and organizational issues. With newer pastors, serving as resource person to process their experiences in ministry so far. • Resource for candidates outside of Redstone who are considering positions that are open within the Presbytery • Worked alongside the Nominating committee in identifying possible ruling elders and ministers of Word and Sacrament for consideration for positions of leadership within the Presbytery. • Present and lead standing committees (Council, COM, CPM) through reflection upon books and resources related to our roles in leadership within a mid-council. 	
<p>Collaboration-Districts/Network (ENABLE)</p>	<p>Joined and initiated contact both within and outside Redstone---</p> <ul style="list-style-type: none"> • Participated ecumenically as the Presbytery representative in the western Pennsylvania region through joint worship services and organizational planning. • Assist, resource and consult with the various networks meeting together within the presbytery, including addictions, healing and prayer ministry, prayer groups, youth ministry, pastor gatherings and regional congregational events. 	

	<ul style="list-style-type: none"> • Served as the EP liaison to the Synod Governing Commission. Coordinated the development and implementation of the COM/CPM training event. • Presented on the responsibilities of commissioners at the 2017 Synod of the Trinity Assembly. Chaired the task force on the evaluation and future commitment and funding of campus ministry by the Synod of the Trinity. Produced report and recommendations for consideration by the Synod Executive. • Supported networks of regional pastor gatherings within the geographic districts of the presbytery. • Actively involved in the Christian Associates as an important expression of Christian unity across the region of western Pennsylvania. Elected to the Executive Committee of this regional organization for 2018. • Coordinated the development and implementation the joint presbytery meeting and celebration which took place in September, 2017 at Pine Springs Camp.
<p>Partnership in Mission promoted (EMPOWER)</p>	<p>Promoted and provided leadership in our partnerships in mission---</p> <ul style="list-style-type: none"> • Participated in the New Wilmington Mission Conference and in the meeting of the Sudan/South Sudan presentation and partnership. • Assisted in the successful receipt of the Abundance Grant from the Synod of the Trinity. Promoted the “matching” nature of that grant within our Presbytery resulting in our churches and individuals contributing around another 250%. • Served as ex-officio board member for Pine Springs Camp including participating in training and worship for summer staff. Worked with executive and finance committees to address ongoing issues and the development of an investment policy. • Worked with the Executive Director of PSC in identifying lead gifts in the capital campaign as well as developing strategies for participation by congregations within Redstone. • Assisted in fund raising for Pine Springs Camp through participation and speaking at the annual PSC Friends dinner. • Designated by Council and working with PSC staff and consultants in reviewing and obtaining the appropriate easements and permissions relative to the construction of the new multipurpose facility. • Promoted PDA particular relief efforts and distribution of funds as well as opportunities for known mission trips through Presbytery office.

<p>Operational Support</p>	<p>Initiated practices and policies for both greater efficiency and effectiveness---</p> <ul style="list-style-type: none"> • Supervised the close financial management of the budget of the Presbytery in order to retain as closed to a balanced budget as possible. Managed the effective cash flow of operations(no premature withdrawals from investments) in order to minimize the use of reserves and investment assets as a means of propping up the annual budget. • Worked with budget committee on the preparation of 2018 budget in order to both pursue presbytery priorities and to “live within our means.” • Coordinated the final publication of presbytery minutes in preparation for their review within the synod...Coordinated session minutes reviews within the presbytery. • Ensuring updating of congregational statistics and updating our numbers for purposes of per capita assessment with both Synod and General Assembly. • Provided support for teaching elders, clerks and treasurers negotiating the changes within the benefits plans of the Board of Pensions. Consistently communicated about upcoming enrollment deadlines in order to ensure minimal disruption. 			
<p>VALUES</p>	<p>Servant Leadership</p>	<p>Flourishing Community</p>	<p>Witness to the World</p>	<p>Generous and effective Stewardship</p>
<p><i>Soli Deo Gloria</i></p>				

Treasurer's Report – The following is a report ending November 30, 2017. The year-end report based on the financial report information included as Appendix C to this packet will be included with the handout materials at the meeting.

INCOME & EXPENSE STATEMENT REPORT

This report represents the unaudited financials ending November 30, 2017, which is the eleventh (11th) operating month of the year for the Redstone Presbytery.

FINANCIAL OVERVIEW / INCOME

The Presbytery graciously received \$ 24,980 in Commitment Contributions and for the year \$285,086 has been recognized.

Total Income for the month which includes other sources such as Temporarily Restricted, Investment and Miscellaneous Income totaled \$31,939. Year-To-Date the Presbytery has recorded \$347,233.

It is to be noted that both income categories (Monthly & Year-To- Date) have not achieved income expectations/ goals. At this time in the operating year, it would be expected income received would be at 92% of budget. Commitment Giving is presently at 72% of budget.

FINANCIAL OVERVIEW / EXPENSES

Expenses are trending per budget with the exception of a few categories related to timing or operational demands. In total, expenses are at 88% of budget and therefore are 4% below budget.

INVESTMENTS & ASSETS

Ameriprise investments for the month of November realized a positive change in value totaling \$5,052 and YTD \$32,329. Ending value \$308,259.

Other holdings / assets inclusive of First Commonwealth, PILP, New Covenant and Pine Springs are estimated at \$363,582 (reports are received quarterly)

Presbytery Investment Totals = \$ 672,095

EXCESS INCOME / EXPENSES

For the month ending November 2017, the Presbytery is -\$14,401 for monthly income and -\$80,154 YTD to Budget

Respectfully Submitted,

John R. Dickson IV

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 Council recommends interruption of the meeting for the purpose of convening the meeting of the corporation of the Presbytery of Redstone.

Based upon the provisions of the Manual, the following slate of persons are nominated to serve as the Officers of the Corporation for 2018:

President - Rev. Sue Washburn

Secretary - Rev. Skip Noftzger

Treasurer - Mr. John R. Dickson, IV

Assistant Treasurer - Mr. Gerald Cumer

In addition to the officers of the corporation, it is moved that the following person be added to those authorized to sign checks for the Corporation.

Bookkeeper – Ms. Bobbie Martin

- The Council recommends concurrence of the Presbytery with the General Assembly Overture on the South Sudan submitted by the Presbytery of Shenango (Appendix D)
- The Council presents the Confirmation Retreat for promotion and consideration by churches and members of the Presbytery.

Information Items

January 9, 2018 Meeting

Approval of the Minutes:

It was MSP to approve the November minutes with corrections.

REPORTS:

Stated Clerk

The Clerk reviewed the correspondence log provided since the last Council meeting.

The scheduled 2018 Council meetings were reviewed. The moderator proposed a change in the February meeting date from the 27th to the 20th. After consideration of calendars, it was MSP to change the meeting to the 20th.

Current status and disposition of the sale of the two church properties at West Leisenring and Windber were reviewed.

The Clerk presented to the Council for recommendations the General Assembly Overture concerning the South Sudan. The overture directs the Stated Clerk of the General Assembly and the Office of Public Witness to advocate with officials for peaceful resolution of the conflict. It also calls upon the churches,

presbyteries, and other councils to continue to support in prayer the churches of South Sudan. It was MSP to recommend to the Presbytery concurrence on this General Assembly Overture.

Executive Presbyter

The Executive Presbyter made a presentation to the Council on the nature of collective leadership in and for a mid-council. Using the book, Seven Levers, he reviewed the priorities identified in that book as key to addressing disproportionate results in our congregations and in our shared ministry.

With the reorganization, opportunity was given for members to sign up for any of the subcommittees of the Council.

Additionally, based upon previous discussions and the material from the book that was presented, Council members were asked to volunteer if s/he was interested in serving on a task force to examine and recommend strategies for development of new Christian communities in our region.

Treasurer

The Treasurer provided and reviewed a written report based upon the end of November, 2017. In the report, he noted the continued shortfall of revenues through church contributions. The Executive Presbyter provided the unofficial final income and expense report for EOY 2017. He reviewed the finals numbers and the deficiency in church contributions. An extensive discussion took place both concerning the nature of the necessary reductions in expenditures in order to "live within our means" and its resulting impact on mission and ministry. Members of Council discussed ways of further promoting and communicating the priorities and needs of our collective ministry as a Presbytery. One idea suggested by one of the members was a bulletin insert that she was preparing for her congregation.

Pine Springs Camp

Executive Director Greg Davis distributed an up-to-date report on both pledges and accounts receivable for the Faith for the Future campaign. In addition to the Refuge, he described some of the other areas of progress both already completed and those anticipated before next summer based upon the success of this capital campaign. He noted that summer camp brochures have already been mailed and packets of brochures for churches will be available at the January Presbytery meeting.

New Business

- CONFIRMATION RETREAT - APRIL 13-14, 2018

Materials were distributed for promotion of the Confirmation Retreat. It was noted that time would be included in the January Presbytery meeting for its promotion. MSP to approve the administration of the Lord's Supper presided by one of the Ministers of Word and Sacrament from Redstone Presbytery participating in the retreat.

- January Presbytery Docket

A proposed docket for the January Presbytery meeting was distributed. After review, it was MSP to approve the docket as submitted.

November 28, 2017 Meeting

Approval of the Minutes:

It was **MSP** to approve the October minutes.

REPORTS:

Financial Review: Barb Terek was not at the meeting, as planned. John Dickson referred us to the Income and Expense Statements as previously submitted.

Stated Clerk:

MSP to have Laurel Hill host the November 17, 2018 Presbytery meeting.

MSP for Redstone Highlands (Greensburg) to host the September 18, 2018 Presbytery meeting.

Treasurer's Report:

The report was received from John Dickson.

Executive Director of Pine Springs Camp:

Report received.

SUB COMMITTEES/NETWORKS AGENDA ITEMS

Staff Support Sub Committee

MSP to approve the Personnel Policies revision; this was the second reading.

Missions Network

MSP for approval of 11/20 2017 distribution of \$13,000 to the South Sudan Presbyterian Evangelical Church. These monies were part of the collection from the churches to "match" the Synod grant.

Presbyterian Women

Gathering of Churchwide PW to be in Louisville, August 2-5, 2018.

Addictions Ministry:

Received information on "Hope in a Bag" ministry for our churches

Committee on Ministry

Action Items

- The Committee on Ministry recommends approval of the request of First Presbyterian Church, Windber to be dissolved and to authorize the Moderator to appoint an Administrative Commission authorized to consider, decide, and conclude matters related to the dissolution of the First Presbyterian, Windber congregation.
- The Committee on Ministry presents information about the upcoming Enrichment Day (1/27) and commends it to you for your participation in leadership development.
- The Committee on Ministry presents and provides information on the new structure for connecting with congregations and leadership through individual liaisons.
- The Committee on Ministry recommends renewal of all current commissioned pastor agreements pending submission of adequate compensation terms. Recommissioning of current commissioned pastors who are present.

Information Items

January 4, 2018 Meeting

Report of the Stated Clerk

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

- a. Correspondence log related to COM.
- b. Annual Reports Due
 - Necrology Report due for the January Presbytery meeting
 - Statistics, Rotation Waiver form, Terms of Call forms, Session members, Manse Inspection
 - Enrichment Day will January 27 at Westmont Presbyterian Church in Johnstown

Moderator Report

The following items were distributed via email on November 28, 2017 and were approved by consent on November 30, 2017.

The four churches listed below are asking for requests for a waiver of rotation for the following members:

Fairchance – Marcia Grimm, Ruling Elder

New Kensington – Julia Yockey, Ruling Elder and Karen Grillo, Deacon

Bolivar, United – Andrew Bimeal, Ruling Elder

Jeannette – Nancy Peters, Ruling Elder

Redstone Presbytery Manual of Operations

5.1004 Actions of the Committee on Ministry or subcommittees shall be decided by a majority vote of members present at any called meeting (in-person or technological) for which a quorum is present.

Some non-controversial actions of the Committee or subcommittee may be decided by unanimous consent. To obtain unanimous consent, the chair will offer the opportunity for any comment or objection to a proposed action. If there is none, the action may be decided upon. If there is any objection or request for discussion, the motion will be deliberated prior to a vote.

In some instances of routine and time-sensitive business, the chair may communicate to members via email (or if unavailable by telephone or fax) with a minimum opportunity of three days to comment or

object or request discussion. Whenever possible, the chair should track the email receipt or request confirmation from recipients. If there is no objection or request for discussion, the motion will be approved by unanimous consent. Any comment, objection, or request for discussion would result in the motion being considered at a called meeting (in person or technological).

Any actions of unanimous consent obtained through email communication will be reported at the next called meeting of the Committee on Ministry.

Devotions sign-up sheet was passed around

Re-organization

The committee broke up into districts, and each committee member choose a church in that District to act as a Liaison - see attached sheet. Liaison's responsibilities are listed below

Liaison responsibilities

- Call or check in monthly (this might be with the pastor, the clerk, PNC chair, PW, special ministries that you know, others at different times) for the following:
 - Discover ministries that they are excited about, seeing God at work.
 - Discern any areas of need where the Presbytery/COM/etc. might be helpful.
 - Solicit prayer requests in order that the District/COM might be interceding on their behalf.
- Participate in a PNC orientation conducted by EP and/or S&C committee member
- Make congregation contacts aware of both District and Presbytery-wide events.
- If necessary, conduct the annual minute review of Session minutes and Church Register.

Serve as a communication person and resource to the congregation of Presbytery, Synod and Denominational resources and "broker" those services if necessary

Sub-Committees

Search & Call: Chuck MacPherson shared the following updates:

Review of the Transition Chart

Ebensburg and Colver continue to work on short term options as they begin the work on mission and preparation of a MIF.

MIF for the New Hope Presbyterian Church PNC for a installed pastor "for a designated time" was approved by the subcommittee in December as authorized by COM.

MSP: To Approve of the short-term ("Bridge") pastor contract between the New Hope Presbyterian Church and the Rev. John Simpson.

MSP: To Approve the Interim Pastor contract between the First Presbyterian Church, Jeannette and the Rev. William King.

MSP: To approve the renewal of the Commissioned Pastor agreement between William Wiegand and the New Salem Presbyterian Church.

MSP: The renewal of all current commissioned pastor agreements pending submission of adequate compensation terms (handout).

MSP: To approve renewal of all current Covenant, Stated Supply and Temporary pastoral agreements

pending submission of adequate compensation terms (handout).

Examinations: Chairperson Cliff Foster shared the following updates:

Cliff received letter of inquiry from Rev. Jay Lewis about transferring, returning his membership to Redstone (HR) and asking to be added to pulpit supply.

MSP: To Approve Rev. Jay Lewis to be added to the Redstone Presbytery Pulpit Supply Roster.

Care of Congregations and Congregational Leaders:

The Committee continues to pray for the following congregations:

First Presbyterian Church, Jeannette; Bethany Presbyterian Church, Johnstown; First Presbyterian Church, Johnstown; Second Presbyterian Church, Johnstown; Westmont Presbyterian Church, Johnstown; Springhill Furnace Presbyterian Church, Lake Lynn; Latrobe Presbyterian Church, United Presbyterian Church, Latrobe; Leisenring Presbyterian Church, Pleasant Grove Presbyterian Church, Ligonier

These are the names of the Teaching Elders and Commissioned Ruling Elders for whom we prayed. Please use this list to remember them in prayer throughout the month:

Robert Prinkey, Marnie Russell, Peggy Shannon, John Sharp, Michael Shepard, Becca Siddle
Marnie Silbert, John Simpson, Susan Speakman, Douglas Stevens

Districts I and II

Prayers for Congregations and Leaders

MSP: To approve Derry's rotation waiver request for Elders John Walkinshaw, Judy Skoloda and Deacon James George.

District III

Prayers for Congregations and Leaders

MSP: To approve Dunlap's Creek rotation waiver request for Elder Joan Moore.

MSP: To approve Calvin, Scottdale rotation waiver request for Elders Barb Watson, Kathee Ramsey and Deacons Susan Shannon and Jane Reynolds.

District IV

Prayers for Congregations and Leaders

MSP: To approve of the request of First Presbyterian Church, Windber to be dissolved and to authorize the Moderator to appoint an Administrative Commission authorized to consider, decide, and conclude matters related to the dissolution of the First Presbyterian, Windber congregation.

Executive Presbyter's Report: Skip thanked us for coming out on such a frigid evening and said he would not prolong the meeting and wished everyone safe travels home.

Old Business - none

New Business - none

Committee on Preparation for Ministry

Action Items

- **No action items for this meeting.**

Information Items

- Current candidates are the following:
Richard Watson - began taking ordination examinations
David Deutsch - last year PTS; began taking ordination examinations
- Current Inquirer is the following:
Cynthia Bellina - enrolled part-time at PTS - need to "stop out" in the fall term for personal and family reasons.

Nominating Committee

Action Items

- The Nominating Committee nominates the following persons for the Offices/Classes indicated:

COMMITTEE ON MINISTRY:

Glenn Hart (1); District III, Harmony, Sewickley United (2020)

Information Items

- There remain a couple openings for positions on standing committees of the Presbytery. Additionally, there are always opportunities on various subcommittees, task forces and networks. Please submit names of Teaching and Ruling Elders to the Nominating Committee through either Curtis Paul or Skip Noftzger.

Pine Springs Camp

Faith for the Future Campaign Update

Pledge Report

Group	Pledged	Received	Remaining
Board/Staff	\$80,974	\$65,004	\$15,970
Individuals	\$1,443,230	\$1,299,807	\$144,523
Churches	\$312,018	\$227,733	\$84,285
Foundations	\$40,000	\$25,000	\$15,000
Total	\$1,876,222	\$1,617,545	\$258,677

Things that we have done thus far...

- Built the Refuge Dining Hall and Multi-purpose building
- Winterized Creekside Cabins
- Adventure Fort and Natural Playground Area
- A-frame Fireplace Renovation
- Purchased New Tractor

Things we are hoping to do by this summer

- Renovate the Nurses Station
- Add more belay tree climbing elements
- Add Natural Playground elements
- Buy all new canoes, pfd's and paddles
- A cool pool thing!?

Upcoming Events

- Feb. 16-18 Remix-Junior and Senior High Winter Retreat
- March 4, 6-8 pm PSC Jumps-Flight Trampoline Park-Bridgeville
- March 17, 3:30-5:30 PSC Skates-Center Ice, Delmont
- March 18, Noon-4:00 Five Guys @ Five Different, Five Guys (Washington, Irwin, Murrysville, Greensburg and Johnstown)-Fundraising and Recruiting Event-TENTATIVE
- April 6-8 Women In the Woods Retreat
- May 12 Work Day
- May 30 Staff Training Begins
- June 10 First Day of Summer Camp 2018!

Summer Camp Update

- Brochures were sent first week of December
- On-line Registration went live January 1
- As of 1/9/18- 46 registrations have been received-18 as of 1/15/17
- Mission Cabin Emphasis will be on a Mission picked working with the Redstone Mission Commission
- Recruiting in churches and trying to set up 8-10 "home" visits or another type of visit outside of the church.

70th Anniversary-2018

- We will be doing things to celebrate the 70th Anniversary-Not BIG things like last summer
- One of those the special projects is to create a book titled *70 for 70: 70 Stories of Pine Springs Camp* (Book with a brief history and 70 stories ranging from the early history to the present)

Mission Network

The Mission Committee did not meet between the November 2017 meeting and this meeting so there is no specific action to report. We do want to make you aware of the following upcoming mission trip:

The Redstone Mission team trip is on April 22-28 to Fayetteville, N.C. We will be staying at the Highland Presbyterian Church and working through the United Methodist Committee on Relief doing reconstruction after Hurricane Matthew. The work will be in Cumberland County. There will be a planning meeting on Sunday, Jan 14 at 3 pm at Phyllis Frye's home, 162 Main Street, Slickville, PA to discuss the trip and to plan the Pancake dinner which is a fundraiser for the trip. The Dinner is on Tues, Feb. 13 at Congruity Church. For information contact Phyllis Frye 724 468 3740 or e-mail pfrye1234@windstream.net.

ANNOUNCEMENTS

- Community Soup for the Soul - 2nd Wednesday of the month - Apollo, Poke Run
- Enrichment Day - January 27, 2018 - Johnstown, Westmont
- Confirmation Retreat - April 13 - 14, 2018 - Pine Springs Camp
- Bethel Presbyterian church is celebrating their bicentennial in 2018 and has a cookbook with around 450 recipes in it & also beautiful ornaments with a picture of the church embossed on it. They both are \$10 each. You can see Jim Sunseri , Barry Poglein or any others from the church , or email Jim at jsunseri@hotmail.com or phone [814-948-7330](tel:814-948-7330) and we'll make arrangements to get them to you.

Discernment Team Reports:

Vandergrift Presbyterian Church Team Report

The discernment team for the Vandergrift Presbyterian Church met with the congregation in an open forum on both September 17 and November 5, 2017 in order to answer questions and concerns about denomination positions. Further explanation was provided concerning the discernment process and procedures regarding any possible vote to request dismissal to another Reformed denomination. Next steps will be meetings with the session of the church to discuss possible resolution of conditions that might accompany that request in order that both the congregation and presbytery would be voting upon a request with known and agreed upon conditions of that request.

2017 Necrology List

Belle Vernon, Harmony - Elder Richard Christopher, Pastor Robert H.R.
Loughborough
Belle Vernon, Marion - Elder Ellen Hamer
Belle Vernon, Rehoboth - Elder Denton Eugene Hough
Colver - Elder Mildred Aitken, Pastor Bea Ewing
Delmont - Elder John C. Mook
Derry - Elder James Humphreys
Dunbar, Laurel Hill - Elder Lawrence Gilchrist
Ebensburg, First - Elder Patricia (Pat) Wright
Fairchance, First - Elder William W. Zinck
Fayette City, First - Elder Jean Croushore
Greensburg, First - Elders Jean George, Beverly Walker, Ellen Sheehan
Greensburg, Maplewood - Elders Richard Leamer, James Fry, Doris Shuss
Irwin, First - Elders Charles Bugajski, Gail Cortese, Charlotte, Astalos, Neil Mance,
Martha Little, Margaret Piovesan
Jeannette, First - Elder Arthur Cochran, Pastor Robert Fuehrer
Johnstown, Westmont - Elders Charles Hunsberger, Charles Riddle
Merrittstown, Dunlap's Creek - Elder Jack C. Moore
Mt. Pleasant, Reunion - Elder Thomas Milliron
Murrysville, Newlonsburg - Elder John Kunkle
New Alexandria, Congruity - Elder Ronald Martz
New Florence, Trinity - Elder Joseph "Joe" Rager
Uniontown, Third - Elders James Rabon, William Thurby
West Newton, United - Elders Donna Yelich, Mary Hassick, Sarah Glasser, Harry
Glasser, Richard Barclay, Betty Filbern

Roll 1 – Engaged in a Validated Ministry (G-3.0104)

A – Those serving within congregations of the church (G-2.0503a)

Martin Ankrum
 Larry Armstrong *
 Nicole Atkinson
 Laura Blank
 Katy Yates Brungraber
 Derek Campbell
 Anthony Catullo *
 Suzanne Currie
 Ron Durika
 Grafton Eliason
 Cliff Foster
 Ken Foust
 Neal Galley
 James Gear
 Peter Goetschius
 Donald Graff
 Edward Gray
 Donna Havrisko
 George Hickok
 Clark Kerr
 Wendy Keys
 Steve Lasor
 John Manon
 Doug Marshall
 David McCabe
 F. Lee McDermott
 Aleda Menchyk
 Craig Miller
 Colleen Molinaro
 Alan Olson
 Curtis Paul
 Geoff Rach
 Marnie Abraham Russell
 Margaret Shannon
 Marnie Silbert
 John Simpson *
 Alice Tondora
 Caroline Vickery
 Ron Wakeman
 Sue Washburn

B - Those in other service to this church

Susan Blank – *Chaplain, Presbyterian Senior Care, Oakmont, Pittsburgh Presbytery*
 Lisa Dormire - *Vice President, Fund Development, Presbyterian Senior Care, Greensburg*
 Richard “Skip” Noftzger – *Executive Presbyter/Stated Clerk*
 Rebecca Siddle – *Redstone Highlands, Murrysville Campus*

C - Those serving beyond the jurisdiction of this church
None

Roll 2 - Members at Large (G-2.0503b)

Brenda Barnes(OA)
 Ross Bash
 Lori Bass-Riley
 Bruce Cadenhead - *Disabled*
 Cynthia Cadenhead
 Peter Keith (OA)
 William King
 Rebecca Maiman
 James Stobaugh
 Colin Yuckman (OA)
 Meredith Yuckman (OA)

Roll 3 – Honorably Retired (G-2.0503c)

Larry Armstrong*
 Clifford Buell
 Robert Cahn
 Sylvia Carlson
 Terry Carnahan (OA)
 Anthony Catullo*
 Daniel Chow (OA)
 Gary Close
 Keith Conover (OA)
 Carole Isley Corey
 Eugene Degitz
 Jim Farrer
 James Giesey (OA)
 James Hepler (OA)
 Donna Hess(OA)
 Dr. Douglas Holben

Alex Jalso
 Richard Klein (OA)
 Kent Lighthall
 Carlisle Lloyd
 Dennis Macaleer (OA)
 Charles MacPherson
 Gail Mason (OA)
 Bruce Maxwell
 John Michael (OA)
 John McClure
 John Morrow
 Rod Murray
 Kirk Orr (OA)
 John Pressler
 John Sharp
 William Sharp (OA)
 Michael Shepard
 John Simpson *
 Susan Speakman
 Doug Stevens
 Richard Sweeney
 Robert Upton (OA)
 Robert VanWyk (OA)

Roll 4 – Certified Christian Educators and Associates (G-3.0104)

Cheryl Croushore
 Cheryl Rhea

* Listed twice due to their also serving in some Temporary Supply capacity or other service to the church.

(OA) living outside the area

01/08/2018 02:23 PM

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

Page: 1

	Current Period	Year to Date	Annual Budget	Annual Budget Percentage	YTD Prior Year
INCOME					
CONTRIBUTION INCOME					
UNRESTRICTED					
Commitment/Larger Church	\$37,771.02	\$322,857.19	\$397,000.00	81.32%	\$354,735.01
Presbyterian Fdn Cont	0.00	347.95	0.00	0.00%	0.00
Subtotal Unrestricted	37,771.02	323,205.14	397,000.00	81.41%	354,735.01
TEMPORARILY RESTRICTED					
SCLD	0.00	2,035.27	0.00	0.00%	1,983.56
Pine Springs Camp	0.00	1,808.00	0.00	0.00%	1,025.00
Projector Fund	0.00	860.68	0.00	0.00%	10.00
Resource Center	0.00	317.57	0.00	0.00%	315.71
PDA - Directed	815.00	16,400.00	0.00	0.00%	14,866.34
Triennium	0.00	50.00	0.00	0.00%	10,095.00
Sudan Projects	1,569.00	25,751.03	0.00	0.00%	9,846.99
Peace and Global Witness	0.00	1,692.77	0.00	0.00%	1,692.77
Ministry Student Aid	0.00	1,425.00	0.00	0.00%	901.00
PMA - Directed	2,404.00	5,624.40	0.00	0.00%	7,114.60
Synod Mission	0.00	400.00	0.00	0.00%	0.00
Subtotal Temporarily Restricted	4,788.00	56,364.72	0.00	0.00%	47,850.97
Subtotal Contribution Income	42,559.02	379,569.86	397,000.00	95.61%	402,585.98
INVESTMENT INCOME					
Investment Income	0.00	0.00	17,500.00	0.00%	-0.41
INTEREST INCOME					
Investment Interest	488.68	2,129.94	5,000.00	42.60%	0.36
PILP Interest	37.63	149.29	0.00	0.00%	269.71
Subtotal Interest Income	526.31	2,279.23	5,000.00	45.58%	270.07
MISCELLANEOUS INCOME					
Oil & Gas Lease	16.81	215.03	4,000.00	0.00%	131.86
Preaching/Consulting	0.00	2,921.51	0.00	0.00%	1,895.06
Miscellaneous Income	0.00	5,350.00	0.00	0.00%	2,415.00
Rental Income	0.00	0.00	0.00	0.00%	400.00
Subtotal Miscellaneous Income	16.81	8,486.54	4,000.00	212.16%	4,841.92
RELEASE FROM RESTRICTIONS					
TEMP RESTRICTED RELEASE					
SCLD	-207.58	-2,331.09	0.00	0.00%	-1,983.56
Pine Springs Camp	0.00	-1,808.00	0.00	0.00%	-1,025.00
Projector Fund	0.00	-860.68	0.00	0.00%	0.00
Resource Center	0.00	0.00	0.00	0.00%	-223.35
PDA - Directed	-815.00	-16,400.00	0.00	0.00%	-14,866.34
Triennium	0.00	0.00	0.00	0.00%	-10,095.00
Sudan Projects	0.00	-19,000.00	0.00	0.00%	-7,082.37
Peace and Global Witness	0.00	-1,692.77	0.00	0.00%	0.00
Ministry Student Aid	0.00	-2,000.00	0.00	0.00%	0.00
PMA - Directed	-2,404.00	-5,624.40	0.00	0.00%	-7,114.60
Synod Mission	0.00	-400.00	0.00	0.00%	0.00
Subtotal Temp Restricted Release	-3,426.58	-50,116.94	0.00	0.00%	-42,390.22

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

	Current Period	Year to Date	Annual Budget	Annual Budget Percentage	YTD Prior Year
Subtotal Release From Restrictions	-3,426.58	-50,116.94	0.00	0.00%	-42,390.22
RELEASED FROM RESTRICTION					
Released from restriction	3,426.58	50,116.94	0.00	0.00%	42,390.22
TOTAL INCOME	43,102.14	390,335.63	423,500.00	92.17%	407,697.56
EXPENSES					
MISSION PARTNERSHIPS					
SUDAN	\$0.00	\$0.00	\$16,000.00	0.00%	\$0.00
Sudan - Shared	0.00	110.00	0.00	0.00%	1,055.00
Sudan - Restricted	0.00	19,000.00	0.00	0.00%	7,082.37
Subtotal Sudan	0.00	19,110.00	16,000.00	119.44%	8,137.37
PINE SPRINGS CAMP	0.00	0.00	38,000.00	0.00%	0.00
PSC - Shared	2,750.00	34,900.00	0.00	0.00%	33,000.00
PSC - Restricted	0.00	1,808.00	0.00	0.00%	1,025.00
Subtotal Pine Springs Camp	2,750.00	36,708.00	38,000.00	96.60%	34,025.00
SYNOD MISSION					
Synod - Restricted	0.00	400.00	0.00	0.00%	0.00
PRES MISSION AGENCY	0.00	0.00	32,000.00	0.00%	0.00
PMA - Shared	0.00	20,483.31	0.00	0.00%	24,999.96
PMA - Restricted	2,404.00	5,624.40	0.00	0.00%	7,114.60
Subtotal Pres Mission Agency	2,404.00	26,107.71	32,000.00	81.59%	32,114.56
PRES DISASTER ASSISTANCE	0.00	0.00	3,000.00	0.00%	0.00
PDA - Restricted	815.00	16,400.00	0.00	0.00%	14,866.34
Subtotal Pres Disaster Assistance	815.00	16,400.00	3,000.00	546.67%	14,866.34
Subtotal Mission Partnerships	5,969.00	98,725.71	89,000.00	110.93%	89,143.27
COMMITTEE EXPENSES					
COUNCIL					
Council Expenses	0.00	86.00	1,600.00	5.38%	353.95
Council Retreat	0.00	0.00	0.00	0.00%	33.98
Presbytery Mtg Expense	0.00	376.98	600.00	62.83%	378.32
TRIENNIUM					
Triennium - Restricted	0.00	0.00	0.00	0.00%	8,728.55
Presbytery Stoles	0.00	0.00	0.00	0.00%	400.00
Equipping Leadership	0.00	1,500.00	5,000.00	30.00%	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
Mission Expenses	0.00	0.00	0.00	0.00%	336.21
Worship Expenses	124.00	124.00	0.00	0.00%	124.00
Christian Associates	0.00	1,500.00	1,500.00	100.00%	1,500.00
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	124.00	3,586.98	19,380.00	18.51%	11,855.01
COMMITTEE ON MINISTRY					
Committee Expense	0.00	0.00	750.00	0.00%	425.24

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

01/08/2018 02:23 PM

Page: 3
 11 Page

	Current Period	Year to Date	Annual Budget	Annual Budget Percentage	YTD Prior Year
COM - SCLD	0.00	530.88	0.00	0.00%	1,238.03
Subtotal Committee On Ministry	0.00	530.88	750.00	70.78%	1,663.27
COMMITTEE ON PREPARATION					
Committee Expense	0.00	0.00	750.00	0.00%	784.00
CPM - SCLD	0.00	524.78	0.00	0.00%	100.82
Ministry Student Aid	0.00	2,000.00	0.00	0.00%	0.00
Subtotal Committee On Preparation	0.00	2,524.78	750.00	336.64%	884.82
Subtotal Committee Expenses	124.00	6,642.64	20,880.00	31.81%	14,403.10
OPERATIONS					
LEGAL AND AUDITING					
Legal Expenses	0.00	72.50	0.00	0.00%	0.00
Audit	0.00	5,750.00	6,000.00	95.83%	5,640.00
Subtotal Legal And Auditing	0.00	5,822.50	6,000.00	97.04%	5,640.00
PCUSA Meetings	0.00	29.95	5,000.00	0.60%	1,893.41
Property/Comp. Insurance	1,028.25	4,197.00	3,656.00	114.80%	4,163.25
Worker's Compensation	464.00	954.36	821.00	116.24%	408.46
Telephone	443.16	4,149.26	4,000.00	103.73%	3,820.36
Postage	265.99	1,434.28	900.00	159.36%	1,523.17
Office Supplies	-74.10	5,203.98	5,500.00	94.62%	4,922.09
RESOURCE CENTER			1,500.00		
RC - Shared	0.00	582.19	0.00	0.00%	0.00
RC - Restricted	0.00	0.00	0.00	0.00%	223.35
Subtotal Resource Center	0.00	582.19	1,500.00	38.81%	223.35
LEASES					
Copier Lease	150.00	3,139.00	3,000.00	104.63%	3,003.00
Miscellaneous Expenses	0.00	57.50	750.00	7.67%	50.00
SERVICE FEES					
Bank Fees	0.00	85.00	0.00	0.00%	30.00
Misc. Service Fees	0.00	55.00	0.00	0.00%	55.00
Subtotal Service Fees	0.00	140.00	0.00	0.00%	85.00
UTILITIES					
			9,500.00		
Gas	206.69	1,454.50	0.00	0.00%	1,519.13
Electric	81.51	1,154.22	0.00	0.00%	1,397.30
Water	58.75	208.76	0.00	0.00%	231.59
Sewage	61.56	236.00	0.00	0.00%	325.80
Trash Collection	0.00	266.89	0.00	0.00%	331.44
Subtotal Utilities	408.51	3,320.37	9,500.00	34.95%	3,805.26
MAINTENANCE					
Custodial Services	43.75	984.36	0.00	0.00%	993.75
Yard Maintenance	0.00	680.00	0.00	0.00%	760.00
Parking Lot Maintenance	0.00	642.50	0.00	0.00%	600.00
Building Maintenance	80.69	2,590.94	0.00	0.00%	1,421.42
Subtotal Maintenance	124.44	4,897.80	0.00	0.00%	3,775.17

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

	Current Period	Year to Date	Annual Budget	Annual Budget YTD Prior Year Percentage	
Subtotal Operations	2,810.25	33,928.19	40,627.00	83.51%	33,312.52
PRESBYTERY STAFF					
EXECUTIVE STAFF					
EXECUTIVE PRESBYTER					
EP Salary	5,865.82	70,380.27	70,390.00	99.99%	69,009.84
EP - Board of Pensions	1,405.31	16,863.72	18,863.00	89.40%	24,153.48
EP - Continuing Education	351.49	1,276.49	1,500.00	85.10%	369.15
EP - Travel	0.00	0.00	4,750.00	0.00%	0.00
EP Travel - Shared	576.19	3,821.48	0.00	0.00%	3,370.41
EP Travel - Restricted	207.58	1,275.43	0.00	0.00%	856.71
Subtotal Ep - Travel	783.77	5,096.91	4,750.00	107.30%	4,227.12
EP - Professional Expense	47.12	1,289.13	2,000.00	64.46%	1,028.83
EP - Deferred Comp / 403B	166.52	2,000.00	2,000.00	100.00%	0.00
Subtotal Executive Presbyter	8,620.03	96,906.52	99,503.00	97.39%	98,788.42
STATED CLERK					
SC - Salary	0.00	0.00	1,000.00	0.00%	0.00
Subtotal Executive Staff	8,620.03	96,906.52	100,503.00	96.42%	98,788.42
SUPPORT STAFF					
OFFICE ADMINISTRATOR					
OA - Salary	2,193.70	26,324.40	26,324.00	100.00%	36,169.44
OA - Board of Pensions	1,528.57	18,342.84	26,503.00	69.21%	14,790.24
Subtotal Office Administrator	3,722.27	44,667.24	52,827.00	84.55%	50,959.68
ASSISTANT CLERKS					
Recording Clerk Salary	0.00	1,250.00	1,250.00	100.00%	1,000.00
Associate Clerk Salary	0.00	1,250.00	1,250.00	100.00%	1,000.00
Subtotal Assistant Clerks	0.00	2,500.00	2,500.00	100.00%	2,000.00
Subtotal Support Staff	3,722.27	47,167.24	55,327.00	85.25%	52,959.68
EMPLOYER PAID FICA TAXES					
Employer Paid FICA Taxes	616.54	7,398.48	0.00	0.00%	8,138.04
Subtotal Presbytery Staff	12,958.84	151,472.24	155,830.00	97.20%	159,886.14
APPORTIONMENTS					
GA Per Capita	6,642.50	79,710.00	84,500.00	94.33%	81,716.24
Synod Per Capita	2,037.04	24,444.40	27,000.00	90.53%	26,397.11
Subtotal Apportionments	8,679.54	104,154.40	111,500.00	93.41%	108,113.35
RESTRICTED EXPENSE					
Projector Fund	0.00	860.68	0.00	0.00%	0.00
Peace and Global Witness	0.00	1,692.77	0.00	0.00%	0.00
Subtotal Restricted Expense	0.00	2,553.45	0.00	0.00%	0.00
TOTAL EXPENSES	30,541.63	397,476.63	417,837.00	95.13%	404,858.38
TRANSFER ACCOUNTS					

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

31 Dec

	Current Period	Year to Date	Annual Budget	Annual Budget YTD Prior Year Percentage	
TRANSFER TO OTHER FUNDS					
Cash Transfers Out	\$0.00	\$0.00	\$0.00	0.00%	-\$1,366.45
TRANSFER FROM OTHER FUNDS					
Cash Transfers In	1,888.28	3,947.44	0.00	0.00%	10,381.00
TOTAL TRANSFERS	1,888.28	3,947.44	0.00	0.00%	9,014.55
EXCESS INCOME\EXPENSES	\$14,448.79	-\$3,193.56	\$5,663.00	-56.39%	\$11,853.73

Redstone Presbytery
Commitment to Larger Church
December 31, 2017

34 | Page

	2017 PLEDGE	TOTAL PAID	% Payup as of 12/31/2017	Unpaid Pledge Balance
Adah, Palmer	400.00	400.00	100%	-
Apollo, Poke Run	3,125.00	3,125.00	100%	-
Avonmore	3,500.00	3,500.00	100%	-
Belle Vernon, First	7,000.00	7,000.00	100%	-
Belle Vernon, Harmony	1,440.00	600.00	42%	840.00
Belle Vernon, Marion	1,900.00	1,900.00	100%	-
Belle Vernon, Rehoboth	6,000.00	6,000.00	100%	-
Bolivar	1,500.00	1,500.00	100%	-
Boswell	500.00		0%	500.00
Brownsville, Calvin		1,482.00		(1,482.00)
Brownsville, Ft. Burd	4,017.00	4,017.00		-
Brownsville, Hopewell				-
Colver		503.00		(503.00)
Cresson		2,400.00		(2,400.00)
Dawson, Tyrone				-
Delmont	4,000.00	4,000.00	100%	-
Derry	1,500.00	1,125.00		375.00
Dunbar, First		2,800.00		(2,800.00)
Dunbar, Laurel Hill	2,000.00	2,000.00	100%	-
Ebensburg	900.00	1,223.00	136%	(323.00)
Fairchance		1,000.00		(1,000.00)
Farmington	1,800.00	1,800.00		-
Fayette City, First				-
Fayette City, Little Redstone	2,000.00	2,500.00	125%	(500.00)
Greensburg, First	30,000.00	30,000.00	100%	-
Greensburg, Maplewood	4,000.00	4,000.00	100%	-
Greensburg, Westminster	7,200.00	7,926.42	110%	(726.42)
Irwin, First	25,000.00	25,000.89	100%	(0.89)
Irwin, W. Hempfield		5,000.00		(5,000.00)
Jeannette	7,371.00	6,837.00		534.00
Johnstown, Bethany	2,150.00	2,150.00	100%	-
Johnstown, First		6,600.00		(6,600.00)
Johnstown, Second	3,000.00	3,000.00	100%	-
Johnstown, Westmont	10,000.00	9,163.00	92%	837.00
Lake Lynn		2,759.20		(2,759.20)
Latrobe, Main St.		26,500.00		(26,500.00)
Latrobe, Spring St.		3,000.00		(3,000.00)

Redstone Presbytery
Commitment to Larger Church
December 31, 2017

	2017 PLEDGE	TOTAL PAID	% Payup as of 12/31/2017	Unpaid Pledge Balance
Leisenring	350.00	350.00		-
Ligonier, Pleasant Grove	890.00	890.00	100%	-
Lower Burrell, Grace	15,720.00	15,720.00	100%	-
Lower Burrell, Puckety	12,000.00	12,000.00	100%	-
Masontown	1,000.00	500.00	50%	500.00
McClellandtown	4,500.00	4,500.00	100%	-
Merrittstown, Dunlap's Ck.	300.00	300.00	100%	-
Mt. Pleasant, Reunion		1,709.00		(1,709.00)
Murrysville, First	8,000.00	8,000.00		-
Murrysville, Newlonsburg	24,400.00	24,595.00	101%	(195.00)
Murrysville, Union		960.00		(960.00)
N. Alexandria, Community	4,000.00	3,628.00	91%	372.00
N. Alexandria, Congruity	7,000.00	7,000.00	100%	-
New Florence, Bethel	2,400.00	2,600.00	108%	(200.00)
New Florence, Trinity		3,775.00		(3,775.00)
New Kensington		8,000.04		(8,000.04)
New Salem	3,000.00	3,201.00	107%	(201.00)
N. Huntingdon, New Hope	4,407.00	4,407.00	100%	-
Patton	4,134.00	4,134.00		-
Revloc	1,500.00	1,500.00	100%	-
Scottdale	750.00	336.60	45%	413.40
Smithfield, Grace Chapel	1,200.00	1,200.00	100%	-
Smock, Pleasant View	10,000.00	10,000.00	100%	-
Trafford, Level Green	2,303.00	2,303.00	100%	-
Uniontown, Tent	351.00	351.00	100%	-
Uniontown, Third	10,140.00	10,140.00	100%	-
Uniontown, Trinity	9,000.00	4,351.00	48%	4,649.00
Vanderbilt, E. Liberty	2,100.00	2,100.00	100%	-
Vandergrift		275.00		(275.00)
West Newton, Sewickley	420.00	420.00		-
W. Newton, Sewickley UP	800.00	800.00	100%	-
West Newton, United				-
Windber	2,000.00	2,000.04	100%	(0.04)
Totals	262,968.00	322,857.19		(59,889.19)

2018 South Sudan Overture

Presbytery of Shenango

Recommendation

The Presbytery of Shenango overtures the 223rd General Assembly (2018) of the Presbyterian Church (U.S.A.) to take the following actions:

- 1). Direct the Stated Clerk to:
 - a. Issue a formal statement condemning the actions of those who initiated and perpetuate the conflict in South Sudan and of support and prayer for the church and people of South Sudan, and communicate this statement to the government of South Sudan and international bodies through appropriate diplomatic channels.
 - b. Call upon the President of the United States, the U.S. State Department, and appropriate congressional leaders to promote a just and lasting peace in South Sudan by:
 - i. Putting pressure on all sides, including the current government in Juba under President Salva Kiir, the militia groups supported by former Vice-President Riek Machar, and all other armed groups, to adhere to a cease fire;
 - ii. Freezing the financial assets of the leaders of all armed groups who fail to agree to and implement a ceasefire, including the President and current and former First Vice President;
 - iii. Introducing new and effective measures to put pressure on the government of South Sudan to end the war and address public corruption and misappropriation of state assets;
 - iv. Promoting an inclusive peace process that provides all political parties and armed actors a place at the table and gives representatives of women, youth, faith communities, the Diaspora and other civil society organizations an equal voice with the political and armed groups in all negotiations dealing with future governance;
 - v. Intensifying US efforts to secure peace in South Sudan through such measures as the appointment of a special envoy;
 - vi. Ensuring safe, unhindered passage for humanitarian aid into camps for Internally Displaced People (IDP) and protection for displaced peoples in those camps, especially women and children who have been disproportionately affected by the violence. Call for urgent implementation of United Nations Security Council Resolution no.2304/2016;
 - vii. Working for an end to sexual violence, and looting of properties and killing of the innocent inhabitants, which is being used by all sides as an instrument of war, and for justice for survivors of sexual violence and punishment of the perpetrators
 - viii. Supporting free and fair elections;
 - ix. After a warning, withholding military assistance to nations that continue to provide weapons to the Government of South Sudan;
 - x. Declaring the current Agreement on the Resolution of the Conflict in the Republic of South Sudan (ARCSS) a failure, recognizing the need for its

revitalization and calling for the establishment of an interim government consistent with a revitalized ARCSS prior to elections;

- c. Urge the President of the United States, the U.S. State Department and appropriate congressional leaders to enhance regional and global security by promoting stable and effective governance and strong and responsive democratic institutions in Sub-Saharan Africa.
- 2). Direct the Office of Public Witness and the Presbyterian Ministry at the United Nations to advocate for public policy that:
 - a. Protects the human rights of the people of South Sudan;
 - b. Promotes transparent, accountable, and effective democracy in South Sudan;
 - c. Advances the objectives delineated in item 1;
 - 3). Encourage presbyteries, congregations, and individual members of the Presbyterian Church (U.S.A.) to:
 - a. Continue to pray with the churches and people of South Sudan for an end to conflict, safe and effective delivery of humanitarian aid, a government led by servant leaders, forgiveness, reconciliation, accountability, and justice, leading to true peace and fullness of life for God's people;
 - b. Support the ministry and witness of our partners in the South Sudan Evangelical Presbyterian Church and the Presbyterian Church of South Sudan and the ecumenical bodies in which they participate;
 - c. Learn about the mission work of the PC(USA) in South Sudan and continue to support PC(USA) mission co-workers.

Rationale

Presbyterians have been working in what is now South Sudan for over 100 years. The Presbyterian Church (U.S.A.), Trinity Presbytery, the Presbytery of Shenango, and Redstone Presbytery have long standing partnerships with the Presbyterian Church of South Sudan and the South Sudan Presbyterian Evangelical Church. Pittsburgh Presbytery and others have more recently established similar relationships. Over the years we have developed strong bonds of communion in worship, work, and prayer with our South Sudanese brothers and sisters in Christ.

In December 2013, South Sudan, the youngest country in the world, became fractured from political differences; it has since been suffering from horrible, internal warfare. Government troops and opposing armed groups have killed tens of thousands and sent four million men, women, and children fleeing to Internal Displacement Camps and Refugee Camps in Ethiopia, Congo, Uganda, Sudan, and Kenya. The result of the continuing conflict is almost unspeakably horrible humanitarian abuse, man-made famine and continuing crises. Church leaders and members, along with their neighbors, are struggling to survive amidst the devastation around them. They live in a war zone of endless conflict and heartbreak. Still, the grievous conflict involving armed groups, who are slaughtering men, women, and children indiscriminately, continues to block efforts for peace and humanitarian relief. Obviously, the sharing and spread of the gospel of Jesus Christ has been severely impacted.

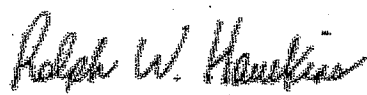
The initial international efforts to end the conflict focused on the need for an African solution to an African problem. Out of that encouragement, in 2015 an agreement was reached between the Government of South Sudan and the primary opposition group, the Sudan Peoples' Liberation Movement - In Opposition (SPLM-I/O). This Agreement on the Resolution of the Conflict in the Republic of South Sudan (ARCSS) was never supported by all the signatories and has been declared a failure by designated monitoring bodies, yet the Government of South Sudan is planning elections in 2018 based on the ARCSS document requirements. Such elections cannot be fair or inclusive under the current circumstances. Thus the U.S. government clearly must add to those voices which have declared ARCSS a failure and require a renegotiation of the peace agreement. Otherwise ongoing peace efforts will almost certainly fail.

This conflict has been imposed on the people by the leaders. Peace will be impossible for South Sudan and conflict is likely to spread to the region unless the leaders' hearts are changed or there is adequate external influence. We, our partners in Christ, and all the people of South Sudan long for a time when "justice will roll down like waters and righteousness like an ever-flowing stream" so that accountability and ministries of forgiveness, trauma healing, and reconciliation lead to a just and lasting future peace.

The breadth and depth of man-made suffering, destruction and death cannot be ignored by the men, women and children of the Presbyterian Church (USA). This demands a formal statement of condemnation of those who caused and continue the conflict and of support and prayer for the church and people of South Sudan.

While the current conflict and humanitarian disaster demands our urgent action, we also must be alert to the potential for broader destabilization and conflict in Sub-Saharan Africa. With ISIS having failed in Syria and Iraq, many analysts expect those forces to try to reestablish themselves in Africa. South Sudan, because of its current instability, is highly vulnerable and a likely target of ISIS. A strong U.S. policy for Sub-Saharan Africa must be developed, clearly articulated, broadly disseminated, and enforced to prevent the spread of terrorism and the potential future slaughter of Christians and moderate Muslims as has been witnessed in Syria and Iraq.

The preceding OVERTURE, including the RECOMMENDATION and RATIONALE sections, was approved by the Presbytery of Shenango at its stated meeting on November 28, 2017.



Rev. Ralph W. Hawkins
Stated Clerk
Presbytery of Shenango

ORDER FORM
for
2018-2019
PRESBYTERIAN PLANNING CALENDARS

CHURCH _____
ADDRESS _____
CONTACT PERSON _____
PHONE (____) _____
EMAIL ADDRESS _____

of *Planning Calendars* ordered for 2018-2019
@ \$9.50 PER COPY _____

TOTAL COST \$ _____

*In order to have them available for distribution at the
May meeting of Presbytery (since they begin in June)*
ORDER AND PAYMENT MUST BE RECEIVED BY:

APRIL 26, 2018

Please enclose this order form

Make check payable and mail to:

REDSTONE PRESBYTERY
1004 MT. PLEASANT ROAD
GREENSBURG, PA 15601



Redstone Presbytery's purchase of a subscription to *The Parish Paper* INCLUDES:

1. **Permission to provide copies to our staff and to the congregations within our jurisdiction** in any of the following ways: email, postal, newspaper, newsletter, meetings, training events, and our website.
2. **Permission for each congregation within our jurisdiction** to (a) photocopy or electronically distribute for local use as many copies as it needs, (b) post them on its website, and (c) quote sentences and paragraphs.

Congregations within Redstone Presbytery's jurisdiction to which we distribute *The Parish Paper* **do NOT have permission** (a) to delete the copyright ownership notice, (b) to re-write, paraphrase, delete, or change the wording of sentences and paragraphs, or (c) to give ANY THIRD PARTY - other than our staff and constituents - permission to photocopy or reprint (in any quantity, no matter how small, whether for free distribution or for sale).

18 QUESTIONS FOR 2018

Tim Shapiro, from the Indianapolis Center for Congregations, believes that vibrant congregations exhibit a commitment to increasing congregational capacity. As demands on congregations grow, clergy and laity struggle to “maintain agency over their problems rather than the problems having hold on them.”¹ Through the learning process, congregations can discover how to solve a challenge that once outran them. Based on his congregational theory of development, he explains that the first step is defining the challenge. The following exercise helps members identify their goals: what they already know, what they still need to learn, and how their plan fits into the church’s overall mission.

Questions to Ignite Conversations

Ask members of the governing board or any leadership group in the congregation to review these eighteen questions.² Invite them to select three questions they believe are most crucial for the congregation to discuss. At the first meeting, take a tally of the questions that were chosen. This tally alone will indicate if leaders are focused on the same issues or are concerned about a quite diverse group of questions. Have a conversation about the three questions that received the most votes. Over the course of several meetings, help the group to identify their top questions or concerns. Next, assess the congregation’s level of capacity. Before taking any action steps, determine if the leaders need more information, training, education, or transformation.³

1. What is the distinctive theological message this church seeks to send? What words do we use to define our core values and identity? Do our pastor and lay leaders find agreement and unity around this message?

2. What will be the number one driving force for the allocation of scarce resources (such as time and energy of volunteers, staff time, money, building use) in the future planning of our church’s ministry? Local or world missions? Children’s ministry? Becoming a more diverse worshipping community? Maintaining

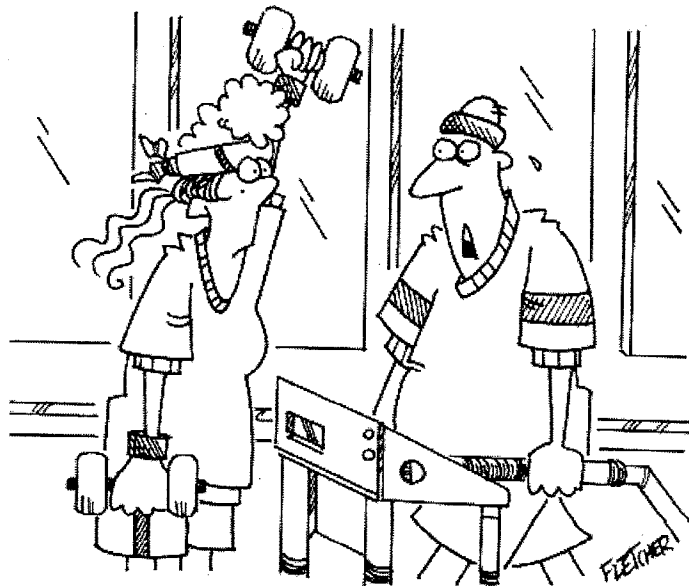
harmony? Satisfying the preferences of our current members?

3. What size is God calling this worshipping community to be? Does our current building and location limit or facilitate our size goals? Are there strategic decisions that we could make about buying or selling property or other assets that could benefit our long-range vision?

4. Are our programs, governance, and staffing consistent with our current size? Do we have a sense of how we compare to other churches of our size in terms of leveraging resources for ministry?

5. How strong is the desire for community among current members? How does this preference balance with those who feel more comfortable with anonymity? Do these contrasting preferences inhibit decision-making about church growth, outreach, or staffing priorities?

6. What approach is best for our congregation to design worship experiences that meet the spiritual needs of multiple generations? How does worship connect to the teaching ministries of the congregation?



“MY CHURCH IS BIG ON
CONTINUED LEARNING FOR ADULTS...
OUR SUNDAY SCHOOL JUST SPENT TWENTY-THREE WEEKS
FINISHING AN 8 WEEK STUDY OF JONAH.”

7. How committed is our congregation to continued learning for adults? How many adult classes or groups do we want? When and where will they meet? Who will lead them? Do we have a mechanism for the creation of new groups or classes?

8. How many “congregations” make up this church? In a typical church, about one in three participants regularly attend, give generously, and volunteer many hours in church programs and ministries. Another “congregation” consists of less committed members who attend worship but who rarely serve as leaders or participants in church programs. They tend to give only when they attend. The third “congregation” consists of members who demonstrate minimal involvement and rarely attend. What percentage of your church membership falls into each of the categories? Has this changed over the past five years? What factors could explain these patterns?

9. What proportion of the operating budget should we allocate to increase the church’s visibility and to invite new people to participate in our church’s ministries?

10. Does our congregation reflect the racial, ethnic, and economic diversity of our neighborhood or region? If not, what barriers keep newcomers from becoming active participants in our church?

11. Are we a regional church, neighborhood church, or something else? What is our primary calling in this geographic location?

12. What assumptions underlie our current church-staffing model? Does our mission depend on staffing at least one full-time ordained clergy person? How might a bi-vocational, part-time, or second career pastoral leader enhance our effectiveness?

13. What do we anticipate the church’s challenges and opportunities to be ten years from now? What ministries are likely to become more important or less important because of those changes?

14. What is the greatest impediment to designing and implementing a new five-year plan? Is one of the obstacles a high level of contentment with the status quo? Another possibility is a long list of attractive alternative courses of action and the reluctance to choose out of fear of making the wrong choice.

15. Does fear play a role our decision-making? For example, in some church locations, fear arises from incidents of vandalism and crime in the neighborhood. In other instances, fear stems from a sense that the church lacks measures to address future potential

problems. Does our congregation allow members to express their fears and are there processes to acknowledge practical realities in our future planning?

16. How does our congregation respond to disappointment? Can we describe some setbacks and what we learned from the experience? Did we find an alternative path forward?⁴

17. Will the passage of time expand our range of attractive choices? In general, the best time to strengthen and reinforce ministry is the present. What immediate actions would allow us to take advantage of multiple options?

18. Are our congregation’s best days ahead of us or behind us? What evidence points to our “best days” as a congregation? Are our criteria consistent with our core religious commitments?

Could Something Be Better?

Our theological views and commitments color the ways we think about the past, present, and future of our congregation. And as American churches embrace broader narratives about our nation’s history, their own church story reflects those themes. For example, historians find two distinct American “jeremiads”—stories of decline, like the prophecies of Jeremiah.⁵ The traditionalist jeremiad sees the past as virtuous and the present as full of problems. On the other hand, the progressive jeremiad sees the past as the source of our best ideals or principles, upon which we can build a better future. Both jeremiads acknowledge our present problems. But the traditionalist jeremiad asserts that the best approach to overcoming present challenges is to return to past ways of believing and behaving. Whereas the progressive jeremiad finds heroic examples of people facing predicaments and overcoming injustice. Both views reflect a tension between despair in the present and a hope for the future. Disappointment in the present is central to the American narrative and central to what drives churches to take on their next challenge.

1. Tim Shapiro, *How Your Congregation Learns: The Learning Journey from Challenge to Achievement* (Lanham, MD: Rowman & Littlefield: 2017), 4-8, xv.

2. Many of these questions are similar to ones asked by church consultants Lyle Schaller and Herb Miller in their ministry with congregations.

3. Shapiro, 36.

4. *Ibid.*, 77.

5. Andrew R. Murphy, *Prodigal Nation: Moral Decline and Divine Punishment from New England to 9/11* (New York: Oxford University Press, 2009).

BEST PRACTICES FOR CHURCH MEMBERS SERVING AS STAFF

Jean grew up in a large Methodist church in Ohio—confirmed there, active as a young adult, and married there. To accept a part-time job at the church, and later to go full time as the youth director, felt like a natural fit. “But to be on that side of the fence, attending staff meetings, was different,” she said. “I was seeing the magic behind the scenes that I didn’t know about. It was all about numbers. I still needed to be filled spiritually, to learn and to grow, and all of a sudden it was a business.”

During eight years on staff, she watched things get worse under a new senior pastor and neglected her own spiritual life while running a large, busy youth group. “I watched as other staff members walked out the door,” she said. “We were trapped in a toxic environment.” The birth of her third child gave her a convenient reason to leave.

Ultimately, Jean’s story has a happy ending. After a two-year break from her church employment, a change in senior leadership improved morale. When the new pastor offered her a different full-time job, she accepted. “I still struggle with the balance of worship for myself,” she said. “You’ve got to be intentional about your own spiritual growth.” After everything she’s been through, she would still encourage a friend to apply for a church job, “but you have to be strong emotionally to separate the business side from the spiritual, religious side. I don’t care who you are, they don’t blend well.”

Understanding and Avoiding Potential Problems

Having done consulting in both church and corporate settings, Susan Beaumont¹ has found that corporate employees are generally happier than church workers. The difference, she thinks, is that corporations tend to have very clear policies and require accountability from employees. Beaumont lists the following potential problems to watch out for:

- Members want to join the staff to get inside information or have a closer connection to the pastor.
- Pastors often supervise on either extreme of the spectrum: little to no supervision, or micro-managing.
- There’s no training support for pastors regarding effective supervision techniques.
- Job descriptions are unclear, which sets up conflict between the expectations of the pastor as a supervisor and the member-employee who was not well-informed of her or his job duties.
- Regular employee evaluations are either non-existent or not helpful.

Each of these can be remedied by taking the time to be clear about expectations, having review parameters in place, and following through on corrective actions. George Bullard,² a veteran church consultant, takes this one step further, recommending that



WHEN FIRING CHURCH EMPLOYEES, PASTOR TED OFTEN USED THE “PASS THE BUCK” TECHNIQUE.

churches and member-employees work out a covenant agreement (“not a contract”) for one to three years that spells out goals, roles, and responsibilities. That makes it clear to both sides that the job is not a permanent entitlement and leaves room to renew it if the arrangement is working well. And this covenant works both ways. The senior pastor does have a legitimate role, or even a responsibility, for the spiritual development of the staff. Whether they are members of that church, a different church, or no church, Bullard argues that pastors “should focus on the ministry of God and relationships of people to God, to one another, to the community.”

And if an employee obviously isn’t working out? While there will be difficult decisions to make, as Bullard argues, you can provide discipline or even let someone go in a way that is redemptive. For example, if a person has substance abuse or emotional problems, “a secular business would just fire them. A church has a responsibility to help them connect with systems that will redeem them.”

Pastors Not Called to Management

Of the potential problems listed above, poor management skills from the pastor can be the biggest issue for member-employees who see the pastor both as a spiritual guide and as a boss. This issue is highlighted by Beaumont, who points out that “people don’t feel called into ministry to do supervision.” Furthermore, Bullard argues that the “majority of senior pastors don’t have an arena where they learned management skills.” This can cause conflict to develop in the church office, or the pastor may hand off management responsibilities to businesspeople who make up the church’s governing board. The former causes the souring of the spiritual relationship between the pastor and the member-employee, whereas the latter can lead to those businesspeople pressuring the pastor “to allow business principles to overwhelm what should be a caring, Christ-like relationship.”

Ultimately, Beaumont argues that pastors need a covenant relationship with their congregation and an employment relationship with their staff. Part of that employment relationship requires pastors to understand and employ effective supervisory techniques. If staff members are reporting dissatisfaction with how the pastor is providing management (either too much or too little), the personnel committee and

church governing board should work together to locate training options for the pastor so that her or his supervisory skills may improve.

Making the Decision

Churches, with guidance from the pastor, need to decide whether or not they should hire members to staff positions. Some churches refuse to hire members altogether in order to avoid situations like what Jean experienced. Of course, as Beaumont points out, there are also benefits to hiring members, particularly for program or mission positions, because those members feel strongly connected to the mission.

No matter the position a person holds, if churches decide to allow members to work as staff, potential member-employees need a clear understanding that their relationship to the congregation will change from covenantal to employment. Additionally, for anyone on a church staff, whether member or not, Bullard reminds us that “the principal relationship is one of employment, not pastoral care.”

Balancing Member and Employee Roles

A pastor or a church committee often want to hire someone from the congregation whom they already know, but clear guidelines are necessary to make the situation work well. Of course, many relationships between a church and its member-employees work smoothly.

Patti, who joined her Presbyterian church in Kentucky more than twenty-five years ago, accepted a position as the church’s administrative assistant in 2002 and is still on the job. The pastor “encouraged me to set boundaries for myself,” Patti said. Patti’s biggest temptation is to jump in and do a job herself rather than delegating, but that is a tension of her own making. She said her role as a worshiper on Sunday morning is not affected, and that even if she has to talk shop with congregants, she doesn’t mind. Patti’s pastor recalled, “I remember saying to our personnel chair that Patti was probably the only church member we should consider. So the short answer is: it can work if it’s the right person.”

1. All quotes from Susan Beaumont are from an interview with David Lewellen.

2. All quotes from George Bullard are from an interview with David Lewellen.