



2018 Stated Meeting

of the

Presbytery of Redstone
Presbyterian Church (USA)

May 15, 2018



Latrobe Presbyterian Church
Latrobe, PA

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

Directions to
Latrobe Presbyterian Church
428 Main Street
Latrobe, PA 15650
724.537.3631

From Route 22:

1. Take Route 981 South from Route 22.
2. At traffic light at Industrial Boulevard, turn right.
3. After approximately ½ mile - this will then become Depot Street, a one-way street, at Weiss Furniture.
4. Stay in the left lane. The entrance to the church parking lot will be on the left just past Ridge Avenue.
5. (If you miss the lot and get to the traffic light, make a left onto Alexandria Street. Go one block and turn left onto Main Street. Go one block and turn left onto Ridge Avenue. Then turn left into the alley before reaching Depot Street. The parking lot will then be on the right.

From Route 30:

1. Take Route 982 North from Route 30 and follow it through two traffic lights. The second traffic light is at Sheetz on the right - Citizens Bank on the left.
2. Continue on 982 approximately 2 blocks to first street to the left which is Lincoln Avenue at Racer's Tavern.
3. Stay on Lincoln Avenue through 4 stop signs (Cedar Street - 4 way; James Street - 3 way (traffic from left does not stop); Fairmont Street - 3 way (traffic from left does not stop); and Main Street - 3 way (traffic from left does not stop).
4. You will make a left at Weiss Furniture onto Depot Street, which is a one-way street. Stay in the left lane. The entrance to the church parking lot will be on the left just past Ridge Avenue.
5. (If you miss the lot and get to the traffic light, make a left onto Alexandria Street. Go one block and turn left onto Main Street. Go one block and turn left onto Ridge Avenue. Then turn left into the alley before reaching Depot Street. The parking lot will then be on the right.

Please do not park on Main Street, as you will be ticketed.

When leaving the meeting heading back to Route 22:

1. You will exit the parking lot onto Depot Street. Follow the directions from above #5 except go one more block after Ridge Avenue to Lincoln Avenue.
2. Stay in the left lane and turn left onto Lincoln Avenue.
3. Go 1 block to Industrial Boulevard and turn right.
4. Turn left at the traffic light - this will then be Route 981 North.
5. Follow Route 981 North to Route 22.

When leaving the meeting heading back to Route 30:

1. You will exit the parking lot onto Depot Street. Follow the directions from above #5 except go one more block after Ridge Avenue to Lincoln Avenue.
2. Stay in the right lane and turn right onto Lincoln Avenue.
3. Go through 3 stop signs (Fairmont Street - James Street - Cedar Street).
4. At the next stop sign, turn right onto Route 982 (Hillview Avenue - Racer's Tavern on the left).
5. Follow Route 982 South to Route 30.



REV. MICHAEL GEHLING
Associate, Northeast
1001 New Worshiping Communities, Assessment

WORKSHOP

- **Interested in initiating a new ministry, a new worshiping community or a new Christian community either as part of your current congregation or as a new thing?**
- **Considering how you might change the perspective of your own congregation about understanding and adopting God's mission in the world?**
- **Want to know more about what is transpiring among these new ministries within the Presbyterian Church, USA?**

May 15, 2018---2:00-5:00 p.m (pre-Presbytery)
Latrobe Presbyterian Church, Latrobe, PA

1001 new worshiping communities is a movement happening in the Presbyterian Church (U.S.A.). Across the PC(USA), God is raising up leaders in churches and presbyteries who are creating new worshiping communities. They are taking on new and varied forms of church for our changing culture. Primarily they are seeking to make and form new disciples of Jesus Christ, to change and transform the world.

INSTRUCTIONS FOR THE PRESBYTERY MEETING

You will enter the church through the rear door of the church which is off the alley near the parking lot. This entrance will take you into the Fellowship Hall where Registration and the Pine Springs Camp display will be. *Lighter dinner fare* will be served for this meeting and will be in Fellowship Hall as well. There is going to be a workshop entitled "1001 Worshiping Communities" that will also be in Fellowship Hall. That workshop will begin at 2:00 p.m. and be completed by 5:00 p.m. The Session Minutes review will begin at 5:00 p.m. and will be in the Oliver Room which is near Fellowship Hall. The meeting will be held in the Sanctuary, which is upstairs from registration. There is an elevator for easier access between floors and the handicap entrance of the church enters directly in front of the elevator. The door for that entrance is along the right side of church from the parking lot between the two flower beds. The Prayer Team will meet in the Library which is near the rear entrance to the Sanctuary. There will be signs showing you where all of these rooms are. There are restrooms on both floors of the church.

Notes for the May 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.
- The Offering received during worship at this meeting will go to Sudan Emergency Relief.

Presbytery of Redstone Gathering
 Latrobe Presbyterian Church, Latrobe, PA
 May 15, 2018
 "Equipping Leadership"

2:00 p.m.	<ul style="list-style-type: none"> • <i>1001 Worshiping Communities</i> 	<i>Rev. Michael Gehrling</i>
5:00 p.m.	<ul style="list-style-type: none"> • <i>Minutes Review</i> 	<i>Rev. Cliff Foster</i>
5:30 p.m.	<i>Registration and fellowship</i>	
	<u>Presbytery Gathering Convenes</u> <ul style="list-style-type: none"> • Formation of the Roll • Seating of Corresponding Members • Arrangements 	<i>Sanctuary</i> Joshua Scully Rev. Cliff Foster Rev. Clark Kerr
	<u>Stated Clerk</u> <ul style="list-style-type: none"> • Stated Clerk's Report – page 6 • Consent Agenda – page 10 	Rev. Skip Noftzger Rev. Cliff Foster
	<u>Gathered in Worship</u> (including proclamation of the Word, and Lord's Supper)...	Rev. Clark Kerr
	<u>Reports</u> <ul style="list-style-type: none"> • Executive Presbyter—page 11-12 Conversations—Equipping Leadership • Treasurer – page 13 • Pine Springs Camp – page 14-16 • Mission Committee – page 17 	Rev. Skip Noftzger John Dickson Greg Davis Rev. Sylvia Carlson
	<u>Announcements Loop</u>	Rev. Laura Blank
	<u>Action Agenda</u> <u>Operations</u> <ul style="list-style-type: none"> • Council – page 18 1001 Worshiping Communities 2018 General Assembly Commissioners Vandergrift Dismissal request <u>Equipping Leadership</u> <ul style="list-style-type: none"> • Committee on Ministry – page 21 Examinations Honorably Retired status • Nominating – page 24 <u>New Business</u>	Rev. Sue Washburn Rev. Michael Gehrling Joshua Scully Bobbi Jo Huebner Rev. Martin Ankrum Rev. Curtis Paul
	<u>Benediction</u> <u>Adjournment</u>	Rev. Clark Kerr

The next stated meeting of the Presbytery of Redstone will take place on September 18, 2018, 10:00 a.m. at the Greensburg campus of Redstone Highlands.

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
April 30, 2018 - mail	First Presbyterian Church, Murrysville	Invitation to host the May 21, 2019 Presbytery meeting	To COUNCIL and FILE
April 16, 2018 - mail	Rev. Susan Speakman	Letter requesting for her membership to be transferred to Lake Erie Presbytery effective June, 2018	To COM and FILE
April 11, 2018 - mail	Rev. Aleda Menchyk	Letter requesting to be moved to the status of Honorably Retired effective December 31, 2018	To COM and FILE
March 27, 2018 - email	Poke Run Presbyterian Church, Apollo	Manse Inspection Report	To FILE
March 26, 2018 - mail	Presbyterian Youth Triennium	Information regarding PYT 2019 at Purdue University	To COUNCIL and FILE
March 20, 2018 - hand delivered	Little Redstone Presbyterian Church, Fayette City	Emma Johnston Fund Application	To COM and FILE
March 20, 2018 - hand delivered	Tyrone Presbyterian Church, Dawson	2018 Terms of Call for CRE Robert Prinkey	To COM and FILE
March 15, 2018 - email	First Presbyterian Church, Irwin	2018 Terms of Call for the Rev. Ronald Wakeman and 2018 Terms of Call for the Rev. Ronald Durika	To COM and FILE
March 15, 2018 - mail	Grace Community Presbyterian Church, Lower Burrell	Letter of request for approval to construct new entry way	To COUNCIL and FILE
March 14, 2018 - mail	Laurel Hill Presbyterian Church, Dunbar	List of Session Members and Manse Inspection Report	To FILE
April 30, 2018 - mail	First Presbyterian Church, Murrysville	Invitation to host the May 21, 2019 Presbytery meeting	To COUNCIL and FILE
April 16, 2018 - mail	Rev. Susan Speakman	Letter requesting for her membership to be transferred to Lake Erie Presbytery effective June, 2018	To COM and FILE
April 11, 2018 - mail	Rev. Aleda Menchyk	Letter requesting to be moved to the status of Honorably Retired effective December 31, 2018	To COM and FILE

2. Review of the Presbytery Minutes - The 2017 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 2019 calendar year approved by the Council are presented below.

- January 26, 2019, Saturday
- March 26, 2019, Tuesday
- May 21, 2019, Tuesday
- September 24, 2019, Tuesday
- November 23, 2019, 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	6-M; 12-F	0-(16-25) 1-(26-35) 5-(36-50) 6-(51-65) 6-(66+)	9-TE; 9-RE	17-W 1-NA
Nominating	3	2-M; 1-F	0-(16-25) 0-(26-35) 1-(36-50) 2-(51-65) 0-(66+)	1-TE; 2-RE	3-W
Preparation for Ministry(CPM)	8	4-M; 4-F	0-(16-25) 0-(26-35) 2-(36-50) 3-(51-65) 3-(66+)	5-TE; 3-RE	8-W
Committee on Ministry(COM)	22	13-M; 9-F	0-(16-25) 0-(26-35) 1-(36-50) 12-(51-65) 9-(66+)	12-TE; 10-RE	22-W
Representation	3	1-M; 2-F	0-(16-25) 0-(26-35) 0-(36-50) 2-(51-65) 2-(66+)	1-TE; 2-RE;	2-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+)	5-TE; 4-RE	9-W

Committee Summary	69	35-M; 34-F	0-(16-25) 3-(26-35) 13-(36-50) 31-(51-65) 22-(66+)	36-TE; 32-RE; 1-L	70-W 3-NA
Council Sub-Committees					
Budget and Finance	6	5-M; 1-F	0-(16-25) 0-(26-35) 0-(36-50) 7-(51-65) 0-(66+)	2-TE; 5-RE;	7-W
Communication	6	2-M; 4-F	0-(16-25) 1-(26-35) 2-(36-50) 3-(51-65) 0-(66+)	4-TE; 2-RE	6-W
Mission	11	7-M; 4-F	0-(16-25) 0-(26-35) 0-(36-50) 8-(51-65) 3-(66+)	4-TE; 7-RE	11-W
Staff Support	5	4-M; 1-F	0-(16-25) 0-(26-35) 0-(36-50) 4-(51-65) 1-(66+)	3-TE; 2-RE	5-W
GRAND TOTALS (duplicated)	97	53-M; 44-F	0-(16-25) 4-(26-35) 15-(36-50) 53-(51-65) 26-(66+)	48-TE; 48-RE; 1-L	96-W 2-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 Preparation and COM. Those particular committees may warrant attention from the Nominating Committee as terms expire.
- Gender ratios for the aggregate of all Committees has improved and has become balanced in general across standing committees, but remains a concern on the Committee on Ministry (needing

more females) and Council (needing more males).

- 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

CONSENT AGENDA:

The Associate Stated Clerk of the Presbytery, Rev. Cliff Foster, presented 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 20, 2018 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 any reports of the Executive Presbyter, Treasurer, Pine Springs Camp, Mission, and Synod Commissioner presented to the Presbytery be received and filed.
3. Council **recommends** that any of 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

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 and Administrative Commissions

1. The Discernment Team **recommends** that the report of the Vandergrift Discernment Team be received and filed (page ??) and that the request for dismissal be presented to the Presbytery.
2. The Administrative Commission **recommends** that the report of the Windber Administrative Commission 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	3/20/2018-5/15/2018	
Congregation-centered (ENGAGE)	<p>Visible presence within the Presbytery engaging with congregations---</p> <p>Church Visits---</p> <ul style="list-style-type: none"> • Visited seven different congregations during their worship or special services since the last Presbytery meeting. Was privileged to preach in three of those congregations. • Worked with two different churches regarding creative arrangements for either temporary pulpit supply or other options that laid the groundwork for more long-term solutions. • Made weekly referrals for all active searches for new pastors. Conducted executive reference checks on four viable candidates on behalf of various search committees. Coordinated four neutral pulpits on behalf of various search committees. • Consulted through phone and email with all five Pastoral Nominating Committees on a regular basis answering questions concerning identification of candidates, negotiation of terms, interviewing resources and criteria for filtering referrals. • Engaged two different sessions on next steps for pastoral transition. Coordinated and led a mission study with one of those congregations. • Coordinated with other presbyters the planning and administration of the Confirmation Retreat in which there were twenty-two student participants from four congregations. • Led and consulted with the Discernment Team and the Vandergrift session in working through the process for a request for dismissal. 	
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 	

	<p>with them to identify a replacement Vice Moderator as well as Clerks.</p> <ul style="list-style-type: none"> • Ongoing implementation of the workshops being offered for CRE preparation and training across the three presbyteries. • Coordinated the examination of possible pastoral candidates for entrance into the Presbytery. 			
<p>Collaboration-Districts/Network (ENABLE)</p>	<p>Joined and initiated contact for ministry networks both within and outside Redstone---</p> <ul style="list-style-type: none"> • Working with a group within the Synod on developing a grant proposal for pastoral formation and mentoring during periods of transitions of either location or career in ministry. • Coordinated with the Inter-Presbytery Leadership formation steering committee in planning for fall workshops and courses. Assisted each presbytery in identifying appropriate workshop offerings. • Actively participated as the current chair of the Executive Presbyter forum. Identified Redstone leadership and participated in networking of "Western Presbyteries" for consideration of possible collaboration and sharing across presbyteries. • Initiated relationship and brainstorming with the regional executive of the United Church of Christ for possible sharing of pastoral leadership. • Participated in the southwest gathering for regional conversations sponsored by the Synod of the Trinity. 			
<p>Partnership in Mission promoted (EMPOWER)</p>	<p>Promoted and provided leadership in our partnerships in mission---</p> <ul style="list-style-type: none"> • Ongoing leadership both within the Board and in individual consultation with the Executive Director for Pine Springs Camp. Identification of possible new leadership for Board positions. • Initiated a workshop for the Presbytery on the 1001 Worshiping Communities and ways that we might consider supporting or initiating new ministries and/or communities. 			
<p>Operational Support</p>	<ul style="list-style-type: none"> • Review and finalized 2017 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. • Initiated review of our current financial investments through Ameriprise to ensure compliance with investment policy and consider alternatives for additional investments. 			
<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

INCOME & EXPENSE STATEMENT REPORT

This report represents an unaudited overview of the Presbyteries finances for the third (3) operating month of the fiscal year ending March 31, 2018.

FINACIAL OVERVIEW / INCOME

Church Contributions received for the month of March totaled \$26,950. Amount received falls slightly short of the desired monthly benchmark of \$29,583. It is hopeful at this time in the operating year, at least 25% of budgeted Church Contributions have been recorded, whereas 23.51% of revenue in this category has been received. It is to be noted, Church Contributions in total for March 2018 is greater than March 2017.

Total Income which includes Church Contributions and the categories of Temporarily Restricted, Investments, and Miscellaneous funds, totaled for the month \$28,539. It is to be noted, although the Year- To- Date total of \$200,819 includes the sale of the Windber Church at \$110,902, the Presbytery is still ahead of last year's total amount when excluding the church sale proceeds (\$89,932 versus \$83,335).

FINANCIAL OVERVIEW / EXPENSES

Expenses at this time should be close to 25% of what was budgeted by line item and in category total. That being said, there will always be certain expense categories subject to timing matters and seasonal issues, where realities don't meet the good intentions of budget forecasting. In review of the expenses, you will note certain expenses have exceeded 25% of the anticipated spend for this time period. Some expense items exceed the 25% benchmark include the utility cost for gas, postage, insurance, and telephone.

INVESTMENTS & ASSETS

Ameriprise investment holdings for the month ending March experienced a negative change in value of -\$6,336 and YTD the portfolio also has recorded a negative change equal to -\$3,008. Total value of the account equals \$308,280.

Other investment holdings by the Presbytery which include First Commonwealth, PILP, New Covenant, and Pine Springs total \$481,785.

Total investments & holdings = \$ 790,065

EXCESS INCOME OVER EXPENSES

For the month ending March 2018, the Presbytery recognized expenses greater than revenue by \$20,177 and YTD income is greater than expenses by \$109,190.

Respectfully Submitted,

 ✓
John R. Dickson IV
Treasurer

Pine Springs Camp

Upcoming Events

Feb. 16-18	Remix-Junior and Senior High Winter Retreat (40 Campers)
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	Four Guys @ Four Different, Five Guys (Washington, Irwin, Murrysville, Greensburg)- Fundraising and Recruiting Event-(20% of total spent will be given to camp)
April 6-8	Women In the Woods Retreat
April 13-14	Redstone Presbytery Confirmation Retreat
April 13-15	College Age Young Adult Retreat- When You Pray...Pray Like This. Developing Your Prayer Life.
April 27-29	Men's Backpacking Trip to the PA Grand Canyon-Led by Justin Shaffer
May 12	Work Day
May 21	18 th Annual Scholarship Golf Outing at the Latrobe Country Club
May 30	Staff Training Begins
June 10	First Day of Summer Camp 2018!
September 29-30	Fusion Retreat-4 th -6 th Grade
October 5-6	Fall Women in the Woods Retreat
October 19-20	BigOne Retreat-Middle and High School Retreat
November 18	Friend's Banquet

Retreating Ministry

- We are trying to market retreat opportunities for larger and smaller groups.
- The ECO Presbytery will be bringing over 100 for their youth retreat-April 27-29
- Fort Cherry 6th Grade Science Trip-103 coming May 18-20
- Hosting the Redstone PW on May 29 at the Refuge!
- 75 UPMC Interns and Residents coming June 1-2

Summer Camp Update

Camper Registration-4/19/2018= 670

Mission Cabin emphasis will be on a Mission picked working together with the Redstone Mission Commission

We need nurses for two weeks. Please contact Mike Hurley at mike@pinepsrings.org if interested.

Retreat for Foster Families in the Works-August 17-19

- In collaboration with blueprints of Washington County (Formally Try Again Homes), we are planning a weekend retreat for foster families that are their clients. A weekend of fun, exploration and challenge is being planned. In addition, families will be able to get educational credit by participating in seminars and activities designed and approved by blueprints. We are excited about this collaborative effort.

Faith for the Future Campaign Update

Things we will be doing 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 climbing wall in the pool

Remote Control Crawler Trucks

New roof and new interior sections in Polaris-(our place for VWD's)



Churches Can Help Campers Attend Pine Springs by Becoming an Amen Corner Sponsor

A Way to Help Our Scholarship Golf Outing- Become an **Amen Corner Sponsor**. This is exclusively for churches. To become an Amen Corner Sponsor a church agrees to take an Amen Corner Sign and endeavor to raise at least \$100 by putting a sign out in a visible place in the church for several weeks and encourage congregants to donate by giving small (or large) currency or spare change by dropping it in a box near the sign. Some churches have people who give "autograph" the sign. Other churches have people who have gone to camp sign and some churches have campers who plan on coming this summer to camp sign the form. Whatever is done, the money received goes directly to scholarships and aid for this summer. Please call Greg or Christine at the camp office for more information. Signs will be available at the next Presbytery Meeting or can be hand-delivered. Camp Office phone is 814-629-9834. Or email Greg at greg@pinesprings.org



Work Day-2018

Please come and give us a helping hand! Saturday, May 12 from 8:30-3:30 is our Annual REDD UP Camp Day. We need many hands to help us get ready for our 70th Anniversary! SEE ATTACHED FLYER ON FOLLOWING PAGE FOR MORE INFORMATION!

WE NEED YOUR HELPING HAND AS WE
GET CAMP READY FOR OUR 2018
SUMMER SEASON

Pine Springs Camp

REDD UP CAMP WORK DAY 2018

SATURDAY, MAY 12- 8:30-3:30

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

THE SCHEDULE

8:30-9:00 a.m.- ARRIVE

(DONUTS & COFFEE WILL BE SERVED)

9:00- ASSIGNMENTS AND WORK BEGINS

1:00-LUNCH

2:00-FINISH WORK PROJECTS

3:30-DEPART

Mission Committee

The Redstone Presbytery mission committee will be participating in the Redd-Up Day at Pine Springs Camp on Saturday, May 12 to organize the Sudan/South Sudan Mission Cabin. Every year for the past number of years, Washington and Redstone Presbyteries have taken turns to design a mission cabin. Two years ago, Redstone designed a Presbyterian Disaster Assistance Cabin to help campers and their counselors understand the work of PDA in the wake of natural disasters and human caused ones. This year the counselors and campers will learn something about the nature of a partnership and about the culture of these two countries.

This coming July 23 and 24, the Sudan/South Sudan mission network will meet for the first time during the New Wilmington Mission Conference at Westminster College. People can register for part or all the New Wilmington Mission Conference and attend the mission network meeting. We hope that some of our Mission Co-workers will be in attendance so that we can have an update on the situation there. We encourage Redstone Presbyterians to attend this event, since it is so close to our Presbytery. Some Redstone Presbyterians are already planning to attend the week-long mission conference, so they can choose to attend parts or all the mission network meeting.

The Redstone Mission Team just returned from a trip to Fayetteville, NC to work on Hurricane Matthew repair. We were told that a week before the hurricane hit, the area was hit with 12 inches of rain - and then when the hurricane arrived, it brought another 15 inches of rain. The devastation in low lying areas was widespread. We were gratified that we could accomplish a lot of work on one house while we were there. We stayed at the Highland Presbyterian Church, enjoying their gracious hospitality and worked with United Methodist Disaster Relief. We were very ecumenical.

The Redstone Mission Committee would welcome new members and new ideas for ways for Redstone Presbyterians to be involved in hands-on mission within the bounds of Redstone and in God's wider world.

Gracefully submitted,
Sylvia Carlson, Chair

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 and Reports Items

- The Council presents Rev. Michael Gehrling of the 1001 Worshiping Communities for an Update on this important ministry.
- Having previously been elected, the 2018 General Assembly Commissioners are presented for commissioning by the Presbytery of Redstone.
- The report of the Vandergrift Discernment Team and the request that the Vandergrift Presbyterian Church be dismissed to the Rivers of Life Presbytery of A Covenant Order of Evangelical Presbyterians. (See Attachment "B")

Information Items

REPORTS

Moderator

- The Moderator announced that, since the last meeting, the request for approval of the new entryway construction of the Grace Community Presbyterian Church was distributed to the Council and approved by consent.

Stated Clerk

- The Stated Clerk presented the correspondence log since the last Council meeting for review by the Council.
- The Stated Clerk reviewed the upcoming Council meeting dates and a conflict on the June 26 meeting date. After some discussion, it was **MSP** to move the meeting date to July 10 and to have the gathering as a picnic dinner at the home of Skip and Martha Noftzger (details and directions to follow).
- The Stated Clerk reported the following on property issues.
 - Discussion back and forth between the attorneys regarding the reversionary clause and reaching out to the successor of the Frick Coke Company in order to obtain an affidavit releasing the restriction.
 - As authorized, the Windber property was sold and settled on February 7, 2018 with the new owner taking possession of the property. Under the leadership of Rev. Jim Farrer, Rev. Cynthia Cadenhead, and Rev. Parrish Jones, a closing celebration service for First Presbyterian, Windber was held on April 8 at the Whalley Chapel of the University of Pittsburgh, Johnstown.
 - A request for approval of a mineral rights lease had been submitted by the Harmony Presbyterian Church. After reviewing the minutes of the session and congregation meetings with the financial terms, the Council **MSP** approval of the lease contingent upon satisfactory review of the actual lease document.
- The Stated Clerk reminded the Council of the two remaining dates for minutes and church register

reviews. They are the following:

- May 15, 2018 (pre-presbytery) – 5:00 p.m.
- May 21, 2018 – 6:00 p.m.; Trinity Presbyterian Church, Uniontown

Executive Presbyter

- Skip Noftzger, Executive Presbyter, requested approval of vacation time for July 15-19, 2018. **MSP** to approve the vacation request. He also noted that he would be attending the General Assembly on behalf of the Presbytery on June 16-23, 2018.
- The Executive Presbyter distributed copies of the following documents for discussion.
 - Presbyterian Outlook article on the proposed per capita increase
 - Current and proposed budgets (2019; 2020) of the Office of General Assembly
 - Presbyterian Outlook article and copy of the letter opposing the particular proposed increase – signed by 40 EP's (including Rev. Noftzger)
 - Summary table of Redstone budget by categories for the last few years along with scenarios for possible 2019 budget if the per capita increase were to pass.Discussion ensued among Council members both about the justification for the proposed increase and the possible response within the Presbytery based upon the scenarios.
- The Executive Presbyter highlighted two programs for the benefit of the leadership of the Presbytery.
 - Confirmation Retreat on April 13-14 was attended by 22 students and 5 advisors.
 - 1001 Worshiping Communities workshop – May 15; 2:00-5:00 (pre-presbytery); Latrobe Presbyterian Church

Treasurer

- A written Treasurer's report for the first three months of the new fiscal year. Contributions made some progress in March, but remain behind. Additional monthly expenses were noted for March in the payment of GA/Synod per capita for multiple months. The Executive Presbyter updated the written report that in April contributions have risen slightly.

Executive Director of Pine Springs Camp

- A written report from the Executive Director was received. Greg spoke of the Adventure Fort construction and a group of men who had begun coming to the camp to work many years ago. That tradition has been carried on by their sons and now, their grandsons. This Legacy Fort not only serves current campers in fulfillment of the Faith for the Future campaign, but serves as a reminder of the multi-generational faithful "hands-on" commitment of many to Pine Springs Camp.

MSP to receive and file the reports from the Stated Clerk, Treasurer, Executive Director, and Executive Presbyter.

SUBCOMMITTEES/NETWORKS/TASK FORCES

Staff Support

- Annual personnel reviews of the Executive Presbytery and Administrative Assistant/Bookkeeper will be completed on May 2, 2018.

Communications

- No report

Missions

- A report was given on the mission trip currently being conducted in Fayetteville, NC.

- An update on the plans for the mission cabin at PSC on Sudan/South Sudan was provided.

Budget and Finance

- Reviewed the previous meeting, including the Income and Expense reports and plans for the 2019 budgeting process.
- Summarized the meeting with our Ameriprise advisor and the performance of our portfolio invested with them according to our investment policy. Requested the Council to invest the funds obtained through the sale of the Windber property with Ameriprise based upon his recommendations divided between a bond fund and equities fund. It was MSP to invest the total amount of the sale (110,000) adding to our portfolio managed through Ameriprise.

Addictions Ministry

- Summary of the success of the "HOPE in a BAG" collections at the March gathering and the additional items stored in the Presbytery office.
- A report was given on the success of the workshop and panel offered at the Newlonsburg Presbyterian Church on opioid addiction.

Presbyterian Women

- A written report was received.

March Presbytery Meeting

- The Next Presbytery meeting is scheduled for May 15, 2018 at Latrobe Presbyterian Church, Latrobe, PA. The proposed agenda and schedule was presented for review by the Council. It includes the request from Vandergrift for dismissal, examinations for candidates for West Hempfield and Rehoboth, and retirements for Hickock and Stobaugh. It was **MSP** to adopt the agenda as presented.

Committee on Ministry

Action and Reports Items

- The Committee on Ministry presents Rev. Donald Glunt for examination and approval of the call and its terms of the Rehoboth Presbyterian Church. (See Attachment "C")
- The Committee on Ministry presents Rev. Andrew Wirt for examination and approval of the call and its terms of the West Hempfield Presbyterian Church. (See Attachment "D")
- The Committee on Ministry recommends the Rev. Joey Hickock to be designated to Honorably Retired status effective June 30, 2018.
- The Committee on Ministry recommends the Rev. James Stobaugh to be designated to Honorably Retired status effective June 30, 2018.

Information Items

Report of the Stated Clerk

The Rev. Martin Ankrum gave an update to the committee on the following matters:

1. Correspondence Log related to COM
2. Statistics Report - 2017
3. Minutes Review dates
 - i. May 15 - Latrobe (5:00)
 - ii. May 21 - Uniontown, Trinity (6:00)
 - iii. 32 Churches have completed their Minutes Review
4. **MSP** to table the request from Little Redstone for an Emma Johnston grant (proposal included) and to authorize Rev. Katy Brungraber to explore issues.
5. Member at Large/Validated ministry forms - waiting on Lori Bass-Riley; Becky Maiman; Susan Blank; Peter Keith; Colin Yuckman; Meredith Yuckman
6. **MSP**: To grant request from Rev. Joey Hickok to be moved to Honorably Retired effective June 30, 2018. Action and honoring will take place at the May meeting of the Presbytery.

Moderator Report

Welcome new member John Ivey of Third Presbyterian Church in Uniontown

Reports of Sub-Committees

Search and Call - Chuck MacPherson gave the following updates:

1. Transition Chart included in packet was discussed.
2. Neutral pulpits scheduled
 - a. Rehoboth - April 15, 2018
 - b. West Hempfield - April 15, 2018
 - c. Third - April 22, 2018; May 6, 2018

Examinations - reported by Cliff Foster

1. Cliff Received statement of faith and met with a potential candidate for West Hempfield Presbyterian Church, Irwin on March 19, 2018.
2. Meeting with potential candidate for Rehoboth Presbyterian Church on April 13, 2018.
3. Cliff will meet with a potential candidate for Third Presbyterian Church, Uniontown on April 23, 2018.

AP/CRE subcommittee (COM/CPM)

Recruiting new students for enrollment in the CP preparation program (beginning in the fall). See Chuck MacPherson or Skip Noftzger to suggest possible candidates.

Executive Presbyter's Report

1. Windber "Closing" Service - Whalley Chapel, University of Pittsburgh Johnstown; 2:00 p.m.
2. Michael Gerhling, 1001 Worshipping Communities Workshop, May 15, 2018; 2:00-5:00 p.m.

District Congregations and Congregational Leader Relationships

1. Liaison responsibilities presentation
2. Care of Congregations and Congregational Leaders
 - a. We broke into small committee groups for each area and shared updates, concerns and prayer requests.

Care of Congregations and Congregational Leaders - Michael Shepard Chair requested:

1. Cards to be signed and sent to the following Teaching Elders and Commissioned Ruling Elders:
Laura Blank, Susan Blank, Katy Brungraber, Cliff Buell, Bruce Cadenhead
Cynthia Cadenhead, Robert Cahn, Derek Campbell, Sylvia Carlson, Terry Carnahan
Please include them in your prayers throughout this month

2. Cards signed and sent for the following Churches:
Pleasant View Presbyterian Church, Smock - Level Green Presbyterian Church, Trafford
Tent Presbyterian Church, Uniontown - Third Presbyterian Church, Uniontown
Trinity Presbyterian Church, Uniontown - East Liberty Presbyterian Church, Vanderbilt
Vandergrift Presbyterian Church - Sewickley Presbyterian Church, West Newton
Sewickley United Presbyterian Church, West Newton - United Presbyterian Church, West Newton.
Please use this list to remember the Churches above in prayer throughout the month.

Unfinished Business

- Michael Gerhling, of "1001 Worshipping Communities" and also involved in starting Upper Room, will be at our May 15 Presbytery meeting at 2:00 p.m. Also, there will be an opportunity to have Session Minutes reviewed at 5p.m.
- 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 and Reports Items

- **No action items.**

Information Items

- The Committee was invited to propose names to the Nominating Committee to serve as ordination exam readers. There are openings for two Teaching Elders and Two Ruling Elders. After some discussion, it was **MSP** to approve the nominations of Ray Edelman (RE), Lynn Mance (RE), Geoff Rach (TE) and Tony Catullo (TE).
- The updated roster for all inquirers and candidates was provided by the Executive Presbyter to the committee. Discussion about the need to follow up with particular inquirers and candidates occurred.

The checklist of requirements of all inquirers and candidates was provided by the Executive Presbyter. Having reviewed both the roster and the checklist, it was **MSP** to receive both reports without change.

- Rick Watson joined the committee for an update on his status. In sharing concerns about his mother's health, the Committee paused to pray for her and Rick. Rick's coursework continues to be "on track" with an anticipated graduation date of May 2019. Additionally, he has completed the Bible Content and Polity exams. He was scheduled for the Worship and Sacraments exam, but his participation in that exam had to be postponed. Consequently, he intends to take the exams in the following order: Theology (July), Worship and Sacraments (October) and Exegesis (January).
- Rick spoke in detail about his CPE experience at Highlands Hospital through the Pittsburgh Pastoral Institute. At that location, he has been able to serve both in Med-Surg. and Behavioral Health units. Rick will be proposing a videoconferencing initiative through Highlands Hospital with those who have transportation issues as a "new initiative" for his second SPM experience for the seminary. Additionally, the Committee discussed options for the third SPM in a congregational setting.

Nominating Committee

Action and Reports Items

- The Nominating Committee recommends the election of Rev. Laura Blank as Vice Moderator of the Presbytery of Redstone effective immediately (2018-replacement).
- The Nominating Committee recommends the election of the following people for the respective positions for a three-year term effective September 1, 2018.
 - Stated Clerk – Rev. Skip Noftzger
 - Associate Stated Clerk for Constitutional/Judicial – Rev. Cliff Foster
 - Recording Clerk – Rev. Cliff Foster
- The Nominating Committee recommends the election of the following people to serve as ordination exam readers.
 - Rev. Tony Catullo
 - Rev. Geoff Rach
 - Elder Lynn Mance
 - Elder Ray Edelman

Information Items

- The Nominating Committee continues to both solicit possible ruling elders for unexpired terms for a couple of standing committees as well as beginning the process for filling positions on committees for next year.
- Rev. Curtis Paul, chair of the committee, will be soliciting specifically from pastors, possible nominees of ruling elders.
- The Nominating Committee will review the report on representation as it begins preparation of the nominating process for next year.

Discernment Team Reports:

Since the last Presbytery meeting, members of the Discernment team met with the congregation of the Vandergrift Presbyterian Church to consider their possible request for dismissal. Based upon agreement between the session and the team, protocols for the meeting were followed including; voice for team members, written ballot with a properly worded motion as a request of the presbytery, and tellers with team observers. The results of the vote were 78 in favor of making the request and 3 opposed. Consequently, the team presents its report, the request for dismissal, and the conditions which were agreed upon.

Administrative Commission Reports:

Since the last Presbytery meeting, final matters related to the closing of the Windber congregation are in process. A closing service, including former pastors, was held on April 8, 2018 in the Whalley Chapel of the University of Pittsburgh, Johnstown. Hymnals and other materials have been distributed to other congregations and ministries upon request. Any accounts payable are still being closed out and final review of the books will take place in May. Upon review, any remaining bank accounts will be closed, and assets directed to the Presbytery. Members have been contacted and are being encouraged about transferring membership. Many have already begun participating in other nearby congregations.

Presbytery of Redstone
Income and Expense Statement
 GENERAL FUND 01, April 2018

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

	Current Period	Year to Date	Annual Budget	Annual Budget YTD	Prior Year
				Percentage	
INCOME					
CONTRIBUTION INCOME					
UNRESTRICTED					
			\$355,000.00		
Church Comm/Lgr Church	46,817.41	130,181.46	0.00	0.00%	102,043.57
Presbyterian Fdn Cont	0.00	86.20	0.00	0.00%	0.00
Subtotal Unrestricted	46,817.41	130,267.66	355,000.00	36.70%	102,043.57
TEMPORARILY RESTRICTED					
			30,000.00		
SCLD	2,175.97	2,175.97	0.00	0.00%	0.00
Pine Springs Camp	0.00	0.00	0.00	0.00%	100.00
Projector Fund	0.00	0.00	0.00	0.00%	860.68
Resource Center	0.00	394.12	0.00	0.00%	317.57
PDA - Directed	230.00	1,440.00	0.00	0.00%	2,076.00
Triennium	0.00	0.00	0.00	0.00%	50.00
Sudan Projects	447.00	2,535.98	0.00	0.00%	3,873.37
Peace and Global Witness	333.10	333.10	0.00	0.00%	1,692.77
PMA - Directed	308.80	1,834.80	0.00	0.00%	460.00
Minister's Assistance	0.00	813.00	0.00	0.00%	0.00
Subtotal Temporarily Restricted	3,494.87	9,526.97	30,000.00	31.76%	9,430.39
Subtotal Contribution Income	50,312.28	139,794.63	385,000.00	36.31%	111,473.96
INVESTMENT INCOME					
Investment Income	0.00	0.00	20,000.00	0.00%	0.00
INTEREST INCOME					
Investment Interest	458.87	458.87	5,000.00	9.18%	1,322.93
PILP Interest	36.81	36.81	0.00	0.00%	36.81
Subtotal Interest Income	495.68	495.68	5,000.00	9.91%	1,359.74
MISCELLANEOUS INCOME					
			4,000.00		
Oil & Gas Lease	19.00	68.80	0.00	0.00%	86.24
Preaching/Consulting	0.00	400.00	0.00	0.00%	763.50
Miscellaneous Income	0.00	0.00	0.00	0.00%	300.00
Church Income	0.00	110,886.90	0.00	0.00%	0.00
Subtotal Miscellaneous Income	19.00	111,355.70	4,000.00	2,783.89%	1,149.74
RELEASE FROM RESTRICTIONS					
TEMP RESTRICTED RELEASE					
SCLD	-85.02	-366.78	0.00	0.00%	-1,127.13
Pine Springs Camp	0.00	0.00	0.00	0.00%	-100.00
Projector Fund	0.00	0.00	0.00	0.00%	-860.68
PDA - Directed	-230.00	-1,440.00	0.00	0.00%	-460.00
Peace and Global Witness	0.00	0.00	0.00	0.00%	-1,692.77
PMA - Directed	-308.80	-1,834.80	0.00	0.00%	-460.00
Minister's Assistance	0.00	-813.00	0.00	0.00%	0.00
Subtotal Temp Restricted Release	-623.82	-4,454.58	0.00	0.00%	-4,700.58
Subtotal Release From Restrictions	-623.82	-4,454.58	0.00	0.00%	-4,700.58
RELEASED FROM RESTRICTION					
Released from restriction	623.82	4,454.58	0.00	0.00%	4,700.58

Income and Expense Statement

GENERAL FUND 01, April 2018

	Current Period	Year to Date	Annual Budget	Annual Budget YTD Percentage	Prior Year
TOTAL INCOME	50,826.96	251,646.01	414,000.00	60.78%	113,983.44
EXPENSES					
MISSION PARTNERSHIPS					
SUDAN	\$0.00	\$0.00	\$16,000.00	0.00%	\$0.00
PINE SPRINGS CAMP	0.00	0.00	38,000.00	0.00%	0.00
PSC - Shared	2,750.00	11,000.00	0.00	0.00%	11,000.00
PSC - Restricted	0.00	0.00	0.00	0.00%	100.00
Subtotal Pine Springs Camp	2,750.00	11,000.00	38,000.00	28.95%	11,100.00
PRES MISSION AGENCY	0.00	0.00	32,000.00	0.00%	0.00
PMA - Shared	1,600.00	6,400.00	0.00	0.00%	8,133.32
PMA - Restricted	308.80	1,834.80	0.00	0.00%	460.00
Subtotal Pres Mission Agency	1,908.80	8,234.80	32,000.00	25.73%	8,593.32
PRES DISASTER ASSISTANCE	0.00	0.00	3,000.00	0.00%	0.00
PDA - Restricted	230.00	1,440.00	0.00	0.00%	460.00
Subtotal Pres Disaster Assistance	230.00	1,440.00	3,000.00	48.00%	460.00
Subtotal Mission Partnerships	4,888.80	20,674.80	89,000.00	23.23%	20,153.32
COMMITTEE EXPENSES					
COUNCIL					
Council Expenses	0.00	0.00	1,600.00	0.00%	0.00
Presbytery Mtg Expense	0.00	0.00	900.00	0.00%	113.49
Presbytery Stoles	0.00	300.00	0.00	0.00%	0.00
Equipping Leadership	0.00	0.00	5,000.00	0.00%	750.00
Engaging Congregations	0.00	0.00	5,000.00	0.00%	0.00
Enabling Ministry Network	0.00	98.87	5,000.00	1.98%	0.00
Mission Expenses	0.00	388.66	0.00	0.00%	0.00
Christian Associates	0.00	375.00	1,500.00	25.00%	375.00
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	0.00	1,162.53	19,680.00	5.91%	1,238.49
COMMITTEE ON MINISTRY					
Committee Expense	0.00	100.00	500.00	20.00%	0.00
COM - SCLD	308.80	925.56	0.00	0.00%	530.88
Subtotal Committee On Ministry	308.80	1,025.56	500.00	205.11%	530.88
COMMITTEE ON PREPARATION					
Committee Expense	0.00	0.00	500.00	0.00%	0.00
CPM - SCLD	0.00	0.00	0.00	0.00%	293.44
Subtotal Committee On Preparation	0.00	0.00	500.00	0.00%	293.44
Subtotal Committee Expenses	308.80	2,188.09	20,680.00	10.58%	2,062.81
OPERATIONS					
LEGAL AND AUDITING					
Legal Expenses	0.00	0.00	0.00	0.00%	72.50
Audit	0.00	0.00	6,000.00	0.00%	0.00

Income and Expense Statement

GENERAL FUND 01, April 2018

	Current Period	Year to Date	Annual Budget	Annual Budget YTD Percentage	Prior Year
Subtotal Legal And Auditing	0.00	0.00	6,000.00	0.00%	72.50
PCUSA Meetings	269.00	269.00	4,750.00	5.66%	29.95
Property/Comp. Insurance	0.00	1,028.25	3,656.00	28.13%	1,056.25
Worker's Compensation	-38.92	-38.92	821.00	-4.74%	155.68
Telephone	295.30	1,332.46	3,650.00	36.51%	1,217.75
Postage	115.99	413.96	900.00	46.00%	356.36
Office Supplies	141.88	1,935.03	5,500.00	35.18%	1,130.23
RESOURCE CENTER			1,000.00		
RC - Shared	41.20	-138.80	0.00	0.00%	484.23
RC - Restricted	0.00	31.10	0.00	0.00%	0.00
Subtotal Resource Center	41.20	-107.70	1,000.00	-10.77%	484.23
LEASES					
Copier Lease	0.00	607.50	3,000.00	20.25%	1,476.00
Miscellaneous Expenses	0.00	0.00	0.00	0.00%	50.00
SERVICE FEES					
Misc. Service Fees	-55.00	-55.00	0.00	0.00%	0.00
UTILITIES					
Gas	0.00	1,214.71	2,000.00	60.74%	1,035.07
Electric	78.73	349.87	1,500.00	23.32%	413.94
Water	0.00	58.75	350.00	16.79%	32.51
Sewage	0.00	61.56	350.00	17.59%	50.00
Trash Collection	0.00	262.56	800.00	32.82%	0.00
Subtotal Utilities	78.73	1,947.45	5,000.00	38.95%	1,531.52
MAINTENANCE					
Custodial Services	75.00	328.12	1,500.00	21.87%	334.36
Yard Maintenance	0.00	0.00	1,000.00	0.00%	0.00
Parking Lot Maintenance	0.00	1,062.50	1,000.00	106.25%	0.00
Building Maintenance	0.00	885.39	1,000.00	88.54%	1,191.61
Subtotal Maintenance	75.00	2,276.01	4,500.00	50.58%	1,525.97
Subtotal Operations	923.18	9,608.04	38,777.00	24.78%	9,086.44
PRESBYTERY STAFF					
EXECUTIVE STAFF					
EXECUTIVE PRESBYTER					
EP Salary	5,865.82	23,463.28	70,390.00	33.33%	23,453.71
EP - Board of Pensions	1,479.81	5,919.24	17,758.00	33.33%	5,621.24
EP - Continuing Education	30.00	108.44	1,500.00	7.23%	500.00
EP - Travel	0.00	0.00	4,750.00	0.00%	0.00
EP Travel - Shared	337.35	1,003.88	0.00	0.00%	920.73
EP Travel - Restricted	85.02	366.78	0.00	0.00%	302.81
Subtotal Ep - Travel	422.37	1,370.66	4,750.00	28.86%	1,223.54
EP - Professional Expense	117.12	384.82	1,825.00	21.09%	424.35
EP - Deferred Comp / 403B	347.66	1,390.64	4,172.00	33.33%	666.72
Subtotal Executive Presbyter	8,262.78	32,637.08	100,395.00	32.51%	31,889.56
STATED CLERK					
SC - Salary	0.00	0.00	1,000.00	0.00%	

Income and Expense Statement
GENERAL FUND 01, April 2018

	Current Period	Year to Date	Annual Budget	Annual Budget YTD Percentage	Prior Year
Subtotal Executive Staff	8,262.78	32,637.08	101,395.00	32.19%	31,889.56
SUPPORT STAFF					
OFFICE ADMINISTRATOR					
OA - Salary	2,259.50	9,038.00	27,114.00	33.33%	8,774.80
OA - Board of Pensions	1,750.48	7,001.92	22,000.00	31.83%	6,114.28
Subtotal Office Administrator	4,009.98	16,039.92	49,114.00	32.66%	14,889.08
ASSISTANT CLERKS					
Recording Clerk Salary	0.00	0.00	1,250.00	0.00%	0.00
Associate Clerk Salary	0.00	312.50	1,250.00	25.00%	312.50
Subtotal Assistant Clerks	0.00	312.50	2,500.00	12.50%	312.50
Subtotal Support Staff	4,009.98	16,352.42	51,614.00	31.68%	15,201.58
EMPLOYER PAID FICA TAXES					
Employer Paid FICA Taxes	621.58	2,486.32	7,797.88	31.88%	2,466.16
Subtotal Presbytery Staff	12,894.34	51,475.82	160,806.88	32.01%	49,557.30
APPORTIONMENTS					
GA Per Capita	6,626.54	26,596.16	80,000.00	33.25%	26,570.00
Synod Per Capita	1,971.67	7,886.68	24,600.00	32.06%	8,148.12
Subtotal Apportionments	8,598.21	34,482.84	104,600.00	32.97%	34,718.12
RESTRICTED EXPENSE					
Minister's Assistance	0.00	813.00	0.00	0.00%	0.00
Projector Fund	0.00	0.00	0.00	0.00%	860.68
Peace and Global Witness	0.00	0.00	0.00	0.00%	1,692.77
Subtotal Restricted Expense	0.00	813.00	0.00	0.00%	2,553.45
TOTAL EXPENSES	27,613.33	119,242.59	413,863.88	28.81%	118,131.44
TRANSFER ACCOUNTS					
TRANSFER TO OTHER FUNDS					
Cash Transfers Out	-\$110,000.00	-\$110,000.00	\$0.00	0.00%	\$0.00
TRANSFER FROM OTHER FUNDS					
Cash Transfers In	876.10	876.10	0.00	0.00%	0.00
TOTAL TRANSFERS	-109,123.90	-109,123.90	0.00	0.00%	0.00
EXCESS INCOME/EXPENSES	-\$85,910.27	\$23,279.52	\$136.12	17,102.20%	-\$4,148.00

Redstone Presbytery
Commitment to Larger Church
April 30, 2018

	2018 PLEDGE	TOTAL PAID	% Payup as of 4/30/2018	Unpaid Pledge Balance
Adah, Palmer	400.00	100.02	25%	299.98
Apollo, Poke Run	3,125.00	1,562.50	50%	1,562.50
Avonmore	3,500.00	972.00	28%	2,528.00
Belle Vernon, First	7,000.00	3,500.00	50%	3,500.00
Belle Vernon, Harmony	1,000.00	200.00	20%	800.00
Belle Vernon, Marion	2,000.00	581.20	29%	1,418.80
Belle Vernon, Rehoboth	6,000.00	2,000.00	33%	4,000.00
Bolivar	1,500.00	500.00	33%	1,000.00
Boswell				-
Brownsville, Calvin		1,560.00		(1,560.00)
Brownsville, Ft. Burd	3,813.00	3,772.00		41.00
Brownsville, Hopewell				-
Colver	350.00	483.00		(133.00)
Cresson		600.00		(600.00)
Dawson, Tyrone				-
Delmont	4,000.00	2,862.00	72%	1,138.00
Derry	1,500.00	375.00		1,125.00
Dunbar, First	2,800.00	2,800.00		-
Dunbar, Laurel Hill	500.00	500.00	100%	-
Ebensburg	900.00	902.00	100%	(2.00)
Fairchance		1,000.00		(1,000.00)
Farmington	1,800.00	1,800.00		-
Fayette City, First				-
Fayette City, Little Redstone	1,000.00	500.00	50%	500.00
Greensburg, First	30,000.00	10,000.00	33%	20,000.00
Greensburg, Maplewood	6,000.00	2,000.00	33%	4,000.00
Greensburg, Westminster		1,800.00		(1,800.00)
Irwin, First	25,000.00	8,333.32	33%	16,666.68
Irwin, W. Hempfield	5,000.00	1,250.00	25%	3,750.00
Jeannette	6,780.00	2,303.00		4,477.00
Johnstown, Bethany	2,150.00	1,075.00	50%	1,075.00
Johnstown, First	10,000.00	2,100.00		7,900.00
Johnstown, Second	3,240.00	810.00	25%	2,430.00
Johnstown, Westmont	12,500.00	3,959.00	32%	8,541.00
Lake Lynn		1,003.36		(1,003.36)
Latrobe, Main St.	26,500.00	8,840.00		17,660.00
Latrobe, Spring St.	3,000.00	3,000.00		-

Redstone Presbytery
Commitment to Larger Church
April 30, 2018

	2018 PLEDGE	TOTAL PAID	% Payup as of 4/30/2018	Unpaid Pledge Balance
Leisening				-
Ligonier, Pleasant Grove				-
Lower Burrell, Grace	15,300.00	5,100.00	33%	10,200.00
Lower Burrell, Puckety		3,500.00		(3,500.00)
Masontown	500.00			500.00
McClellandtown		1,200.00		(1,200.00)
Merrittstown, Dunlap's Ck.	300.00	300.00	100%	-
Mt. Pleasant, Reunion		854.00		(854.00)
Murrysville, First	8,000.00	4,000.00		4,000.00
Murrysville, Newlonsburg	25,174.00	7,596.00	30%	17,578.00
Murrysville, Union	1,000.00	250.00		750.00
N. Alexandria, Community	4,000.00	2,000.00	50%	2,000.00
N. Alexandria, Congruity	7,000.00	2,508.00	36%	4,492.00
New Florence, Bethel	2,400.00	600.00	25%	1,800.00
New Florence, Trinity		1,300.00		(1,300.00)
New Kensington		2,666.68		(2,666.68)
New Salem	3,000.00		0%	3,000.00
N. Huntingdon, New Hope	4,920.00	1,640.00	33%	3,280.00
Patton	4,346.00	1,448.68	33%	2,897.32
Revloc	1,500.00	500.00	33%	1,000.00
Scottdale	1,000.00	1,029.20	103%	(29.20)
Smithfield, Grace Chapel				-
Smock, Pleasant View	10,000.00	10,100.00	101%	(100.00)
Trafford, Level Green	3,500.00	3,541.00	101%	(41.00)
Uniontown, Tent	287.00	287.00	100%	-
Uniontown, Third	10,660.00	2,665.00	25%	7,995.00
Uniontown, Trinity	9,000.00	2,301.50	26%	6,698.50
Vanderbilt, E. Liberty	2,200.00	740.00	34%	1,460.00
Vandergrift				-
West Newton, Sewickley	420.00	105.00		315.00
W. Newton, Sewickley UP	600.00		0%	600.00
West Newton, United		906.00		(906.00)
Totals	286,465.00	130,181.46		156,283.54

STATEMENT OF FAITH OF THE REVEREND DONALD T. GLUNT

I believe in the Triune God expressed in the persons of Father, Son, and Holy Spirit. I believe the Bible is the Word of God and the defining document for my faith. I also rely on the creeds of our church as reliable expressions of the counsel of Scripture concerning Christian faith and practice.

In the two Sacraments of Baptism and Holy Communion we experience Christ's redemptive sealing and reconciling presence.

Jesus Christ is my Lord and Savior, and I believe along with Karl Barth, "By the power of the Spirit's divine love are we enabled, freely, to respond in love, and to accept the fact that we are accepted."

I follow the Reformed tradition. I have distilled the essentials to the following tenets of faith:

- The Power of God – That all-encompassing love and care which God has for each of us, expressed so intimately in the person of Jesus Christ who came in the flesh, suffered, died, and rose again for our sakes, so that we might not perish, but by faith in Christ have everlasting life. Habakkuk 2:4, Romans 1:17
- The Primacy of the Word – God's love letter to us, healing our wounds, giving us guidance, challenging us to works of justice and mercy as well as bidding us to love our neighbors as ourselves. The Word is both that which is recorded in the book we call the Bible as well as the person of Jesus Christ, the One who was The Word made flesh. Psalm 119:105, John 1:14
- The Priesthood of All Believers – The fact that all of God's children are an integral part of the body of Christ. We are given the great honor of being our Lord's arms, feet, voice and ears to help the poor, the sick, the downcast, and even those worst off of all, the contentedly apathetic. Believers are empowered to witness in word and deed and privileged to be called not only Children of God but the Bride of Christ as well. 1 Corinthians 12:12. John 3:29
- The Purpose of our Life in Christ – As the Westminster Shorter Catechism asks the following question: "What is the chief end of humanity?" and answers with the reply: "Humanity's chief end is to glorify God, and to enjoy him forever." In Christ we find our true identity, meaning and direction for our life. Prayer provides a line of communication between us and God. And after this life we find rest for our souls from the One whose yoke is pleasant and burden light. Leviticus 26:12, Matthew 11:28-30

Throughout my 40 years of preaching and teaching God's Word, my 22 years as pastor sharing a loving relationship witnessing to Christ together with the historic African-American congregation of Gibson Chapel Presbyterian Church, 10 years as director of the Faith Resource Center and director of the Commissioned Lay Pastor Academy program of the John Calvin Presbytery, I have found these words of John Calvin to be most instructive in my approach to ministry as shared with others on the same journey that we all call life:

"The whole world is a theater for the display of the divine goodness, wisdom, justice, and power, but the Church is the orchestra, as it were—the most conspicuous part of it; and the nearer the approaches are that God makes to us, the more intimate and merciful the communication of his benefits, the more attentively are we called to consider them." To God be the Glory!

Pastoral Call

The Rehoboth Presbyterian Church of Belle Vernon, 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,

Rev. Donald Glunt

to undertake the office of

Teaching Elder/Minister of Word and Sacrament

of this congregation, beginning July 8, 2018 and 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

Cash Salary	\$37307.60
Fair rental value of manse	\$11192.28
Housing Allowance	\$ _____
Utilities Allowance	\$ _____
Deferred Compensation	\$ _____
Other allowances	\$ _____
Total	\$48499.88

Reimbursable expenses (by voucher)

Automobile expense (.545 per mile)	\$ _____
Business/professional expenses	\$500
SECA Supplement (up to 50%)	\$3710
Continuing Education	\$600
Other allowances	\$ _____
Moving Costs (up to)	\$3000

Full medical, pension, disability, and death benefit coverage under the Board of Pensions

Paid Vacation Four weeks, including four Sundays

Paid Continuing Education Two weeks

Rev. Andrew Wirt's Statement of Faith

1 God is, always has been, and always will be.

2 God is the originator, the sustainer, and the finisher of all things.

3 God not only designed my physical, mental, emotional and spiritual being, but also laid out the path
4 which my life would follow, the steps that I have taken as well as the steps yet to come.

5 God knew that I would not make it on my own. I cannot live up to God's glory and perfection. I, like
6 the rest of humanity, sin.

7 To offer salvation to me, and all of creation, God came down to my level. God became human. He
8 was called Jesus, the Christ, fully God and fully human. He was born, grew, and lived. He
9 experienced. He taught. He walked the earth as a human being. He was tempted but never sinned
10 as all other humans have done and will continue to do. He did not deserve the curse of death, yet
11 He freely accepted it. In Jesus, God suffered and died for the sins of the world, and for me. He broke
12 the curse of death when He rose from the grave and He ascended into Heaven, standing as the Way
13 for all who wish to follow.

14 Having accepted these truths with a desire to know God more deeply, I have been permanently
15 joined to the Holy Spirit.

16 The same Holy Spirit that moved across the waters at creation, that spoke through the prophets of
17 ancient Israel, that descended like a dove at the baptism of Jesus, that descended like tongues of
18 flame upon the apostles at Pentecost is the presence of God in our lives today.

19 God has revealed God's self to humanity in the mystery of this Holy Trinity, three in one, one in
20 three, God the Father, Jesus Christ the Son, and the Holy Spirit.

21 Through the sacrament of Baptism, representing the baptism of the Holy Spirit, I have died to sin
22 and died to myself, offering my life as a sacrifice to God. Through the Holy Spirit I desire to grow in
23 God's likeness, made one with Christ.

24 My life on this earth is God's to guide and use as God sees fit. It is my duty to follow where God
25 leads through prayer, reading of the holy and divinely inspired Scriptures, worship, and sharing in
26 community with other believers.

27 The gift of the sacrament of Holy Communion reminds me of the sacrifice that the Lord made for us
28 as well as drawing me, and all believers, into the body of Christ, and by extension, drawing together
29 all who are in the body of believers.

30 Through the Holy Spirit I am joined to all followers of Christ, those of yesterday, today, and
31 tomorrow, into one Body, the church, the body of Jesus Christ, and tasked with continuing His
32 ministry here on earth.

33 When the end of time, or the end of my time, comes, I believe I shall rejoice with the rest of God's
34 people in heaven praising God for all eternity.

Pastoral Call

The West Hempfield Presbyterian Church of Irwin, PA belonging to Redstone Presbytery, 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,

Andrew Wirt
to undertake the office of
Pastor/Head of Staff

of this congregation, beginning July 2, 2018, 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

Salary.....	\$26,500.00
Housing & Utilities Allowances.....	\$25,000.00
Total Effective Salary.....	\$51,500.00

Benefits

PCUSA Board of Pension Dues (37% of Effective Salary)	\$19,055.00
(for pension, medical insurance, life insurance)	
Plus Dental (DMO for Member + Family).....	\$1,161.48
7.65% Social Security Offset	\$3,939.75
Travel/Automobile (Reimbursement of actual expenses up to)	\$1,000.00
Continuing Education Allowance ⁽¹⁾	\$1,000.00
Other: Moving Expenses (Paid after acceptance of the call).....	\$2,500.00

Total Cost to Church (Total Effective Salary + Benefits).....\$80,156.23

Other Benefits

Annual Paid Vacation Leave ⁽²⁾	4 weeks
Annual Paid Continuing Education Leave ⁽³⁾	2 weeks
Paid Paternity Leave (per occurrence).....	2 weeks

Notes

⁽¹⁾Continuing education balance (unused funds) may be accumulated up to three years.

⁽²⁾Vacation leave does not carry over from year to year.

⁽³⁾Continuing education leave may be accrued up to six weeks (three years).

**Presbytery of Redstone and Vandergrift Presbyterian Church
Request for Dismissal Documents**

Team Report

• **Discernment Process**

Based upon an initial invitation of the session of the Vandergrift Presbyterian Church concerning the direction of the Presbyterian Church (USA) and possible discernment about dismissal, a Presbytery team was appointed consisting of Rev. Ron Durika, Ruling Elder Connie Cauvel, Ruling Elder Bobbi Jo Huebner, Ruling Elder Chuck West, Rev. Cliff Foster-Associate Stated Clerk and Rev. Skip Noftzger-Executive Presbyter. The Executive Presbyter forwarded copies of the Presbytery policy on churches considering leaving the denomination and the advisory document on process implementation.

The original date for meeting with the session needed to be postponed so the team met with the Vandergrift session for the first time on October 24, 2016. At that meeting, in discussion with the session about their concerns and the denomination, the session agreed to seek to further discern if they wanted to formally enter into this process. On May 8, 2017, the Team was notified that the session had voted to move forward with the discernment process although no congregational meeting had been established.

The Team met again with the Session on June 26, 2017 in order to agree upon steps in the discernment process. Both the Team and the Session agreed upon multiple opportunities to communicate with the congregation, committed to prayer and decided the congregational meeting would not be held until after Easter. During this period of discernment, the session and congregation of the Vandergrift Church and the Presbytery team engaged in times of prayer as well as discussion and conversation on the primary issues related to their consideration of a possible request for dismissal from the Presbytery of Redstone and the Presbyterian Church (USA).

A more detailed timeline is outlined below, but the key steps in the process for both discernment and requesting dismissal were followed. These included,

- Notification of the Stated Clerk concerning item being placed on the agenda of the Session meeting for discussion.
- Formation of a Presbytery Team that engaged in discussion with the Vandergrift session.
- Commitment by the Session to enter into the discernment process.
- A minimum six-month time of discernment whereby the congregation and the Presbytery team were encouraged to pray for God's leading and direction.

- Opportunities for the Presbytery team to both hear and speak with the members of the congregation as partners in the discernment process.
- Engagement with the Session concerning conditions for a possible request to be dismissed to be affirmed by the congregation.
- Opportunities for the Presbytery team to participate through “voice” within the congregational meeting where the request was deliberated and voted. Appropriate protocols for registration at the meeting, the motion, ballot voting and counting were followed.
- Notification of the vote of the congregation requesting dismissal from the Presbytery and denomination.
- Notification of the members of the congregation in writing concerning the process available to each member concerning retaining membership in a congregation of the Presbyterian Church(USA).

- **Congregational vote**

At the end of the period of discernment, a congregational meeting was held on April 15, 2018 with Rev. Skip Noftzger, Ruling Elder Bobbi Jo Huebner, Ruling Elder Connie Cauvel and Ruling Elder Chuck West representing the Presbytery. In consideration of the motion to request of the Presbytery of Redstone dismissal to the Rivers of Life Presbytery of A Covenant Order of Evangelical Presbyterians based upon the conditions agreed to by the Session, a written ballot was used with a member of the Presbytery team witnessing the vote count. The ballot was 78 voting in favor of making the request and 3 voting against the motion.

- **Issues considered**

The Presbytery team met with the session of the Vandergrift Church in order to consider resolution of possible issues associated with a request for dismissal to another “Reformed body.” As a result, the Vandergrift session agreed to the following:

- Every member of the Vandergrift Church has been provided information and opportunity to remain within a congregation of the Presbyterian Church (USA).
- The “Reformed body” to whom the Vandergrift Church is requesting dismissal is A Covenant Order of Evangelical Presbyterians; the Rivers of Life Presbytery. This denomination is a member of the World Communion of Reformed Churches. The session of Vandergrift has

initiated the conversation to move toward their acceptance pending a dismissal from the Presbytery of Redstone. Action to receive the Vandergrift Presbyterian is dependent upon dismissal of the Presbytery of Redstone. Any action for dismissal by the Presbytery of Redstone is contingent upon being received into that specific denomination.

- The session has agreed to revise the by-laws through the required procedures in order to remove any references of the congregation to the Presbyterian Church(USA). Upon dismissal, the session has agreed to complete the necessary changes in the corporation status of the Vandergrift Presbyterian Church with a denominational affiliation of A Covenant Order of Evangelical Presbyterians.
- Upon dismissal, the session has agreed to remove any current references either in words or symbols to the Presbyterian Church (U.S.A) within the inside and outside of the building. In particular, this includes the two signs exterior to the current building. Any other roadway signs with the PCUSA symbol will also be removed.
- The session has reviewed any encumbrances of the congregation to make sure that those are only the responsibility of the congregation. Additionally, special gifts or funds were reviewed to ensure that there were no donor restrictions designating the funds for use within the mission and ministry of either the Presbytery of Redstone or the Presbyterian Church (USA).
- A title search was completed and there are no other claims to the property. Because the request for dismissal assumes that the property “held in trust” would also be included and the Presbytery would provide a “quitclaim” if desired and expensed to the congregation, the Session of the Vandergrift Church offered remuneration in the form of a gift of \$32,500 to the Presbytery of Redstone with donor restrictions of 5,000 each to Pine Springs Camp and Presbyterian Disaster Assistance. Additionally, the Vandergrift congregation will be responsible for repayment of the 2,500 Presbyterian Investment Loan Program grant.
- The session has agreed to provide the permanent records of the Vandergrift Presbyterian Church to the Presbytery of Redstone or bear the costs in order to make sure that minutes, rolls and other official records(G-

3.0107) are retained by the Presbyterian Historical Society.

- The session understands that any decision about the request of the congregation for dismissal is separate from the standing and status of their current pastor. Rev. Neal Galley is a teaching elder member of the Presbytery of Redstone. Any request for dismissal by the congregation neither permits nor obligates him to remain in the PCUSA or to seek a transfer.
- The members and other leaders within the Vandergrift Church understand that upon dismissal, anyone serving in an elected, approved or appointed service in the presbytery, other councils and agencies of the PCUSA and under its jurisdiction will hereby forfeit that position or responsibility.

- **Vandergrift Discernment Process Timeline**

- **April 25, 2016** Vandergrift Presbyterian Church Session wrote initial letter to the Stated Clerk of Presbytery of Redstone noting their concerns with the direction of the denomination, placing the item on consideration of entering the process for dismissal and inviting a Team to their next meeting.
- **April 27, 2016** Stated Clerk Skip Noftzger responded to the Clerk of Session of the Vandergrift Presbyterian Church confirming their desire to enter into a discussion about the discernment process in order to consider making a request to be dismissed from the Presbyterian Church, U.S.A. The Stated Clerk also identified the “Team” as appointed or by designation (Elder Bobbi Jo Huebner, Rev. Ron Durika , Elder Connie Cauvel, Elder Chuck West, Rev. Cliff Foster, Rev. Skip Noftzger). He attached to his letter copies of the “Policy on Congregations considering making a request to leave the PCUSA” and the handout on “Implementation of Presbytery Policy.”
- **October 24, 2016** Because of the need to postpone the May meeting and the summer months, the Team and the Session of Vandergrift Presbyterian Church met together on this date. The Team solicited from members of the Session their concerns within the denomination or presbytery. Particular actions of the General Assembly, both most recent and past, were discussed and clarified concerning their meaning and implications. Session members raised concerns about differences and also

offered responses why they believed their sentiments were shared by the larger congregation. At the conclusion, the Session agreed to give further consideration before voting to formally enter the discernment process. On May 8, 2017, the Team was notified that the Session had voted to begin the discernment process.

- **June 26, 2017** The Team and the Session met together to review the steps in the discernment process, expectations for communicating with the congregation, scheduling of open forums, and consideration of appropriate dates for possible deliberation and voting upon a motion to request dismissal. The Team and the Session also reviewed the relevant issues that would need to be considered together in order to consider any possible request for dismissal.
- **September 17, 2017** Team conducted an open forum for the congregation to discuss the process, hear about their concerns and efforts at discernment and to answer questions and issues about denominational policies and positions. Approximately 85 people attended this forum and expressed their disagreement with more recent actions including permission for individual/session decision making on same gender marriages, questions of biblical authority, church discipline, and positions on abortion over the years.
- **November 5, 2017** The Team conducted a second open forum for the congregation to discuss the process, hear their concerns and to answer questions. Approximately 75 people attended this forum.
- **January 22, 2018** The Team and the Session met together to discuss the progress within the discernment process. The Team also reviewed with the Session possible resolution on the various issues necessary and helpful for the presbytery to consider including financial, legal and historical concerns. These issues were reviewed in case there would be an affirmative vote to make such a request. The Session responded and offered solutions on each of these issues and are included in this report. The Team made clear to the Session that they do not speak or decide on behalf of the presbytery, but that resolution on these issues would be presented to the Presbytery for its own consideration as it decides dismissal requests on a case by case basis.

- **April 15, 2018** The congregational meeting of the Vandergrift Presbyterian Church was conducted in order to consider the question whether the congregation shall request dismissal from the Presbytery of Redstone into the Rivers of Life Presbytery of A Covenant Order of Evangelical Presbyterians. Written ballots were distributed only to active members of the congregation using the membership directory. Presbytery representatives were given privilege of the floor to speak and advocate for staying PCUSA. Only active members were given a ballot and these written ballots were counted by two tellers in the presence of a member of the Team. The final vote was 78 – 3 in favor of requesting dismissal A Covenant Order of Evangelical Presbyterians.
- **April 17, 2018** A letter from the Presbytery of Redstone was mailed to the session for distribution to the membership of the Vandergrift Presbyterian Church recounting the vote on the request for dismissal and that it would be considered at the May 15, 2018 meeting. The letter also noted options for any members desiring to remain members of the Presbyterian Church (USA).
- **April 24, 2018** Final Team report was completed and submitted to the Session of the Vandergrift Presbyterian Church for any corrections or clarifications upon what had been offered or had transpired. The final document is prepared for distribution with materials for the presbytery packet for the May meeting of the Presbytery of Redstone.
- **May 3, 2018** Final Team report was posted as part of the presbytery packet for consideration of the Presbytery of Redstone at the meeting to be held on May 15, 2018 at the Latrobe Presbyterian Church of Latrobe, PA.

- **Proposed motion for dismissal**

WHEREAS the Vandergrift Presbyterian Church entered into and followed the “Redstone Presbytery Policy on Congregations Considering Making a Request to Leave the PC (USA)” including; notification of the Stated Clerk, minimum period of six months for discernment where Presbytery representatives were afforded opportunities to engage members of the congregation;

WHEREAS the Vandergrift session has agreed to the removal of any signs, symbols and insignia of the Presbyterian Church (USA) and its antecedent denominations;

WHEREAS the Vandergrift Church has agreed to make any necessary changes to the by-laws that include references to the Presbyterian Church(USA) and its antecedent denominations;

WHEREAS the Vandergrift Church has agreed to bear all costs associated with retaining a copy with the Presbyterian Historical Society of all important historical records including minutes, rolls and other official records;

WHEREAS recognizing the real property held in trust for the denomination, the ongoing per capita commitments and the fiduciary responsibility of the Presbytery, the Vandergrift Church has committed to a financial remuneration of \$32,500 (out of that amount with 5,000 each designated for Pine Springs Camp and Presbyterian Disaster Assistance)

WHEREAS the Presbytery of Redstone will relinquish any interest, and all claims it may have with respect to any property, real or personal, of the Vandergrift Presbyterian Church. Vandergrift Presbyterian Church will bear any costs associated with legal documentation of the quitclaim deed.

WHEREAS both the Vandergrift Presbyterian Church and the Presbytery of Redstone indemnify and hold one another harmless from judgments arising out of the relationship between themselves and any of their related governing bodies, councils, employees, officials and members defined in the broadest sense possible.

WHEREAS the dismissal to another reformed body is dependent upon the final acceptance into the Rivers of Life Presbytery of A Covenant Order of Evangelical Presbyterians;

WHEREAS the Vandergrift congregation at a duly called meeting held on April 15, 2018 and witnessed by Presbytery representatives voted 78 – 3 to make a request of the Presbytery of Redstone to be dismissed to A Covenant Order of Evangelical Presbyterians;

WHEREAS the Stated Clerk included this request as a docket item for consideration at the Stated Meeting of the Presbytery of Redstone on May 15, 2018 at the Latrobe Presbyterian Church and distributed the pertinent pieces of information to the presbyters for that meeting 10 days prior to the meeting, pursuant to paragraph H of The Policy.

The Vandergrift Church requests of the Presbytery of Redstone to be dismissed with property, real and personal, to the Rivers of Life Presbytery of A Covenant Order of Evangelical Presbyterians based upon completion of the terms above.



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).

HOW TO BALANCE HOSPITALITY AND CHURCH SECURITY

When Jack picked up his car after repairs at the local dealership, he noticed instructions securely taped on the main desk where all customers could easily read it.

What to do if an alarm goes off:

Everyone **MUST** leave the building immediately. Provide assistance to people to find exits. Designate where people are to gather outside, so a volunteer leader can do a head count.

EXIT away from rooms with hazardous materials.

Do **NOT** use the elevator if your building has one.

Do not allow people to enter the building until instructed by the fire/police department or a staff member.

Jack immediately thought of his church and wondered if such a clear plan existed and, if so, could staff and visitors follow such instructions. As a governing board member, he felt some responsibility to follow up on possible steps the church might take to be better prepared for an emergency.

Reducing Risk and Maximizing Hospitality

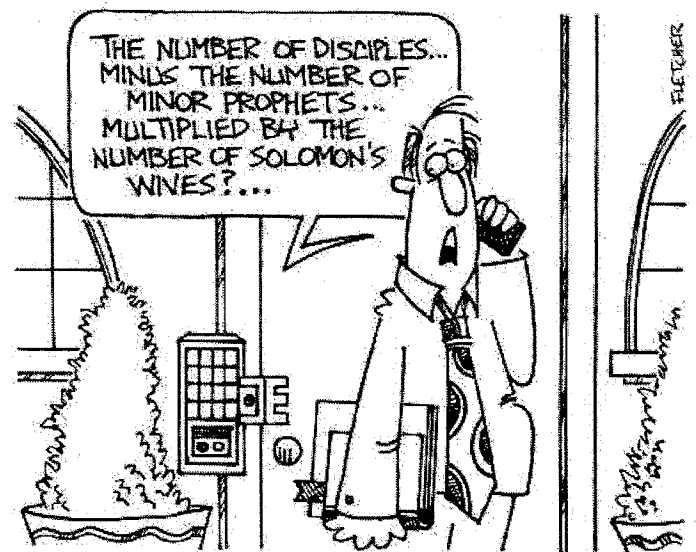
Churches live on the frontier of hospitality. They see their building and spaces as safe places to worship, grow in faith, and serve others. Churches wish to offer comfort and support to those who come in for any number of reasons. Weather-related emergencies arise (snowstorms, hurricanes, tornadoes) as well as events related to accidents (fires, flooding, toxic fumes), and people will often approach churches when they face difficult economic circumstances or challenging personal issues. Because of this commitment to serve all people, thinking about safety and security on church properties is far more complex than for most businesses, hospitals, and schools.

Nevertheless, some persons may pose a threat because they are desperate or have mental health issues that distort their view of the church, its staff, and its members. And unfortunately, sometimes people precipitate an emergency (illness, violence) in the church because they abuse the mission of hospitality. Even with

this knowledge, leaders do not make emergency plans, believing “it couldn’t happen here.” But preparation not only enhances hospitality by constructing a safe environment, it can also help avoid crisis situations.

Prepare a plan. If the congregation does not currently have an emergency plan, form a special task group or committee to develop one. An existing committee typically does not have the diverse expertise needed to assess risks and compare solutions. Recruit someone from the property committee, one or more staff members, and any member with emergency management, insurance, or law enforcement experience. This team can contact:

- the church’s insurer and ask for guidance. When was the last time an on-site assessment was conducted?
- local law enforcement. What suggestions do they have for general security and what risk patterns do they see in the community?
- local security firms or locksmiths. What new ideas do they have for low-cost, effective technology?



WHEN THE PASTOR DETERMINES THE CHURCH'S SECURITY CODE.

Examine church property. Collect information to answer these and other questions: Do all doors have secure locks? Are exits marked and are exit signs and doors properly lit? Are there alarms on some or all the doors? Are they functioning properly? If there are no alarms, should you have alarms on certain doors to alert staff when they are opened? Are all first-floor windows locked and secure? Are there remote sections of buildings that can be used to gain entry away from view? Are there security cameras and what can they see? Have there been past issues with theft, breaches of security, break-ins, or threatening visitors? What steps were taken to address these problems? One reoccurring problem is the theft of personal property (purses, wallets, coats) while a group is meeting, when volunteers are serving, or during worship services. Consider providing a secure closet or space where volunteers, members, and choir members can leave valuables.

Specialize the plan for the church's schedule. An effective plan takes into account the day of the week and day vs. evening activities. Planning for emergencies during Sunday worship may be different from planning for the rest of the weekdays in at active church. Talk through the specific safety needs of the following groups and situations:

- Church staff and volunteers who are often alone in the building
- Groups using the building during week days, such as committee meetings, classes, adult support groups (Alcoholics Anonymous), children and youth groups (Boy Scouts), after school programs (music lessons, tutoring)
- Day care or preschool programs
- Church-hosted community feeding programs, food pantry, clothing closets
- Groups using the building for week-day evening sessions (church youth activities, choir practice, governing board meetings)
- Sunday worship and classes or meetings

Who has a key? Because of high volunteer turnover, people pass along their keys to others or have them duplicated. Establish a policy that all key holders (exempting church staff) must pay a \$100 deposit, which is returned when the key is returned. Also ask them to sign an agreement that outlines their responsibilities for securing church property. Make sure that the church keys cannot be duplicated (consult a local locksmith for details). Other options include various digital locks, key pads, key cards or fobs, and software packages that generate audits on each device.

Change the church locks every three years as a matter of policy. A written and established policy depersonalizes the action and avoids pointing fingers at former staff or volunteers who are negligent.

The role of ushers and greeters. These church volunteers represent the congregation and are typically the first to welcome visitors. In terms of enhancing security, their main task is to observe people and assess situations as they unfold. Any time an usher or greeter has a concern about the potential for harm, he or she should alert others and seek help. Getting assistance is a wiser strategy than trying to handle a situation alone. One church organized a team to walk through halls and classrooms after services begin as an additional security check.¹

Plan, train, share. Developing a plan is only the first step. Staff and volunteers need training about how to respond to different types of emergencies. How many ways can the church share information about what people in the building should do in case of an emergency? For example, could there be a set of instructions and floor plan on the back of every door, just as there is in a hotel room? Or does the church have the capacity to send a text message alert?

Other Resources

Consider reviewing these excellent resources for additional ideas:

- Federal Emergency Management Agency's publication: "Guide for Developing High-Quality Emergency Operations Plans for Houses of Worship," <https://www.fema.gov/media-library/assets/documents/33007>
- Church Law and Tax website, <http://store.churchlawtodaystore.com/emergencies.html>
- Developing Emergency Plans: Acts of Violence on Church Property, <http://images.acswebnetworks.com/1/2832/ChurchEmergencyPlanforViolence.pdf>
- Security Concerns for Churches: The Role of Greeters and Ushers by Tina Lewis Rowe, <http://storage.cloversites.com/theriverconference/documents/The%20Greeter%20and%20Usher%20Role%20In%20Church%20Security.pdf>

1. Tina Lewis Rowe, "Security Concerns for Churches: The Role of Greeters and Ushers," <http://storage.cloversites.com/theriverconference/documents/The%20Greeter%20and%20Usher%20Role%20In%20Church%20Security.pdf>.

MAKING THE NURSERY A PLACE OF BELONGING

“Where is the nursery?” That is often the first question when young parents visit a new church. At a minimum, they expect their question to be answered with confidence, not bewilderment. Beyond simply asking directions, the inquirer wants to know, Does this church care about us and our children? Is this a place where we can belong?

Out of the Basement

Diane Olsen, a children’s ministry specialist, describes how her church’s ministry for children when she was a child occupied a place in the humid, slightly dark, and largely inaccessible basement. When visiting after returning from college, she noticed that the recently erected new building included only one floor and no basement. Suddenly it felt like the children’s ministry existed on the same level with every other aspect of church life.

“Out of the basement” began to function for her as a metaphor for integrating children’s ministry into the congregation’s overall mission.¹ The same applies to the congregation’s ministry with infants, toddlers, and two-year-olds. Wherever located, the nursery deserves equal treatment with other aspects of church life.

What about room size and location? Offer at least thirty-five square feet of playroom floor space per child, not including bathrooms, closet space, or hallways, as children need space to explore. Choose a central location, ideally adjacent to a primary hallway with visual access for security reasons. A bathroom should be located nearby with a sink low enough for toddlers to use, and a potty chair and diaper changing table located somewhere in the nursery area. The main nursery should be open, bright, and comfortable. Allow space at the entrance for parents to gather when they sign children in and out.²

Calling Mr. Clean

Granted, some congregations may not have much choice in where to locate the nursery, but they can still keep it clean, well-lit, and safe. The cleaning operation starts with four large boxes or trash cans labeled: Keep, Discard, Ask, and Recycle. (“Ask” means consulting with someone before discarding or recycling an item.) Look for toys that need to be thrown away or replaced due to missing parts, broken pieces, or otherwise being unsafe. Next, examine basic equipment such as cribs, tables, chairs, and high chairs. Trust your instincts. When in doubt, toss it out! Finally, clean and wash the floors, walls, toilet, and wash or dry-clean the rugs or draperies. Making the space clean and safe can be an easy way to revitalize your nursery.³

Volunteers or Paid Staff?

Caregivers provide the heart of any childcare system. It all starts with a nursery coordinator to recruit and supervise nursery staff, keep important information about each child, greet parents when they arrive, and generally set the tone for nursery care. With the



coordinator in place, the question becomes, Should we use paid staff, volunteers, or a combination?

Using volunteers may be financially advantageous by saving money on staff salaries, and it may give church members opportunities to use their gifts in the congregation. On the downside, scheduling volunteers may take up too much of the supervisor's valuable time, and volunteers who are less than committed may not show up on the appointed day, leading to a panicked search for a replacement. In addition, some children may feel unsettled by a round robin of ever-changing volunteers and prefer a more consistent routine.

Youth who want to volunteer because they enjoy working with children form a special category of their own. These young persons may already be known by the parents or even babysitting for them. Be advised that at least one adult supervisor must be present at all times, which may stretch some volunteer teams thin. Also, youth need to understand that their primary responsibility is to attend to young children, not socialize with other youth. Some churches provide training to youth on basic matters like changing diapers or sanitation or even offer to pay for a certified babysitting or childcare course in return for a certain number of hours worked.

Paid staff may result in the best guarantee of reliable caregiving, though for smaller churches, expense may be a factor. In recruiting, look for parents of older children or youth, or parents of young children who might be willing to give a few hours per week as long as they can bring their own child along. Other ideas include posting a job announcement at the student center of a local college, talking with a professor of child development, or checking with congregations with worship hours different from your own. With paid staff as the foundation, some churches fill their needs using a combination of employees and volunteers, with one or two paid caregivers ensuring continuity and a safety net for volunteers who step in as the need arises.⁴

Protecting Children from Harm

Churches must screen all staff, whether volunteer or paid, to ensure that young children are safe from inappropriate behavior or sexual abuse. At a minimum, everyone must be required to complete an application form and be subject to a criminal background check conducted by an agency such as Trusted Employees

(www.trustedemployees.com). Include documentation concerning background checks in the personnel file. Make sure to have at least two nursery attendants present at all times, with at least one worker who is eighteen years old or older. For more information, see Church Mutual's web page, "The Background Screening Basics."⁵

The Nursery Home Visitor

To maintain ongoing care for a family with young children, Mary Alice Gran recommends recruiting a nursery home visitor who sees the family at home at least once after a child is born in order to welcome the child on behalf of the church. This person's primary role is to be someone who listens, supports the family, and, if necessary, acts as an advocate for the family's needs with the congregation. Given the time and stress that young families experience, plan to stay only a brief time. The visitor may bring information about baptism, a nursery handbook, a statement of the church's philosophy on caring for the young child, or a gift such as a book on parenting. Mary Alice Gran's *The First Three Years* provides a variety of parent support leaflets.⁶

Commit to Children's Ministry

As one pastor said, "I learned as a pastor that if the preschool ministry was not going well, the rest of the church probably was not going well either."⁷ Conversely, a church that pays special attention to its nursery may be laying the foundation for revitalization. It signals to young families a commitment to provide a place of belonging for anyone, no matter what age.

1. Diane C. Olsen, *Out Of The Basement: A Holistic Approach To Children's Ministry* (Nashville: Discipleship Resources, 2001), 5-6.

2. Mary Alice Gran, "Room Size and Location," in Mary Alice Gran, ed., *The First Three Years: A Guide for Infants, Toddlers, and Two-Year-Olds* (Nashville: Discipleship Resources, 2001), 81.

3. Olsen, 29-30.

4. Sarah Heckert, "Hiring and Recruiting Personnel," in Mary Alice Gran, ed., *The First Three Years*, 56-58.

5. <https://www.churchmutual.com/10451/The-Background-Screening-Basics>. See also Joy Thornburg Melton, *Safe Sanctuaries For Children And Youth* (Nashville: Discipleship Resources, 2008).

6. Mary Alice Gran, "The Role of the Nursery Home Visitor" and "Parent Support Leaflets," in Mary Alice Gran, ed., *The First Three Years*, 101-102, 91-105.

7. Janice Haywood, *Enduring Connections: Creating a Preschool and Children's Ministry* (St. Louis: Chalice Press, 2007), 1.