

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

	Current Period	Year to Date	Annual Budget	Annual Budget YTD Percentage	Prior Year
INCOME					
CONTRIBUTION INCOME					
UNRESTRICTED					
			\$355,000.00		
Church Comm/Lgr Church	35,224.30	238,199.05	0.00	0.00%	210,507.11
Presbyterian Fdn Cont	0.00	256.28	0.00	0.00%	256.81
Subtotal Unrestricted	35,224.30	238,455.33	355,000.00	67.17%	210,763.92
TEMPORARILY RESTRICTED					
			30,000.00		
SCLD	0.00	2,175.97	0.00	0.00%	2,035.27
Pine Springs Camp	5,000.00	5,000.00	0.00	0.00%	903.00
Enabling Ministry Network	1,500.00	1,500.00	0.00	0.00%	0.00
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	5,200.00	6,910.00	0.00	0.00%	2,361.00
Triennium	0.00	0.00	0.00	0.00%	50.00
Sudan Projects	519.50	6,179.98	0.00	0.00%	15,474.29
Peace and Global Witness	0.00	333.10	0.00	0.00%	1,692.77
Ministry Student Aid	0.00	641.00	0.00	0.00%	393.00
PMA - Directed	340.40	3,081.60	0.00	0.00%	2,177.40
Minister's Assistance	0.00	813.00	0.00	0.00%	0.00
Synod Mission	0.00	0.00	0.00	0.00%	400.00
Subtotal Temporarily Restricted	12,559.90	27,028.77	30,000.00	90.10%	26,664.98
Subtotal Contribution Income	47,784.20	265,484.10	385,000.00	68.96%	237,428.90
INVESTMENT INCOME					
Investment Income	0.00	0.00	20,000.00	0.00%	0.00
INTEREST INCOME					
Investment Interest	0.00	0.00	5,000.00	0.00%	1,123.13
PILP Interest	0.00	74.03	0.00	0.00%	74.03
Subtotal Interest Income	0.00	74.03	5,000.00	1.48%	1,197.16
MISCELLANEOUS INCOME					
			4,000.00		
Oil & Gas Lease	16.21	138.62	0.00	0.00%	148.77
Preaching/Consulting	0.00	1,454.47	0.00	0.00%	1,837.19
Miscellaneous Income	0.00	0.00	0.00	0.00%	350.00
Church Income	15,500.00	156,965.52	0.00	0.00%	0.00
Subtotal Miscellaneous Income	15,516.21	158,558.61	4,000.00	3,963.97%	2,335.96
RELEASE FROM RESTRICTIONS					
TEMP RESTRICTED RELEASE					
SCLD	-54.50	-782.62	0.00	0.00%	-1,742.37
Pine Springs Camp	0.00	0.00	0.00	0.00%	-903.00
Projector Fund	0.00	0.00	0.00	0.00%	-860.68
PDA - Directed	-200.00	-1,910.00	0.00	0.00%	-2,361.00
Sudan Projects	0.00	0.00	0.00	0.00%	-6,000.00
Peace and Global Witness	0.00	0.00	0.00	0.00%	-1,692.77
PMA - Directed	-340.40	-3,081.60	0.00	0.00%	-1,977.40
Minister's Assistance	0.00	-813.00	0.00	0.00%	0.00
Synod Mission	0.00	0.00	0.00	0.00%	-400.00
Subtotal Temp Restricted Release	-594.90	-6,587.22	0.00	0.00%	-15,937.22

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Subtotal Release From Restrictions	-594.90	-6,587.22	0.00	0.00%	-15,937.22
RELEASED FROM RESTRICTION					
Released from restriction	594.90	6,587.22	0.00	0.00%	15,937.22
TOTAL INCOME	63,300.41	424,116.74	414,000.00	102.44%	240,962.02
EXPENSES					
MISSION PARTNERSHIPS					
SUDAN					
Sudan - Shared	0.00	0.00	0.00	0.00%	55.00
Sudan - Restricted	0.00	0.00	0.00	0.00%	6,000.00
Subtotal Sudan	0.00	0.00	16,000.00	0.00%	6,055.00
PINE SPRINGS CAMP					
PSC - Shared	2,750.00	22,000.00	0.00	0.00%	19,250.00
PSC - Restricted	0.00	0.00	0.00	0.00%	903.00
Subtotal Pine Springs Camp	2,750.00	22,000.00	38,000.00	57.89%	20,153.00
SYNOD MISSION					
Synod - Restricted	0.00	0.00	0.00	0.00%	400.00
PRES MISSION AGENCY					
PMA - Shared	1,600.00	12,800.00	0.00	0.00%	15,683.31
PMA - Restricted	340.40	3,081.60	0.00	0.00%	1,977.40
Subtotal Pres Mission Agency	1,940.40	15,881.60	32,000.00	49.63%	17,660.71
PRES DISASTER ASSISTANCE					
PDA - Restricted	200.00	1,910.00	0.00	0.00%	2,361.00
Subtotal Pres Disaster Assistance	200.00	1,910.00	3,000.00	63.67%	2,361.00
Subtotal Mission Partnerships	4,890.40	39,791.60	89,000.00	44.71%	46,629.71
COMMITTEE EXPENSES					
COUNCIL					
Council Expenses	0.00	0.00	1,600.00	0.00%	86.00
Presbytery Mtg Expense	0.00	0.00	900.00	0.00%	263.49
Presbytery Stoles	0.00	300.00	0.00	0.00%	0.00
Equipping Leadership	2,250.00	2,250.00	5,000.00	45.00%	1,500.00
Engaging Congregations	0.00	609.50	5,000.00	12.19%	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	750.00	1,500.00	50.00%	750.00
Website	0.00	0.00	180.00	0.00%	0.00
Subtotal Council	2,250.00	4,397.03	19,680.00	22.34%	2,599.49
COMMITTEE ON MINISTRY					
Committee Expense	0.00	0.00	500.00	0.00%	0.00
COM - SCLD	0.00	925.56	0.00	0.00%	530.88
Subtotal Committee On Ministry	0.00	925.56	500.00	185.11%	530.88
COMMITTEE ON PREPARATION					

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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	2,250.00	5,322.59	20,680.00	25.74%	3,423.81
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%	5,750.00
Subtotal Legal And Auditing	0.00	0.00	6,000.00	0.00%	5,822.50
PCUSA Meetings	0.00	1,674.46	4,750.00	35.25%	29.95
Property/Comp. Insurance	0.00	2,056.50	3,656.00	56.25%	2,112.50
Worker's Compensation	0.00	-142.92	821.00	-17.41%	311.36
Telephone	295.35	2,513.51	3,650.00	68.86%	2,657.44
Postage	115.99	677.92	900.00	75.32%	820.32
Office Supplies	-117.80	4,827.64	5,500.00	87.78%	3,738.96
RESOURCE CENTER			1,000.00		
RC - Shared	0.00	-92.36	0.00	0.00%	582.19
RC - Restricted	0.00	153.24	0.00	0.00%	0.00
Subtotal Resource Center	0.00	60.88	1,000.00	6.09%	582.19
LEASES					
Copier Lease	0.00	1,207.50	3,000.00	40.25%	2,689.00
Miscellaneous Expenses	0.00	149.00	0.00	0.00%	57.50
SERVICE FEES					
Bank Fees	30.00	168.71	0.00	0.00%	30.00
Misc. Service Fees	0.00	-55.00	0.00	0.00%	55.00
Subtotal Service Fees	30.00	113.71	0.00	0.00%	85.00
UTILITIES					
Gas	0.00	1,474.72	2,000.00	73.74%	1,173.80
Electric	101.52	722.76	1,500.00	48.18%	837.07
Water	0.00	58.75	350.00	16.79%	91.26
Sewage	0.00	61.56	350.00	17.59%	111.56
Trash Collection	0.00	262.56	800.00	32.82%	266.89
Subtotal Utilities	101.52	2,580.35	5,000.00	51.61%	2,480.58
MAINTENANCE					
Custodial Services	75.00	684.37	1,500.00	45.62%	715.61
Yard Maintenance	0.00	400.00	1,000.00	40.00%	360.00
Parking Lot Maintenance	0.00	1,062.50	1,000.00	106.25%	642.50
Building Maintenance	95.00	1,155.14	1,000.00	115.51%	2,013.40
Subtotal Maintenance	170.00	3,302.01	4,500.00	73.38%	3,731.51
Subtotal Operations	595.06	19,020.56	38,777.00	49.05%	25,118.81
PRESBYTERY STAFF					
EXECUTIVE STAFF					
EXECUTIVE PRESBYTER					
EP Salary	5,865.82	46,926.56	70,390.00	66.67%	46,916.99

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EP - Board of Pensions	1,479.81	11,838.48	17,758.00	66.67%	11,242.48
EP - Continuing Education	0.00	226.11	1,500.00	15.07%	925.00
EP - Travel	0.00	0.00	4,750.00	0.00%	0.00
EP Travel - Shared	324.82	2,572.38	0.00	0.00%	2,423.00
EP Travel - Restricted	54.50	782.62	0.00	0.00%	918.05
Subtotal Ep - Travel	379.32	3,355.00	4,750.00	70.63%	3,341.05
EP - Professional Expense	78.45	941.98	1,825.00	51.62%	759.38
EP - Deferred Comp / 403B	0.00	2,433.62	4,172.00	58.33%	1,333.44
Subtotal Executive Presbyter	7,803.40	65,721.75	100,395.00	65.46%	64,518.34
STATED CLERK					
SC - Salary	0.00	0.00	1,000.00	0.00%	0.00
Subtotal Executive Staff	7,803.40	65,721.75	101,395.00	64.82%	64,518.34
SUPPORT STAFF					
OFFICE ADMINISTRATOR					
OA - Salary	2,259.50	18,076.00	27,114.00	66.67%	17,549.60
OA - Board of Pensions	1,750.48	14,003.84	22,000.00	63.65%	12,228.56
Subtotal Office Administrator	4,009.98	32,079.84	49,114.00	65.32%	29,778.16
ASSISTANT CLERKS					
Recording Clerk Salary	0.00	937.50	1,250.00	75.00%	0.00
Associate Clerk Salary	0.00	625.00	1,250.00	50.00%	625.00
Subtotal Assistant Clerks	0.00	1,562.50	2,500.00	62.50%	625.00
Subtotal Support Staff	4,009.98	33,642.34	51,614.00	65.18%	30,403.16
EMPLOYER PAID FICA TAXES					
Employer Paid FICA Taxes	621.58	4,972.64	7,797.88	63.77%	4,932.32
Subtotal Presbytery Staff	12,434.96	104,336.73	160,806.88	64.88%	99,853.82
APPORTIONMENTS					
GA Per Capita	6,626.54	53,102.32	80,000.00	66.38%	46,497.50
Synod Per Capita	1,971.68	15,773.38	24,600.00	64.12%	14,259.21
Subtotal Apportionments	8,598.22	68,875.70	104,600.00	65.85%	60,756.71
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	28,768.64	238,160.18	413,863.88	57.55%	238,336.31
TRANSFER ACCOUNTS					
TRANSFER TO OTHER FUNDS					
Cash Transfers Out	\$0.00	-\$110,000.00	\$0.00	0.00%	\$0.00
TRANSFER FROM OTHER FUNDS					
Cash Transfers In	5,000.00	5,000.00	0.00	0.00%	1,336.13
CTI - New Covenant	0.00	2,822.57	0.00	0.00%	30,100.00

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Subtotal Cash Transfers In	5,000.00	7,822.57	0.00	0.00%	1,336.13
Subtotal Transfer From Other Funds	5,000.00	7,822.57	0.00	0.00%	1,336.13
TOTAL TRANSFERS	5,000.00	-102,177.43	0.00	0.00%	1,336.13
EXCESS INCOME\EXPENSES	\$39,531.77	\$83,779.13	\$136.12	61,547.99%	\$3,961.84

Redstone Presbytery
Commitment to Larger Church
August 31, 2018

	2018 PLEDGE	TOTAL PAID	% Payup as of 8/31/2018	Unpaid Pledge Balance
Adah, Palmer	400.00	266.68	67%	133.32
Apollo, Poke Run	3,125.00	2,343.75	75%	781.25
Avonmore	3,500.00	2,382.00	68%	1,118.00
Belle Vernon, First	7,000.00	7,000.00	100%	-
Belle Vernon, Harmony	1,000.00	400.00	40%	600.00
Belle Vernon, Marion	2,000.00	1,943.50	97%	56.50
Belle Vernon, Rehoboth	6,000.00	4,000.00	67%	2,000.00
Bolivar	1,500.00	1,000.00	67%	500.00
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	606.00		(256.00)
Cresson		1,800.00		(1,800.00)
Dawson, Tyrone				-
Delmont	4,000.00	3,142.00	79%	858.00
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	1,148.00	128%	(248.00)
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	20,000.00	67%	10,000.00
Greensburg, Maplewood	6,000.00	3,500.00	58%	2,500.00
Greensburg, Westminster		4,800.00		(4,800.00)
Irwin, First	25,000.00	16,666.64	67%	8,333.36
Irwin, W. Hempfield	5,000.00	2,500.00	50%	2,500.00
Jeannette	6,780.00	4,563.00		2,217.00
Johnstown, Bethany	2,150.00	2,150.00	100%	-
Johnstown, First	10,000.00	4,900.00		5,100.00
Johnstown, Second	3,240.00	2,160.00	67%	1,080.00
Johnstown, Westmont	12,500.00	9,170.00	73%	3,330.00
Lake Lynn		2,006.72		(2,006.72)
Latrobe, Main St.	26,500.00	17,680.00		8,820.00
Latrobe, Spring St.	3,000.00	3,000.00		-

Redstone Presbytery
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August 31, 2018

	2018 PLEDGE	TOTAL PAID	% Payup as of 8/31/2018	Unpaid Pledge Balance
Leisenring		500.00		(500.00)
Ligonier, Pleasant Grove	890.00	890.00		-
Lower Burrell, Grace	15,300.00	10,200.00	67%	5,100.00
Lower Burrell, Puckety		5,500.00		(5,500.00)
Masontown	500.00			500.00
McClellandtown		4,800.00		(4,800.00)
Merrittstown, Dunlap's Ck.	300.00	300.00	100%	-
Mt. Pleasant, Reunion		879.00		(879.00)
Murrysville, First	8,000.00	8,000.00		-
Murrysville, Newlonsburg	25,174.00	14,692.00	58%	10,482.00
Murrysville, Union	1,000.00	625.00		375.00
N. Alexandria, Community	4,000.00	3,000.00	75%	1,000.00
N. Alexandria, Congruity	7,000.00	4,547.00	65%	2,453.00
New Florence, Bethel	2,400.00	1,600.00	67%	800.00
New Florence, Trinity		2,600.00		(2,600.00)
New Kensington		5,333.36		(5,333.36)
New Salem	3,000.00	836.00	28%	2,164.00
N. Huntingdon, New Hope	4,920.00	3,280.00	67%	1,640.00
Patton	4,346.00	3,259.50	75%	1,086.50
Revloc	1,500.00	1,000.00	67%	500.00
Scottdale	1,000.00	1,099.40	110%	(99.40)
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	4,403.50	49%	4,596.50
Vanderbilt, E. Liberty	2,200.00	1,110.00	50%	1,090.00
Vandergrift				-
West Newton, Sewickley	420.00	210.00		210.00
W. Newton, Sewickley UP	600.00	600.00	100%	-
West Newton, United		906.00		(906.00)
Totals	287,355.00	228,199.05		59,155.95

2019 BUDGET NARRATIVE

OVERALL

The message of Jesus most frequently recorded by the gospels declares the coming of the “reign of God.” Not to be confused with control by the powers that dominate our world or the security of claims that are built upon hoarding resources, the “kingdom” to which Jesus calls us is one of dependence, sharing and compassion.

As those claimed and called by Jesus Christ, our discipleship reflects the norms and values of that kingdom. This is as true for who we are as a presbytery and in the tangible expressions of our budgets, as well as congregations as it is for us as individuals and families. God has called us together to be joined as the body of Christ in seeking first the kingdom and righteousness in this place, in this region.

Because of this communion in Christ, the budget reflects an opportunity **to invest in the ministry and mission that we share together as a presbytery**. Our covenantal partnership in service of the Lord’s kingdom is represented in the sharing of our time, our talents and our resources. As noted in the Scriptures, such acts of generosity reflect the operating principle of “abundance” present in the kingdom. Such commitment and action become those expressions of God’s grace “at work in the world.”

God’s gracious provision through the generous investment of **both congregations and individuals** permit this shared ministry to move forward for the honor and glory of Jesus Christ among us. Trusting in God, we believe that the Lord has provided in the past and we look toward God’s gracious provision in the future through the generosity of God’s people.

INCOME

Since 2013, the Presbytery has “lived within its means” by significantly cutting expenses and at the same time maintaining optimal cash flow management in order to maximize revenue. Yet, church contributions in the form of “First Fruits” pledges have continued to decline. Although not a per capita assessment, as an expression of both gratitude and responsibility, we desire that each congregation contribute **at least 42/member** based upon their active membership rolls. The 2019 budget income projections are optimistic and hopeful based upon incomplete data for 2018, but also anticipated increases in pledge commitments for 2019. It also reflects potential increase in contributions from our investment assets. If 2018 contributions do not reach the budgeted levels, expenditure reductions in variable costs will need to be reduced again.

EXPENSES

The collective ministry of the Presbytery in **Engaging Congregations, Equipping Leadership, Enabling Ministry Networks and Empowering Mission Partnerships** is enacted through the shared expenses of our life together. These priorities may be reflected in the support for particular mission projects of the Presbytery such as the Sudan/South Sudan Partnership, Pine Springs Camp, the Presbyterian Disaster Assistance as well as our unified giving through our denominational mission agency.

Tangible expressions of these priorities are lived out through the human resources of the Executive Presbyter in offering expertise, consulting, and assistance in the lives and ministries of both congregations and pastors. Whether in the midst of leadership transition, refocusing ministry strategy, or operational assistance, Presbytery staff provide the firsthand engagement and facilitate connections with other resources (in/outside the Presbytery). Supporting local pastoral leadership with either coaching or pastoral care through the availability of an executive may be critical to their own ongoing health and ministry. Often, shared ministry is represented symbolically in the presence and practices of our Presbytery leadership.

Both the programmatic and operational work of our committees and the Presbytery as a whole are supported through our shared financial commitments. Whether in the ministries of Council, COM, CPM, or ministry networks, each is resourced through the use of facilities, equipment, and office staff involvement.

Finally, we affirm that the Church is more than our individual congregations or even our Presbytery through our commitment to support our denominational connections in the Synod of the Trinity and the General Assembly. These per capita contributions are made based upon the active membership rolls of the seventy congregations regardless of whether the individual church has contributed that amount. In 2019, the per capita contribution for the General Assembly will increase by 1.22/member (a task force has been commissioned to study per capita as a system of funding our national church). Consequently, you will note those increases in shared ministry. Additionally, we are engaged with our ecumenical partners within our region through our participation in Christian Associates.

Consistently, even with declining revenues, we have sought to budget with an awareness of benchmarking budget expenditures in order to retain our primary commitments. Below you will see the breakdown of observing those benchmarks. Although in most presbyteries, executive staffing might be split between ministry and mission, we have chosen to show it all in shared ministry.

	2016	2017	2018	2019
Shared Ministry	56.6%	55.8%	56%	57.4%
Shared Mission	20.9%	21.0%	21.5%	20.5%
Operations	22.5%	23.2%	22.5%	22.1%
Total	100%	100%	100%	100%

INCOME/RECEIPTS

	2018 Budget	2019 Proposed Budget
Shared Ministry/Mission		
Church contributions	\$385,000.00	
Shared		355000
Directed		30000
Other gifts and contributions		\$365,000.00
		\$30,000.00
Interest	\$5,000.00	\$5,000.00
Investments (reserves)	\$20,000.00	\$30,000.00
Miscellaneous	\$4,000.00	\$4,000.00
TOTAL REVENUE	\$414,000.00	\$434,000.00

EXPENSES

Shared Ministry

Council		
Council expense	\$1,600.00	\$1,500.00
Communications	\$500.00	\$500.00
Presbytery meetings	\$900.00	\$900.00
Website	\$180.00	\$180.00
PCUSA meetings	\$4,750.00	\$4,500.00
Equipping Leadership	\$5,000.00	\$5,000.00
Engaging Congregations	\$5,000.00	\$5,000.00
Enabling Ministry Networks	\$5,000.00	\$5,000.00
Committee On Ministry		
Committee Expense	\$500.00	\$500.00
Committee on Preparation		
Committee Expense	\$500.00	\$1,000.00
Committee-Nominating		
	\$0.00	\$0.00
Committee on Representation		
	\$0.00	\$0.00

Executive Presbyter

EP Salary	\$70,390.00		\$70,390.00
Deferred comp.-403B	\$4,172.00		\$6,408.85
EP Pension	\$17,758.00		\$18,113.00
EP Study Leave	\$1,500.00		\$1,500.00
EP Professional Services	\$1,825.00		\$1,825.00
EP Travel	\$4,750.00		\$4,750.00

Christian Education/Resources

Christian Education			
Triennium	\$0.00		\$3,000.00
Resource Center	\$1,000.00		
Shared		500	\$500.00
Directed		500	\$500.00

Denominational/Ecumenical Ministry

Presbyterian Media Mission			
Christian Associates	\$1,500.00		\$1,500.00
Synod of Trinity(per capita)	\$24,600.00		\$24,600.00
General Assembly(per capita)	\$80,000.00		\$92,000.00

TOTAL SHARED MINISTRY	\$231,425.00		\$249,166.85
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Shared Mission

Sudan Partnership	\$16,000.00		\$16,000.00
Shared		6000	
Directed		10000	
Pine Springs Camp	\$38,000.00		\$38,000.00
Shared		33000	
Directed		5000	
Synod Mission			\$0.00
Shared			
Directed			
Presbyterian Mission Agency	\$32,000.00		\$32,000.00
Shared		24000	
Directed		8000	
Presbyterian Disaster Assistance	\$3,000.00		\$3,000.00
Shared		0	
Directed		3000	

TOTAL SHARED MISSION	\$89,000.00		\$89,000.00
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Operations

Supplies	\$5,500.00	\$5,500.00
Postage	\$900.00	\$1,000.00
Telephone	\$3,800.00	\$3,800.00
Utilities & Maintenance	\$9,500.00	\$9,500.00
Property Insurance	\$3,656.00	\$3,656.00
Worker's Compensation	\$821.00	\$821.00
Legal and Auditing	\$6,000.00	\$6,000.00
Leases	\$3,000.00	\$3,000.00
Miscellaneous	\$0.00	\$0.00
Stated Clerk Salary/Associate	\$2,250.00	\$2,250.00
Recording Clerk	\$1,250.00	\$1,250.00
AA Salary	\$27,114.00	\$27,927.42
AA Medical/Pension	\$22,000.00	\$23,052.00
FICA paid-Presbytery	\$7,797.88	\$7,521.28
TOTAL OPERATIONS	\$93,588.88	\$95,277.70
	\$414,013.88	\$433,444.55

Review of 2017 Session Minutes and Church Registers

Church	Exceptions
Adah, Palmer Community	No exceptions
Apollo, Poke Run	No exceptions
Avonmore, First	6) No record of review of rolls 10) No record of review of property and liability insurance 14) No record of election of representatives to presbytery meetings
Belle Vernon, First	No exceptions
Belle Vernon, Harmony	24) No regular study of the Book of Order
Belle Vernon, Marion	24) No regular study of the Book of Order
Belle Vernon, Rehoboth	6) No record of review of rolls
Bolivar, United	26) No child protection policy
Boswell, Covenant	3) No record of absentees on session meeting rolls 6) No record of review of rolls 11) No record of annual election of the treasurer 14) No record of election of representatives to Presbytery meetings 18) No record of review of annual statistical report 24) No regular study of the Book of Order 26) No child protection policy REGISTER 2) No record of ordination and terms of service for elders and deacons
Brownsville, Calvin	14) No record of election of representatives to presbytery meetings 26) No child protection policy
Brownsville, Ft. Burd	10) No record of review of property and liability insurance 12) No record of appointment of persons to count offerings 26) No child protection policy
Brownsville, Hopewell	4) No record of approval of previous session meeting minutes 6) No record of review of rolls 8) No record of annual review of compensation for pastor and staff 9) No record of approval of changes in terms of call for the pastor at annual congregational meeting 11) No record of annual election of the treasurer 12) No record of appointment of person to count offerings 13) No record of full financial review or audit 14) No record of election of representatives to Presbytery meetings 15) No record of adoption of budget 18) No record of review of annual statistical report 20) No record of election of a Nominating Committee at the congregational meeting 21) No record of election of officers at congregational meeting 22) No record of completion of a period of study and preparation followed by an examination for all newly elected officers to be ordained 24) No regular study of the Book of Order 26) No child protection policy
Colver	No exceptions
Cresson	

Dawson, Tyrone	(Review currently in progress)
Delmont	No exceptions
Derry	6) No record of review of rolls 10) No record of review of property and liability insurance 13) No record of full financial review or audit 14) No record of election of representatives to presbytery meetings
Dunbar, First	10) No record of review of property and liability insurance 12) No record of appointment of persons to count offerings
Dunbar, Laurel Hill	10) No record of review of property and liability insurance
Ebensburg	6) No record of review of rolls 10) No record of review of property and liability insurance 13) No record of full financial review or audit 20) No record of election of a Nominating Committee at the congregational meeting 22) No record of completion of a period of study and preparation followed by an examination for all newly elected officers to be ordained REGISTER 5) No record of proper information of baptisms and not recorded in session minutes
Fairchance, First	No exceptions
Farmington, Mt. Washington	8) No record of annual review of compensation for pastor and staff 10) No record of review of property and liability insurance 11) No record of annual election of treasurer 12) No record of appointment of persons to count offerings 14) No record of election of representatives to presbytery meetings 18) No record of approval of annual statistical report 24) No regular study of the Book of Order
Fayette City, First	No exceptions
Fayette City, Little Redstone	No exceptions
Greensburg, First	6) No record of review of rolls 10) No record of review of property and liability insurance 12) No record of appointment of persons to count offerings 13) No record of full financial review or audit 20) No record of election of a Nominating Committee at the congregational meeting 22) No record of completion of a period of study and preparation followed by an examination for all newly elected officers to be ordained 24) No regular study of the Book of Order
Greensburg, Maplewood	6) No record of review of rolls 22) No record of completion of a period of study and preparation followed by an examination for all newly elected officers to be ordained 24) No regular study of the Book of Order
Greensburg, Westminster	22) No record of completion of a period of study and preparation followed by an examination for all newly elected officers to be ordained
Irwin, First	9) No record of approval of changes in terms of call for the pastor 10) No record of review of property and liability insurance 12) No record of appointment of persons to count offerings

	<p>13) No record of full financial review or audit</p> <p>22) No record of completion of a period of study and preparation followed by an examination for all newly elected officers to be ordained</p>
Irwin, West Hempfield	<p>12) No record of appointment of persons to count offerings</p> <p>13) No record of full financial review or audit</p> <p>22) No record of completion of a period of study and preparation followed by an examination for all newly elected officers to be ordained</p>
Jeannette, First	No exceptions
Johnstown, Bethany	No exceptions
Johnstown, First	<p>12) No record of appointment of persons to count offerings</p> <p>13) No record of full financial review or audit</p>
Johnstown, Second	<p>10) No record of review of property and liability insurance</p> <p>11) No record of annual election of the treasurer</p> <p>18) No record of review of annual statistical report</p> <p>19) No record of summary of all committees, bodies and organizations of the church</p> <p>22) No record of completion of a period of study and preparation followed by an examination for all newly elected officers to be ordained</p>
Johnstown, Westmont	No exceptions
Lake Lynn, Springhill Furnace	(Review currently in progress)
Latrobe	<p>6) No record of review of rolls</p> <p>24) No regular study of the Book of Order</p> <p>26) No child protection policy</p>
Latrobe, United	
Leisenring	<p>6) No record of review of rolls</p> <p>10) No record of review of property and liability insurance</p> <p>12) No record of appointment of persons to count offerings</p> <p>13) No record of full financial review or audit</p> <p>14) No record of election of representatives to Presbytery meetings</p> <p>18) No record of review of annual statistical report</p> <p>21) No record of congregational meeting to record election of officers</p> <p>24) No regular study of the Book of Order</p> <p>26) No child protection policy</p>
Ligonier, Pleasant Grove	<p>3) No record of completed roll for session meetings</p> <p>4) No record of approval of previous months session meeting minutes</p> <p>6) No record of review of rolls</p> <p>8) No record of annual review of compensation for pastor and staff</p> <p>9) No record of approval of changes in terms of call for the pastor at annual congregational meeting</p> <p>10) No record of review of property and liability insurance</p> <p>11) No record of annual election of the treasurer</p> <p>12) No record of appointment of person to count offerings</p> <p>13) No record of full financial review or audit</p> <p>14) No record of election of representatives to Presbytery meetings</p> <p>18) No record of review of annual statistical report</p> <p>19) No record of summary of all committees, bodies and organizations of the church</p>

	<p>20) No record of election of a Nominating Committee at the congregational meeting</p> <p>22) No record of completion of a period of study and preparation followed by an examination for all newly elected officers to be ordained</p> <p>24) No regular study of the Book of Order</p> <p>25) No record of a pastor's report for funerals, weddings, and home communions</p>
Lower Burrell, Grace Community	<p>6) No record of review of rolls</p> <p>10) No record of review of property and liability insurance</p> <p>11) No record of annual election of the treasurer</p> <p>12) No record of appointment of persons to count offerings</p> <p>14) No record of election of representatives to Presbytery meetings</p> <p>24) No regular study of the Book of Order</p>
Lower Burrell, Puckety	<p>6) No record of review of rolls</p> <p>10) No record of review of property and liability insurance</p> <p>11) No record of annual election of the treasurer</p> <p>12) No record of election of representatives to Presbytery meetings</p> <p>22) No record of completion of a period of study and preparation followed by an examination for all newly elected officers to be ordained</p> <p>24) No regular study of the Book of Order</p>
Masontown, First	<p>24) No regular study of the Book of Order</p>
McClellandtown	<p>14) No record of election of representatives to Presbytery meetings</p> <p>22) No record of completion of a period of study and preparation followed by an examination for all newly elected officers to be ordained</p> <p>24) No regular study of the Book of Order</p>
Merrittstown, Dunlap's Creek	<p>6) No record of review of rolls</p> <p>10) No record of review of property and liability insurance</p> <p>12) No record of appointment of persons to count offerings</p> <p>14) No record of election of representatives to Presbytery meetings</p> <p>16) No record of approval of baptisms</p> <p>18) No record of approval of annual statistical report</p> <p>22) No record of completion of a period of study and preparation followed by an examination for all newly elected officers to be ordained</p> <p>REGISTER</p> <p>2) No record of elder and deacon ordinations and terms of service</p>
Mt. Pleasant, Reunion	No exceptions
Murrysville, First	<p>10) No record of review of property and liability insurance</p> <p>12) No record of appointment of persons to count offerings</p> <p>22) No record of completion of a period of study and preparation followed by an examination for all newly elected officers to be ordained</p> <p>24) No regular study of the Book of Order</p>
Murrysville, Newlonsburg	No exceptions
Murrysville, Union	<p>6) No record of review of rolls</p> <p>12) No record of appointment of persons to count offerings</p> <p>14) No record of election of representatives to Presbytery meetings</p> <p>22) No record of completion of a period of study and preparation followed by an examination for all newly elected officers to be ordained</p>

New Alexandria, Community	No exceptions
New Alexandria, Congruity	No exceptions
New Florence, Bethel	No exceptions
New Florence, Trinity	No exceptions
New Kensington, United	18) No record of approval of annual statistical report
New Salem	No exceptions
North Huntingdon, New Hope	No exceptions
Patton	6) No record of review of rolls 14) No record of election of representatives to Presbytery meetings 22) No record of completion of a period of study and preparation followed by an examination for all newly elected officers to be ordained 24) No regular study of the Book of Order
Revloc	14) No record of election of representatives to Presbytery meetings 22) No record of completion of a period of study and preparation followed by an examination for all newly elected officers to be ordained 24) No regular study of the Book of Order
Scottdale, Calvin	14) No record of election of representatives to Presbytery meetings 26) No child protection policy
Smithfield, Grace Chapel	(Review currently in progress)
Smock, Pleasant View	No exceptions
Trafford, Level Green	6) No record of review of rolls 10) No record of review of property and liability insurance 12) No record of appointment of persons to count offerings 14) No record of election of representatives to Presbytery meetings 20) No record of election of a Nominating Committee at the congregational meeting 22) No record of completion of a period of study and preparation followed by an examination for all newly elected officers to be ordained
Uniontown, Tent	12) No record of appointment of persons to count offerings 22) No record of completion of a period of study and preparation followed by an examination for all newly elected officers to be ordained
Uniontown, Third	18) No record of approval of annual statistical report
Uniontown, Trinity	6) No record of review of rolls 24) No regular study of the Book of Order 26) No child protection policy REGISTER 3) No record of trustee's names and dates of service
Vanderbilt, East Liberty	6) No record of review of rolls
Vandergrift	(Review currently in progress)
West Newton, Sewickley	10) No record of review of property and liability insurance 11) No record of annual election of the treasurer 13) No record of full financial review or audit 14) No record of election of representatives to Presbytery meetings 26) No child protection policy
West Newton, Sewickley United	No exceptions
West Newton, United	12) No record of appointment of persons to count offerings 13) No record of full financial review or audit

- | | |
|--|--|
| | <p>14) No record of election of representatives to Presbytery meetings</p> <p>22) No record of completion of a period of study and preparation followed by an examination for all newly elected officers to be ordained</p> <p>23) No record of congregational minutes relative to buying or selling property</p> <p>24) No regular study of the Book of Order</p> <p><u>REGISTER</u></p> <p>3) No record of trustee's names and dates of service</p> |
|--|--|

TERMS OF CALL* WORKSHEET

Church _____

Pastor or Associate Pastor _____ Full or Part Time _____

(include % if part-time; effective salary pro-rata)

(*For Installed Teaching Elder, Effective Salary, Board of Pensions dues, SECA offset, Study Leave, Vacation and Mileage reimbursement are requirements; For Pastors serving under contract (TE or CP), all are required except Board of Pensions, but it is recommended that provision for insurance and retirement be addressed)

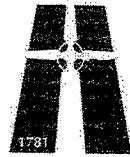
2018 Terms of Call	2018 Presbytery Minimum	2019 Presbytery Minimum	Our Church
1. Base Salary	\$36,583.19	\$37,314.85(2%)	
2. Housing Allowance or Manse, including utilities (minimum of 30% of Salary/Deferred/ Allowances-total-1,3,4,5,6)	\$10,974.96	\$11,194.46(2%)	
3. Deferred Compensation [Tax Deferred Annuity]			
4. Un-vouchered allowances, gifts from employer, bonuses, etc.			
5. Other allowances, including; <ul style="list-style-type: none"> • forms of compensation such as medical deductible/medical expense reimbursement allowances (NOT paid through a group benefit plan) • insurance premiums for additional insurance coverage provided for individual employees. 			
6. SECA <u>above</u> the normal 7.65% offset			
TOTAL EFFECTIVE SALARY	\$47,558.15	\$48,509.31(2%)	
7. Board of Pensions Dues: Pension (11%), Disability (1%) and Medical Coverage (25%) - Total (37%) <ul style="list-style-type: none"> • Vacancy/Post Retirement Dues - 12% 	\$17,596.52	\$17,948.44(2%)	
	\$5,706.98	\$5,878.19	
8. Social Security Contribution (7.65% of Effective Salary)	\$3,638.20	\$3,710.96(2%)	
9. Additional Group Plan Coverage Premiums			
10. Mileage Reimbursement (At current I.R.S. rate)			
11. Study Leave/Reimbursement (cumulative to 6 weeks plus \$1,800)	2 weeks + \$600	2 weeks +\$1000	
12. Vacation	4 weeks- 4 Sundays	4 week-4 Sundays	
11. Other Professional Expenses:			
Book Reimbursement			
Pastor's Professional Expense			
Vouchered Reimbursements			
TOTAL COST TO CONGREGATION	\$69,392.87	\$71,168.71	

Clerk _____ Pastor _____

Some 2018 and 2019 Healing and Prayer Events

- First Thursday of
each month Training in Prayer and Healing plus Healing Sessions
4:30 – 6:00 PM Redstone Presbytery office
Greensburg, PA 15601
- October 4-6 **Opening to Grace Retreat** \$200
5 PM Thursday to 4:30 Saturday
at Healing Care Place, Sycamore, PA 15364 724 998-6567
Leaders Rev. Betty Voigt, former administrator of Spirituality Program at
Pittsburgh Theological Seminary, and Rev. Clarejean Haury, both Gestalt
Pastoral Care Associates
- October 8-10 **Wee Kirk Conference** \$150 for husband and wife
Laurelville Church Center, Mt. Pleasant, PA 15666
Six total workshops on Bible, practical ministry, prayer, and special workshops
on Dealing with Sex Abuse: A. The Trauma of Abuse and B. Healing Session led
by regional Christian leaders of Gestalt Pastoral Care
Call Rev. Helen Kester 724 980-9565
- October 10-13 **The Power of Prayer** \$232 room and meals double/\$60 commuter
Christ, Our Shepherd Center (formerly Bishop Connare Center)
2900 Seminary Drive, Greensburg, PA 15601 828 669-7373
Biblical learning and praying for you led by Presbyterian Reformed Ministries
International
dunamisinstitute.org prmi.org
- October 21-24 **Prayer and Healing Retreat**
St. Joseph Retreat Center
Wheeling, WV 26003
Led by Betty Voigt and Lynn Holder 724 998-6567
- March 27-30 **“The Healing Ministry of Jesus”**
Greensburg, PA
dunamisinstitute.org prmi.org
- October 9-12 **“Spiritual Warfare”**
Greensburg, PA
dunamisinstitute.org prmi.org

For more information or to list your event, call Jim Farrer 814 629-5211.
Healing Prayer Ministry Network of Redstone Presbytery



Presbytery of Redstone

PRESBYTERIAN CHURCH (USA)

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INVITING, INFORMING, AND INCLUDING NEWCOMERS

In the 1950s, a new church start pastor challenged every member to invite two newcomers each month. Members enthusiastically committed to such a plan and the pastor's wife, feeling a special call to grow the children's ministry, regularly prayed for new babies to be part of the church's growth. No one was more surprised than she was when half of the young couples in the congregation became pregnant that year! Although this was not an intentional church growth strategy, growing families primarily fueled church growth in the 50s.

Times have changed, and declining birthrates along with cultural shifts are part of shrinking church attendance numbers. These shifts involve the secularization of Sunday, longer work weeks, and two-earner households that reduce opportunities for family time. Additionally, a growing proportion of the population distrusts institutions or do not see the church as particularly relevant to their daily lives. Despite the trends toward secularization, eight out of ten adults in the U.S. believe in God.¹ Therefore, given a changing context, what methods play a role today in how people connect to God and grow in faith through a congregation? An examination of how to invite newcomers, how to inform them, and how to include them requires new reflection.

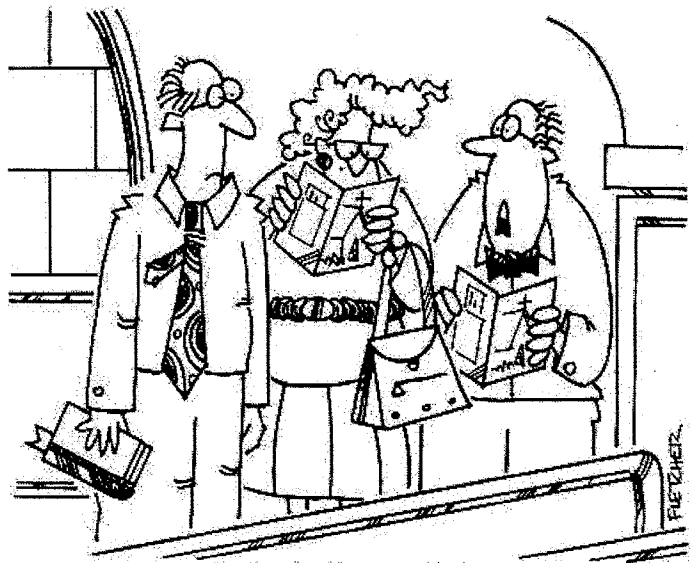
How to Invite

Not all potential new members or participants come out of the same mold. Transplants that recently moved to the area and participated in a congregation in their former location tend to use a narrow search platform because they know what type of church they would like to attend. The more challenging newcomers to reach are those friends and relatives who live near the congregation but do not currently attend anywhere. And the most difficult population to reach are seekers and those with no church background or history. Still, research clearly demonstrates that at least half to two-thirds of adults find a church through personal invitations.²

Hearing about a congregation from someone you know means the information is more likely to be trusted.

Several methods help encourage members to invite relatives, friends, neighbors, and coworkers. First, the congregation should develop a card, postcard, brochure, or flyer that members can hand or mail to people as they invite them. The printed material should at least include the church location, worship times, and website address. Yvon Prehn, a church communication specialist, warns against getting bogged down in design details because "people are not wowed into the kingdom." Rather all material should offer useful content and be easy to read and understand.³

Special events and holidays offer another opportunity for members to invite people they know. Some congregations designate a particular Sunday as Invite-a-Friend Sunday, Open House Sunday, or Special Recognition Sunday (such as honoring teachers, first responders, or others in the community).⁴ Congregations can create



WE NEED TO UPDATE OUR
CHURCH INFORMATION BROCHURE...
"DESSERT, DISCO, AND DEUTERONOMY"
IS NO LONGER A FELLOWSHIP EVENT!

cards or flyers for these special worship events for members to distribute or mail.

Mass communications—the church website and social media channels, direct mail, yard signs, door hangers, church banners and signs, radio and print ads, and community ads (such as bulletin boards, ads in movie theaters, or sponsoring events)—are additional broad strategies for reaching people. The goal of these efforts is to show the congregation as a place that welcomes newcomers. While no one media strategy produces the desired results in today’s context, some experts argue that there is a growing preference for printed materials. In fact, even though many congregations have invested in digital marketing strategies, a recent study found that direct mail outperforms all digital communications combined by 600%.⁵ Still, an up-to-date and easy to navigate church website (optimized for mobile phones) serves as a primary source of information to which print pieces can direct.

How to Inform

Successful efforts to invite newcomers do not yield new members. Sadly, at most, only three out of ten visitors return for a second visit. Too many visitors catch only a glimpse of what the congregation offers. Prehn claims that two printed pieces are important for informing newcomers: the church bulletin and connection or visitor cards.

The church bulletin. When people attend a worship service, the bulletin is the first picture they see of the congregation. This description of church life should be jargon free, friendly, and clearly written. The order of service should be easy to follow and related to congregational theology and commitments. The bulletin should provide information for linking to the church website, phone numbers, and other contact information (such as church office hours). Visitors are highly likely to take the bulletin home, so consider what information might be most useful to them.

Connection or visitor cards. Visitors typically fill these out during worship services to drop in the offering plates or return to ushers at the end of the service. Too often visitors aren’t given the time during services to complete the card. Worship leaders should give some thought as to when to bring the cards to the attention of visitors (early in the service) and how visitors are welcomed because many visitors do not want to be publicly recognized. In addition to the cards, brochures or visitor packets help visitors learn more about the congregation.⁶

How to Include

Think about a movie theater website. The website makes it easy to see what is showing, at what times, ticket prices, the theatre location, and maps. Participating in a church small group or event should be as easy as going to a movie. A web-supported calendar is essential for including new people as well as current members. Do not make people go through nonessential steps to figure out what is going on and how to participate (such as “call the church office for more information”).

Additionally, most newcomers want to try things out before making a big commitment. Classes or groups that require a multi-week commitment scare away new people because they are not certain they want to make such an extended commitment. A brochure that describes ideal groups and activities that new members can try could be included in the visitor packet. Church consultant Jeff Woods believes encouraging people to engage in common activities builds trust, and helping participants to reflect on those activities builds commitment to a common purpose.⁷

Three Pillars of Evangelism

Three complementary efforts serve the congregation’s ministry goals: inviting, informing, and including new people. Just like a three-pillared tower, without one support, the overall purpose becomes unstable. To invite is to increase the church’s visibility and relevance, to inform is to offer opportunities for connection, and to include means spiritual experiences that promote Christian maturity and growth. Which effort needs more intention and planning in your congregation?

1. “When Americans Say They Believe in God, What Do They Mean?” Pew Research Center, <http://www.pewforum.org/2018/04/25>.

2. Cynthia Woolever and Deborah Bruce, *A Field Guide to U.S. Congregations: Who’s Going Where and Why*, 2nd edition (Louisville, KY: Westminster John Knox, 2010).

3. Yvon Prehn, *5 Steps of Effective Church Communications and Marketing*, 2nd edition (Ventura, CA: Effective Church Communications, 2016), 54.

4. See Church Effectiveness Nuggets, Vol. 4: “How to Increase Worship Attendance” and Vol. 8: “How to Attract First-Time Worship Visitors,” <https://www.theparishpaper.com/free-resources>.

5. www.twosidesna.org

6. See Yvon Prehn, *Church Connection Cards*, 2nd edition (Ventura, CA: 2011).

7. C. Jeff Woods, “What Type of Follower Attends Our Church?” *The Parish Paper*, Vol. 22, No. 7: July 2014.

HOW TO RAISE MONEY FOR YOUR COMMUNITY PROJECTS

A congregation's community project often starts with someone's idea or dream, followed by a plan designed by a core team, and then, a group of volunteers willing to roll up their sleeves and get to work. Yet how can this worthy work be sustained over time? Whether the project involves food, clothing, or housing assistance; counseling and job training; or organizing residents around an issue of local importance like the need for a community garden or more stop signs, at some point the program might require funding in order to continue.

Plan for Sustainability

In order to raise money effectively, leaders must develop a plan for future spending, that is, a budget. Some leaders prefer to build long-range planning into their thinking at the outset. The Reverend Constance Delzell, Rector at St. Andrew's Episcopal Church in Denver, decided to factor the necessity for funding into her dream of a children's ministry for the community. She describes waking from a dream, which she believes was divinely inspired, telling her that now was the time to take action on her wish to start an arts ministry.

Based on this vision, she founded the Children's Center for Arts and Learning, a neighborhood ministry serving a low-income community in the city of Denver. From the beginning, she began developing a plan for sustainability. She thinks that many congregations often make a mistake by failing to plan for their project's financial future. Because St. Andrew's was small with few resources, she approached members of previous churches she had served whom she thought might be interested and who had financial means. Then a personal friend provided \$10,000 in seed money over three years. At this point, she took some of the total received to hire a secretary and part-time grant writer. Thinking strategically helped the program move from vision to funding.¹

Beyond Grants

As this example illustrates, individual giving plays an important role in fundraising efforts. In fact, a vast majority of funding for nonprofits originates from individuals, not foundations. In 2017, foundations provided only about 15% of all donations to U.S. nonprofits, while 72% originated with individuals.² With this in mind, leaders can keep their eyes on the prize by reaching out to both close ties and community members, letting foundations take a secondary role. Basing a budget strategy on individual gifts provides more stability than funding from foundations, whose priorities tend to change every few years.

Joy Skjegstad, who advises churches on their community ministry programs, suggests starting with church members who already have the strongest connection with the project, including volunteers currently working in the program or previous volunteers. Meet with potential donors face to face and ask for a specific amount, following up with written materials (no more



"ANYONE INTERESTED IN SERVING AS THE NEW
FUNDING APPEAL COORDINATOR
IS ASKED TO SEE ME
IMMEDIATELY FOLLOWING THE SERVICE."

than one or two pages long) that describe the project's activities, its mission, and various amounts that could be given. Make sure to follow up, which could be as simple as sending a brochure or program budget.

Asking church members may be complicated by the fact that other appeals are being made at the same time of the year for some other worthy cause. Check with the pastor or staff to avoid inadvertently blindsiding other ministries. When possible, coordinate with others. Skjegstad tells of one scheduling conflict that required just such coordination. While working on the church staff, she sought to make a funding appeal for the nonprofit she directed, which had close ties to the church. Her group's appeal sought funding for a health clinic, tutoring, and a computer-training center. Yet at the same time, the church's food pantry was making a funding appeal for Christmas food baskets and the trustees had launched a drive to fund special "fix-it" projects. All three appeals happened at that prime time in the church's life—the end of the year. After some discussion, the three groups decided to coordinate their appeals, making joint announcements from the pulpit three weeks in a row, and providing bulletin inserts with all three appeals listed together.³

A Miracle Sunday

Church leaders can take the idea of joint fundraising to a new level through planning a "Miracle Sunday" offering. The Miracle Sunday approach utilizes a strategy found in a variety of annual stewardship campaigns: an extensively planned campaign culminating in a single, celebratory event in which church members make their offerings at the Sunday worship service and tabulate the results that same day. As with other stewardship campaigns, Miracle Sunday relies on a team of people with strong financial giving records, a promotional campaign built up over a period of weeks (twelve weeks is recommended), and an explicitly stated and ambitious financial goal. However, unlike most stewardship campaigns, Miracle Sunday focuses not on the overall budget, but on one to three worthy causes, such as community projects, building improvement, or music or education that benefit church members. Another difference between Miracle Sunday and traditional stewardship campaigns is that donors are asked to give not from current income, but from their accumulated resources, such as savings, stocks, or from the sale of other valuable items such as cars, boats, or real estate.

A Miracle Sunday campaign typically lasts about twelve weeks and takes place in the spring so as not to interfere with the fall stewardship campaign. The planning team sends four mailings spread over several weeks, holds two informational meetings, and makes a series of worship service announcements. No home visits are required. The goal for the Miracle Sunday is a single offering that exceeds anything the church has given before (hence the name, "Miracle Sunday").

To make it most effective, set an ambitious goal, usually at least one-third of the church's annual budget. Herb Miller states, "Miracle Sunday has raised an amount equal to between one-third and three times the size of the church's annual operating budget in countless congregations across the United States." He observes that congregations that experienced a budget shortfall in the previous year are surprised at the success of their Miracle Sunday campaign the following year, which may be due to the fact that contributions come from accumulated resources and may even represent a once-in-a-lifetime gift. For that reason, Miracle Sunday should not be relied on as a yearly event, but used sparingly.⁴

Providing funds can help community engagement work grow and thrive. When projects reach a certain size, fundraising may provide an answer to previously insurmountable challenges such as maintaining volunteer involvement, acquiring needed equipment, or ensuring enough space to make it all work. While funding should never be considered an end in itself, it can help keep the lights on, the bills paid, and the program thriving. Funding just might be the key to future success.⁵

Do you have stories or comments to share about your church's experience with Herb Miller's Miracle Sunday? Please email them to info@theparishpaper.com.

1. Linda-Marie Delloff, *Public Offerings: Stories from the Front Lines of Community Ministry* (Bethesda, MD: Alban, 2002), 32-33.

2. "Giving USA 2017: Total Charitable Donations Rise to New High of \$390.05 Billion," <https://givingusa.org/tag/giving-usa-2017>.

3. Joy F. Skjegstad, *7 Models for Community Ministry* (Valley Forge, PA: Judson Press, 2013), 177-181.

4. Herb Miller, "Planning and Leading a Miracle Sunday Campaign," <https://www.theparishpaper.com/sites/default/files/resources/Planning%20and%20Leading%20a%20Miracle%20Sunday%20Campaign.pdf>

5. Excerpted from Dana Horrell, *Engaging the Community: Tools for Church Leaders* (Minneapolis, MN: Fortress Press, forthcoming).

CHECKING UP ON CLERGY HEALTH ASSESSING THE COST OF SACRED WORK

Many people feel called to their work and respond to job demands in ways that reflect a sense of vocation. But do we expect clergy to perform their calling with even greater devotion and sacrifice? Because clergy define their work as sacred, taking care of themselves may always be a lower priority. One writer describes the high cost of sacred work in this way: “if your back-drop is burning bushes and having a child at age ninety, or if it’s bumping into an angel with premarital plans for you . . . who are you to turn down a relatively minor request like leaving vacation to perform a funeral?”¹

The Latest Numbers

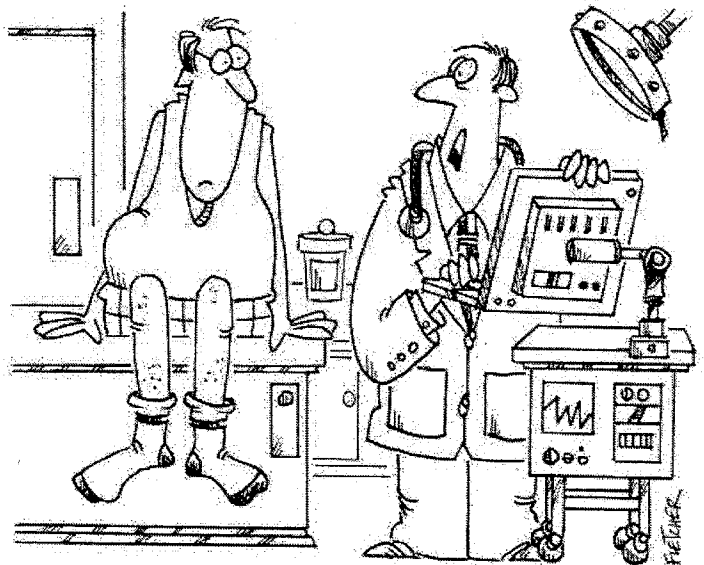
Findings from a ten-year, longitudinal study suggest that unraveling all the complexities of clergy health and well-being is not easy. Although the study drew from a large number of United Methodist clergy, the research results mirror findings from other Protestant clergy samples. This landmark study also carefully tracked intervention efforts and evaluated how individual clergy might change their health status and habits over time.²

Physical health. Just as health insurance costs for the general population continue to climb, the same holds true for clergy. In fact, these costs for clergy remain higher, partly because clergy submit more health care claims.³ National studies reveal clergy have higher rates of obesity than the general population, regardless of age. Obesity causes and complicates other health issues, especially chronic diseases, such as diabetes, arthritis, asthma, and heart disease.⁴ Lack of exercise and a damaging diet contribute to weight gain as well as high blood pressure, high cholesterol, stress, and other health negatives.

Mental health. Levels of depression among clergy remain higher than the U.S. population as well. The study found 8.7% of clergy suffer from some depression (compared to 5.5% of the U.S. population). Both male and female clergy demonstrated these higher-than-average rates of depressive symptoms. This surprising finding runs counter to what appears in the general population, where

females typically present much higher depression rates than males. However, among clergy, the opposite pattern surfaces: twice as many male clergy report depressive symptoms compared to males in the U.S. (8.8% to 4.4%).⁵

What might be some of the causes behind these higher clergy depression rates? There are probably more reasons than can be explored here, but some possibilities include aging (the average age of clergy continues to scale upward), side effects of medications, long hours, presence of congregational conflict, unrealistic clergy expectations about ministry, excessive demands by congregants, and serving as the first line of support in difficult life circumstances (illness, death, divorce).⁶ Yet another factor could be self-selection. Some clergy who went through traumatic life events may seek out ministry as a healing experience. Their own life encounters could make them especially sympathetic to others’ suffering and form their approach to ministry. Henry Nouwen wrote about “the wounded healer,” who exemplifies how one’s own suffering can serve as a source of strength and hope for others.⁷



“WALKING THE WALK ISN'T ENOUGH...
IT'S TIME TO TRY SOME LIGHT JOGGING.”

The good news: More than two-thirds of the study's clergy qualified as "flourishing" compared to only about half of the U.S. population. Clergy are more likely to report being happy, satisfied with their life, filled with a sense of direction and meaning, and enjoying many warm and trusting relationships.⁸ What appears to be a contradictory finding, given the higher-than-average depression rates, confirms what other researchers discovered. Clergy consistently demonstrate remarkable resiliency and better-than-average psychological and social functioning. These measured positives simply do not lie on the same continuum as depression, anxiety, or stress.

Hope-Filled Implications

What do these recent results say to clergy, those who care about them, and those who wish to see congregations strengthened by healthy leadership?

For clergy. After hearing about the health initiative, large numbers of clergy wanted to participate in the health program—so many that new groups had to start in waves every six months. The protocol called for assessment on key components of physical health once they agreed to participate, including weight, waist circumference, blood pressure, HDL cholesterol, and triglycerides. Even before clergy began to participate fully in the program, they showed significant improvements in these metabolic syndrome indicators, which are linked to heart disease, stroke, and diabetes. Awareness and frequent monitoring of physical health indicators resulted in improved outcomes and seeing improvements helped motivate pastors to stick to an exercise plan and continue healthy eating. Screening for potential risks and access to health care is essential for long-term outcomes.

Unfortunately, the program failed to decrease rates of depression or stress symptoms. Although pastors were encouraged to nurture their family and friendships, other components of mental and social health—financial and other context stressors—went largely unaddressed.⁹ These findings underscore that clergy cannot obtain better health alone without the support of congregations and their denominational leaders.

For congregations. Lay leaders play an important role in supporting healthy behaviors in clergy. Encourage the pastor to take a day off a week, pursue a relaxing hobby or interest, get regular exercise, and spend time with family and friends. Other ways to provide stress-reducing support include honoring the boundary between ministry and personal time, offering a

Sabbatical, providing funds for continuing education or personal study (books), or granting time for participation in clergy peer groups.¹⁰ Refrain from insisting that every ministry task is equally important and must be carried out by the pastor. When pastors find ways to spend more time on their joy-filled ministry tasks, they feel greater satisfaction in ministry.

For denominations. The most highly satisfied pastors cite their denomination as a critical partner in their ministry effectiveness. Judicatory leaders can advocate for adequate salaries, housing allowances, healthcare benefits, and pensions, even for clergy in part-time positions. And they can encourage pastors to seek help with physical, psychological, or family issues.

Too many denominations struggle to provide health care resources at the regional or judicatory level. Because the bargaining advantage of national-level organizations yields better and more cost-effective benefit plans, denominations should explore new, national strategies. Further, the obligation to ensure access to full benefits and equal compensation, regardless of age, gender, or race, rests with denominational bodies.

Assessing the Rewards

For clergy: What gives you joy? How does your passion for ministry best connect to your congregation's needs?

For congregations: Have people in the congregation made too many demands on the pastor during the past year? How often have people been critical of things the pastor has done? How does your congregation make the pastor feel loved and appreciated?

For denominations: Do we regularly check in with our clergy to listen to their concerns and needs? How are we planning to improve the ministry environment to promote better clergy health?

1. Rae Jean Proeschold-Bell and Jason Byassee, *Faithful and Fractured: Responding to the Clergy Health Crisis* (Grand Rapids, MI: Baker, 2018), 24.

2. *Ibid.*, xx-xxii.

3. *Ibid.*, xvi.

4. *Ibid.*, 84.

5. *Ibid.*, 37-38.

6. *Ibid.*, 3.

7. Henri J. M. Nouwen, *The Wounded Healer: Ministry in Contemporary Society* (New York City: Doubleday, 1972).

8. Proeschold-Bell and Byassee, 114.

9. Cynthia Woolever, "Big Ministry Trends for 2014," *The Parish Paper*, January, 2014.

10. Cynthia Woolever, "How to Avoid Pastor Burnout," *The Parish Paper*, January, 2013.

DON'T DISAGREE, DELIBERATE

HOW TO LEAD COMMUNITY CONVERSATIONS IN YOUR CHURCH

The church is no stranger to controversy. Chapter 15 of the Book of Acts describes a heated debate among the apostles at a gathering in Jerusalem. Should Gentiles be welcomed as Jesus' followers or only Jews who kept Moses' law by getting circumcised? When they resolved the matter, the letter they sent out to the churches acknowledged God's work in the midst of disagreement: "For it has seemed good to the Holy Spirit and to us," they wrote, that even non-Jews should be welcomed (Acts 15:28). Yet if disagreement about church matters can be holy, what about community matters? Should church leaders ever discuss issues of public concern and ask community members to join them? If so, how?

Creating Space for Conversation

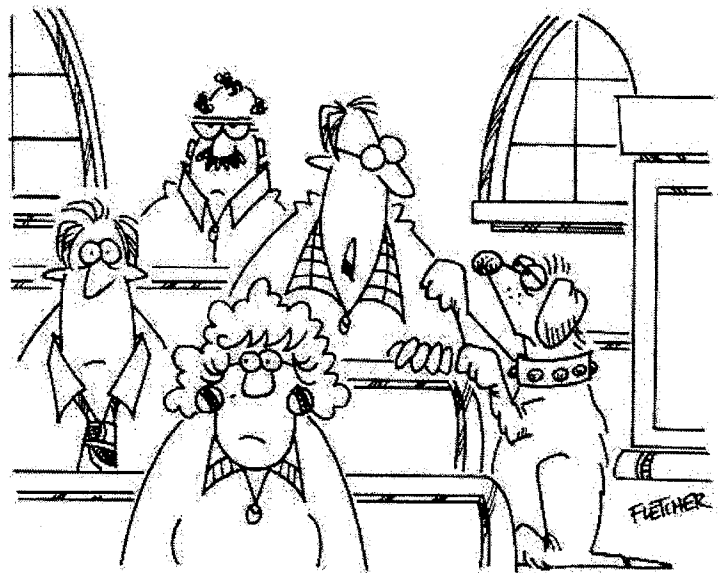
During an election season, some churches offer forums in which candidates for public office speak to the community about public issues. According to one research study, 16% of mainline Protestants, 12% of other Protestants, and 8% of Roman Catholics are members of congregations that hosted such forums.¹ In addition to candidate forums, a newer model has emerged for discussing issues of public concern that emphasizes fairness and respect among participants. Sometimes called a "deliberative forum," this highly structured meeting is designed so that everyone gets a chance to speak and provide their perspective, others listen respectfully, and all in attendance discuss the options so that the best solutions emerge.² While deliberative forums go by many names and take a variety of forms, they all share a structured process, one that requires advance preparation from the participants and aims to include a diverse group of people.³

A Deliberate Process for Deliberative Work

The Reverend R. Gregg Kaufman, an Evangelical Lutheran pastor in Jacksonville, Florida, began experimenting with deliberative forums as a way to introduce churches to dialogue about public issues. The inspiration

for Reverend Kaufman's work came from the Kettering Foundation (www.kettering.org), a nonprofit foundation that gathers community leaders to find ways to make democracy work better. With advice from a group of pastors hosted by Kettering, Reverend Kaufman began to use deliberative forums in several churches in the Jacksonville area. A few months before the presidential election in 2016, Kaufman held one at St. John's Episcopal Cathedral on the topic of political dysfunction.

Using a guide designed by the National Issues Forum Institute, *Political Fix: How Can We Get American Politics Back On Track?* Kaufman laid out the process for the group: First, he invited everyone to speak about a personal stake they have in the issue. Next, he presented ground rules that emphasized listening and respect. Then he added a twist: no talk about the Trump/Pence or Clinton/Kaine presidential tickets. The goal was to find ways to talk about political dysfunction and solutions to the problem in a way that



"JUST RELAX, BUDDY...
THEY SAID EVERYONE WOULD GET A CHANCE TO SPEAK."

encouraged respectful speaking and listening. The issue guide presents three options for consideration:

1. Break the grip of special interests: The key to addressing gridlock and dysfunction in government is to rein in special interests and curb the influence of big money.
2. Increase responsibility: Our best hope of fixing American politics is to restore individual responsibility in communities and at every level of government.
3. Fix the mechanisms of politics: The mechanisms of government are no longer responsive to the will of the people. We need major structural changes to make the system work as it was intended to.

Discussing politics with strangers can be intimidating, even with topics that might appear easy to reach consensus about. Some participants arrived at the meeting tense, expecting heated arguments. Before the discussion got very far along, however, the tenor of the group began to shift. “Speech that was like shaky steps on thin ice began to take on the feel of a driveway basketball game,” according to an observer who later wrote about the evening. Kaufman has held over a dozen such forums in the Jacksonville area, with most of them using churches as sponsors or to provide the venue.⁴

Deliberative work tends to be exploratory and open to revision. Meetings are designed so that everyone gets a chance to speak and listen respectfully. The goal is to move toward understanding, find some common ground, and identify possible solutions. For this reason, the National Issues Forum Institute (www.nifi.org) provides four-page printed guides that present three different and sharply defined policy options. The guide asks participants to examine the options together, keeping in mind the trade-offs or disadvantages implicit in each one.

Creating a Process for Your Church: An Example

When rhetoric becomes heated around a specific community issue, church-based forums give participants the chance to cool their tempers. In 2015, for example, in the midst of public concern over police violence and community safety, two Tennessee pastors joined forces to encourage dialogue. Oak Ridge, Tennessee is also known as the “Secret City” because it was established in the 1940s as a community for workers in the federally sponsored Manhattan Project, which built the first atomic bomb. Over time, this city of 29,000 has become increas-

ingly diverse. In the summer of 2015, the largely white Oak Ridge Unitarian Universalist Church responded to outrage over police violence nationwide by posting a message on its electronic sign: Black Lives Matter. When the pastor, the Reverend Jake Morrill, began receiving death threats, he called a meeting with his colleague, the Reverend Derrick Hammond, pastor of Oak Valley Baptist Church, a largely African American congregation in the city. At that meeting, also attended by a Roman Catholic priest and the city’s chief of police, the group decided to take the sign down and host a series of three public forums called “Community Matters.”

After considerable discussion, the group designed a process for discussing the community’s issues fairly and in depth. The process aimed to: identify the issues of most concern to the community, do research using quantitative data that would offer an objective basis for understanding the concern, identify resources that might improve the situation, and resolve the issue by taking collective action. The ground rules were simple. Participants were to 1) speak as an individual, not as a representative of a group, 2) speak to concerns without laying blame or personal attacks, and 3) “Remember there is no room for disrespect.”⁵

If Not Us, Then Who?

“One who spares words is knowledgeable; one who is cool in spirit has understanding” (Proverbs 17:27). Group discussion does not have to be twisted by anger or marred by disrespect. Deliberation is possible, even concerning controversial matters such as immigration, gun violence, or the opioid epidemic. By hosting forums, church leaders can offer a space where difficult issues get raised, and though perhaps not resolved, at least considered respectfully and fairly. Along the way, churches might help their members as well as community residents learn how to “love your neighbor as yourself” (Matthew 22:39).

1. Mark Chaves, “Religious Variations in Public Presence,” in Robert Wuthnow and John Evans, eds., *The Quiet Hand of God*, (Berkeley, CA: University of California Press, 2002), 118.

2. Tina Nabatchi and Matt Leighninger, *Public Participation for the 21st Century* (Hoboken, NJ: Jossey-Bass, 2015), 276.

3. *Ibid.*, 276.

4. Linell Ajello, “Out of the Shadows of Polarization,” *Kettering Review* 34, no. 1 (Fall 2017), 23-29.

5. Derrick Hammond, “Employing Democratic Practices to Address Community Forum Concerns” presented to the Kettering Foundation, October 20-21, 2016.