

Presbytery of Redstone  
**Income and Expense Statement**  
 GENERAL FUND 01, April 2019

	Current Period	Year to Date	Annual Budget	Annual Budget YTD Percentage	Prior Year
<b>INCOME</b>					
<b>CONTRIBUTION INCOME</b>					
UNRESTRICTED			\$365,000.00		
Church Comm/Lgr Church	32,463.91	102,616.26	0.00	0.00%	130,181.46
Church Extra Giving	0.00	2,000.00	0.00	0.00%	0.00
Presbyterian Fdn Cont	0.00	198.60	0.00	0.00%	86.20
<b>Subtotal Unrestricted</b>	<b>32,463.91</b>	<b>104,814.86</b>	<b>365,000.00</b>	<b>28.72%</b>	<b>130,267.66</b>
<b>TEMPORARILY RESTRICTED</b>					
			30,000.00		
Equipping Leadership	-185.00	0.00	0.00	0.00%	0.00
SCLD	1,948.93	1,948.93	0.00	0.00%	2,175.97
Pine Springs Camp	100.00	100.00	0.00	0.00%	0.00
Enabling Ministry Network	0.00	1,500.00	0.00	0.00%	0.00
Projector Fund	0.00	10.00	0.00	0.00%	0.00
Resource Center	0.00	316.50	0.00	0.00%	394.12
PDA - Directed	50.00	2,535.00	0.00	0.00%	1,440.00
Triennium	100.00	100.00	0.00	0.00%	0.00
Sudan Projects	1,113.00	4,092.41	0.00	0.00%	2,635.98
Peace and Global Witness	0.00	0.00	0.00	0.00%	333.10
Ministry Student Aid	0.00	363.00	0.00	0.00%	0.00
PMA - Directed	700.00	3,002.00	0.00	0.00%	1,834.80
Minister's Assistance	0.00	0.00	0.00	0.00%	813.00
Synod Mission	600.00	900.00	0.00	0.00%	0.00
<b>Subtotal Temporarily Restricted</b>	<b>4,426.93</b>	<b>14,867.84</b>	<b>30,000.00</b>	<b>49.56%</b>	<b>9,626.97</b>
<b>Subtotal Contribution Income</b>	<b>36,890.84</b>	<b>119,682.70</b>	<b>395,000.00</b>	<b>30.30%</b>	<b>139,894.63</b>
<b>INVESTMENT INCOME</b>					
Investment Income	0.00	0.00	30,000.00	0.00%	0.00
<b>INTEREST INCOME</b>					
Investment Interest	0.00	0.00	5,000.00	0.00%	458.87
PILP Interest	36.81	36.81	0.00	0.00%	36.81
<b>Subtotal Interest Income</b>	<b>36.81</b>	<b>36.81</b>	<b>5,000.00</b>	<b>0.74%</b>	<b>495.68</b>
<b>MISCELLANEOUS INCOME</b>					
			4,000.00		
Oil & Gas Lease	19.91	76.65	0.00	0.00%	68.80
Preaching/Consulting	900.00	2,345.00	0.00	0.00%	400.00
Miscellaneous Income	50.00	50.00	0.00	0.00%	0.00
Church Income	0.00	0.00	0.00	0.00%	110,886.90
<b>Subtotal Miscellaneous Income</b>	<b>969.91</b>	<b>2,471.65</b>	<b>4,000.00</b>	<b>61.79%</b>	<b>111,355.70</b>
<b>RELEASE FROM RESTRICTIONS</b>					
<b>TEMP RESTRICTED RELEASE</b>					
SCLD	-84.68	-281.08	0.00	0.00%	-366.78
Pine Springs Camp	-100.00	-100.00	0.00	0.00%	0.00
Enabling Ministry Network	0.00	-2,399.28	0.00	0.00%	0.00
Projector Fund	-4,477.00	-4,477.00	0.00	0.00%	0.00
PDA - Directed	-50.00	-2,535.00	0.00	0.00%	-1,440.00
Communications	4,477.00	0.00	0.00	0.00%	0.00
PMA - Directed	-700.00	-3,002.00	0.00	0.00%	-1,834.80
Minister's Assistance	0.00	0.00	0.00	0.00%	-813.00
Synod Mission	-900.00	-1,200.00	0.00	0.00%	0.00

*Presbytery of Redstone*  
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	Current Period	Year to Date	Annual Budget	Annual Budget YTD Percentage	Prior Year
Subtotal Temp Restricted Release	-1,834.68	-13,994.36	0.00	0.00%	-4,454.58
Subtotal Release From Restrictions	-1,834.68	-13,994.36	0.00	0.00%	-4,454.58
<b>RELEASED FROM RESTRICTION</b>					
Released from restriction	1,834.68	13,994.36	0.00	0.00%	4,454.58
<b>TOTAL INCOME</b>	<b>37,897.56</b>	<b>122,191.16</b>	<b>434,000.00</b>	<b>28.15%</b>	<b>251,746.01</b>
<b>EXPENSES</b>					
<b>MISSION PARTNERSHIPS</b>					
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	100.00	100.00	0.00	0.00%	0.00
Subtotal Pine Springs Camp	2,850.00	11,100.00	38,000.00	29.21%	11,000.00
<b>SYNOD MISSION</b>					
Synod - Restricted	900.00	1,200.00	0.00	0.00%	0.00
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%	6,400.00
PMA - Restricted	700.00	3,002.00	0.00	0.00%	1,834.80
Subtotal Pres Mission Agency	2,300.00	9,402.00	32,000.00	29.38%	8,234.80
<b>PRES DISASTER ASSISTANCE</b>					
PDA - Restricted	50.00	2,535.00	0.00	0.00%	1,440.00
Subtotal Pres Disaster Assistance	50.00	2,535.00	3,000.00	84.50%	1,440.00
Subtotal Mission Partnerships	6,100.00	24,237.00	89,000.00	27.23%	20,674.80
<b>COMMITTEE EXPENSES</b>					
<b>COUNCIL</b>					
Council Expenses	0.00	729.55	1,500.00	48.64%	0.00
Presbytery Mtg Expense	0.00	230.09	900.00	25.57%	0.00
<b>TRIENNIUM</b>					
Triennium - Shared	0.00	0.00	3,000.00	0.00%	0.00
Presbytery Stoles	0.00	0.00	0.00	0.00%	300.00
Equipping Leadership	0.00	750.00	5,000.00	15.00%	0.00
Engaging Congregations	0.00	0.00	5,000.00	0.00%	0.00
Enabling Ministry Network	0.00	2,399.28	5,000.00	47.99%	98.87
Mission Expenses	0.00	0.00	0.00	0.00%	388.66
Christian Associates	0.00	375.00	1,500.00	25.00%	375.00
Website	0.00	0.00	180.00	0.00%	0.00
<b>COMMUNICATION EXPENSES</b>					
CE - Shared	80.48	698.26	500.00	0.00%	0.00
Subtotal Communication Expenses	80.48	698.26	500.00	139.65%	0.00
Subtotal Council	80.48	5,182.18	22,580.00	22.95%	1,162.53
<b>COMMITTEE ON MINISTRY</b>					
Committee Expense	0.00	0.00	500.00	0.00%	100.00
COM - SCLD	0.00	76.92	0.00	0.00%	925.56

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Subtotal Committee On Ministry	0.00	76.92	500.00	15.38%	1,025.56
<b>COMMITTEE ON PREPARATION</b>					
Committee Expense	0.00	0.00	1,000.00	0.00%	0.00
Subtotal Committee Expenses	80.48	5,259.10	24,080.00	21.84%	2,188.09
<b>OPERATIONS</b>					
<b>LEGAL AND AUDITING</b>					
Audit	0.00	0.00	6,000.00	0.00%	0.00
PCUSA Meetings	0.00	0.00	4,500.00	0.00%	269.00
Property/Comp. Insurance	0.00	258.22	3,656.00	7.06%	1,028.25
Worker's Compensation	0.00	394.90	821.00	48.10%	-38.92
Telephone	265.73	1,270.83	3,800.00	33.44%	1,332.46
Postage	-104.58	608.81	1,000.00	60.88%	413.96
Office Supplies	-572.36	271.69	5,500.00	4.94%	1,935.03
<b>RESOURCE CENTER</b>					
RC - Shared	0.00	0.00	0.00	0.00%	-138.80
RC - Restricted	0.00	0.00	0.00	0.00%	31.10
Subtotal Resource Center	0.00	0.00	1,000.00	0.00%	-107.70
<b>LEASES</b>					
Copier Lease	300.00	750.00	3,000.00	25.00%	607.50
Miscellaneous Expenses	0.00	380.72	0.00	0.00%	0.00
<b>SERVICE FEES</b>					
Bank Fees	0.00	2.00	0.00	0.00%	1.96
Misc. Service Fees	0.00	15.00	0.00	0.00%	-55.00
Subtotal Service Fees	0.00	17.00	0.00	0.00%	-53.04
<b>UTILITIES</b>					
Gas	368.52	1,263.99	2,000.00	63.20%	1,214.71
Electric	80.00	486.14	1,500.00	32.41%	349.87
Water	0.00	88.50	350.00	25.29%	58.75
Sewage	0.00	73.56	350.00	21.02%	61.56
Trash Collection	36.79	110.37	800.00	13.80%	262.56
Subtotal Utilities	485.31	2,022.56	5,000.00	40.45%	1,947.45
<b>MAINTENANCE</b>					
Custodial Services	93.75	331.25	1,500.00	22.08%	328.12
Yard Maintenance	0.00	0.00	1,000.00	0.00%	0.00
Parking Lot Maintenance	350.00	850.00	1,000.00	85.00%	1,062.50
Building Maintenance	0.00	1,024.88	1,000.00	102.49%	885.39
Subtotal Maintenance	443.75	2,206.13	4,500.00	49.03%	2,276.01
Subtotal Operations	817.85	8,180.86	38,777.00	21.10%	9,610.00
<b>PRESBYTERY STAFF</b>					
<b>EXECUTIVE STAFF</b>					
<b>EXECUTIVE PRESBYTER</b>					
EP Salary	5,865.84	23,463.36	70,390.00	33.33%	23,463.28
EP - Board of Pensions	1,509.51	6,038.04	18,113.00	33.34%	5,919.24
EP - Continuing Education	0.00	0.00	1,500.00	0.00%	108.44
EP - Travel	0.00	0.00	4,750.00	0.00%	0.00

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EP Travel - Shared	359.02	1,426.22	0.00	0.00%	1,003.88
EP Travel - Restricted	84.68	204.16	0.00	0.00%	366.78
<b>Subtotal Ep - Travel</b>	<b>443.70</b>	<b>1,630.38</b>	<b>4,750.00</b>	<b>34.32%</b>	<b>1,370.66</b>
EP - Professional Expense	126.78	432.99	1,825.00	23.73%	384.82
EP - Deferred Comp / 403B	534.07	2,136.28	6,408.85	33.33%	1,390.64
<b>Subtotal Executive Presbyter</b>	<b>8,479.90</b>	<b>33,701.05</b>	<b>102,986.85</b>	<b>32.72%</b>	<b>32,637.08</b>
<b>STATED CLERK</b>					
SC - Salary	0.00	0.00	1,000.00	0.00%	0.00
<b>Subtotal Executive Staff</b>	<b>8,479.90</b>	<b>33,701.05</b>	<b>103,986.85</b>	<b>32.41%</b>	<b>32,637.08</b>
<b>SUPPORT STAFF</b>					
<b>OFFICE ADMINISTRATOR</b>					
OA - Salary	2,327.28	9,309.12	27,927.42	33.33%	9,038.00
OA - Board of Pensions	1,921.05	7,684.20	23,052.00	33.33%	7,001.92
<b>Subtotal Office Administrator</b>	<b>4,248.33</b>	<b>16,993.32</b>	<b>50,979.42</b>	<b>33.33%</b>	<b>16,039.92</b>
<b>ASSISTANT CLERKS</b>					
Recording Clerk Salary	0.00	312.50	1,250.00	25.00%	0.00
Associate Clerk Salary	0.00	312.50	1,250.00	25.00%	312.50
<b>Subtotal Assistant Clerks</b>	<b>0.00</b>	<b>625.00</b>	<b>2,500.00</b>	<b>25.00%</b>	<b>312.50</b>
<b>Subtotal Support Staff</b>	<b>4,248.33</b>	<b>17,618.32</b>	<b>53,479.42</b>	<b>32.94%</b>	<b>16,352.42</b>
<b>EMPLOYER PAID FICA TAXES</b>					
Employer Paid FICA Taxes	626.78	2,507.12	7,521.28	33.33%	2,486.32
<b>Subtotal Presbytery Staff</b>	<b>13,355.01</b>	<b>53,826.49</b>	<b>164,987.55</b>	<b>32.62%</b>	<b>51,475.82</b>
<b>APPORTIONMENTS</b>					
GA Per Capita	7,471.01	29,884.04	92,000.00	32.48%	26,596.16
Synod Per Capita	1,919.92	7,679.68	24,600.00	31.22%	7,886.68
<b>Subtotal Apportionments</b>	<b>9,390.93</b>	<b>37,563.72</b>	<b>116,600.00</b>	<b>32.22%</b>	<b>34,482.84</b>
<b>RESTRICTED EXPENSE</b>					
Minister's Assistance	0.00	0.00	0.00	0.00%	813.00
<b>TOTAL EXPENSES</b>	<b>29,744.27</b>	<b>129,067.17</b>	<b>433,444.55</b>	<b>29.78%</b>	<b>119,244.55</b>
<b>TRANSFER ACCOUNTS</b>					
<b>TRANSFER TO OTHER FUNDS</b>					
Cash Transfers Out	\$0.00	\$0.00	\$0.00	0.00%	-\$110,000.00
<b>TRANSFER FROM OTHER FUNDS</b>					
Cash Transfers In	0.00	335.83	0.00	0.00%	876.10
CTI - New Covenant	1,100.28	1,100.28	0.00	0.00%	0.00
<b>Subtotal Cash Transfers In</b>	<b>1,100.28</b>	<b>1,436.11</b>	<b>0.00</b>	<b>0.00%</b>	<b>876.10</b>
<b>Subtotal Transfer From Other Funds</b>	<b>1,100.28</b>	<b>1,436.11</b>	<b>0.00</b>	<b>0.00%</b>	<b>876.10</b>
<b>TOTAL TRANSFERS</b>	<b>1,100.28</b>	<b>1,436.11</b>	<b>0.00</b>	<b>0.00%</b>	<b>-109,123.90</b>

*Presbytery of Redstone*  
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EXCESS INCOME\EXPENSES	<u>\$9,253.57</u>	<u>-\$5,439.90</u>	<u>\$555.45</u>	<u>-979.37%</u>	<u>\$23,377.56</u>

**Redstone Presbytery**  
**Commitment to Larger Church**  
**April 30, 2019**

	2019 PLEDGE	TOTAL PAID	% Payup as of 4/30/2019	Unpaid Pledge Balance
Adah, Palmer	500.00	125.01	25%	374.99
Apollo, Poke Run	3,660.00	1,830.00	50%	1,830.00
Avonmore	2,000.00	459.50	23%	1,540.50
Belle Vernon, First	7,000.00	3,500.00	50%	3,500.00
Belle Vernon, Harmony	1,000.00	400.00	40%	600.00
Belle Vernon, Marion	2,100.00	1,033.70	49%	1,066.30
Belle Vernon, Rehoboth	6,000.00	1,500.00	25%	4,500.00
Bolivar	1,500.00	500.00	33%	1,000.00
Boswell				-
Brownsville, Calvin	1,190.00		0%	1,190.00
Brownsville, Ft. Burd				-
Brownsville, Hopewell				-
Colver		647.50		(647.50)
Cresson		600.00		(600.00)
Dawson, Tyrone				-
Delmont	3,000.00	900.00		2,100.00
Derry	1,000.00		0%	1,000.00
Dunbar, First	1,275.00	1,275.00	100%	-
Dunbar, Laurel Hill	1,062.00		0%	1,062.00
Ebensburg	900.00		0%	900.00
Fairchance				-
Farmington	1,800.00	600.00	33%	1,200.00
Fayette City, First		84.00		(84.00)
Fayette City, Little Redstone				-
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	8,400.00	2,800.00	33%	5,600.00
Irwin, First		8,333.32		(8,333.32)
Irwin, W. Hempfield	5,600.00	1,400.00	25%	4,200.00
Jeannette	6,375.00	2,115.75		4,259.25
Johnstown, Bethany	2,150.00	540.00	25%	1,610.00
Johnstown, First	6,000.00	1,500.00	25%	4,500.00
Johnstown, Second	3,240.00	810.00		2,430.00
Johnstown, Westmont	12,500.00	3,124.00		9,376.00
Lake Lynn	1,275.00	250.84	20%	1,024.16
Latrobe, Main St.	26,500.00	8,840.00	33%	17,660.00
Latrobe, Spring St.		3,000.00		(3,000.00)

**Redstone Presbytery**  
**Commitment to Larger Church**  
**April 30, 2019**

	2019 PLEDGE	TOTAL PAID	% Payup as of 4/30/2019	Unpaid Pledge Balance
Leisenring	600.00		0%	600.00
Ligonier, Pleasant Grove				-
Lower Burrell, Grace	11,000.00	3,668.00	33%	7,332.00
Lower Burrell, Puckety	9,000.00	2,250.00	25%	6,750.00
Masontown	500.00		0%	500.00
McClellandtown		1,200.00		(1,200.00)
Merrittstown, Dunlap's Ck.		300.00		(300.00)
Mt. Pleasant, Reunion	900.00	808.00	90%	92.00
Murrysville, First	8,000.00			8,000.00
Murrysville, Newlonsburg	25,075.00	7,572.00	30%	17,503.00
Murrysville, Union		1,000.00		(1,000.00)
N. Alexandria, Community	5,000.00	1,250.00	25%	3,750.00
N. Alexandria, Congruity	6,500.00	1,817.50	28%	4,682.50
New Florence, Bethel	2,400.00	600.00	25%	1,800.00
New Florence, Trinity		1,005.00		(1,005.00)
New Kensington	6,500.00	2,166.64		4,333.36
New Salem	3,000.00	853.00		2,147.00
N. Huntingdon, New Hope	5,280.00	1,760.00	33%	3,520.00
Patton	4,505.00			4,505.00
Revloc	1,500.00	500.00	33%	1,000.00
Scottdale	1,000.00	78.00	8%	922.00
Smithfield, Grace Chapel				-
Smock, Pleasant View	10,000.00	6,750.00	68%	3,250.00
Trafford, Level Green		3,570.00		(3,570.00)
Uniontown, Tent	340.00	287.00	84%	53.00
Uniontown, Third	10,922.00	2,730.50	25%	8,191.50
Uniontown, Trinity	4,500.00	2,786.50	62%	1,713.50
Vanderbilt, E. Liberty	1,500.00	560.00	37%	940.00
West Newton, Sewickley				-
W. Newton, Sewickley UP	700.00		0%	700.00
West Newton, United				-
<b>Totals</b>	<b>260,749.00</b>	<b>101,680.76</b>		<b>159,068.24</b>

**Presbytery of Redstone  
April 28, 2019**

**ORDINATION COMMISSION  
for**

**Molly Hall**

**April 28, 2019**

The commission, as elected on March 21, 2019, to ordain Molly Hall as a minister of Word and Sacrament was called to order at 2:40 p.m. on April 28, 2019, in the Sunday School Room of the Springhill Furnace Presbyterian Church to review the plans for the ordination service, by RE Joshua Scully. The meeting was opened with prayer and Rev. Skip Noftzger was appointed secretary for the commission.

The plans were reviewed for the service and the commission then proceeded into the sanctuary for the service of ordination.

**Commission members present:**

**Elder Joshua Scully--- Commissioned Pastor, Little Redstone, Fayette City  
Rev. Jane Johnson-- Fort Burd Presbyterian Church, Brownsville  
Rev. Skip Noftzger--- Executive Presbyter, Redstone Presbytery  
Elder Doug Yauger -- Trinity United Presbyterian Church, Uniontown  
Elder Sandy Morris -- Springhill Furnace Presbyterian Church, Lake Lynn**

**Other invited participants:**

**Rev. Randy Bush -- East Liberty Presbyterian Church  
Rev. Shelly Barrick-Parsons--College Chaplain, WVU  
Rev. Zachary Morton---First Presbyterian Church, Morgantown**

The work of the commission was concluded with the benediction, which was given by the Rev. Molly Hall.

Respectfully,

Rev. Skip Noftzger  
Secretary of the Commission

# Proposed Amendments to the Constitution

## Proposed Amendments to the *Book of Order*

Approved by the 223rd General Assembly (2018) and  
recommended to the presbyteries for their vote.



Including: Note from the Stated Clerk, a list of the proposed amendments  
with advice from the Advisory Committee on the Constitution, and an index.

## NOTE FROM THE STATED CLERK

The 223rd General Assembly (2018) approved and recommended to the presbyteries for their affirmative or negative votes proposed changes in the language of the *Book of Order* that, if approved, will amend the Constitution.

With each proposed amendment, reference is made to an item number that indicates the General Assembly Committee report and action related to each proposed amendment. These item numbers also indicate where to find other background information from various entities that was available electronically to the General Assembly commissioners. This information may be accessed through PC-Biz at <https://www.pc-biz.org>. The item number references will also be found in the *Minutes of the 223rd General Assembly (2018)*, which are expected to be available to the presbyteries by the time they consider the amendments. The full advice of the Advisory Committee on the Constitution (ACC) and other advisory entities can be found immediately following the item in the *Minutes* for which the advice is given.

Unless otherwise indicated, new language to be added to the *Book of Order* is in italics and any language to be stricken will have a line through it. In providing rationale and advice for each item, direct quotations from the various groups that presented or commented on these items before the General Assembly is used whenever possible.

Presbyteries must report to the Office of the General Assembly a separate vote on each proposed amendment. A presbytery may vote on the amendments in a consent agenda or omnibus motion, as long as each proposed amendment is identified separately. Presbyteries are required to report their votes by June 23, 2019. However, in order to make the changes and publish the 2019–2021 *Book of Order* in a timely manner, receipt of votes prior to this deadline would be appreciated (by May 10, 2019, if possible).

Thank you for your careful and prayerful consideration of these proposed amendments.



The Reverend Dr. J. Herbert Nelson, II  
Stated Clerk of the General Assembly

## 18-E. Pastor, Counselor, and Advisor to Its Pastors and Congregations

### On Amending G-3.0307 (Item 06-02)

The 223rd General Assembly (2018) directed the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

Shall G-3.0307 of the Form of Government be amended as follows: [Text to be deleted is shown with a strike-through; text to be added or inserted is shown as italic.]

**G-3.0307 Pastor, Counselor, and Advisor to Its *Pastors Ministers of the Word and Sacrament* and Congregations**

**“Presbyteries shall be open at all times to communication regarding the life and ministry of their congregations.**

**“Each presbytery shall develop and maintain mechanisms and processes to serve as pastor and counselor to its ~~pastors, both ministers of the Word and Sacrament, and ruling elders commissioned to pastoral service (also called commissioned pastors (also known as commissioned ruling elders)),~~ as well as the *and* certified Christian educators of the presbytery; to facilitate the relations between the presbytery and its congregations, *pastors ministers of the Word and Sacrament, commissioned pastors,* and certified Christian educators; and to settle difficulties on behalf of the presbytery where possible and expedient.”**

#### Rationale

The proposed amendment originates from the Presbytery of Santa Fe as Item 06-02. The Presbyteries of Grand Canyon, Muskingum Valley, Sierra Blanca, Southeastern Illinois, and de Cristo, concurred with Item 06-02. The Presbytery of Santa Fe provided the following rationale for Item 06-002 [edited].

The Presbytery of Santa Fe was one of the concurring presbyteries on the 2016 overture that became Amendment 16-C, Recommendations C.1 through C.8, ratified by a majority of the presbyteries. We are mindful of the valid criticism of Recommendation 16-C.6 (G-3.0307) raised by the Advisory Committee on the Constitution, as well as other concerns about repetitive wording. We believe this can be easily remedied by our proposed amendment.

#### **Advice from the Advisory Committee on the Constitution**

The Advisory Committee on the Constitution advised the 223rd General Assembly (2018) to approve Item 06-02 as amended providing the following advice [edited]:

The rationale for Item 06-02 focuses on the issue of repetitive wording in this section, but there is a more important issue that is corrected by this amendment.

The 222nd General Assembly (2016) approved Item 06-08 on amending the *Book of Order* to clarify titles to Ordered Ministry. Item 06-08 (2016) was a large amendment with seven recommendations, most which dealt with switching the default term for the ordered ministry of “teaching elder” to “minister of the Word and Sacrament.” In the process of approval, the 222nd General Assembly (2016) approved an amendment to G-3.0307 (sixth recommendation) to strike out the term “teaching elder” and insert not “minister of the Word and Sacrament,” but “pastor.”

The Advisory Committee on the Constitution called the attention of the assembly to an unintended consequence of this amendment, that by inserting the word “pastor” into the action defining who had access to the committee on ministry or its equivalent, the amendment was cutting off all ministers of the Word and Sacrament not serving as installed or temporary pastors from access to this committee or entity. Item 06-08 (2016) was approved and referred to the presbyteries without addressing this concern.

Item 06-02, if approved, will restore constitutional access to the committee on ministry or its equivalent to all minister members of the presbytery. It also deals with the issue of repetitive wording in this section with language that is clear and concise.

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The Assembly Committee on Church Polity and Ordered Ministry (06) voted to approve the proposed amendment as amended 52/0. The 223rd General Assembly (2018) approved the committee's recommendation with amendment 464/3. (See *Minutes*, 2018, Part I, pp. 70, 565–66.)

For the full report of Item 06-02, go to <https://www.pc-biz.org/#!/committee/3000008/business>

**18-F. Welcoming to the Table**  
**On Amending W-4.0202 (Item 14-03)**

The 223rd General Assembly (2018) directed the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

Shall W-4.0202 be amended as follows: [Text to be deleted is shown with a strike-through; text to be added or inserted is shown as italic.]

**“W-4.0202 Welcoming to the Table**

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

**Rationale**

This proposed amendment originates from the Presbytery of Grace as Item 14-03. The Presbyteries of de Cristo, Grand Canyon, Huntingdon, Newton, and Palo Duro concurred. The Presbytery of Grace provided the following rationale [edited].

The current language “provide an occasion to welcome them” could be interpreted as the need to provide a “first communion” service for baptized children. If taken this way, the language could develop a mindset that baptized children must wait until a certain age or complete certain educational requirements before belonging at the table. This mindset would violate our understanding that the Sacraments of Baptism and the Lord’s Supper are linked (W-3.0408 “Welcome”) and that “all who come to the table are to be offered the bread and cup regardless of their age or understanding.” (W-3.0409 “The Theology of the Lord’s Supper”).

Striking this phrase simplifies the wording while maintaining the intent—to welcome the baptized and provide them with ongoing instruction. The responsibility for instruction in baptismal identity and worship education and participation is addressed in W-4.0201 “Nurturing the Baptized,” W-2.0303 “Ruling Elders,” and W-2.0305 “Shared Responsibility and Accountability.” The issue of welcome to those not baptized is addressed in W-3.0409 “The Theology of the Lord’s Supper.”

**Advice from the Advisory Committee on the Constitution**

The Advisory Committee on the Constitution advised the 223rd General Assembly (2018) to approve Item 14-03 providing the following advice [edited]:

The Advisory Committee on the Constitution advises the 223rd General Assembly (2018) to approve Item 14-03.

This amendment seeks to clarify that when children receive the Lord’s Supper for the first time, the Directory for Worship is not suggesting a service such as “first communion.”

The Advisory Committee on the Constitution finds that the overture has identified a possible contradiction between W-3.0409 and the current language of W-4.0202 and has provided an amendment to W-4.0202 that would resolve that contradiction. The Advisory Committee on the Constitution advises that the proposed language is clear and consistent with the stated intent of the overture.

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The Assembly Committee on Theological & Church Growth Issues and Institutions (14) voted to approve the proposed amendment with comment 50/1. The 223rd General Assembly (2018) approved the committee’s recommendation with a voice vote. (See *Minutes*, 2018, Part I, pp. 17, 1205.)

For the full report of Item 14-03, go to <https://www.pc-biz.org/#!/committee/3000016/business>.

## 18-G. Disciplinary Offense

### On Amending D-2.0203b (Item 06-04)

The 223rd General Assembly (2018) directed the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

**Shall D-2.0203b of the Form of Government be amended as follows? [Text to be deleted is shown with strike-through; text to be added or inserted is shown as italic.]**

***“b. An offense is any act or omission by a member or a person in an ordered ministry of the church that is contrary to the Scriptures or the Constitution of the Presbyterian Church (U.S.A.). Sexual abuse as defined in Section D-10.0401c shall be considered contrary to the Scriptures or Constitution of the Presbyterian Church (U.S.A.), and therefore an offense for purposes of these rules.”***

#### Rationale

This proposed amendment originates from the Presbytery of North Alabama as Item 06-04. The Presbyteries of Albany, Boise, Grand Canyon, Huntington, and de Cristo concurred. The Presbytery of North Alabama provided the following rationale [edited].

A recent ruling by a synod permanent judicial commission effectively indicated that actions in violation of a council's sexual misconduct policy are not under the jurisdiction of the Rules of Discipline unless those actions are explicitly specified as contrary to the Scriptures or the Constitution. The Constitution of the Presbyterian Church (U.S.A.) requires “all councils shall adopt and implement a sexual misconduct policy and a child and youth protection policy” (*Book of Order*, G-3.0106). In order to meet this requirement, actions or omissions in violation of these policies must have the capacity to be addressed through our disciplinary process; otherwise the policies are unenforceable. Furthermore, it should be implicit that actions that violate constitutionally required policies are by their very nature contrary to the Scriptures or the Constitution. Decisions in prior disciplinary cases have supported this concept.

The members and congregations of the Presbytery of North Alabama wish to stringently affirm that sexual misconduct is sin. We believe past failure to confront this behavior has led to injustice and discord within the church, and scrutiny and litigation from without. We humbly ask the Presbyterian Church (U.S.A.) to take an unequivocal stand for justice by equating this sin as an implicit violation of scriptural norms and constitutional ordination vows.

#### **Advice from the Advisory Committee on the Constitution**

The Advisory Committee on the Constitution advised the 223rd General Assembly (2018) to disapprove Item 06-04 with comment. They provided the following advice [edited].

The Advisory Committee on the Constitution advises the 223rd General Assembly (2018) to disapprove Item 06-04 with the following comment.

“While sexual misconduct is not condoned by Scriptures or the Constitution of the PC(USA), adding this language to the *Book of Order* is unnecessary. All councils and judicial commissions are admonished to consider sexual misconduct as contrary to the Scriptures and the Constitution of the PC(USA).”

Scriptures and the Constitution do not condone sexual misconduct or the abuse and endangerment of children and youth. Many acts involve impermissible sexual overtures, force, and misconduct. The assembly is reminded that the Constitution is not an enumeration of specific permitted or prohibited conduct, but rather a guide for all councils in administering their mission. Each council should be mindful that any act of sexual misconduct or child abuse is in violation of the Constitution. By singling out a particular violation of a particular policy, an inference might be made that violations of other policies are not contrary to the Scriptures and the Constitution.

Councils have the authority to establish and enforce their policies. Not all violations of a particular policy may be found to be contrary to Scripture or the Constitution. Violation of a council's sexual misconduct and/or child and youth protection policy may be procedural and may not rise to the level of a constitutional offense. The Rules of Discipline set forth the process for determining proof of an alleged offense, including sexual misconduct.

The assembly may consider admonishing all councils and judicial commissions that sexual misconduct is contrary to the Scriptures and the Constitution and that all councils are required to adopt and implement a sexual misconduct policy and/or child/youth protection policy (G-3.0106).

Alternatively, the assembly may consider referral of this item to the Task Force on the Rules of Discipline for report to the 224th General Assembly (2020).

### **Advice from the Advocacy Committee on Women's Concerns**

The Advocacy Committee on Women's Concerns advised the 223rd General Assembly (2018) approve Item 06-04 providing the following advice [edited].

The Advocacy Committee for Women's Concerns (ACWC) agrees that any act or omission prohibited by the council of authority's duly adopted sexual misconduct policy and/or child and youth protection policy should be considered contrary to the Scriptures or Constitution of the Presbyterian Church (U.S.A.) and therefore an offense for purposes of these rules. ACWC agrees with this overture that past failure to confront sexual misconduct has led to injustice and discord within the church, and scrutiny and litigation from without.

Because all sexual abuse is, at the core, an abuse of power, certain populations are more vulnerable to such abuse. For instance, children and youth, developmentally disabled adults, and immigrant night shift workers are often the targets of sexual misconduct. Gender inequities rooted in theological misunderstandings based in patriarchy leave women within the church particularly vulnerable to sexual misconduct, not only from other clergy, but also to sexual harassment from male members of their congregations. It is essential that the Presbyterian Church (U.S.A.) take an unequivocal stand for justice by equating sexual misconduct to be an implicit violation of scriptural norms and constitutional ordination vows.

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The Assembly Committee on Church Polity and Ordered Ministry (06) voted to approve the proposed amendment as amended 53/0. The 223rd General Assembly (2018) approved the committee's recommendation with amendment 416/13. (See *Minutes*, 2018, Part I, pp. 70, 570.)

For the full report of Item 06-04, go to <https://www.pc-biz.org/#!/committee/3000008/business>.

## 18-H. Time Limit

### On Amending D-10.0401 (Item 06-24)

The 223rd General Assembly (2018) directed the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

#### 18-H.1.

Shall D-10.0401b of the Form of Government be amended as follows: [Text to be deleted is shown with strike-through; text to be added or inserted is shown as italic.]

*“b. For instances of sexual abuse of another person, the five-year time limit shall not apply. There is also no time limit for charging that a person who knew or reasonably should have known of the reasonable risk of sexual abuse of another as defined in D-10.0401c(1) or (2) failed to take reasonable steps to minimize the risk. Both charges may be brought regardless of the date on which an offense is alleged to have occurred.”*

#### 18-H.2.

Shall D-10.0401c(1) of the Form of Government be amended as follows: [Text to be deleted is shown with strike-through; text to be added or inserted is shown as italic.]

*“(1) any person under the age of eighteen years or anyone ~~over the age of eighteen years~~ without the ~~mental~~ capacity to consent; or”*

### Rationale

This proposed amendment originates from the Advisory Committee on the Constitution comment on a referral from the 222nd (2016) General Assembly to the Office of the General Assembly. The original item before the 222nd (2016) General Assembly originated from the Advocacy Committee for Women’s Concerns.

### **Advice from the Advisory Committee on the Constitution**

The Advisory Committee on the Constitution advised the 223rd General Assembly (2018) to refer Item 06-24 to the Rules of Discipline Task Force or approve as amended. They provided the following advice [edited].

[b.] The ACWC proposed and ACC recommended languages both impose a level of responsibility on persons that is not currently part of the Rules of Discipline. The ACC recommendation imposes a negligence standard for failure to respond to situations involving a reasonable risk of sexual misconduct, including the failure to report appropriately.

[c.1)] This language recognizes that minor persons cannot consent. The second clause clarifies that sexual abuse includes persons who lack of the capacity to consent for any reason whatsoever.

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The Assembly Committee on Church Polity and Ordered Ministry (06) voted to approve the proposed amendment as amended 47/1. The 223rd General Assembly (2018) approved the committee’s recommendation with amendment 455/16. (See *Minutes*, 2018, Part I, pp. 73–74, 631–32.)

For the full report of Item 06-24, go to <https://www.pc-biz.org/#/committee/3000008/business>

**FIRST FRUITS UPDATE**

**APRIL  
REPORT**

*(4/18/2019)*

	<b>2019</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>
Unrestricted	\$98,115.20	\$130,267.66	\$102,043.57	\$119,079.50	\$118,389.80
Restricted	\$13,439.84	\$9,626.97	\$9,430.39	\$20,045.65	\$7,997.60
Total	\$111,555.04	\$139,894.63	\$111,473.96	\$139,125.15	\$126,387.40

**EOY REPORT**

Unrestricted	\$350,509.30	\$323,420.14	\$354,400.01	\$365,018.35
Restricted	\$57,161.17	\$57,783.90	\$47,850.97	\$43,036.86
Total	\$407,670.47	\$381,204.04	\$402,250.98	\$408,055.21





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.**

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## TIPS FOR STARTING AND MANAGING A WORSHIP BAND

*“How often, making music, we have found a new dimension in the world of sound, as worship moved us to a more profound Alleluia!”<sup>1</sup>*

The worship band represents a way of discovering “a new dimension” in sacred music, yet that music must be carefully shaped and the band well managed. Managing a band, and forming one in the first place, is a piece of work. Just as the church organ requires regular maintenance and the choir and soloist require ongoing rehearsal, a worship band has to come from somewhere and someone must lead it, whether it’s the church’s music director or a person specifically designated for that job. Whoever the leader is, knowing a few management tips can make the job feel much less intimidating.

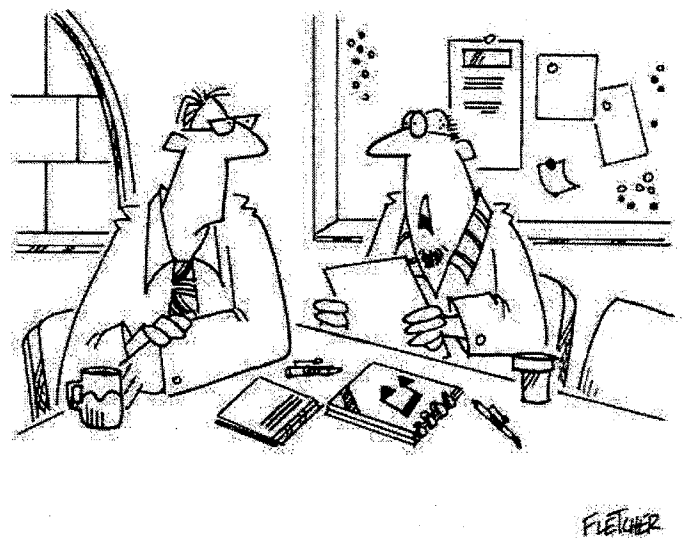
### Recruit a Leader

Forming a worship band typically starts with recruiting a leader. This person must possess not only musical skill but also the ability to recruit and manage others. Well-resourced churches might consider hiring an experienced contemporary music director to help with the hiring and interviewing, yet the basics of the search are the same for any congregation. Call pastors or church leaders in surrounding churches with musicians who might be qualified to lead when they are not playing elsewhere. Post a flyer on the bulletin boards at university music departments, music stores, or recording studios. Network with others using the snowball technique, which involves asking one person to recommend two or three others who might know someone who plays. Advertise on job search websites dedicated to musicians or to contemporary music in particular.<sup>2</sup>

### Expand the Circle

Once the leader is in place, it is time to recruit musicians for the band. The recruiter must discern the potential band member’s level of skill, usually through an audition. However, calling it an audition may raise unnecessary fears for recruits who may have experience and skill yet be a little rusty and may feel intimidated by the prospect of stepping into the spotlight. Calling it a jam session and inviting potential recruits to play together at the same time provides cover for the amateur and is a lot more fun than a one-on-one audition.

When promoting the jam session, frame the experience as a chance for someone whose instrument has not been played for years to explore their interest in this music ministry. At the jam session itself, the music should be familiar, and band members and potential recruits can all play together. This allows current band members the chance to evaluate the musical potential of recruits, and provides recruits the



WE CURRENTLY HAVE A LIMITED POOL  
OF AVAILABLE MUSICIANS...  
DUE, IN PART, TO LAST SUNDAY'S "BOOING INCIDENT."

opportunity to learn what the band is like. Granted, this way of conducting auditions makes it harder to assess a musician's true ability than a simple one-on-one audition, so the band leader will need to listen carefully to each musician both for their immediate ability and for their potential to improve.<sup>3</sup>

### Schedule Musicians

When band members play week in and week out with each other, they can build musicianship, strengthen teamwork, and offer sense of predictability for worshippers. Unfortunately, some bands become so self-contained that when one band member must be away, the substitute finds it difficult to fit in. Rotating musicians in and out of the band on a more regular basis can solve this dilemma. In this alternate model, the band leader asks members to provide dates when they will be unavailable in the coming six to eight weeks, then shapes the worship schedule around it. Short-term scheduling like this addresses a key problem for many worship bands: musicians' busy family life and work schedules.

This more flexible arrangement could especially benefit churches with a limited pool of available musicians. In one small church, the pastor, who also coordinated music for the contemporary service, contracted with four different musicians to serve as the music leader one Sunday per month. The designated leader then brought in musician friends from outside the church or asked church members to play whenever available, similar to a game of pick-up basketball.

### Sharpen Musical Skills

Band leaders can offer musical training to help musicians gain confidence. Start with vocal training by offering a full-day or half-day workshop taught by a vocal coach from a local university or by providing resources for private or team workouts when the band rehearses. See Chris and Carole Beatty's website, *The Vocal Coach* ([www.vocalcoach.com](http://www.vocalcoach.com)) for downloadable MP3 resources or compact discs.

Instrumentalists can learn to improve their technique by playing more inversions of the chord using printed resources or online videos. Every chord can be played in several different ways. Each variation creates a different tonal quality to the sound. Keyboardists and guitarists who play more chord inversions can add variety and interest to a simple song.

Second, instrumentalists can improve their reading skills. Some guitarists play solely by ear, while others prefer to rely on lyric sheets with chords written above the words. A chord chart, which many jazz and pop musicians use, offers a more detailed road map than the lyric sheet by providing information about how the piece should be played (time signature, rhythm, and key notes in the melody) without specifying how and when every note should be played, as sheet music would do. Chord charts provide a little bit of structure with ample space for musicians to improvise without having to play the piece entirely by ear.

Third, instrumentalists can improve their technique by listening to each other during rehearsal and performance. Think about the song in sections and leave spaces and holes in each for players to add their contribution, rather than having everyone play in every section. During rehearsal, after finding parts for each piece and spaces when each musician is silent, memorize it or write it on a chart, and commit to play it the same way every time for a while.<sup>4</sup>

### A More Profound Alleluia

Listening to and singing along with a worship band, with its richly amplified sound of vocalist, guitars, electronic keyboard, and drums, can be a profoundly moving experience. For those who grew up with rock and pop music in the surrounding culture, a worship band's music can serve to integrate two halves of an otherwise divided life—sacred music and everyday experience. For this reason, it's no wonder that the worship bands have become a fixture in a variety of congregations.

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1. "When in Our Music God Is Glorified" (No. 68) in *The United Methodist Hymnal* (Nashville, TN: The United Methodist Publishing House, 1989).

2. Lance Winkler, *Starting a Praise Band* (Nashville, TN: Abingdon Press, 2007), 28-29.

3. Stacy Hood, *ReKindling Your Music Ministry* (Nashville, TN: Abingdon Press, 2002), 28.

4. Tom Lane, *Worship Musician Presents! The Worship Band Book* (Milwaukee, WI: Hal Leonard Books, 2012), 93-95.

## OVERCOME VOLUNTEER BURNOUT BY BUILDING CAPACITY

Vital congregations reach out to strengthen the communities where they are located. Different denominations give different names for this ministry, including mission and outreach, home missions, and social ministry. But where do congregations get the strength for mission? How do they retain that strength in the midst of providing food and clothing, mentoring individuals, or advocating community change? How do they keep from burning out? They do it by building capacity.

### What Is Capacity?

Capacity has to do with the amount of resources in hand. For churches, capacity could be reflected in the number of members, size of the budget, number of buildings, amount of land, funding, number of volunteers, or equipment supporting its programs. Organizational theorists describe organizations or programs with a relatively high degree of “slack” as robust. Imagine a large, well-stocked supermarket on the eve of a hurricane whose stock gets utilized as the crowds converge on the store to fill their pantries. Normally a convenience store would do just as well, but with the storm coming in, the supermarket seems more likely to have everything buyers need.

### When Capacity Gets Overwhelmed

Failure to pay attention to capacity can have disastrous consequences. In a workshop we taught together on equipping churches for outreach, the Reverend Roderic Frohman, a Presbyterian Church (U.S.A.) pastor in Rochester, New York, described a worst-case scenario:

A couple of years ago at Third Presbyterian Church, our Saturday noon lunch program had a glut of unexpected visitors, probably double the eighty people we usually feed every Saturday noon. We later learned that a neighboring social service agency, which held a Saturday lunch at exactly the same

time, had shut down for a month in order to repair their facilities. The ten volunteers who served the lunch that Saturday were completely overwhelmed. Worried about not getting enough food, two guests began to fight, duking it out on a table, which fell on an elderly lady, breaking her hip. Pandemonium reigned, the police and an ambulance were called, order was restored, but our volunteers were significantly rattled.<sup>1</sup>

The breakdown is simple to explain: a sudden surge in demand had overwhelmed capacity. A lunch program equipped to serve eighty persons experienced an influx of 160. The results not only included altercations and injuries, but also a base of volunteers who now have a sense of fear attached to their community outreach.

In the case of Third Presbyterian’s lunch program, robustness might have to do with any number of factors in addition to a hearty soup, such as (1) having more than enough volunteers (2) with ample training (3) serving an abundance of food (4) according to



“TECHNICALLY, YOU CAN’T CALL IT  
VOLUNTEER BURNOUT  
UNTIL AFTER YOUR FIRST COMMITTEE MEETING.”

guidelines that are published in a clear, easy-to-read handbook (5) with an appendix telling you what to do when emergencies happen.

### **Sabbath Rest**

What about individuals? Here, capacity has to do with the amount of time, energy, or ability to get the job done. We know why volunteers burn out. Running a program that offers food or clothing assistance can feel unrelenting. How can program leaders build capacity when the needs are so overwhelming? Remember the adage: take time to sharpen the saw. As the saw becomes dull, the woodcutter or home builder may find the project imperceptibly slowing down. When this dulling happens to individuals, we call it burnout.

To build capacity, congregations can provide a context for program activity that encourages Sabbath rest. Volunteers can be encouraged to stop the rush of activities to talk, think, study, and pray about their lives. Pastors can match the content of adult education courses to outreach programs that are currently underway in order to nourish its basis in theology. Program leaders can encourage volunteers to deepen their friendship by sharing a meal together outside of the work environment and to strengthen family life by reflecting on their ministry around a family meal.<sup>2</sup>

### **The Courage to Halt Operations**

An example of preventing burnout and building capacity comes from Greenpoint Reformed Church in Brooklyn. They answered a crisis of morale among its volunteers by shutting its lunch program down temporarily. Serving a predominantly poor neighborhood with a poverty rate of 36 percent, the church found its food pantry and lunch program overwhelmed by a rising tide of clients. Worried about running out of food and funding, and saddened by the death of the chef and the departure of a college student intern, the pastor made a drastic decision: the program would temporarily shut down. For two months during the summer, the program closed its doors. Suddenly there was time to build capacity!

Volunteers cleaned out the kitchen and brought it up to code, visited other food pantries to learn best practices, and drafted a set of volunteer guidelines. The result? Some volunteers got angry and quit. Clients were forced to go elsewhere, and when it reopened, they did not immediately come back. Yet happily, vol-

unteers and staff discovered a newfound sense of joy in their work. The Reverend Ann Kansfield remarked, "I love being around on Wednesdays and Thursdays now. I never would have thought that managing a soup kitchen requires every last ounce of skill and brains that I have. It is the hardest thing I've ever done."<sup>3</sup> It took courage to shut down operations temporarily, but it rejuvenated the program.

### **Strength through Collaboration**

What if leaders lack sufficient capacity to organize a project of their own and do not expect to gain that capacity anytime in the near future? In this case, try collaborating with a social service agency by providing them with volunteers from the congregation. They can still count this as part of the congregation's ministry when it reports on activities. Collaborating broadens the impact of the work without squeezing resources. Doing so makes it possible for congregations to have a larger impact than they otherwise would have by practicing more efficient pooling of resources. Social service agencies provide a certain level of professionalism unavailable to volunteer groups working on their own. Furthermore, these volunteers gain valuable experience about best practices. If the congregation wants to continue working toward building capacity, these volunteers can provide direction and insight into what is needed and how it can be achieved.

### **An Enduring Ministry**

Building capacity not only increases church leaders' ability to respond to crisis, but it can create a higher sense of morale as volunteers feel more effective and better able to accomplish what they set out to do. Having ample capacity increases the likelihood of an enduring ministry. For example, congregations that regularly integrate social concerns into prayer and worship and regularly take the time to affirm the service of members are less likely to experience a dramatic ebb and flow of community engagement activities. They take time to sharpen the saw.

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1. Roderic P. Frohman, presentation for "Equipping the Congregation for Outreach and Mission," Trinity Episcopal Church, Seattle, WA, Oct. 26, 2013.

2. Ibid.

3. Genine Babikian, "A Brooklyn Church Temporarily Shuts down Its Hunger Ministry in Order to Sustain It," *Faith and Leadership*, <https://tinyurl.com/yd43soob>.