

Review of 2018 Session Minutes and Church Registers

<u>Church</u>	<u>Exceptions</u>
Adah, Palmer Community	No exceptions
Apollo, Poke Run	No exceptions
Avonmore, First	2 exceptions
Belle Vernon, First	3 exceptions
Belle Vernon, Harmony	3 exceptions
Belle Vernon, Marion	1 exception
Belle Vernon, Rehoboth	2 exceptions
Bolivar, United	2 exceptions
Boswell, Covenant	5 exceptions <u>REGISTER</u> 1 exception
Brownsville, Calvin	6 exceptions
Brownsville, Ft. Burd	8 exceptions <u>REGISTER</u> 3 exceptions
Brownsville, Hopewell	
Colver	
Cresson	8 exceptions
Dawson, Tyr1	
Delmont	No exceptions
Derry	No exceptions
Dunbar, First	No exceptions
Dunbar, Laurel Hill	3 exceptions
Ebensburg	2 exceptions
Fairchance, First	
Farmington, Mt. Washington	10 exceptions
Fayette City, First	7 exceptions
Fayette City, Little Redst1	2 exceptions
Greensburg, First	No exceptions
Greensburg, Maplewood	2 exceptions
Greensburg, Westminster	4 exceptions
Irwin, First	No exceptions
Irwin, West Hempfield	2 exceptions
Jeannette, First	No exceptions
Johnstown, Bethany	No exceptions
Johnstown, First	No exceptions
Johnstown, Second	7 exceptions
Johnstown, Westmont	2 exceptions
Lake Lynn, Springhill Furnace	No exceptions
Latrobe	3 exceptions
Latrobe, United	
Leisenring	12 exceptions <u>REGISTER</u> 1 exception
Ligonier, Pleasant Grove	16 exceptions
Lower Burrell, Grace Community	7 exceptions
Lower Burrell, Puckety	3 exceptions
Masontown, First	

McClellandtown	3 exceptions
Merrittstown, Dunlap's Creek	No exceptions
Mt. Pleasant, Reunion	No exceptions
Murrysville, First	4 exceptions
Murrysville, Newlonsburg	No exceptions
Murrysville, Union	5 exceptions
New Alexandria, Community	No exceptions
New Alexandria, Congruity	No exceptions
New Florence, Bethel	No exceptions
New Florence, Trinity	No exceptions
New Kensington, United	1 exception
New Salem	No exceptions
North Huntingdon, New Hope	No exceptions
Patton	4 exceptions
Revloc	4 exceptions
Scottdale, Calvin	2 exceptions
Smithfield, Grace Chapel	
Smock, Pleasant View	No exceptions
Trafford, Level Green	5 exceptions
Uniontown, 10t	3 exceptions
Uniontown, Third	No exceptions
Uniontown, Trinity	1 exception REGISTER 1 exception
Vanderbilt, East Liberty	
West Newton, Sewickley	
West Newton, Sewickley United	No exceptions
West Newton, United	



INSTRUCTIONS FOR
**SESSION ANNUAL
 STATISTICAL REPORT**
 FOR THE YEAR 2019

This workbook is designed to guide you through the statistical information that you must provide to the presbytery in accordance with G-3.0202f. The Session Report is prepared annually by the Office of the General Assembly, and the information you provide will be combined with that from other PC(USA) congregations to become the "OGA Statistics" that appear annually in the General Assembly Minutes, Part II, Statistics.

PLEASE NOTE: The session *needs to approve* the report as early as possible after December 31, 2019. This is a session report and **DOES NOT** require approval at a congregational meeting.

Please use this link to enter your information: <http://oga.pcusa.stats>. You will be asked for a user name and password. These are specific to your church and will be same as last year. If you need help with those please call the Presbytery office.

If you have any questions on how to use this workbook, please call your presbytery office.

Thank you for your work and support.

Statistical Reporting and Frequently Asked Questions

Churches and presbyteries can access the year-end statistics online reporting system.
Go to the Online Statistics Entry system.

*The system works best with Firefox, Google Chrome and Safari.

*If you need further assistance contact your Presbytery or email OGARecords@pcusa.org.

Where can I find my user name and/or password?

My user name and password are not working.

When I log in there is no tab labeled "Statistics."

What is the deadline date for entering statistics?

Do I have to enter everything at one time?

How do I print a copy of my report?

Who do I contact if I have a problem?

Where can I find a copy of the workbook?

Where can I find my user name and/or password?

Contact your presbytery for information related to your user name or password.

My user name and password are not working.

Be sure that you are using five (5) numbers for your user name. The user name for a church is the PIN number. You will need to add leading zero's if your PIN is fewer than five numbers. Example, you PIN number is 123. The user name would be 00123.

The passwords are also case sensitive. The letter O and number zero 0 often look the same, as well as the letter I and the number one 1. If one does not work try the other.

When I log in there is no tab labeled "Statistics."

In most cases, this is an issue with the browser you are using. We suggest using Firefox for best results.

What is the deadline date for entering statistics?

Contact your presbytery for information. Presbyteries establish their own deadline.

Do I have to enter everything at one time?

No. Hitting the 'Accept' button on the bottom of a page saves the data. You may exit and return to enter additional pages at a later time.

How do I print a copy of my report?

You have two options.

On the main screen when you first log into the program, above your church address area you will see a button that says "PDF." Pressing this will create a copy of your current year report as a PDF.

Church Statistics

Trinity
Pin: 00001 Synod/Prest: 380-248

Church Clerk Statistics

Church Report:

Name: Trinity
Mailing: PO Box 367
Address 1: PO Box 367
Address 2:
City/State/Zip: Chinle, AZ 86503-0367
Primary Phone: 928-674-3323
Secondary 1:
Secondary 2:
City/State/Zip:
Email: navajotrinity@gmail.com
Fax:
Website: www.pbvgrandcanyon.org/chinletrinity/index.html

The other option:

After logging into the program, on the right side, you'll see the option Reports. Below is the portion of the workbook (page 5) explaining how to print.

To print or download a copy of your report press the option "Reports." You'll need to work through a series of options.

Church Statistics

[<< Return to Menu](#)

Tasks

- [Church Report](#)
- [Church Download Report](#)
- [Home](#)

Help : [Accessibility Statement](#) : [Privacy Policy](#)

Copyright © 2017 Presbyterian Church (USA)


To view or print a copy choose "Church Report." It will then ask you for the year you would like to view.

< Return to Report Menu
 Year: 2010 View Report

Your report will appear in a box, scroll down to view page one, then use the blue arrow buttons on the top of the page to move to the second page. To print a page use the drop down box that reads "Select a Format." I suggest using the Acrobat (PDF) option for a clean copy of your report. Press the Export button to download your desired format.

Return to Report Menu
 Year: 2010 View Report

Select a format



Church Report 2010

Pin Number 1

Presbytery Number 380248

Church Trinity Presbyterian Church
Address PO Box 362
City/State Clark, AZ 85503-0362
Phone 520-474-3223
Email OGA@TrinityPCUSA.org
Web Site http://www.trinitypcusa.org/ocgarecords/index.html
Fax

Membership

<table border="0"> <tr><td>Pres/Active Members</td><td style="text-align: right;">53</td></tr> <tr><td>Gifts</td><td style="text-align: right;">0</td></tr> <tr><td>17 & Under</td><td style="text-align: right;">0</td></tr> <tr><td>18 & Over</td><td style="text-align: right;">0</td></tr> <tr><td>Cordoned</td><td style="text-align: right;">0</td></tr> <tr><td>Other</td><td style="text-align: right;">0</td></tr> <tr><td>Total Gifts</td><td style="text-align: right;">0</td></tr> </table>	Pres/Active Members	53	Gifts	0	17 & Under	0	18 & Over	0	Cordoned	0	Other	0	Total Gifts	0	<table border="0"> <tr><td>Retiree</td><td style="text-align: right;">0</td></tr> <tr><td>Leaver</td><td style="text-align: right;">0</td></tr> <tr><td>Cordoned</td><td style="text-align: right;">0</td></tr> <tr><td>Other</td><td style="text-align: right;">0</td></tr> <tr><td>Total Leavers</td><td style="text-align: right;">0</td></tr> </table>	Retiree	0	Leaver	0	Cordoned	0	Other	0	Total Leavers	0
Pres/Active Members	53																								
Gifts	0																								
17 & Under	0																								
18 & Over	0																								
Cordoned	0																								
Other	0																								
Total Gifts	0																								
Retiree	0																								
Leaver	0																								
Cordoned	0																								
Other	0																								
Total Leavers	0																								

Who do I contact if I have a problem?

Call your presbytery for immediate help or email OGARecords@pcusa.org for additional help.

Where can I find a copy of the workbook?

There is no longer a workbook being produced. The program has been updated to include both helpful tools and definitions to complete the process. It also is being offered in multiple languages: 한국어, Español, and English. PDFs have been created related to the questions and definitions being asked.

Congregational Life

	Baptisms:
Enter the number of infants and children presented for Baptism by parent(s) or others in xxxx.	Presented by Others XXX
Enter the number of persons who presented themselves for Baptism in xxxx at the time of their confirmation.	At Confirmation XXX
Enter the number of all others who presented themselves for Baptism in xxxx.	All Other XXX
Enter the weekly average of all regularly-scheduled worship services.	Average Weekly Worship Attendance XXXX
Persons who are not members of the Presbyterian Church (U.S.A) who participate in the life and worship of this congregation.	Friends of the Congregation XXXX
Enter the number of ruling elders serving on session as of 12/31/xx.	Number of ruling elders on Session XX
Do you have deacons?	Yes/No
Enter the number of active members in each category. This figure needs to be equal to or less than Ending Active Membership.	Age Distribution of Members: 25 and Under XXXX 26 – 40 XXXX 41 – 55 XXXX 56 – 70 XXXX 71 and Over XXXX Total (<i>Automatically Calculates</i>) XXXX
Christian Education Attendance by Age Group. List the number of persons in each category according to the education records for xxxx. This total should include, but not be limited to, small groups, such as, Bible studies, spiritual formation groups, and youth groups. This total will automatically calculate when you hit the 'Accept' button. Do not include Vacation Bible School.	Age Distribution of Christian Education Groups: (Same as we currently have but need to write out Teachers/Officers)

Membership Statistics	
Beginning membership shows your church's active membership as of December 31 of last year (G-1.0402). This is the official membership figure that appeared in the xxxx <i>Minutes of the General Assembly, Part II, Statistics</i> . This figure cannot be changed. If the actual membership as of 1/1/xx is different than the displayed figure, enter a "New Starting Membership" to correct your beginning balance.	Beginning Membership XXXX New Starting Membership XXXX
	Gains
Enter the number of persons received in xxxx into active membership by certificate of transfer from other churches (G-1.030b)	Certificate Gains XXX
Enter the number of persons age 17 or younger received in xxxx through Profession of faith.	Youth Professions of Faith XXX
Enter the number of members received in xxxx through the (first-time) profession of faith (18 or older), or reaffirmation (G-1.0303a & c).	Professions of Faith and Reaffirmations XXX
	Losses
Enter the number of persons dismissed in xxxx to other churches for whom certificates of transfer have been issued (G-3.0204).	Certificate Losses XXX
Enter the number deleted from the roll in xxxx because of death. (G-3.0204a)	Deaths xxx
Enter all other reductions (G-3.0204a) in xxxx, reasons including persons temporarily excluded or removed from active membership (D-10.0300)	Deleted from the roll for any other reason XXX
Beginning Membership (or New Starting Membership, if corrected), plus Total Gains, then subtract Total Losses. This figure should equal the number of persons that appear on the active member roll. (This is the figure presbytery per capita is based on.)	Ending Active Membership as of 12/31/xx XXXX
Enter the number of females included in your total ending active membership.	Female Members XXXX

The ending active membership does not automatically calculate. The page must balance in order for changes to save.

Disability and Racial Composition

Persons with a Disability. Statistics gathered on persons with disabilities will be used by entities and committees to formulate programs and policies of the Presbyterian Church (U.S.A.), thus carrying out the mandate for inclusiveness contained in the *Book of Order* (G-3.0103 & F-1.0403).

In order to complete this section, you (as clerk or pastor) are not expected to conduct a survey of the congregation, but to rely on personal knowledge of individuals' disabilities. According to the definition adopted by the World Health Organization, persons with disabilities are those who have physical or mental disabilities that *substantially* limit their participation in one or more of life's activities.

Persons with a major hearing loss or deficiency.	Hearing Impairment XXX
Persons whose ability to move about is substantially impeded. This would include persons suffering from diseases such as arthritis and persons dependent upon canes, crutches, or wheelchairs, etc.	Mobility Impairment XXX
Persons with severe visual limitations.	Sight Impairment XXX
Persons with less easily discerned disabilities such as heart disease, diabetes, epilepsy, or mental conditions.	Other Impairment XXX

Racial Ethnic Composition of the Church

The 202nd General Assembly (1990) instructed the Office of the General Assembly to gather information regarding Racial Ethnic Composition (*Minutes*, 1990, Part I, p. 282.) Inclusiveness is an important part of the life of the church, "The Presbyterian Church (U.S.A.) shall give full expression to the rich diversity within its membership and shall provide means which will assure a greater inclusiveness leading to wholeness in its emerging life." (G-4.0403)

This information is used in a variety of ways. Two of the ways in which this information is used is as follows:

- (1) The 208th General Assembly (1996) passed a recommendation that "1. affirms the goal of increasing the racial ethnic membership to 10 percent of the Presbyterian Church (U.S.A.) membership by the year 2005, and to 20 percent by the year 2010;" (*Minutes*, 1996, Part I, p. 378).
- (2) The General Assembly Committee on Representation (COR) uses the data at their Synod Committee on Representation Training Workshops that are held biannually.

In making the entries for this category, be guided by how an individual describes themselves. The figure entered as the total for Congregation should be equal to or less than the figure shown for Total Ending Active Membership, on the Membership Page.

Enter the number of active members in each category. This figure needs to be equal to or less than your Ending Active Membership.	Congregation
Persons originating from or descended from black Africa.	Black/African American/African XXXX
Persons originating or descended from Japan, China, Indonesia, Malaysia, Taiwan, Korea, Vietnam, Laos, Cambodia, Myanmar, the Philippines, Thailand, Hawaii, Samoa, Guam, the U.S. Trust Territories of the Pacific or the Northern Marianas; Tibet, Pakistan, Sri Lanka, and India.	Asian/Pacific Islander/South Asian XXXX
Persons originating or descended from any races, cultures, and nationalities from Latin American countries (Mexico, Central America, South America, and the Caribbean).	Hispanic/Latino-a XXXX
Persons descended from American Indian, Eskimo, or Aleut; and regarded as such by the community of which the person claims to be a part.	Native American/Alaska Native/Indigenous XXX
Persons originating from or having ancestry from these countries: Egypt, Libya, Algeria, Morocco, Tunisia, Sudan, Armenia, Kurdistan, Bahrain, Cyprus, Iran, Iraq, Israel, Jordan, Kuwait, Lebanon, Oman, Palestine, Qatar, Saudi Arabia, Syria, Turkey, United Arab Emirates, and Yemen.	Middle Eastern/North African XXXX
A person having origins in any of the original peoples of Europe.	White XXXX
Persons descended from two or more racial groups listed.	Multiracial XXXX

Financial Data

Financial gifts from donors; rents; fees; income from investments and endowments; special offerings; general purpose fundraisers; and subsidies or grants. Include gifts for capital campaigns, bequests or endowments.	Annual Income XXXXXXXX
The total of all expenditures for the current operations of the congregation including but not limited to personnel, building maintenance, program, mission, and administrative cost. Also include special offerings, contributions to the denomination (presbytery, synod, or General Assembly), staff pensions, payroll tax contributions, utilities, insurance, payments of interest and principal on loans. Do not include capital expenditures.	Annual Expenses XXXXXXXX
The total of moneys given to mission related activities at the local or national level, ecumenical bodies or mission causes not related the Presbyterian Church (U.S.A).	Mission XXXXXXXX (subset of Annual Expenses)
The total of all expenditures for staff (ordained and non-ordained) including but not limited to salaries, benefits, payroll tax contributions, workers compensation, retirement and health insurance contributions.	Personnel XXXXXXXX (subset of Annual Expenses)
The total of expenditures related to the place where the congregation regularly gathers for worship, education, and spiritual nurture.	Facilities XXXXXXXX (subset of Annual Expenses)

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

	Current Period	Year to Date	Annual Budget	Annual Budget YTD Percentage	Prior Year
INCOME					
CONTRIBUTION INCOME					
UNRESTRICTED					
			\$365,000.00		
Church Comm/Lgr Church	42,642.73	267,883.82	0.00	0.00%	283,557.81
Church Extra Giving	0.00	2,703.77	0.00	0.00%	0.00
Presbyterian Fdn Cont	0.00	483.71	0.00	0.00%	343.84
Subtotal Unrestricted	42,642.73	271,071.30	365,000.00	74.27%	283,901.65
TEMPORARILY RESTRICTED					
			30,000.00		
SCLD	0.00	1,948.93	0.00	0.00%	2,175.97
Engaging Congregations	0.00	0.00	0.00	0.00%	2,000.00
Pine Springs Camp	0.00	1,255.00	0.00	0.00%	5,000.00
Enabling Ministry Network	0.00	3,000.00	0.00	0.00%	6,500.00
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	383.00	5,581.29	0.00	0.00%	8,863.00
Pres Mtg Off Redstone SC	0.00	0.00	0.00	0.00%	1,269.00
Triennium	0.00	3,655.00	0.00	0.00%	0.00
Sudan Projects	453.00	9,162.75	0.00	0.00%	6,954.98
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%	894.00
PMA - Directed	300.00	4,882.00	0.00	0.00%	3,681.60
Minister's Assistance	0.00	0.00	0.00	0.00%	813.00
Synod Mission	300.00	2,700.00	0.00	0.00%	0.00
Subtotal Temporarily Restricted	1,436.00	32,874.47	30,000.00	109.58%	38,878.77
Subtotal Contribution Income	44,078.73	303,945.77	395,000.00	76.95%	322,780.42
INVESTMENT INCOME					
Investment Income	0.00	0.00	30,000.00	0.00%	0.00
INTEREST INCOME					
Investment Interest	0.00	0.00	5,000.00	0.00%	0.00
PILP Interest	37.63	111.66	0.00	0.00%	111.66
Subtotal Interest Income	37.63	111.66	5,000.00	2.23%	111.66
MISCELLANEOUS INCOME					
			4,000.00		
Oil & Gas Lease	9.25	153.18	0.00	0.00%	167.99
Preaching/Consulting	225.00	5,059.96	0.00	0.00%	4,279.47
Miscellaneous Income	50.00	402.50	0.00	0.00%	50.00
Church Income	0.00	0.00	0.00	0.00%	156,965.52
Subtotal Miscellaneous Income	284.25	5,615.64	4,000.00	140.39%	161,462.98
RELEASE FROM RESTRICTIONS					
TEMP RESTRICTED RELEASE					
SCLD	-98.60	-828.60	0.00	0.00%	-1,269.41
Engaging Congregations	0.00	0.00	0.00	0.00%	-2,000.00
Pine Springs Camp	0.00	-1,250.00	0.00	0.00%	-5,000.00
Enabling Ministry Network	0.00	-2,399.28	0.00	0.00%	-6,500.00
Projector Fund	0.00	-4,477.00	0.00	0.00%	0.00
PDA - Directed	-383.00	-5,581.29	0.00	0.00%	-3,863.00
Triennium	0.00	-3,249.10	0.00	0.00%	0.00
Sudan Projects	0.00	-5,600.00	0.00	0.00%	-5,500.00
PMA - Directed	-300.00	-4,882.00	0.00	0.00%	-3,681.60

Income and Expense Statement
GENERAL FUND 01, October 2019

	Current Period	Year to Date	Annual Budget	Annual Budget YTD Percentage	Prior Year
Minister's Assistance	0.00	-2,400.00	0.00	0.00%	-813.00
Synod Mission	-300.00	-2,700.00	0.00	0.00%	0.00
Subtotal Temp Restricted Release	-1,081.60	-33,367.27	0.00	0.00%	-29,127.01
Subtotal Release From Restrictions	-1,081.60	-33,367.27	0.00	0.00%	-29,127.01
RELEASED FROM RESTRICTION					
Released from restriction	1,081.60	33,367.27	0.00	0.00%	29,127.01
TOTAL INCOME	44,400.61	309,673.07	434,000.00	71.35%	484,355.06
EXPENSES					
MISSION PARTNERSHIPS					
SUDAN	\$0.00	\$0.00	\$16,000.00	0.00%	\$0.00
Sudan - Shared	0.00	55.00	0.00	0.00%	55.00
Sudan - Restricted	0.00	5,600.00	0.00	0.00%	6,000.00
Subtotal Sudan	0.00	5,655.00	16,000.00	35.34%	6,055.00
PINE SPRINGS CAMP	0.00	0.00	38,000.00	0.00%	0.00
PSC - Shared	2,750.00	27,500.00	0.00	0.00%	22,500.00
PSC - Restricted	0.00	1,255.00	0.00	0.00%	5,000.00
Subtotal Pine Springs Camp	2,750.00	28,755.00	38,000.00	75.67%	27,500.00
SYNOD MISSION					
Synod - Restricted	300.00	2,700.00	0.00	0.00%	0.00
PRES MISSION AGENCY	0.00	0.00	32,000.00	0.00%	0.00
PMA - Shared	0.00	14,400.00	0.00	0.00%	16,000.00
PMA - Restricted	300.00	4,882.00	0.00	0.00%	3,681.60
Subtotal Pres Mission Agency	300.00	19,282.00	32,000.00	60.26%	19,681.60
PRES DISASTER ASSISTANCE	0.00	0.00	3,000.00	0.00%	0.00
PDA - Restricted	383.00	5,581.29	0.00	0.00%	3,863.00
Subtotal Pres Disaster Assistance	383.00	5,581.29	3,000.00	186.04%	3,863.00
Subtotal Mission Partnerships	3,733.00	61,973.29	89,000.00	69.63%	57,099.60
COMMITTEE EXPENSES					
COUNCIL					
Council Expenses	0.00	1,127.05	1,500.00	75.14%	226.13
Presbytery Mtg Expense	36.04	593.13	900.00	65.90%	370.22
TRIENNium					
Triennium - Shared	0.00	0.00	3,000.00	0.00%	0.00
Triennium - Restricted	0.00	3,249.10	0.00	0.00%	0.00
Subtotal Triennium	0.00	3,249.10	3,000.00	108.30%	0.00
Presbytery Stoles	0.00	250.00	0.00	0.00%	350.00
EQUIPPING LEADERSHIP					
Equip Leadership - Shared	0.00	750.00	5,000.00	15.00%	2,250.00
Subtotal Equipping Leadership	0.00	1,500.00	5,000.00	30.00%	2,250.00
ENGAGING CONGREGATIONS					
Eng Cong - Shared	0.00	185.00	5,000.00	0.00%	2,609.50

Income and Expense Statement
GENERAL FUND 01, October 2019

	Current Period	Year to Date	Annual Budget	Annual Budget YTD Percentage	Prior Year
Subtotal Engaging Congregations	0.00	185.00	5,000.00	3.70%	2,609.50
ENABLING MINISTRY NETWORK	0.00	2,399.28	5,000.00	47.99%	6,598.87
En Min Net - Restricted	0.00	45.17	0.00	0.00%	0.00
Subtotal Enabling Ministry Network	0.00	2,444.45	5,000.00	48.89%	6,598.87
Mission Expenses	0.00	0.00	0.00	0.00%	388.66
Christian Associates	0.00	1,125.00	1,500.00	75.00%	1,125.00
Website	0.00	0.00	180.00	0.00%	0.00
COMMUNICATION EXPENSES			500.00		
CE - Shared	21.20	931.46	0.00	0.00%	0.00
Subtotal Communication Expenses	21.20	931.46	500.00	186.29%	0.00
Subtotal Council	57.24	11,405.19	22,580.00	50.51%	13,918.38
COMMITTEE ON MINISTRY					
Committee Expense	0.00	0.00	500.00	0.00%	0.00
COM - SCLD	0.00	76.92	0.00	0.00%	1,029.22
Subtotal Committee On Ministry	0.00	76.92	500.00	15.38%	1,029.22
COMMITTEE ON PREPARATION					
Committee Expense	0.00	367.00	1,000.00	36.70%	0.00
Subtotal Committee Expenses	57.24	11,849.11	24,080.00	49.21%	14,947.60
OPERATIONS					
LEGAL AND AUDITING					
Legal Expenses	0.00	60.00	0.00	0.00%	90.00
Audit	6,100.00	6,100.00	6,000.00	101.67%	5,900.00
Subtotal Legal And Auditing	6,100.00	6,160.00	6,000.00	102.67%	5,990.00
PCUSA Meetings	680.84	1,185.84	4,500.00	26.35%	1,674.46
Property/Comp. Insurance	0.00	1,700.22	3,656.00	46.50%	3,081.78
Worker's Compensation	0.00	394.90	821.00	48.10%	-152.92
Telephone	242.32	2,801.48	3,800.00	73.72%	3,104.15
Postage	0.00	885.61	1,000.00	88.56%	856.73
Office Supplies	-91.35	3,746.04	5,500.00	68.11%	5,711.05
RESOURCE CENTER			1,000.00		
RC - Shared	0.00	80.00	0.00	0.00%	-92.36
RC - Restricted	0.00	0.00	0.00	0.00%	153.24
Subtotal Resource Center	0.00	80.00	1,000.00	8.00%	60.88
LEASES					
Copier Lease	150.00	1,650.00	3,000.00	55.00%	1,657.50
Miscellaneous Expenses	0.00	380.72	0.00	0.00%	349.00
SERVICE FEES					
Bank Fees	0.00	87.00	0.00	0.00%	188.71
Misc. Service Fees	0.00	15.00	0.00	0.00%	-47.50
Subtotal Service Fees	0.00	102.00	0.00	0.00%	141.21
UTILITIES					
Gas	81.07	1,430.78	2,000.00	71.54%	1,568.98

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

	Current Period	Year to Date	Annual Budget	Annual Budget YTD Percentage	Prior Year
Electric	82.35	1,036.19	1,500.00	69.08%	884.18
Water	0.00	291.21	350.00	83.20%	121.54
Sewage	0.00	229.68	350.00	65.62%	123.12
Trash Collection	44.25	382.09	800.00	47.76%	262.56
Subtotal Utilities	207.67	3,369.95	5,000.00	67.40%	2,960.38
MAINTENANCE					
Custodial Services	106.25	1,059.36	1,500.00	70.62%	853.12
Yard Maintenance	200.00	760.00	1,000.00	76.00%	680.00
Parking Lot Maintenance	0.00	850.00	1,000.00	85.00%	1,062.50
Building Maintenance	564.48	1,882.09	1,000.00	188.21%	1,649.05
Subtotal Maintenance	870.73	4,551.45	4,500.00	101.14%	4,244.67
Subtotal Operations	8,160.21	27,008.21	38,777.00	69.65%	29,678.89
PRESBYTERY STAFF					
EXECUTIVE STAFF					
EXECUTIVE PRESBYTER					
EP Salary	5,865.82	58,658.36	70,390.00	83.33%	58,658.20
EP - Board of Pensions	1,509.51	15,095.10	18,113.00	83.34%	14,798.10
EP - Continuing Education	0.00	15.00	1,500.00	1.00%	308.26
EP - Travel	0.00	0.00	4,750.00	0.00%	0.00
EP Travel - Shared	382.80	3,070.52	0.00	0.00%	3,276.52
EP Travel - Restricted	98.60	751.68	0.00	0.00%	1,165.75
Subtotal Ep - Travel	481.40	3,822.20	4,750.00	80.47%	4,442.27
EP - Professional Expense	366.21	1,289.06	1,825.00	70.63%	1,236.60
EP - Deferred Comp / 403B	534.07	5,340.70	6,408.85	83.33%	3,476.60
Subtotal Executive Presbyter	8,757.01	84,220.42	102,986.85	81.78%	82,920.03
STATED CLERK					
SC - Salary	0.00	0.00	1,000.00	0.00%	0.00
Subtotal Executive Staff	8,757.01	84,220.42	103,986.85	80.99%	82,920.03
SUPPORT STAFF					
OFFICE ADMINISTRATOR					
OA - Salary	2,327.30	23,272.82	27,927.42	83.33%	22,595.00
OA - Board of Pensions	1,921.05	19,210.50	23,052.00	83.34%	17,504.80
Subtotal Office Administrator	4,248.35	42,483.32	50,979.42	83.33%	40,099.80
ASSISTANT CLERKS					
Recording Clerk Salary	0.00	937.50	1,250.00	75.00%	937.50
Associate Clerk Salary	0.00	937.50	1,250.00	75.00%	937.50
Subtotal Assistant Clerks	0.00	1,875.00	2,500.00	75.00%	1,875.00
Subtotal Support Staff	4,248.35	44,358.32	53,479.42	82.94%	41,974.80
EMPLOYER PAID FICA TAXES					
Employer Paid FICA Taxes	626.78	6,325.17	7,521.28	84.10%	6,215.80
Subtotal Presbytery Staff	13,632.14	134,903.91	164,987.55	81.77%	131,110.63

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

	Current Period	Year to Date	Annual Budget	Annual Budget YTD Percentage	Prior Year
APPORTIONMENTS					
GA Per Capita	7,453.02	74,656.11	92,000.00	81.15%	66,355.41
Synod Per Capita	1,919.93	19,199.24	24,600.00	78.05%	19,716.74
Subtotal Apportionments	9,372.95	93,855.35	116,600.00	80.49%	86,072.15
RESTRICTED EXPENSE					
Minister's Assistance	0.00	2,400.00	0.00	0.00%	813.00
TOTAL EXPENSES	34,955.54	331,989.87	433,444.55	76.59%	319,721.87
TRANSFER ACCOUNTS					
TRANSFER TO OTHER FUNDS					
Cash Transfers Out	\$0.00	\$0.00	\$0.00	0.00%	-\$110,000.00
TRANSFER FROM OTHER FUNDS					
Cash Transfers In	0.00	911.90	0.00	0.00%	0.00
CTI - New Covenant	1,115.62	3,284.60	0.00	0.00%	5,481.74
Subtotal Cash Transfers In	1,115.62	4,196.50	0.00	0.00%	5,481.74
Subtotal Transfer From Other Funds	1,115.62	4,196.50	0.00	0.00%	5,481.74
TOTAL TRANSFERS	1,115.62	4,196.50	0.00	0.00%	-104,518.26
EXCESS INCOME\EXPENSES	\$10,560.69	-\$18,120.30	\$555.45	-3,262.27%	\$60,114.93

Redstone Presbytery
Commitment to Larger Church
October 31, 2019

	2019 PLEDGE	TOTAL PAID	% Payup as of 10/31/2019	Unpaid Pledge Balance
Adah, Palmer	500.00	375.02	75%	124.98
Apollo, Poke Run	3,660.00	3,660.00	100%	-
Avonmore	2,000.00	1,201.00	60%	799.00
Belle Vernon, First	7,000.00	7,000.00	100%	-
Belle Vernon, Harmony	1,000.00	1,000.00	100%	-
Belle Vernon, Marion	2,100.00	2,100.00	100%	-
Belle Vernon, Rehoboth	6,000.00	5,000.00	83%	1,000.00
Bolivar	1,500.00	1,250.00	83%	250.00
Boswell				-
Brownsville, Calvin	1,190.00	1,190.00	100%	-
Brownsville, Ft. Burd		4,040.00		(4,040.00)
Brownsville, Hopewell				-
Colver		647.50		(647.50)
Cresson		1,800.00		(1,800.00)
Dawson, Tyrone				-
Delmont	3,000.00	2,000.00	67%	1,000.00
Derry	1,000.00	500.00	50%	500.00
Dunbar, First	1,275.00	1,275.00	100%	-
Dunbar, Laurel Hill	1,062.00	1,062.00	100%	-
Ebensburg	900.00	1,065.50	118%	(165.50)
Fairchance		2,000.00		(2,000.00)
Farmington	1,800.00	1,500.00	83%	300.00
Fayette City, First		84.00		(84.00)
Fayette City, Little Redstone		2,500.00		(2,500.00)
Greensburg, First	30,000.00	25,000.00	83%	5,000.00
Greensburg, Maplewood	6,000.00	5,000.00	83%	1,000.00
Greensburg, Westminster	8,400.00	7,000.00	83%	1,400.00
Irwin, First		20,833.30		(20,833.30)
Irwin, W. Hempfield	5,600.00	5,600.00	100%	-
Jeannette	6,375.00	5,303.25	83%	1,071.75
Johnstown, Bethany	2,150.00	2,160.00	100%	(10.00)
Johnstown, First	6,000.00	4,500.00	75%	1,500.00
Johnstown, Second	3,240.00	2,430.00	75%	810.00
Johnstown, Westmont	12,500.00	6,248.00	50%	6,252.00
Lake Lynn	1,275.00	1,709.15	134%	(434.15)
Latrobe, Main St.	26,500.00	22,100.00	83%	4,400.00
Latrobe, Spring St.		3,000.00		(3,000.00)

Redstone Presbytery
Commitment to Larger Church
October 31, 2019

	2019	TOTAL	% Payup as of	Unpaid
	PLEDGE	PAID	10/31/2019	Pledge Balance
Leisenring	600.00	600.00	100%	-
Ligonier, Pleasant Grove				-
Lower Burrell, Grace	11,000.00	9,170.00	83%	1,830.00
Lower Burrell, Puckety	9,000.00	9,000.00	100%	-
Masontown	500.00	500.00	100%	-
McClellandtown		4,800.00		(4,800.00)
Merrittstown, Dunlap's Ck.		300.00		(300.00)
Mt. Pleasant, Reunion	900.00	1,023.00	114%	(123.00)
Murrysville, First	8,000.00	6,000.00	75%	2,000.00
Murrysville, Newlonsburg	25,075.00	21,163.00	84%	3,912.00
Murrysville, Union		3,000.00		(3,000.00)
N. Alexandria, Community	5,000.00	3,750.00	75%	1,250.00
N. Alexandria, Congruity	6,500.00	4,492.50	69%	2,007.50
New Florence, Bethel	2,400.00	2,000.00	83%	400.00
New Florence, Trinity		3,015.00		(3,015.00)
New Kensington	6,500.00	5,416.60	83%	1,083.40
New Salem	3,000.00	1,949.00	65%	1,051.00
N. Huntingdon, New Hope	5,280.00	4,400.00	83%	880.00
Patton	4,505.00	4,505.00	100%	-
Revloc	1,500.00	1,250.00	83%	250.00
Scottdale	1,000.00	198.00	20%	802.00
Smithfield, Grace Chapel				-
Smock, Pleasant View	10,000.00	10,000.00	100%	-
Trafford, Level Green		3,570.00		(3,570.00)
Uniontown, Tent	340.00	340.00	100%	-
Uniontown, Third	10,922.00	8,191.50	75%	2,730.50
Uniontown, Trinity	4,500.00	5,701.50	127%	(1,201.50)
Vanderbilt, E. Liberty	1,500.00	1,310.00	87%	190.00
West Newton, Sewickley		105.00		(105.00)
W. Newton, Sewickley UP	700.00		0%	700.00
West Newton, United				-
Totals	260,749.00	267,883.82		(7,134.82)

2020 BUDGET NARRATIVE

OVERALL

When we consider a projected budget, we are looking to who God might desire us to be and what God might ask us to do within the next year. Whether income or expenditures, we are making a faithful effort to anticipate what this Godly vision will look like and to estimate accordingly. Sometimes, those estimates need to be adjusted as we pursue that vision throughout the year. Yet, as they are initially presented, they signify our commitment to live as God's people together in both congregations and as a communion of churches in the Body of Christ.

Because of this communion in Christ, the budget reflects an opportunity for each of us **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 42.50/member** based upon their active membership rolls. With the anticipated 2019 budget income projections below what we had projected, we have scaled back projected income numbers for 2020. As a Presbytery, we continue to be diligent in communicating not only the need, but the opportunity for congregations to share in this ministry, but if we cannot increase overall commitments additional changes in expenditures may need to be made from the relatively stable ministry environment we have had for the last few years.

At the same time, as a means of supplementing income while addressing congregational needs, the Executive Presbyter has sought to increase the provision of pulpit supply preaching and part time pastoral leadership within our churches. These fees for service have always been a small part of miscellaneous income, but in both 2019 and 2020, he has sought to increase these amounts in order to minimize the impact of any shortfalls in First Fruits.

INCOME/RECEIPTS**Shared Ministry/Mission**

Church contributions		
Shared	\$365,000.00	\$355,000.00
Directed	\$30,000.00	\$35,000.00
Other gifts and contributions		
Interest	\$5,000.00	\$5,000.00
Investments (reserves)	\$30,000.00	\$33,500.00
Miscellaneous	\$4,000.00	\$4,000.00
TOTAL REVENUE	\$434,000.00	\$432,500.00

EXPENSES**Shared Ministry**

Council		
Council expense	\$1,500.00	\$1,500.00
Communications	\$500.00	\$500.00
Presbytery meetings	\$900.00	\$900.00
Website	\$180.00	\$180.00
PCUSA meetings	\$4,500.00	\$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
New Ministries		
Committee On Ministry		
Committee Expense	\$500.00	\$500.00
Committee on Preparation		
Committee Expense	\$1,000.00	\$1,000.00
Committee-Nominating	\$0.00	\$0.00
Committee on Representation	\$0.00	\$0.00

2019 Budget

2020 Proposed Budget

Executive Presbyter

EP Salary	\$70,390.00	70390
Deferred comp.-403B	\$6,408.85	8712.81
EP Pension	\$18,113.00	18500
EP Study Leave	\$1,500.00	1500
EP Professional Services	\$1,825.00	1825
EP Travel	\$4,750.00	4750

Christian Education/Resources

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

Denominational/Ecumenical Ministry

Presbyterian Media Mission		
Christian Associates	\$1,500.00	\$1,500.00
Synod of Trinity(per capita)	\$24,600.00	\$24,000.00
General Assembly(per capita)	\$92,000.00	\$89,700.00

TOTAL SHARED MINISTRY	\$249,166.85	\$245,457.81
------------------------------	---------------------	---------------------

Shared Mission

Sudan Partnership	\$16,000.00	\$16,000.00
Shared		
Directed		
Pine Springs Camp	\$38,000.00	\$38,000.00
Shared		
Directed		
Synod Mission	\$0.00	\$1,000.00
Shared		
Directed		
Presbyterian Mission Agency	\$32,000.00	\$32,000.00
Shared		
Directed		
Presbyterian Disaster Assistance	\$3,000.00	\$3,000.00
Shared		
Directed		

TOTAL SHARED MISSION	\$89,000.00	\$90,000.00
-----------------------------	--------------------	--------------------

2019 Budget

2020 Proposed Budget

Operations

Supplies	\$5,500.00	\$5,500.00
Postage	\$1,000.00	\$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	\$2,600.00
Recording Clerk	\$1,250.00	\$1,300.00
AA Salary	\$27,927.42	\$28,765.24
AA Medical/Pension	\$23,052.00	\$23,500.00
FICA paid-Presbytery	\$7,521.28	\$7,585.38
TOTAL OPERATIONS	\$95,277.70	\$97,027.62
TOTAL EXPENSES	\$433,444.55	\$432,485.43

The Presbytery of Redstone
Family and Medical Leave with Pay Policy

APPENDIX "E"

1. Purpose

The Presbytery recognizes the importance of adequate consideration for family needs and sufficient convalescence during times of illness. As part of the Presbytery's responsibility for facilitating relationships between the Presbytery, Pastors, and its congregations (Book of Order G-3.0307), a Family and Medical Leave Policy is established to be used when an Installed, Contracted, or Commissioned Pastor is unable to carry out his or her responsibilities. This policy contains minimum guidelines for churches of the Presbytery to follow, and recommends each Session establish its own policy relating to paid family and medical leave. A Session may make more generous arrangements but may not enact a policy that does not meet the minimum requirements outlined in the Presbytery of Redstone Family and Medical Leave with Pay Policy.

2. Scope

This policy applies to absences/leaves for more than two continuous weeks for Installed, Contracted, or Commissioned Pastors of the Presbytery of Redstone that meet the qualification/ eligibility requirements. Specifically, this policy is for

- Personal Medical Leave
- Family Medical Leave
- Maternity Leave
- Paternity Leave
- Adoption Leave

3. Guidelines

The policy guidelines are provided in the table below.

Execution	Personal Medical Leave	Family Medical Leave	Maternity Leave	Paternity Leave	Adoption Leave
<ul style="list-style-type: none"> • Pastor specifically requests Personal Medical Leave to Session and COM. • If question arises concerning the necessity of the leave, the Pastor should provide certification to the Session from the appropriate physician or mental health practitioner. • Certification to the Session from the appropriate physician or mental health practitioner that releases the professional staff member to return to work. • Mileage, continuing education and other reimbursable expenses are not payable during a period of medical inability to work. 	<ul style="list-style-type: none"> • Pastor specifically requests Family Medical Leave to Session and COM. • If question arises concerning the necessity of the leave, the Pastor should provide certification to the Session from the appropriate physician or mental health practitioner. 	<ul style="list-style-type: none"> • Pastor specifically requests Maternity Leave at least 30 days' prior when the need for leave is foreseeable to Session and COM. • Pastor states the anticipated date of the beginning of leave as well as the projected date that the Pastor will return. • When a Pastor becomes pregnant, the Session should ordinarily be consulted within 12 weeks of a physician's confirmation of the pregnancy. • Time of Maternity leave begins with a physician's certification that the female Pastor can no longer perform her duties. 	<ul style="list-style-type: none"> • Pastor specifically requests Paternity Leave at least 30 days' prior when the need for leave is foreseeable to Session and COM. • Time of the leave begins on the birth date of the child. 	<ul style="list-style-type: none"> • Pastor specifically requests Adoption Leave at least 30 days' prior when the need for leave is foreseeable to Session and COM. • Time of the leave begins on the date the child starts living with the Pastor or up to 14 days before the expected placement date if travel is required to complete the adoption process. 	

	Personal Medical Leave	Family Medical Leave	Maternity Leave	Paternity Leave	Adoption Leave
Definition	Medically certified disability	Care for qualifying family member	Pregnancy disability	Leave given to a father to care for newborn	Leave given for adoption placement.
Qualification / Eligibility	<ul style="list-style-type: none"> Installed, Contracted, or Commissioned Pastors. 	<ul style="list-style-type: none"> Installed, Contracted, or Commissioned Pastors with at least 12 months service prior to the requested leave date. Qualifying family member (spouse, parent, son or daughter of a Pastor). 	<ul style="list-style-type: none"> Installed, Contracted, or Commissioned Pastors with at least 12 months service prior to the expected date. 	<ul style="list-style-type: none"> Installed, Contracted, or Commissioned Pastors with at least 12 months service prior to the expected date. 	<ul style="list-style-type: none"> Installed, Contracted, or Commissioned Pastors with at least 12 months service prior to the expected placement date.

	Personal Medical Leave	Family Medical Leave	Maternity Leave	Paternity Leave	Adoption Leave
<p>Terms</p> <ul style="list-style-type: none"> • Twelve weeks at 100% of regular pay. • If disability continues past 12 weeks and if eligible, application may be made for disability benefits from the Board of Pensions for members of the Pension Plan. • Pastors cannot concurrently receive both Paid Medical Leave benefits and Board of Pension Disability Benefits. 	<ul style="list-style-type: none"> • Four weeks at 100% of regular pay. • Vacation time may be used to supplement family medical leave after consultation with Session and COM. • Maximum consecutive time off for leave is 8 weeks, even if the sum total of paid leave plus annual benefit leave is greater than 8 weeks. • A family medical leave may be shorter than four (4) weeks if prior leaves were taken during the previous twelve (12) month period. • Family Medical Leave cannot be stacked with other types of policy leave for a longer leave. 	<ul style="list-style-type: none"> • Eight weeks at 100% of regular pay. • Vacation time may be used to supplement maternity leave. • Maximum consecutive time off for maternity leave is 12 weeks, even if the sum total of paid leave plus annual benefit leave is greater than 12 weeks, unless there is medical necessity. • Must be taken within the first 12 weeks following the birth date. • In the event of pregnancy-related complications, the Session and COM shall be consulted for additional leave under the terms of Personal Medical Leave. 	<ul style="list-style-type: none"> • Two weeks at 100% of regular pay. • Vacation time may be used to supplement paternity leave. • Maximum consecutive time off for paternity leave is four weeks, even if the sum total of paid leave plus annual benefit leave is greater than four weeks. • Must be taken within the first 4 weeks following the birth date. • Paternity Leave cannot be stacked with other types of policy leave for a longer leave including Study Leave and Sabbatical. 	<ul style="list-style-type: none"> • Two weeks at 100% of regular pay. • Vacation time may be used to supplement adoption leave. • Adoption Leave cannot be stacked with other types of policy leave for a longer leave. 	

4. Additional Considerations

- a. It is anticipated that the Pastor will use family leave policy only when needed and will obtain the endorsement of the Session and the COM.
- b. Eligible benefits such as health, vision, etc. will be maintained during approved paid leave.
- c. Time periods for family/maternity/paternity leave are intended to be an annual benefit and are not to be accrued.
- d. If a Pastor initiates dissolution within one year following family, maternity, paternity, or adoption leave, any unused vacation time shall be credited against the prior leave.
- e. The Presbytery, through the COM, shall seek to assist the congregation in whatever ways are necessary to reduce any impact on the congregation. Assistance will be given in arranging pulpit supply.
- f. The Session is responsible for the ongoing work of the congregation during the Pastor's leave. Session should be ready to assist in arranging and to compensate for any necessary services provided by other pastors.
- g. A Sabbatical leave will be delayed one year from end of a family/maternity/paternity leave.
- h. Study leave shall not be used for leaves of absence.
- i. COM shall ensure that each church personnel committee, session and pastor is aware of the policy and provide the necessary guidance for implementing the policy.
- j. The Presbytery Family and Medical leave policy shall be adopted by congregations as part of the terms of call.
- k. Policy statements are reviewed at least every 3 years and updated when appropriate.

Attachment 1 - Disability Process



Beginning the Disability Process

You may apply for disability benefits if your physician has stated that you are unable to work for more than 30 consecutive days while recovering from an illness or injury.

Disability certification

The Board of Pensions must certify any disability. You may be considered disabled if

- you are unable to perform your regular work duties due to sickness or bodily injury, or
- after 24 consecutive months of a certified disability, due to sickness or bodily injury, you cannot perform any type of work for which you are suited by education, training, and/or experience.

Applying for benefits

Follow these steps to apply for disability benefits:

- Call 800-773-7752 (800-PRESPLAN) to request a confidential intake interview with a Board Disability Specialist. This allows the Board to open a claim for you with Lincoln Financial Group, the disability medical case manager.
- Be prepared to provide your name, Social Security number, last day worked, phone number, employer and physician contact information, and job description. Ask any questions you may have about the disability claims process.
- Download the disability information packet from pensions.org, or ask for a copy by mail. Complete the packet and email (memberservices@pensions.org), fax (215-587-6215), or mail it [The Board of Pensions of the Presbyterian Church (U.S.A.), 2000 Market St., Phila., PA 19103-3298] with a copy of your job description, to your Disability Specialist at the Board.

If you are physically or mentally unable to complete the packet, a power of attorney or authorization form must be included with the completed packet or on file with the Board or Lincoln Financial, allowing a designee to act on your behalf.

Lincoln Financial will

- send you or your designee a form for the attending physician and a form to grant authorization to obtain and release medical records.
- notify you or your designee when your forms are received.
- contact the attending physician, and
- make a recommendation on your application for disability benefits.

Application time limit

If you are otherwise eligible, and you do not apply for the benefit when the disability begins, you may still apply if less than 12 months have elapsed since the disability began.

The Board will make a final determination on whether to certify you as disabled.

If you have questions about the claims process, call Lincoln Financial Group at 800-836-5290. For answers to Benefits Plan questions, call the Board at 800-773-7752 (800-PRESPLAN).

As of May 1, 2018, Liberty Life Assurance Company of Boston, the parent company of Liberty Mutual, became a wholly owned subsidiary of the Lincoln National Life Insurance Company, a Lincoln Financial Group company. As the transition to the Lincoln name takes place over the coming months, you may see references to Liberty Mutual, Liberty Mutual Benefits, a Lincoln Financial Group Company, or Lincoln Financial Group. Please open and read all correspondence you receive about your benefits.

The Board of Pensions of the Presbyterian Church (U.S.A.) 2000 Market Street, Philadelphia, PA 19103-3298
 800-773-7752 (800-PRESPLAN) Fax: 215-587-6215 Email: memberservices@pensions.org
 DSB-002 cover

Brenda Barnes
Statement of Faith

1 I believe in the God as revealed in Scripture, three co-eternal and co-equal persons: Father, Son and
2 Holy Spirit, who relate to me in different ways. I believe that the Triune God of grace and glory is the Creator,
3 Redeemer, and Sustainer of all things visible and invisible. God so loves creation that in holy providence, God
4 was revealed and demonstrated love through Jesus Christ. It is the unique Triune God whom we worship and
5 in whom we place our trust and it is the glorification of God which gives meaning to human existence.
6

7 Jesus Christ is the unique Son of God who was born of a woman as the Word of God incarnate. Christ
8 is the perfect union of the two natures - fully God and fully human. Jesus is the Christ, the savior of all
9 creation. He descended to earth as mediator between God and creation. In the incarnation, he assumed human
10 nature and lived without sin. His earthly life demonstrated God's grace and mercy through his teachings,
11 miracles, fellowship and human vulnerability. On the cross, Christ bore the sin of the world, died and was
12 buried. He willingly was separated from God the Father in his agonizing death so we might be reconciled to
13 God. On the third day, he rose from death and later ascended to heaven. Through the resurrection, Christ has
14 overcome death and through our baptism we share in his life, death and resurrection so that we might be
15 found righteous before God. In this way, Christ is the way for all those who are called, to believe in their place
16 in the Kingdom of God. As the living and active Word of God, Jesus Christ holds all things under his
17 authority; therefore, we proclaim the assurance of our own resurrection.
18

19 God in the person of the Holy Spirit enables us to perceive the constant presence of Christ, dwelling in
20 us so that we become the image of Christ, moving us to respond in faith when the Good News of Jesus Christ
21 is proclaimed. Christ's Spirit is fully God with the Father and the Son. The primary work of the Holy Spirit is
22 to bind us to Jesus Christ so that we live in Him. Without the work of the Christ's Spirit, no one could believe
23 and have faith that our imperfect obedience is perfected through Christ. This process of regeneration in Christ
24 is our sanctification which leads us in gratitude towards works of mission in the Church.
25

26 The Scriptures, both Old and New Testaments, which need to be understood fully in light of each
27 other, bear witness to God's desire to be reconciled with creation and are the primary means by which God has
28 revealed Himself to the world. We are to interpret Scripture in its historical and literary contexts. The Bible is
29 the perfectly reliable Word of God, inspired by God through Christ's Spirit and written by human beings,
30 bearing witness to the faithfulness of God towards all that God created.
31

32 The one holy, catholic and apostolic Church throughout the world is the company of people
33 (triumphant, militant and to come), chosen by God, who have faith in Jesus Christ, the head of his Church. The
34 church particular is the body of Christ at a specific place and time. The marks of the church are three-fold: the
35 faithful proclamation and hearing of God's Word; the receiving of God's grace through celebration of the two,
36 Christ-instituted sacraments of baptism and communion; and ecclesiastical discipline as directed by Scripture
37 and demonstrated in the love of the Triune God. In baptism we are submersed into Christ and affirm God's
38 promise in our lives. The element of water symbolizes cleansing and new life, God's promise of relationship
39 with Creation and God's faithfulness. In communion, we are nurtured in our relationship with Christ and
40 continue to grow in that relationship through God's grace. The elements of bread and wine symbolize the
41 spiritual but real presence of Christ in and among his believers. Through the three-fold marks of the Church,
42 God instructs and equips the church for mission in the world - to participate in God's work wherever and
43 whenever we recognize Him working. The Church also gathers to praise and adore God and prays for the
44 world so that she can reflect the grace of God and the light of Christ.
45

46 Our hope rests on the resurrection and bodily ascension of Christ who returned to the Father and now
47 awaits us as he prepares a place for his extended Body, the Church. In God's time, the Risen Christ will return
48 for the last judgment and final triumph over sin, evil, and suffering for He alone will bring about perfect
49 justice and judgment in a New Heaven and a New Earth where the Great Cloud of Witnesses will live forever;
50 His Kingdom will have no end.

Redstone Presbytery
 Presbyterian Church (U.S.A.)

Pastoral Call

(for Pastor, Designated Pastor, Associate Pastor)

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

Rev. Dr. Brenda Barnes
 (name)

to undertake the office of

Pastor

of this congregation, beginning January 1, 2020, promising you in the discharge of your duty all proper support encouragement and allegiance in the Lord.

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

Effective salary		Reimbursable expenses (by voucher)	
Cash Salary	\$30,000	Automobile expense @ current IRS rate	\$---
Fair rental value of manse	\$---	Business/professional expenses	\$500
Housing Allowance	\$20,000	SECA Supplement (up to 50%)	\$3825
Utilities Allowance	\$---	Continuing Education	\$---
Deferred Compensation	\$---	Other allowances (Books)	\$250
Other allowances	\$---	Study Leave/Reimbursement	2 wks. + \$1000
			(cum. to 6 wks. + \$3000)
Total	\$50,000	Moving Costs (up to)	\$---

Full medical, pension, disability, and death benefit coverage under the Board of Pensions (\$18500)
 Paid Vacation 4 weeks including 4 Sundays
 Paid Continuing Education ---

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

In the seventh year of service, the congregation will provide for a three-month Clergy Renewal Leave, continuing the salary and benefits for that period, and providing for pulpit supply in the pastor's absence.

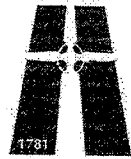
In testimony whereof we have subscribed our names this Tenth day of November, 2019.

Helen Connors Thomas Baldrige Frederick Lau
 Helen Connors Thomas Baldrige Frederick Lau
Donna Van Allen William Siebert
 Donna Van Allen William Siebert

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

Vote of the congregation at the meeting was 63 in favor of the candidate and 1 opposed.

(signed) Rev. John B. Simpson
 moderator of the meeting



Presbytery of Redstone

PRESBYTERIAN CHURCH (USA)

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

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

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

Serving Cambria, Somerset, Westmoreland, and Fayette Counties

1004 Mount Pleasant Road • Greensburg, PA 15601-5762 • (724)837-6737 • Fax (724)837-4112

LEARNING TO LOVE VARIETY IN WORSHIP SONG SELECTION

Andrea, music director at the Blue Note Church, straps in and selects her song picks for the worship team to consider for Sunday. She decides to pick some of her favorites that match the week's theme. Letting out a big sigh and worried that her congregation might be stuck in a musical rut, she grabs her satchel and heads to the meeting.

What could help Andrea's uncertainty and how can music leaders let go of old patterns? Breaking out requires the music leader—whether pastor, music director, band leader, instrumentalist, or singer—to be more objective in selecting songs and find variety. Making this easier, the past fifty years has seen an increase in the variety of music available to churches in denominational hymnals, song lists by Christian Copyright Licensing International¹ (CCLI), and platforms like YouTube. To help in song choice, Constance Cherry, professor of worship at Indiana Wesleyan University, acknowledges the vast range of worship music and sorts them into two broad categories, short and long form.² By considering the *types* of songs available instead of the songs themselves, music leaders can avoid the rut of favorites that have always been used.

Longer Form Songs

Classic Hymns sung by Western Protestant churches in the last six hundred years are perhaps the most familiar congregational songs. The long format allows for a more developed statement of theology, witness, or praise. Often organized into stanzas, some hymns use a refrain to tie the themes of each stanza together and deepen worshippers' connection to the material.³ When considering classic hymns, don't forget contemporary hymnists such as Brian Wren, Thomas Troeger, Carl Daw, Richard Leach, Ruth Duck, Shirley Murray, Daniel Damo, Sylvia Dunstan, Fred Kahn, John Bell, and Jane Marshall.⁴

Gospel Hymns emerged out of revival camp meetings of the Second Great Awakening. With hymnals and trained song leaders in short supply, preachers would improvise a call and response, singing out a phrase, and congregation would respond with "Amen!" or "Halle-

lujah!" Or the preacher would sing stanzas to a familiar hymn as a solo with the congregation joining in the refrain. Through plain words and a simple, swinging melody, Gospel Hymns use a direct, unvarnished approach to conveying the message of a salvation available to all.

Metrical Psalms are hymns that paraphrase a specific biblical psalm and arrange it musically. Unlike hymns that are based on psalms (such as "O God, Our Help in Ages Past" based on Psalm 90), metrical psalms restate the psalm verse by verse as strictly as possible. This type was developed out of the early sixteenth century by Reformers like John Calvin, who did not approve of hymns not strictly based on Scripture. Metrical psalms allow worshippers to more deeply internalize the meaning of the psalms through giving voice in song, and can be used to better highlight the Scripture of the day.

Modern Worship Songs emerged from the contemporary worship movement and drew inspiration from the praise choruses of the 1970s and 1980s. Some songs, such as Graham Kendrick's "Shine, Jesus Shine" resemble traditional hymns in their use of stanzas, regular meter, and rhyming. Others adopt a verse and chorus structure



SINGING TO THE LORD A "NEW SONG"
DOES NOT MEAN MAKING UP LYRICS AS YOU GO!

typical of popular music. These writers sought longer songs with more musical complexity (including more elements such as a prechorus, bridge, and tag) and theological substance. Congregations would benefit from incorporating these songs when they want to experience understandable lyrics with soaring, emotionally satisfying melodies as heard in contemporary popular music.

Shorter Song Forms

Praise Songs use only a few measures to communicate a single idea, often personal and devotional in nature. The songs are often “through-composed,” moving forward phrase by phrase without repeating material, such as in Laurie Klein’s, “I Love You, Lord.”⁵ Simple in structure, praise choruses do not often require written materials and are accessible to anyone regardless of age or musical training. To get started, look for praise song collections from the 1970s and 1980s, use it in the worship service for two or three weeks, then return to it again once in a while.

Global Songs have become more available in recent decades, aided by the internet and social media. Diverse in language, rhythmic patterns, and compositional form, these songs are difficult to characterize, except that many are short, cyclical (meant to be sung over and over), and originate from places with strong oral traditions and a high regard for community. To get started, visit ethnic or multicultural congregations, listen to global songs on the internet, buy songbooks, or visit the website of The International Council of Ethnodoxologists, an association of worship leaders exploring world music in worship.⁶

African American Spirituals often use a call-and-response structure. Reflecting the pain of the American slave experience but also the joy of God’s love, these brief songs can be highly flexible and rhythmically complex, opening space for improvisation. Listen to recordings of spirituals performed *a capella*, identify the structure, and perform them without instruments. Small percussion instruments may be added later if necessary.⁷

Black Gospel Songs, though similar to spirituals, arose out of an urban experience and drew inspiration from popular American music. Songs are more musically complex and reliant on electronic instruments such as keyboards and guitars, as well as percussion instruments. To get started, listen to recordings of late-twentieth-century artists such as James Cleveland, Edwin Hawkins, or Andraé Crouch, or more recent artists such as Israel Houghton, Dorothy Norwood, or William McDowell.⁸

Taizé Songs, written by Brother Robert and Jacques Berthier of the Taizé community in France, are sung

over and over in a meditative fashion. Acoustic instruments such as strings or woodwinds can accompany the song, with layers of sounds added or removed with each repetition as intensity builds or subsides over time. Try introducing a short song in worship in place of a spoken prayer, with the leader singing once with an instrument, then inviting the congregation to join. To learn more, visit the Taizé website, visit a Taizé service in your area, or buy a collection of Taizé arrangements from GIA publications.⁹

Service Music refers to vocal music interwoven into the liturgy, often to make transitions from one part of the service to another. Examples include a doxology such as the ever popular “Praise God from whom all blessings flow” sung to the tune “OLD 100th” or the Kyrie eleison (“Lord, have mercy”). Though historically used in more traditional churches, any congregation can experiment using any musical style. To get started, look for places in the service where spoken words could be sung instead, then find a familiar chorus or song fragment to insert.

Build Community through Song

Breaking old habits in song selection can be difficult, but beneficial. By doing so, music leaders may strengthen the bonds of community in many directions—with the communion of the saints from ages past, with the global church in its diversity, and with fellow worshippers whose taste at times may seem unfamiliar. “Sing to the Lord a new song!” (Psalm 96:1, CEV).

1. <https://songselect.ccli.com/>

2. Constance M. Cherry, *The Music Architect: Blueprints for Engaging Worshipers in Song* (Grand Rapids, MI: Baker Publishing Co., 2016), 117-173.

3. *Ibid.*, 155-156.

4. *Ibid.*, 157. For biographies of recent hymn writers, Paul Westermeyer, *With Tongues of Fire: Profiles in 20th Century Hymn Writing* (St. Louis: MO: Concordia, 1995).

5. “I Love You, Lord,” #2068, *The Faith We Sing: Pew Edition* (Nashville, TN: Abingdon Press, 2000).

6. Find songbooks available from the General Board of Global Ministries; <https://www.umcmission.org/share-our-work/global-praise>; www.worldofworship.org

7. *Ibid.*, 129.

8. Church leaders, especially those from privileged backgrounds, have the opportunity to use global or African American music from a stance of “cultural humility” and a commitment to learn from other cultures. See Ismael Ruiz Millán, “Cultural humility can help us become better leaders and better Christians,” *Faith and Leadership*, Feb. 5, 2019, <https://faithandleadership.com/ismael-ruiz-millan-cultural-humility-can-help-us-become-better-leaders-and-better-christians>

9. <http://taize.fr/en>; www.giamusic.com.

WRITING AS A TOOL FOR COMMUNITY ENGAGEMENT

Writing can help church leaders in their efforts to reach out to the community. Typically seen as a solitary activity, writing may seem like the opposite of active engagement. Yet writing creates a space for reflection that could benefit even the most hands-on activist. The journal, the mission statement, the memo of understanding, and the program history can help teams in the planning, implementation, and evaluation of outreach work. Beyond the team itself, writing can empower our neighbors as they tell stories about themselves in their own words.

After the Mission Trip

Ten years after the event, Dee Ann reflected back on her time as a student on a travel and study seminar to Central America sponsored by the Presbyterian Church (U.S.A.). She described a feeling of “danger and cautiousness” in visiting Guatemala, El Salvador, and Nicaragua during the El Salvador civil war and recounted visits with business, church, and social justice leaders that gave her “new eyes, new heart, new view of life.” She remembered that “Through many of the people we met . . . we experienced a level of faith that before had been unimaginable.” Writing can be used not only to recollect but also to maintain a real-time record of events. Some mission teams keep a group journal, asking a different person each day to record the group’s experience from his or her perspective. The resulting account can be copied at the end of the trip and shared with everyone, or excerpts can be used for articles and presentations about the trip.¹

Keeping a Journal

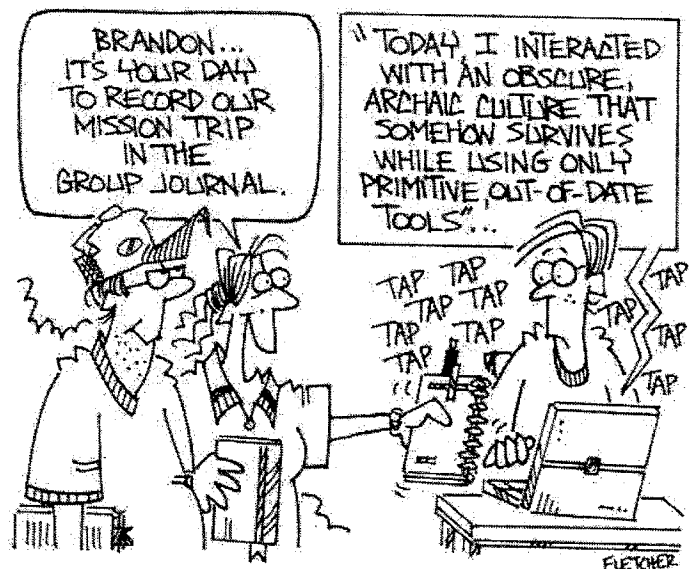
Church leaders can benefit from keeping a daily journal, or two journals: a spiritual journal and a management journal. The spiritual journal provides a way of listening to God and reflecting on feelings, prayers, readings, or critical incidents that lead to spiritual discernment within one’s life experiences. The management journal, while no less honest or personal, can be more focused on

the work of ministry (whether lay or ordained) in guiding the team or congregation. What key people, events, challenges or experiences does the leader or group face? Record in each journal at different times of the day, and review them every month to gain a broader perspective by reflecting on recurrent themes in the daily writing.²

When Clarifying Purpose

Some outreach teams find that a mission statement helps clarify purpose. Describing briefly why the team exists helps members focus on what’s really important and enables the group to achieve a shared understanding. For that reason, be sure to include time for discussion and debate before writing it down. Before beginning the process, instruct the group in this way: “When we craft a mission statement, the statement is more than words. It represents the debate and discussion we’ve gone through to write it. It gets pulled out and used regularly. It helps us make good decisions.”

The revision process helps to focus on the group’s broad intentions rather than on wordsmithing. The end result should be a brief, clear, inspiring statement describing why the group exists. Read it aloud



at meetings and spend a few minutes discussing key words or sharing stories about how you fulfilled it. A large Presbyterian women's group worked hard on a shared statement at a retreat. Three months later, the senior pastor approached the group with a request for them to take on a new task. After spending a minute to review their mission statement, the members decided the project was not in alignment with it. The pastor was impressed with their focus. The statement made it easy to decide what action to take.³

When Collaborating with Others

A memo of understanding (MOU) functions somewhat like a mission statement, though its focus is more external. The MOU serves to clarify how the team will collaborate with others, ensuring that its partners, including donors, expert advisors, social service agencies, and even the program's beneficiaries, are all on the same page. A typical MOU creates a blueprint for action that states the goal of the program, the activities to be carried out, and what is expected of each partner. How will differences be resolved? Will a pastor or wise elder be consulted, or will an arbitration team consisting of representatives of each partner group be appointed?

The final product could be brief, usually no more than one or two pages long. Not a legal document, the MOU simply ensures understanding by everyone involved. For example, a church mission team wants to develop a community garden in order to supply the neighborhood with fresh produce. Partners might include volunteers supplied by the church or community, expert gardeners from the local garden club, and city officials who give approval. A well-written MOU could ensure that the partners do not work at cross purposes due to misunderstanding.⁴

Keeping Track of Actions over Time

A program history, written to keep track of actions taken over time, offers another writing tool for ministry teams. Christ Lutheran Church in Whitefish, Montana, created a program history after it developed Shepherd's Hand Clinic, a free medical clinic for people unable to afford health care. As the ministry began to expand, its leaders felt compelled to keep track. They decided to document their steps in a simple record of what steps were taken when. This running history gave the leadership an idea of the amount of time needed for each step and allowed them to look back and evaluate how they met their initial goals or fell short.⁵

Empowering Low-Income Neighbors

Everyone should be invited to write, including the low-income residents that so many churches serve. Brown Memorial United Methodist Church in Syracuse, New York, offered writing exercises for customers at its food pantry. Located on the city's impoverished Near West Side, the church serves as a community center for the neighborhood. After shopping at the pantry, residents were invited to sit at a table in the corridor where people lined up to enter. Writers were offered printed sheets with a writing prompt at the top of a page, which was otherwise blank. One topic was sidewalks, with the prompt: "Do you use the sidewalk? What do you think of the sidewalks?" Spanish speakers were offered prompts in Spanish, with the account to be translated into English later. Those who could not write could draw a picture, and others chose to both write and draw pictures. Used initially as an organizing tool for resident groups to seek action from the city council, these writings were also published in a small, inexpensive paperback, *West Side Walks*. The program's director, Steve Parks, associate professor of writing at Syracuse University, got the idea from the Federation of Worker Writers and Community Publishers in the United Kingdom, a thirty-year-old network of community writing groups. Parks notes that "Our mission is to provide opportunities for local communities to represent themselves by telling their stories in their own words."⁶ Church leaders wanting to empower the neighbors they serve should consider asking them to write.

It's for Everyone

Writing belongs to everyone. For some people, writing may seem to be a difficult, unpleasant, and nearly impossible task. For others, it can be exhilarating, satisfying, and self-revelatory. Everyone should have the opportunity to try it.

1. Debby Vial, *When God's People Travel Together* (Louisville, KY: Presbyterian Peacemaking Program, 1999), 46, 54.

2. Norman Shawchuck and Roger Heuser, *Managing the Congregation: Building Effective Systems to Serve People* (Nashville, TN: Abingdon Press, 1996), 34-36.

3. Susan Waechter and Deborah Kocsis, *How to Energize Your Volunteer Ministry* (Loveland, CO: Group, 2004), 37, 42-43, 104.

4. Sandra Swan, *The New Outreach* (New York: Church Publishing, 2010), 156-57.

5. Linda-Marie Delloff, *Public Offerings: Stories from the Front Lines of Community Ministry* (Bethesda, MD: Alban Institute, 2002), 73.

6. New City Community Press, www.newcitycommunitypress.com.