

Review of 2019 Session Minutes and Church Registers

<u>Church</u>	<u>Exceptions</u>
Adah, Palmer Community	TBD
Apollo, Poke Run	2 exceptions
Avonmore, First	TBD
Belle Vernon, First	11 exceptions <b>REGISTER</b> 1 exception
Belle Vernon, Harmony	6 exceptions
Belle Vernon, Marion	2 exceptions
Belle Vernon, Rehoboth	TBD
Bolivar, United	6 exceptions
Boswell, Covenant	TBD
Brownsville, Calvin	<b>No exceptions</b>
Brownsville, Ft. Burd	4 exceptions
Brownsville, Hopewell	
Colver	<b>No exceptions</b>
Cresson	1 exception
Dawson, Tyrone	18 exceptions
Delmont	<b>No exceptions</b>
Derry	5 exceptions
Dunbar, First	
Dunbar, Laurel Hill	4 exceptions <b>REGISTER</b> 1 exception
Ebensburg	6 exceptions
Fairchance, First	
Farmington, Mt. Washington	4 exceptions
Fayette City, First	5 exceptions
Fayette City, Little Redstone	
Greensburg, First	1 exception
Greensburg, Maplewood	3 exceptions
Greensburg, Westminster	5 exceptions <b>REGISTER</b> 1 exception
Irwin, First	2 exceptions
Irwin, West Hempfield	TBD
Jeannette, First	5 exceptions <b>REGISTER</b> 1 exception
Johnstown, Bethany	<b>No exceptions</b>
Johnstown, First	2 exceptions
Johnstown, Second	4 exceptions
Johnstown, Westmont	<b>No exceptions</b>
Lake Lynn, Springhill Furnace	TBD
Latrobe	<b>No exceptions</b>
Latrobe, United	7 exceptions
Leisenring	11 exceptions
Ligonier, Pleasant Grove	12 exceptions

	<b>REGISTER</b> 1 exception
Lower Burrell, Grace Community	17 exceptions <b>REGISTER</b> 2 exceptions
Lower Burrell, Puckety	11 exceptions
Masontown, First	6 exceptions
McClellandtown	TBD
Merrittstown, Dunlap's Creek	2 exceptions
Mt. Pleasant, Reunion	1 exception
Murrysville, First	2 exceptions
Murrysville, Newlonsburg	2 exceptions
Murrysville, Union	
New Alexandria, Community	<b>No exceptions</b>
New Alexandria, Congruity	<b>No exceptions</b>
New Florence, Bethel	<b>No exceptions</b>
New Florence, Trinity	<b>No exceptions</b>
New Kensington, United	4 exceptions
New Salem	3 exceptions
North Huntingdon, New Hope	1 exception
Patton	1 exception
Revloc	4 exceptions
Scottdale, Calvin	
Smithfield, Grace Chapel	TBD
Smock, Pleasant View	4 exceptions
Trafford, Level Green	1 exception
Uniontown, Tent	TBD
Uniontown, Third	2 exceptions <b>REGISTER</b> 5 exceptions
Uniontown, Trinity	2 exceptions
Vanderbilt, East Liberty	6 exceptions
West Newton, Sewickley	TBD
West Newton, Sewickley United	7 exceptions
West Newton, United	7 exceptions <b>REGISTER</b> 1 exception



# Presbytery of Redstone

APPENDIX "B"

PRESBYTERIAN CHURCH (USA)

To: Clerks of Sessions  
From: Richard "Skip" Noftzger, Stated Clerk  
Subject: 2020 Annual reports and informational requests

Dear Clerk of Session:

Enclosed are the annual Year-End Report forms for the year 2020. Most of these reports are submitted to the Presbytery office. All of these reports may not be applicable in all cases. If you desire, you may submit the reports to the Presbytery of Redstone through the forms on the web page (<http://redstonepresbytery.org/clerk-of-session-annual-report>). Otherwise, the hard copies may be mailed by the appropriate date to the Presbytery office. The **Necrology report** should be submitted by **January 13, 2021**. All other Presbytery reports are to be returned no later than **March 1, 2021**. Additionally, if you have not done so already, please send me a copy of your current by-laws, property deeds, and church directory if possible.

The **Annual Statistical Report to General Assembly** is filed electronically using the instructions enclosed. Please submit your electronic report to General Assembly no later than **February 14, 2021**. [**The system will close at midnight; please don't wait until the last minute or site "traffic" may lock you out.**] If you have questions about filing this report electronically, or need assistance in completing it, please call either Bobbie or me as soon as possible at the Presbytery office (724-837-6737). Please make sure your rolls have been "cleaned" and fill in this report with complete 2020 data as soon as possible. With the report already completed, you will be able to hit "submit" upon approval of the Session (**prior to February 14, 2021**).

This packet contains the following forms needed if you are planning to submit hard copies. **If you plan to file them electronically on the presbytery webpage ([www.redstonepresbytery.org](http://www.redstonepresbytery.org) - the link to the form is near the top on the right side) these hard copies do not need to be returned.**

1. **Index of Reports and Due Dates**
2. **Necrology Report (2020)** – Due to Presbytery by **January 13, 2021**; Service of Remembrance at the January 23, 2021 Presbytery Meeting being held at Westminster Presbyterian Church, Greensburg.
3. **Terms of Call Form** - Due to Presbytery by **March 1, 2021**
4. **Manse Inspection Report** (if applicable) - Due to Presbytery by **March 1, 2021**
5. **Session Members Report** [Please list by class] - Due to Presbytery by **March 1, 2021**
6. **Church Register Review Checklist 2020 and Session Minute Review Checklist 2020**  
(these **do not** need to be returned – they are preparation copies for you to prepare your register/minutes and bring with you for review later in the year. Please note that approval of a child protection policy has been added). Review copies for reviewers will be provided at those meetings. Look for an upcoming announcement about review dates in 2020.
7. **Waiver Request for Rotation of Officers** - Due to Presbytery by **March 1, 2021** (if needed)
8. **On-Line Annual Statistical Report (OGA)** for 2020 -- instructions — **Due online to OGA by February 14, 2021 – This report does not need to be returned to the Presbytery. There is no longer a workbook available to download but the report seems self-explanatory in the enclosed pages. Again, if you need assistance in completing it, please call the Presbytery office.**

I appreciate your help in getting these completed as soon as possible. If either Bobbie or I may be of any assistance, please let us know. Thank you.

Serving Cambria, Somerset, Westmoreland, and Fayette Counties

1004 Mount Pleasant Road • Greensburg, PA 15601-5762 • (724)-837-6737 • Fax (262)244-3320

# 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](mailto:OGARecords@pcusa.org).

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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?

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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?

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## 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 o 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.

The screenshot shows a web interface titled "Church Statistics" for "Trinity". Below the title, it displays "Pin: 00001 Synod/Presb: 380-246". A table with three columns: "Church", "Clerk", and "Statistics" is visible. Below the table, there is a "Church Report:" label followed by a "PDF" button. Further down, contact information is listed:

<b>Name:</b>	Trinity	
	Mailing	
<b>Address 1:</b>	PO Box 367	<b>Secondary 1:</b>
<b>Address 2:</b>		<b>Secondary 2:</b>
<b>City/State/Zip:</b>	Chinle, AZ 86503-0367	<b>City/State/Zip:</b>
<b>Primary Phone:</b>	928-674-3323	<b>Email:</b> <a href="mailto:navajotrinity@gmail.com">navajotrinity@gmail.com</a>
<b>Fax:</b>		
<b>Website:</b>	<a href="http://www.pbygrandcanyon.org/chinletrinity/index.html">www.pbygrandcanyon.org/chinletrinity/index.html</a>	

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.

The screenshot shows the "Church Statistics" interface with a "Tasks" menu on the right side. The menu items are:

- Church Report
- Church Download Report
- Logout

At the bottom of the page, there are links for "Home", "Accessibility Statement", and "Privacy Policy", along with a copyright notice: "Copyright © 2011 Presbyterian Church (U.S.A.)".

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.

Church Report 2010

PC Number: 5  
Presbytery Number: 300148

Church: Trinity Presbyterian Church  
Address: PO Box 367  
City/State: Ocala, AZ 32663-0367  
Phone: 352-474-3323  
Email: Oca@trinitypc.org  
Web Site: www.trinitypc.org  
Fax:

Membership			
First Time Members	50	Inactive	0
Men		Leaves	
17 & Under	0	Deaths	0
18 & Over	0	Other	0
Confirmed	0		
Other	0		
Total Men	0	Total Leaves	0

## Who do I contact if I have a problem?

Call your presbytery for immediate help or email [OGARecords@pcusa.org](mailto: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.

Presbytery of Redstone  
**Income and Expense Statement**  
 GENERAL FUND 01, October 2020

	Current Period	Year to Date	Annual Budget	Annual Budget YTD Percentage	Prior Year
<b>INCOME</b>					
<b>CONTRIBUTION INCOME</b>					
<b>UNRESTRICTED</b>					
			\$355,000.00		
Church Comm/Lgr Church	26,203.07	254,505.86	0.00	0.00%	267,883.82
Church Extra Giving	2,202.95	4,202.95	0.00	0.00%	2,703.77
Pd to Prior Yr Commitment	0.00	2,500.00	0.00	0.00%	0.00
Individ Comm/Lgr Church	0.00	316.00	0.00	0.00%	0.00
Presbyterian Fdn Cont	0.00	256.97	0.00	0.00%	483.71
<b>Subtotal Unrestricted</b>	<b>28,406.02</b>	<b>261,781.78</b>	<b>355,000.00</b>	<b>73.74%</b>	<b>271,071.30</b>
<b>TEMPORARILY RESTRICTED</b>					
			35,000.00		
Encumbered EP Cont Ed	0.00	2,985.00	0.00	0.00%	0.00
SCLD	0.00	2,237.86	0.00	0.00%	1,948.93
Engaging Congregations	5,000.00	12,500.00	0.00	0.00%	0.00
Pine Springs Camp	270.00	439.00	0.00	0.00%	1,255.00
Enabling Ministry Network	0.00	1,000.00	0.00	0.00%	3,000.00
Projector Fund	0.00	0.00	0.00	0.00%	10.00
Resource Center	0.00	293.52	0.00	0.00%	316.50
PDA - Directed	75.00	3,131.00	0.00	0.00%	5,581.29
Triennium	0.00	0.00	0.00	0.00%	3,655.00
Sudan Projects	210.00	7,527.10	0.00	0.00%	9,162.75
Peace and Global Witness	854.75	854.75	0.00	0.00%	0.00
Ministry Student Aid	139.00	719.00	0.00	0.00%	363.00
PMA - Directed	1,486.00	12,352.00	0.00	0.00%	4,882.00
Synod Mission	300.00	2,700.00	0.00	0.00%	2,700.00
I.P.L.F.	0.00	1,750.00	0.00	0.00%	0.00
<b>Subtotal Temporarily Restricted</b>	<b>8,334.75</b>	<b>48,489.23</b>	<b>35,000.00</b>	<b>138.54%</b>	<b>32,874.47</b>
<b>Subtotal Contribution Income</b>	<b>36,740.77</b>	<b>310,271.01</b>	<b>390,000.00</b>	<b>79.56%</b>	<b>303,945.77</b>
<b>INVESTMENT INCOME</b>					
Investment Income	0.00	0.00	33,500.00	0.00%	0.00
<b>INTEREST INCOME</b>					
Investment Interest	0.00	0.00	5,000.00	0.00%	0.00
PILP Interest	37.52	111.75	0.00	0.00%	111.66
<b>Subtotal Interest Income</b>	<b>37.52</b>	<b>111.75</b>	<b>5,000.00</b>	<b>2.24%</b>	<b>111.66</b>
<b>MISCELLANEOUS INCOME</b>					
			4,000.00		
Oil & Gas Lease	16.62	88.41	0.00	0.00%	153.18
Preaching/Consulting	265.00	14,571.38	0.00	0.00%	5,059.96
Miscellaneous Income	50.00	442.64	0.00	0.00%	402.50
<b>Subtotal Miscellaneous Income</b>	<b>331.62</b>	<b>15,102.43</b>	<b>4,000.00</b>	<b>377.56%</b>	<b>5,615.64</b>
<b>RELEASE FROM RESTRICTIONS</b>					
<b>TEMP RESTRICTED RELEASE</b>					
RFR SCLD	0.00	-911.65	0.00	0.00%	-828.60
RFR Engaging Congregation	0.00	-7,000.00	0.00	0.00%	0.00
RFR Pine Springs Camp	-270.00	-439.00	0.00	0.00%	-1,250.00
RFR Enabling Min. Network	0.00	-500.00	0.00	0.00%	-2,399.28
RFR Projector Fund	0.00	0.00	0.00	0.00%	-4,477.00
RFR Resource Center	0.00	-77.25	0.00	0.00%	0.00
RFR PDA - Directed	-75.00	-3,131.00	0.00	0.00%	-5,581.29
RFR Triennium	0.00	0.00	0.00	0.00%	-3,249.10

*Presbytery of Redstone*  
**Income and Expense Statement**  
 GENERAL FUND 01, October 2020

	Current Period	Year to Date	Annual Budget	Annual Budget Percentage	YTD Prior Year
RFR Sudan Projects	0.00	-10,000.00	0.00	0.00%	-5,600.00
RFR PMA - Directed	-1,486.00	-12,352.00	0.00	0.00%	-4,882.00
RFR Minister's Assistance	0.00	0.00	0.00	0.00%	-2,400.00
RFR Synod Mission	-300.00	-2,700.00	0.00	0.00%	-2,700.00
RFR I.P.L.F.	-350.25	-350.25	0.00	0.00%	0.00
Subtotal Temp Restricted Release	-2,481.25	-37,461.15	0.00	0.00%	-33,367.27
Subtotal Release From Restrictions	-2,481.25	-37,461.15	0.00	0.00%	-33,367.27
<b>RELEASED FROM RESTRICTION</b>					
Released from restriction	2,481.25	37,461.15	0.00	0.00%	33,367.27
<b>TOTAL INCOME</b>	<b>37,109.91</b>	<b>325,485.19</b>	<b>432,500.00</b>	<b>75.26%</b>	<b>309,673.07</b>
<b>EXPENSES</b>					
<b>MISSION PARTNERSHIPS</b>					
<b>SUDAN</b>					
Sudan - Shared	0.00	55.00	0.00	0.00%	55.00
Sudan - Restricted	0.00	10,000.00	0.00	0.00%	5,600.00
Subtotal Sudan	0.00	10,055.00	16,000.00	62.84%	5,655.00
<b>PINE SPRINGS CAMP</b>					
PSC - Shared	2,750.00	27,500.00	0.00	0.00%	27,500.00
PSC - Restricted	270.00	439.00	0.00	0.00%	1,255.00
Subtotal Pine Springs Camp	3,020.00	27,939.00	38,000.00	73.52%	28,755.00
<b>SYNOD MISSION</b>					
Synod - Restricted	300.00	2,700.00	0.00	0.00%	2,700.00
Subtotal Synod Mission	300.00	2,700.00	1,000.00	270.00%	2,700.00
<b>PRES MISSION AGENCY</b>					
PMA - Shared	1,600.00	11,200.00	0.00	0.00%	14,400.00
PMA - Restricted	1,486.00	12,352.00	0.00	0.00%	4,882.00
Subtotal Pres Mission Agency	3,086.00	23,552.00	32,000.00	73.60%	19,282.00
<b>PRES DISASTER ASSISTANCE</b>					
PDA - Restricted	75.00	3,131.00	0.00	0.00%	5,581.29
Subtotal Pres Disaster Assistance	75.00	3,131.00	3,000.00	104.37%	5,581.29
Subtotal Mission Partnerships	6,481.00	67,377.00	90,000.00	74.86%	61,973.29
<b>COMMITTEE EXPENSES</b>					
<b>COUNCIL</b>					
Council Expenses	0.00	184.82	1,500.00	12.32%	1,127.05
Presbytery Mtg Expense	0.00	422.69	900.00	46.97%	593.13
<b>TRIENNium</b>					
Triennium - Restricted	0.00	0.00	0.00	0.00%	3,249.10
Presbytery Stoles	0.00	0.00	0.00	0.00%	250.00
<b>EQUIPPING LEADERSHIP</b>					
Equip Leadership - Shared	269.96	1,769.96	0.00	0.00%	750.00
Equip Leader - Restricted	-269.96	0.00	0.00	0.00%	0.00

*Presbytery of Redstone*  
**Income and Expense Statement**  
 GENERAL FUND 01, October 2020

	Current Period	Year to Date	Annual Budget	Annual Budget Percentage	YTD Prior Year
Subtotal Equipping Leadership	0.00	1,769.96	5,000.00	35.40%	1,500.00
<b>ENGAGING CONGREGATIONS</b>	0.00	0.00	5,000.00	0.00%	0.00
Eng Cong - Shared	0.00	230.00	0.00	0.00%	185.00
Eng Cong - Restricted	0.00	7,000.00	0.00	0.00%	0.00
Subtotal Engaging Congregations	0.00	7,230.00	5,000.00	144.60%	185.00
<b>ENABLING MINISTRY NETWORK</b>	0.00	0.00	5,000.00	0.00%	2,399.28
En Min Network - Shared	0.00	500.00	0.00	0.00%	0.00
En Min Net - Restricted	0.00	500.00	0.00	0.00%	45.17
Subtotal Enabling Ministry Network	0.00	1,000.00	5,000.00	20.00%	2,444.45
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
<b>COMMUNICATION EXPENSES</b>			500.00		
CE - Shared	47.70	635.19	0.00	0.00%	931.46
Subtotal Communication Expenses	47.70	635.19	500.00	127.04%	931.46
Subtotal Council	47.70	12,367.66	19,580.00	63.16%	11,405.19
<b>COMMITTEE ON MINISTRY</b>					
Committee Expense	0.00	0.00	500.00	0.00%	0.00
COM - SCLD	0.00	0.00	0.00	0.00%	76.92
Subtotal Committee On Ministry	0.00	0.00	500.00	0.00%	76.92
<b>COMMITTEE ON PREPARATION</b>					
Committee Expense	0.00	0.00	1,000.00	0.00%	367.00
Subtotal Committee Expenses	47.70	12,367.66	21,080.00	58.67%	11,849.11
<b>OPERATIONS</b>					
<b>LEGAL AND AUDITING</b>					
Legal Expenses	0.00	0.00	0.00	0.00%	60.00
Audit	0.00	0.00	6,000.00	0.00%	6,100.00
Subtotal Legal And Auditing	0.00	0.00	6,000.00	0.00%	6,160.00
PCUSA Meetings	0.00	50.78	4,500.00	1.13%	1,185.84
Property/Comp. Insurance	0.00	2,379.00	3,656.00	65.07%	1,700.22
Worker's Compensation	0.00	821.00	821.00	100.00%	394.90
Telephone	327.30	2,860.77	3,800.00	75.28%	2,801.48
Postage	0.00	686.37	1,000.00	68.64%	885.61
Office Supplies	198.54	3,606.92	5,500.00	65.58%	3,746.04
<b>RESOURCE CENTER</b>			500.00		
RC - Shared	0.00	80.00	0.00	0.00%	80.00
RC - Restricted	0.00	77.25	0.00	0.00%	0.00
Subtotal Resource Center	0.00	157.25	500.00	31.45%	80.00
<b>LEASES</b>			3,000.00		
Copier Lease	150.00	1,650.00	0.00	0.00%	1,650.00
Subtotal Leases	150.00	1,650.00	3,000.00	55.00%	1,650.00

*Presbytery of Redstone*  
**Income and Expense Statement**  
 GENERAL FUND 01, October 2020

	Current Period	Year to Date	Annual Budget	Annual Budget YTD Percentage	Prior Year
Miscellaneous Expenses	0.00	0.00	0.00	0.00%	380.72
<b>SERVICE FEES</b>					
Bank Fees	0.00	88.90	0.00	0.00%	87.00
Misc. Service Fees	0.00	67.23	0.00	0.00%	15.00
<b>Subtotal Service Fees</b>	<b>0.00</b>	<b>156.13</b>	<b>0.00</b>	<b>0.00%</b>	<b>102.00</b>
<b>UTILITIES</b>					
Gas	79.76	1,397.63	2,000.00	69.88%	1,430.78
Electric	60.38	1,007.30	1,500.00	67.15%	1,036.19
Water	71.36	205.51	350.00	58.72%	291.21
Sewage	67.56	196.68	350.00	56.19%	229.68
Trash Collection	23.12	416.41	800.00	52.05%	382.09
<b>Subtotal Utilities</b>	<b>302.18</b>	<b>3,223.53</b>	<b>5,000.00</b>	<b>64.47%</b>	<b>3,369.95</b>
<b>MAINTENANCE</b>					
Custodial Services	75.00	778.12	1,500.00	51.87%	1,059.36
Yard Maintenance	0.00	560.00	1,000.00	56.00%	760.00
Parking Lot Maintenance	0.00	237.50	1,000.00	23.75%	850.00
Building Maintenance	564.48	1,286.21	1,000.00	128.62%	1,882.09
<b>Subtotal Maintenance</b>	<b>639.48</b>	<b>2,861.83</b>	<b>4,500.00</b>	<b>63.60%</b>	<b>4,551.45</b>
<b>Subtotal Operations</b>	<b>1,617.50</b>	<b>18,453.58</b>	<b>38,277.00</b>	<b>48.21%</b>	<b>27,008.21</b>
<b>PRESBYTERY STAFF</b>					
<b>EXECUTIVE STAFF</b>					
<b>EXECUTIVE PRESBYTER</b>					
EP Salary	5,865.84	58,658.22	70,390.00	83.33%	58,658.36
EP - Board of Pensions	3,117.08	15,585.41	18,500.00	84.25%	15,095.10
EP - Continuing Education	0.00	1,500.00	1,500.00	100.00%	15.00
EP - Travel	0.00	0.00	4,750.00	0.00%	0.00
EP Travel - Shared	0.00	1,442.68	0.00	0.00%	3,070.52
EP Travel - Restricted	0.00	641.69	0.00	0.00%	751.68
<b>Subtotal Ep - Travel</b>	<b>0.00</b>	<b>2,084.37</b>	<b>4,750.00</b>	<b>43.88%</b>	<b>3,822.20</b>
EP - Professional Expense	49.36	1,149.84	1,825.00	63.00%	1,289.06
EP - Deferred Comp / 403B	726.07	7,260.67	8,712.81	83.33%	5,340.70
<b>Subtotal Executive Presbyter</b>	<b>9,758.35</b>	<b>86,238.51</b>	<b>105,677.81</b>	<b>81.61%</b>	<b>84,220.42</b>
<b>STATED CLERK</b>					
SC - Salary	0.00	0.00	1,300.00	0.00%	0.00
<b>Subtotal Executive Staff</b>	<b>9,758.35</b>	<b>86,238.51</b>	<b>106,977.81</b>	<b>80.61%</b>	<b>84,220.42</b>
<b>SUPPORT STAFF</b>					
<b>ADMINISTRATIVE ASSISTANT</b>					
AA - Salary	2,397.10	23,971.00	28,765.24	83.33%	23,272.82
AA - Board of Pensions	4,351.28	21,756.40	23,500.00	92.58%	19,210.50
<b>Subtotal Administrative Assistant</b>	<b>6,748.38</b>	<b>45,727.40</b>	<b>52,265.24</b>	<b>87.49%</b>	<b>42,483.32</b>
<b>ASSISTANT CLERKS</b>					
Recording Clerk Salary	0.00	975.00	1,300.00	75.00%	937.50
Associate Clerk Salary	0.00	975.00	1,300.00	75.00%	937.50

*Presbytery of Redstone*  
**Income and Expense Statement**  
 GENERAL FUND 01, October 2020

	Current Period	Year to Date	Annual Budget	Annual Budget YTD Percentage	Prior Year
Subtotal Assistant Clerks	0.00	1,950.00	2,600.00	75.00%	1,875.00
Subtotal Support Staff	6,748.38	47,677.40	54,865.24	86.90%	44,358.32
<b>EMPLOYER PAID FICA TAXES</b>					
Employer Paid FICA Taxes	632.12	6,378.57	7,585.38	84.09%	6,325.17
Subtotal Presbytery Staff	17,138.85	140,294.48	169,428.43	82.80%	134,903.91
<b>APPORTIONMENTS</b>					
GA Per Capita	7,185.36	71,853.58	89,700.00	80.10%	74,656.11
Synod Per Capita	1,926.80	19,268.00	24,000.00	80.28%	19,199.24
Subtotal Apportionments	9,112.16	91,121.58	113,700.00	80.14%	93,855.35
<b>RESTRICTED EXPENSE</b>					
Minister's Assistance	0.00	0.00	0.00	0.00%	2,400.00
Projector Fund	0.00	465.76	0.00	0.00%	0.00
I.P.L.F.	350.25	350.25	0.00	0.00%	0.00
Subtotal Restricted Expense	350.25	816.01	0.00	0.00%	2,400.00
<b>TOTAL EXPENSES</b>	<b>34,747.46</b>	<b>330,430.31</b>	<b>432,485.43</b>	<b>76.40%</b>	<b>331,989.87</b>
<b>TRANSFER ACCOUNTS</b>					
<b>TRANSFER FROM OTHER FUNDS</b>					
Cash Transfers In	\$0.00	\$49,650.87	\$0.00	0.00%	\$911.90
CTI - New Covenant	874.67	3,728.37	0.00	0.00%	3,284.60
Trans In Hooten Scholars	0.00	1,298.00	0.00	0.00%	0.00
Transfer In BOP Grant	0.00	5,499.00	0.00	0.00%	0.00
Transfer In I.P.L.F.	-186.25	29,740.37	0.00	0.00%	0.00
Transfer In I.P.L.F. 2	0.00	9,864.83	0.00	0.00%	0.00
Subtotal Cash Transfers In	688.42	99,781.44	0.00	0.00%	4,196.50
<b>TOTAL TRANSFERS</b>	<b>688.42</b>	<b>99,781.44</b>	<b>0.00</b>	<b>0.00%</b>	<b>4,196.50</b>
<b>EXCESS INCOME/EXPENSES</b>	<b>\$3,050.87</b>	<b>\$94,836.32</b>	<b>\$14.57</b>	<b>0.00%</b>	<b>-\$18,120.30</b>

**Redstone Presbytery**  
**Commitment to Larger Church**  
**October 31, 2020**

	2020 PLEDGE	TOTAL PAID	% Payup as of 10/31/2020	Unpaid Pledge Balance
Adah, Palmer	500.00	375.02	75%	124.98
Apollo, Poke Run	3,660.00	3,795.50	104%	(135.50)
Avonmore	1,000.00	1,192.00	119%	(192.00)
Belle Vernon, First	4,000.00	3,000.00	75%	1,000.00
Belle Vernon, Harmony		700.00		(700.00)
Belle Vernon, Marion	2,250.00	2,250.00	100%	-
Belle Vernon, Rehoboth	6,000.00	5,000.00	83%	1,000.00
Bolivar	1,500.00	1,125.00	75%	375.00
Boswell				-
Brownsville, Calvin		1,062.50		(1,062.50)
Brownsville, Ft. Burd	3,825.00	3,825.00		-
Brownsville, Hopewell				-
Colver		397.50		(397.50)
Cresson		1,800.00		(1,800.00)
Dawson, Tyrone	750.00	750.00		-
Delmont	3,000.00	2,500.00		500.00
Derry	500.00	500.00	100%	-
Dunbar, First	1,275.00	1,275.00	100%	-
Dunbar, Laurel Hill	1,062.00	1,062.00	100%	-
Ebensburg	1,000.00	1,063.00	106%	(63.00)
Fairchance		1,000.00		(1,000.00)
Farmington	1,800.00	1,500.00	83%	300.00
Fayette City, First		202.50		(202.50)
Fayette City, Little Redstone	1,500.00	1,500.00		-
Greensburg, First	30,000.00	25,000.00	83%	5,000.00
Greensburg, Mapiewood	6,000.00	5,000.00	83%	1,000.00
Greensburg, Westminster	8,400.00	7,000.00	83%	1,400.00
Irwin, First	25,000.00	20,833.34		4,166.66
Irwin, W. Hempfield		4,200.00		(4,200.00)
Jeannette	2,400.00	1,200.00		1,200.00
Johnstown, Bethany	1,615.00	1,620.00	100%	(5.00)
Johnstown, First	5,000.00	4,500.00	90%	500.00
Johnstown, Second	3,600.00	3,120.00		480.00
Johnstown, Westmont		12,004.33		(12,004.33)
Lake Lynn	2,500.00	3,124.99	125%	(624.99)
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, 2020**

	2020 PLEDGE	TOTAL PAID	% Payup as of 10/31/2020	Unpaid Pledge Balance
Leisenring		800.00		(800.00)
Ligonier, Pleasant Grove	850.00			850.00
Lower Burrell, Grace	10,000.00	8,333.30	83%	1,666.70
Lower Burrell, Puckety	9,000.00	9,000.00	100%	-
Masontown		500.00		(500.00)
McClellandtown		3,750.00		(3,750.00)
Merrittstown, Dunlap's Ck.	300.00	300.00		-
Mt. Pleasant, Reunion	1,200.00	758.00	63%	442.00
Murrysville, First	8,000.00	8,000.00		-
Murrysville, Newlonsburg	23,503.00	18,228.00		5,275.00
Murrysville, Union	4,000.00	1,030.00		2,970.00
N. Alexandria, Community	5,000.00	3,750.00	75%	1,250.00
N. Alexandria, Congruity	6,500.00	5,140.00	79%	1,360.00
New Florence, Bethel	3,000.00	2,500.00	83%	500.00
New Florence, Trinity	3,825.00	2,859.75		965.25
New Kensington	5,500.00	4,666.63		833.37
New Salem	3,000.00	2,631.00		369.00
N. Huntingdon, New Hope	5,400.00	4,545.00		855.00
Patton	4,250.00	4,250.00		-
Revloc	1,500.00	1,125.00	75%	375.00
Scottdale	1,000.00	150.00	15%	850.00
Smithfield, Grace Chapel		400.00		(400.00)
Smock, Pleasant View	10,000.00	10,000.00	100%	-
Trafford, Level Green	3,600.00	3,600.00		-
Uniontown, Tent	340.00	340.00	100%	-
Uniontown, Third	10,105.00	1,212.00		8,893.00
Uniontown, Trinity		5,534.50		(5,534.50)
Vanderbilt, E. Liberty	1,500.00	1,125.00		375.00
West Newton, Sewickley				-
W. Newton, Sewickley UP		1,400.00		(1,400.00)
West Newton, United				-
<b>Totals</b>	<b>266,010.00</b>	<b>254,505.86</b>		<b>11,504.14</b>

## 2021 BUDGET NARRATIVE

### OVERALL

As a Finance and Budget committee, we explored a detailed historical analysis of both budgeted and actual revenues, expenditure allocations, and annual fund uses of reserves. Additionally, we reviewed the historical decline and growth of the balance sheet with net assets, days of cash on hand, liquidity of unrestricted net assets at the beginning of each budget year. From this analysis, we desired to make reasonable projections of revenues from church contributions, restricted revenues and what might be an appropriate use of reserve funds.

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. In the course of the year, sometimes those estimates need to be adjusted as we pursue that vision based upon actual opportunities matched with available resources. Yet, as this budget reflects our commitment to live as God's people together in both congregations and as a communion of churches in the Body of Christ as we anticipate it now.

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. Without that investment and consideration of possible new contributions, choices made to reduce ministry are directly impacted. 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 43.00/member based upon their active membership rolls. With the anticipated 2020 budget income projections below what we had projected, we have scaled back again projected income numbers for 2021. 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 2020, they reflected a significant increase. Although this budget does not reflect an obligation to such a practice, nonetheless, when there are opportunities to both serve our congregations and to increase miscellaneous income, those prospects minimize the impact of any shortfalls in First Fruits.

## **EXPENSES**

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

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

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

Finally, we affirm that the Church is more than our individual congregations or even our Presbytery through our commitment to support our denominational connections in the Synod of the Trinity and the General Assembly. These per capita contributions are made based upon the active membership rolls of the seventy congregations regardless of whether the individual church has contributed that amount. With the increased per capita from both the General Assembly and the Synod, the Presbytery gets “squeezed” between an “obligation” to pass on funds based upon membership numbers while congregational support is based upon what the sessions choose as a pledge.



2020 Budget

2021 Budget

**INCOME/RECEIPTS****Shared Ministry/Mission**

Church contributions		
Shared	\$355,000.00	\$325,000.00
Directed	\$35,000.00	\$45,000.00
Other gifts and contributions		
Interest	\$5,000.00	\$5,000.00
Investments (reserves)	\$33,500.00	\$51,000.00
Miscellaneous	\$4,000.00	\$6,000.00
<b>TOTAL REVENUE</b>	<b>\$432,500.00</b>	<b>\$432,000.00</b>

**EXPENSES****Shared Ministry**

<b>Council</b>		
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	\$6,000.00
Engaging Congregations	\$5,000.00	\$6,000.00
Enabling Ministry Networks	\$5,000.00	\$6,000.00
New Ministries		
<b>Committee On Ministry</b>		
Committee Expense	\$500.00	\$500.00
<b>Committee on Preparation</b>		
Committee Expense	\$1,000.00	\$1,000.00
<b>Committee-Nominating</b>	\$0.00	\$0.00

<b>Committee on Representation</b>	\$0.00	\$0.00
<b>Executive Presbyter</b>		
EP Salary	70390	70390
Deferred comp.-403B	8712.81	8712.81
EP Pension	18500	18500
EP Study Leave	1500	1500
EP Professional Services	1825	1825
EP Travel	4750	4750
<b>Christian Education/Resources</b>		
Christian Education		
Triennium	\$0.00	\$0.00
Resource Center		
Shared	\$0.00	\$0.00
Directed	\$500.00	\$500.00
<b>Denominational/Ecumenical Ministry</b>		
Presbyterian Media Mission		
Christian Associates	\$1,500.00	\$1,500.00
Synod of Trinity(per capita)	\$24,000.00	\$23,500.00
General Assembly(per capita)	\$89,700.00	\$86,500.00
<b>TOTAL SHARED MINISTRY</b>	<b>\$245,457.81</b>	<b>\$244,757.81</b>

### 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	\$1,000.00	\$1,000.00
Shared +Directed		
Presbyterian Mission Agency	\$32,000.00	\$32,000.00
Shared +Directed		

Presbyterian Disaster Assistance Shared +Directed	\$3,000.00	\$3,000.00
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<b>TOTAL SHARED MISSION</b>	<b>\$90,000.00</b>	<b>\$90,000.00</b>
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### 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	\$2,600.00	\$2,600.00
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Recording Clerk	\$1,300.00	\$1,300.00
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AA Salary	\$28,765.24	\$28,765.24
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AA Medical/Pension	\$23,500.00	\$23,500.00
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FICA paid-Presbytery	\$7,585.38	\$7,585.38
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<b>TOTAL OPERATIONS</b>	<b>\$97,027.62</b>	<b>\$97,027.62</b>
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<b>TOTAL EXPENSES</b>	<b>\$432,485.43</b>	<b>\$431,785.43</b>
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## Frequently Asked Questions

### How did the Matthew 25 vision come about?

The 222<sup>nd</sup> and the 223<sup>rd</sup> General Assemblies (2016 and 2018) challenged the PC(USA) to embrace Jesus' call in Matthew 25:31-46 to take our living faith into our communities and the world. As a Matthew 25 church, we are called to live out true discipleship by acting boldly, compassionately and fearlessly serving people who are hungry, oppressed, imprisoned or poor. We joyfully share this vision and invitation with you!

### What exactly do we have to do to become a Matthew 25 congregation or mid council?

To some degree, many churches are already doing the work of Matthew 25. We hope that by partnering with mid councils and congregations, we can together multiply and intensify our loving commitment to radical and fearless discipleship. The first step is simply to sign up to become a Matthew 25 church or mid council at [pcusa.org/matthew25](http://pcusa.org/matthew25).

When you sign up, you will be asked to embrace one or more of the three areas of focus – building congregational vitality, dismantling structural racism and eradicating systemic poverty.

Then as you live out your commitment, we ask you to share the story of impact that your pledge has made: how your congregation has changed, how you've discovered new passions and vitality, how your members have been re-energized as disciples ... so like in the early church, your renewed faith will fan the flames and encourage other congregations to also embrace our common mission.

### How do I share our story of impact?

Visit the Matthew 25 website at [presbyterianmission.org/matthew-25-sharing-our-stories/](http://presbyterianmission.org/matthew-25-sharing-our-stories/). The form will prompt you for photos, videos and other content that will bring your story alive. You may be contacted by the Presbyterian News Service for more information.

### Does my church still have to sign up to be a Matthew 25 congregation if our mid council has already signed on?

Yes. When a mid council signs on, they are committing to help spread the invitation. Their goal is to have 20% of the congregations in their presbytery or synod sign on. So, it is important that each congregation make that commitment themselves. You can do that at [pcusa.org/matthew25](http://pcusa.org/matthew25).

### Why is the goal to sign up 20% of all congregations/mid councils as Matthew 25 churches?

Twenty percent is the social science benchmark for success in any project. It is the tipping point that causes an idea or practice to spread and result in a movement.

### What is congregational vitality all about?

Vitality isn't a number. It's not about how many members you have, or how large your budget is, or even how many baptisms you celebrate each year. Rather, it's a mindset and commitment to re-energize and live out your church's faith in your community and the world. Vitality is a passion for following Jesus – growing in faith and discipleship, embracing people beyond your church walls, working for justice and reconciliation, and serving your neighbors in need. It's a way of life that sees with Christ's eyes and uses your collective gifts to really make a difference. Of course, every community is different and faces its own challenges. Growing in vitality always requires prayer and discernment to figure out how you are called.

We believe that "Where Christ is, there is the true Church" (F-1.0303). Matthew 25 shows us that Christ is with people who are hungry, thirsty, strangers, naked, sick, or in prison. If we wish to serve Christ, the Presbyterian Church (USA) must be with these same people in our witness, work, and worship. In this mission we encounter Christ, the life of the world, and congregations find true vitality.

### **If my church is participating in the Vital Congregations pilot program, aren't we automatically a Matthew 25 church?**

The Vital Congregations initiative is one way a congregation who has committed to becoming a Matthew 25 church can address the issue of congregational vitality. However, it is important that each congregation make the commitment to be Matthew 25 congregations themselves. You can do that at [pcusa.org/matthew25](http://pcusa.org/matthew25).

### **The text of Matthew 25 doesn't explicitly mention racism. How does the focus of dismantling structural racism fit in?**

In Matthew 25 Jesus addresses the nations and focuses on "the least of these," revealing his concern for groups of people who experience marginalization because of how others respond to their most basic needs – food, water, clothing, welcome, healing, and freedom. Harsh judgment is pronounced on those who lack compassion and fail to act justly towards people who are marginalized. Today in our country people of color are among the most marginalized communities because of racism. Studies on racism reveal people of color are disproportionately impoverished, imprisoned and denied access to economic and educational benefits enjoyed by white Americans. It is also worth noting that the Greek word for "stranger" in Matthew 25 is *xenos*, the root of the word "xenophobia," meaning hatred or prejudice toward people from other cultures or countries. Racism violates God's command to love one another. Matthew 25's principle to treat marginalized people with love and justice is the basis for the lofty goal to dismantle the sinful practice of systemic racism. When you embrace antiracism work, you are pledging to stand up and find inspired ways to chip away at this terrible injustice in our world.

### **What does "systemic poverty" mean?**

When we describe a problem as systemic, we mean that it pervades our entire culture and is deeply ingrained in the structures of society. In our country, people who are poor tend to stay poor because the deck is stacked against them at every turn. To embrace the Matthew 25 vision to eradicate systemic poverty means that we aspire to address the root causes of poverty in our communities and world. For example, many churches have food pantries and that is a much-needed blessing for their members and communities. However, to address the root causes of poverty, we must work at what is creating the situation of poverty and hunger to begin with – the laws and policies that are unjust and exploitative of people who are poor. It means combatting greed. It means tackling injustices in housing, health care, education, access to food, environment, zoning and many other issues. It means appealing to legislators, community leaders and visionaries to make a difference. It means boldly standing up for people who don't have a powerful voice themselves. Again, Jesus urges us to open our eyes and hearts – and then take action.

### **Is Jesus talking about systemic poverty in Matthew 25, or just ordinary acts of kindness?**

The prophets of the Hebrew Scriptures demonstrated a clear concern for condemning and correcting unjust systems. Jesus stands firmly in this prophetic tradition when he expresses his solidarity with people who are hungry, thirsty, strangers, naked, sick, or in prison. Furthermore, in this scene of final judgment, Jesus is addressing the "big picture" – all the nations and peoples of the world; in this context he would seem to be referring not only to individual actions, but to larger social structures that affect people who are poor.

### **We are already very busy and active in our community. Why should we sign up for "one more thing"?**

Very simply, there is power in unity. By accepting the Matthew 25 invitation, you are helping to strengthen the work and witness to Jesus Christ in the Presbyterian Church (USA) and you help us become a more unified and relevant presence in the world. The Matthew 25 vision also demonstrates our understanding as Presbyterian Christians that we are "saved to serve." By committing to become a Matthew 25 church, you are responding to Christ's urgent call to be a church of action, where God's love, justice and mercy shine forth and are contagious. Our re-energized faith can unite and connect all Presbyterians for a common and holy purpose to continue the mission and ministry of Jesus in the church and in the world.

**REV. TRAVIS WEBSTER**

**Minister of Word and Sacrament-Trinity Presbytery**

EMPLOYMENT

Pastoral Counselor in Training  
Training and Counseling Center, St. Luke's  
2016-present

Office Manager  
Columbia Presbyterian Church  
2015-present

Basic Counseling Resident  
Care and Counseling Center of Georgia  
2014-2016

Parish Associate  
Forest Lake Presbyterian Church  
2013-2014

Associate Pastor for Discipleship and Mission  
Forest Lake Presbyterian Church  
2009-2013

Associate Pastor for Congregational Care  
First Presbyterian Church, Meadville, PA  
2005-2009

EDUCATION

Th.D. Pastoral Counseling  
Columbia Theological Seminary  
2014-present

M.Div. Princeton Theological Seminary  
2004

B.A. University of South Carolina  
1998

Travis Webster  
Statement of Faith

1 I believe in the singular, manifold God – Father, Son, and Holy Spirit – as attested in the Bible,  
2 the inspired word of God. God is one in three and three in one, each particular person of the  
3 godhead having specific expressions but sharing intimately in the others. It is in this  
4 relationship that Father, Son, and Spirit express the love that is God’s essence, the foundation  
5 of God’s salvific act, and the core of Christian life. God the creating Father sent God the Son,  
6 Jesus Christ, to earth to save humanity from death in sin and restore it to life in God. This  
7 redemption occurs through Jesus’ birth, life, death, and resurrection. God the Spirit established  
8 and sustains the Church in its mission of bringing people to faith in Christ as the only means  
9 of salvation and to faithful action on his behalf, a joyfully free response to God’s love. It is  
10 solely by God’s grace that one is led to faith in God through Christ. In calling a person to  
11 Christian faith, God reckons Christ’s righteousness to the believer and leads the believer,  
12 through the Spirit, to undertake the journey of living into Christ’s image. This process of  
13 justification and sanctification makes it clear that God does not judge the believer worthy as a  
14 reward for good works; rather, God graciously sees the believer in light of Christ’s own  
15 blamelessness and thus forms the individual such that good works become part of that  
16 person’s character.

17  
18 The Church is the community of believers God calls to be God’s witness in the world. With  
19 Christ as its head and led by the Spirit, but very much a human institution also, the Church  
20 ministers to all people. The ministry within the Church aids Christians in their faith and  
21 invites them to explore both the scriptural and continuing actions of the triune God. In its life  
22 together, the Church meets to worship and learn about God, to enjoy Christian fellowship, and  
23 to serve God by serving others. Worship, in which the Church gathers around the Word  
24 rightly proclaimed and the sacraments rightly administered, is essential to everything else the  
25 Church does. Christ instituted two sacraments; baptism and the Lord’s Supper. In baptism,  
26 which is received only once, we celebrate God’s gift of new life in Christ, as the baptized is  
27 joined with him and received into the Church community. The Lord’s Supper is the sacrament  
28 whereby Christians are regularly called to the Lord’s Table to be refreshed and strengthened,  
29 encouraged by Christ’s love and continued presence, and sealed in the divine covenant.

30  
31 The Church’s responsibility outside the organized Church is to witness to God’s love and  
32 grace in Christ to those who are not part of the Church. Christians do this through providing  
33 for those in need, peacemaking, mission, the pursuit of justice, and a variety of other  
34 ministries, so that people can see God acting through the Church as a testament to God’s love,  
35 grace, and declaration that all people are included in God’s promise in Jesus Christ.

2021 TERMS OF CALL\* WORKSHEETChurch Newlonsburg Presbyterian ChurchPastor or Associate Pastor Travis WebsterFull or Part Time Full

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

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

2021 Terms of Call	2020 Presbytery Minimum	2021 Presbytery Minimum	Our Church
1. Base Salary	\$38,061.14	\$38,061.14	31,250.
2. Housing Allowance or Manse, including utilities (minimum of 30% of Salary/Deferred/ Allowances-total-1,3,4,5,7)	\$11,418.34	\$11,418.34	24,000.
3. Deferred Compensation [Tax Deferred Annuity]			
4. Un-vouchered allowances, gifts from employer, bonuses, etc.			
5. Other allowances, including: <ul style="list-style-type: none"> <li>forms of compensation such as medical deductible/medical expense reimbursement allowances (NOT paid through a group benefit plan)</li> <li>insurance premiums for additional insurance coverage provided for individual employees.</li> </ul>			1,000.
6. ONE TIME Moving Expenses (if church paid or reimbursed) <b>this total may need to be included in the total salary reported to the IRS. (Please review with your accountant)</b>			6,500.
7. SECA <u>above</u> the normal 7.65% offset			
<b>TOTAL EFFECTIVE SALARY (total of 1,2,3,4,5,7)</b>	\$49,479.49	\$49,479.49	56,250.
8. Board of Pensions Dues (percentage calculated <b>exclusive of moving expense</b> ): Pension (8.5%), Disability (1.5%) and Medical Coverage (27%) - Total (37) <ul style="list-style-type: none"> <li>Post Retirement Dues - 12%</li> </ul>	\$18,307.41	\$18,307.41	20,812.50
9. Social Security Contribution (7.65% of Effective Salary)	\$3,785.18	\$3,785.18	4,303.13
10. Additional Group Plan Coverage Premiums			600.
11. Mileage Reimbursement (At current I.R.S. rate)			
12. Study Leave/Reimbursement (cumulative to 6 weeks plus \$3,000)	2 weeks +\$1,000.00	2 weeks +\$1,000.00	1,000.
13. Vacation (accrued quarterly, but not cumulative across years without permission)	4 weeks - 4 Sundays	4 weeks - 4 Sundays	4 weeks - 4 Sundays
14. Other Professional Expenses:			
Book/Media Reimbursement			200.
Pastor's Professional Expense			500.
Vouchered Reimbursements			
Initial Moving Expenses (based upon revision of the tax code, moving expenses may be considered additional income by the IRS. Please check with your own accountant)			
<b>TOTAL COST TO CONGREGATION</b>	\$72,572.08	\$72,572.08	90,165.63

The Pastor and the congregation agree to the above terms and to abide by any policies of the Presbytery of Redstone regarding compensation, any form of leave (vacation, study, medical, etc.) and expenses.

Clerk \_\_\_\_\_

Pastor \_\_\_\_\_

**REV. DAVE MCCABE**

**Presented to be "Honorably Retired"**

**MINISTRY**

Minister of Word and Sacrament—Redstone Presbytery

2014-present

Member of Committee on Ministry

2015-2020

Pastor, Cresson and Patton Presbyterian Churches

2014-present

Pastor, First Presbyterian Church, Phoenixville, PA

2007-2013

Pastor, Center Presbyterian Church, Slippery Rock, PA

1997-2007

Pastor, First Presbyterian Church, Westfield, NY

1984-1997

**EDUCATION**

M.Div. Union Theological Seminary, Virginia

1984

Louisville Theological Seminary, Kentucky

1980-1982

B.A., Washington and Lee University

1976





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## BUILDING RELATIONSHIPS IN LIVESTREAM WORSHIP

Livestreaming a worship service extends its reach far beyond the physical gathering of a congregation and into the home, backyard, office, or anywhere imaginable. Hosting a live worship event over the internet amplifies the experience certainly, yet it raises an important question: What makes it worship and not simply a broadcast? If worship is relational, what can be done to build relationships in livestream worship?

### Before and After Worship

At Philo, a live TV streaming service, managers typically start a video conference meeting by getting to know employees better. “Basically, every day is like kindergarten: ‘Tell us something we didn’t know about yourself. Share something about yourself.’”<sup>1</sup> Churches can do this by hosting a conversation before or after the worship service. If the number of participants is small and a video conferencing tool is being used, invite worshippers to join a half hour before the service to check in with each other. You can also assign a moderator to lead a more structured discussion after the service (“virtual coffee hour”).

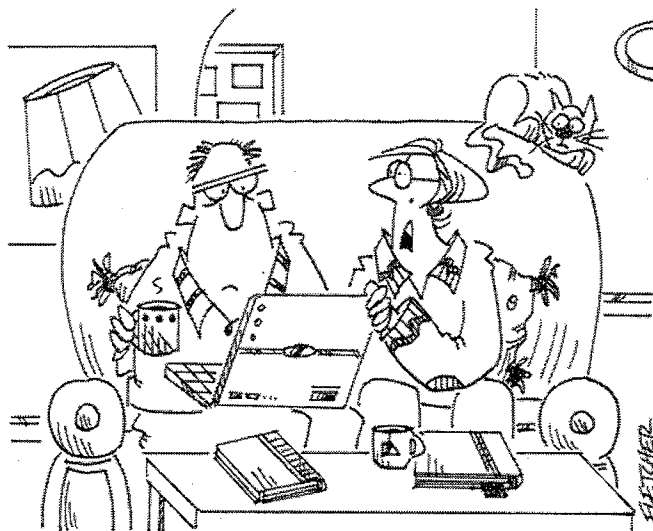
More structure may be required as the number of viewers grows. Zoom offers a feature called “Breakout Rooms,” which allows the administrator to create sub-groups of any size and either randomly assign participants or permit them to assign themselves, allowing participants to take part in more intimate conversations. A group of four hundred, for example, could be assigned to thirty rooms with thirteen participants each, or two hundred could go to fifty rooms with four participants each. Assign a moderator to each room if the group is large or if a more structured conversation is desired.

Discussion questions could range from personal (“What’s life like for you right now? What’s the hardest thing, or easiest, that you are dealing with?”) to something lighter, such as playing a trivia game together,

responding to a “desert island scenario” (“What would you bring?”) or asking people to share photos with a screen sharing tool.<sup>2</sup>

### During the Worship Service

The relational element in the worship service can be improved with a few simple techniques. If streaming on Facebook Live or YouTube Live, encourage viewers to respond to or ask questions using comments or live chat. Video conferencing tools such as Zoom, Skype, or Google Meet offer more tools. The preacher, for instance, could ask viewers, “What questions do you have?” and invite them to respond using the chat function, then answer the questions in real time or read and answer them in a Q & A session after the service. One benefit of the chat function is that everyone can see the questions. Additionally, the leader might ask questions using the whiteboard



“TODAY’S SERMON IS PRE-RECORDED...  
WE CAN PAUSE IT TO PONDER... REWIND IT TO REVIEW...  
OR FAST FORWARD TO THE SPECIAL MUSIC.”

tool, posting the question at the top of a blank slide or page and inviting others to answer it using the drawing tools.

Live polling offers another, slightly more structured, way of getting answers. Many video conferencing applications allow the administrator to post a simple poll with yes or no or multiple-choice answers, and then display the percentage of responses to each question. Numerous polling apps are available, one of the most versatile being Poll Everywhere (free for a maximum audience of 25 and \$120 per year for a maximum of 700).<sup>3</sup> Poll Everywhere's add-in allows the use of PowerPoint slide shows for polling within a video conference, with types of questions that include multiple choice; true-false; and thoughts, questions and concerns. A Clickable Image feature can be used, for example, to post a map of the community with respondents clicking to show where they live, while Word Cloud creates an image of the answers in words that grow larger with more frequent responses.

### **A New Idea: Two-Way Communication**

After the COVID-19 pandemic struck, a few pastors began experimenting with two-way communication between participants on the livestream and those in the sanctuary. In this scenario, the worship leader might ask a question of worshippers and hear the response of a livestreamer through a loud speaker in the room, while those on the livestream hear another response from a worshipper in the sanctuary. It's similar to the experience of a talk show host and studio audience overhearing a phone call from a remote location. This can be achieved through setting up what audio engineers call a "mix minus." In order for it to work, the mixer must have an "Aux Send" plug that can send out a signal that is separate from the main mix. If the signal were not separated, an audio feedback loop would occur, causing an echo every time anyone spoke or sang. In a YouTube show, Paul Richards, a church livestream consultant, talks with several pastors who have experimented with this arrangement in worship.<sup>4</sup>

### **What about Pre-Recorded Worship?**

Some churches opt to pre-record their worship services in order to relieve the stress of producing a live

event every week. Putting together a livestream event is complicated and can be stressful. It requires a team that works well together, and before the event even begins, every piece of the puzzle must be in place. The benefit of pre-recording is that it takes pressure off leaders by allowing them to work at their own pace to develop the elements of the service and use editing software to remove any glitches that might arise. However, pre-recording has its disadvantages, often requiring more time than running it live would take as leaders edit the final product into a more perfect form. Most importantly, pre-recorded events may lack the thrill that comes from taking part in a collective event. A simple solution suggests itself: pre-record elements of the service (hymns, special music, or the sermon) and run the rest of the service live. It's still a live event even if portions have been pre-recorded.<sup>5</sup>

### **The Relational Part of Livestream**

Riverside Church in New York City began livestreaming its services in 2015. Founded in 1930, its leaders knew it had to innovate in order to reach a new audience. Amy Butler, the church's senior pastor, said, "I love the power of livestream because I know that the relational part of what I'm trying to project from the pulpit is reaching people's homes, even if I can't be there myself."<sup>6</sup>

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1. "How To Make Video Meetings More Real" *Talking Tech with Jefferson Graham*, 8/6/2020, <https://art19.com/shows/talking-tech>.

2. Paul Richards, "Using Zoom Breakout Rooms After Church Services," May 18, 2020, <https://streamgeeks.us/using-zoom-breakout-rooms-after-your-church-services/>.

3. Emily Esposito, "The Best Online Poll Apps and Social Media Polls," March 19, 2019, <https://zapier.com/blog/best-poll-apps/>.

4. Paul Richards, "Beyond Live Streaming: Two-way Communication Technology for Church," <https://youtu.be/gdMEyDh9V-c>. For a general introduction to setting up a mix minus, Ray Ortega, "How To Setup a Mix Minus," <https://youtu.be/au47Ferbxfc>.

5. Matthew Fridg, "Pros and Cons of Live vs. Delayed Church Video Streaming" *Church Tech Today*, October 19, 2015, <https://churchtechtoday.com/2015/10/09/pros-and-cons-of-live-vs-delayed-church-video-streaming/>.

6. [Case Study] How Livestreaming Church Services Can Grow Your Congregation," Vimeo Livestream, <https://livestream.com/blog/case-studies/livestreaming-church-services>.

## USING SURVEYS TO GUIDE DECISION MAKING

In *A Field Guide to U.S. Congregations*, Cynthia Woolever points out the many factors that can drive the congregation's decisions, including its understanding of theology, guidance from favorite Bible passages, God's Spirit present in discernment and prayer, and traditions particular to the congregation and its history. Unfortunately, a fifth factor, information or data about the congregation and its community, often gets left out. Data-driven decision making can often steer the assembled faithful away from disastrous results.<sup>1</sup>

### When to Use a Survey

A survey is one tool for getting basic data about the congregation or its surrounding community. Surveys are questionnaires designed to provide relevant facts about a group that leaders care about and perhaps work with every day. Surveys can provide basic facts about the customers who use a program or service, or they may provide a sense of what they think about different options to improve it.<sup>2</sup> Before designing a survey, first try to determine whether it's possible to get the information using another method. For instance, web-based demographic services such as Mission Insite can provide congregations with demographic information about the community without the need for a survey. However, if you have more particular questions need to be answered, a survey may be just the thing.

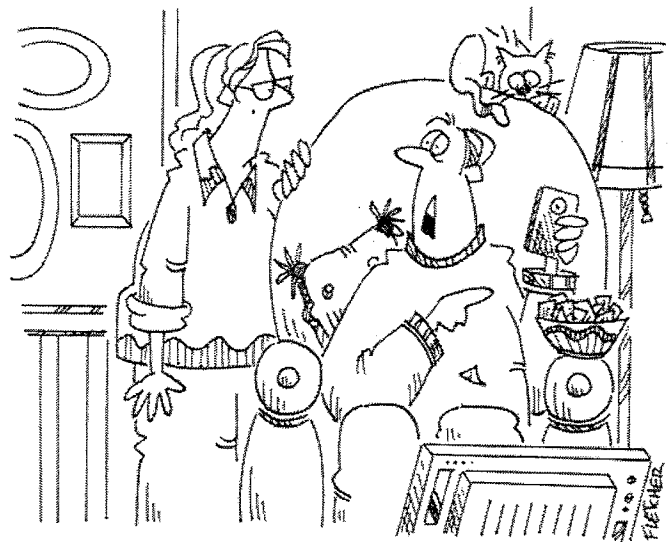
### Creating Your Survey

Surveys can be done by phone, email, or in person. For a group of thirty or more, a simple survey can be used to gather the needed information. It need not be elaborate. A paper and pencil survey, administered in person, might be sufficient in many cases. Online platforms such as Survey Monkey, Survey Console, or Survey Gizmo can provide services for email surveys and also provide

assistance in designing surveys. Survey Monkey provides extensive resources for online surveys, including how to design a survey, how to get people to respond, and how to evaluate responses. Consult them or ask an expert before designing the survey.

The following suggestions may help in getting started.

1. See whether someone else has already gathered the information, which may determine whether a survey is needed and what should be asked.
2. Talk to persons who already have strong opinions about a given topic and who can help with shaping the questions.
3. Get advice from a polling expert or visit an online polling platform to get help in writing the questions.
4. Do a focus group or talk one-on-one with several persons to get a better sense of what to ask.



"IT'S A PHONE SURVEY ABOUT  
THE LACK OF MALE INVOLVEMENT IN THE CHURCH...  
YOU WANT TO HANDLE THIS?"

5. Determine how to get the information to potential respondents—in person, by phone, or by email.
6. Select a target audience and find ways to sample this group so that the results are representative.
7. Do a pilot survey to test the questions.<sup>3</sup>

When designing the survey, be sure to group similar questions so that the survey is easy to follow. Ask the same question in a series of surveys in order to build a baseline. Keep the survey as short as possible, and ease into it by making the first question easy to answer, saving difficult or sensitive questions for later. Be specific and explore only one idea at a time, clarifying anything that could be interpreted in multiple ways. Ask only questions that are relevant to the topic, and avoid yes and no questions, which often fail to capture nuances in people's views. Avoid using a matrix, which is a survey design that requires people to focus on multiple questions at once. Use words, not numbers, in designing answer choices. For instance, "slightly likely" or "extremely likely" are better than numbers like two and four to indicate preference.<sup>4</sup>

### Deciding Who to Survey

Deciding who receives the survey depends on how large your group is and what you are trying to determine. If your group is 250 or fewer, you should survey the full population by making sure that everyone receives the survey. If the group is larger, it is better to sample, or select from, the entire population. If so, then each person should theoretically have an equal chance to get the form. One idea: flip a coin or toss a die to choose where to begin on the list, and then select every second, third, or fourth person until reaching the end. Alternatively, undertake what is known as a stratified sample. Subdivide the group into distinct subgroups (for example, by age, race, where they live, and how long they have been using the program or service) and then select persons from each subgroup using a method that allows you to randomize. This method works well with a highly diverse population.

Try to avoid at all costs what is referred to as an "accidental sample." For instance, imagine choosing to survey whatever group happens to be at hand, such as the next twenty people who walk through the door or a group that gathers at a particular location each day. While the selection may seem random, it can be impossible to tell whether the group has gathered ran-

domly or has a specific reason for being where they are at the moment. In this case, they constitute a distinct subgroup and not a sample representative of the whole population.<sup>5</sup>

### Preparing Your Report

The main purpose of a survey, or any other data-gathering tool, is to guide decision making. A final report can inform the process by explaining clearly the relationships between the data and the issues at stake, anticipating questions that members might ask, and proposing options for moving forward. In presenting to a group, you can use graphs, tables, or charts to summarize information. Additionally, the narrative part of the report, cast in the congregation's own language and grounded in its experience, may carry more weight than numbers alone. It's important to keep detailed statistical reporting to a minimum in the group presentation.<sup>6</sup>

### Data Is Key

We are all familiar with surveys. Who hasn't been invited to take a survey after joining an online community, purchasing a product, or visiting the doctor? Yet familiarity with this tool might cause it to be easily overlooked. A narrowly focused survey designed around a locally relevant set of questions may provide just enough information about the congregation, its subgroups, or the surrounding community to avoid costly mistakes or misunderstandings.

1. Cynthia Woolever and Deborah Bruce, *A Field Guide to U.S. Congregations: Who's Going Where and Why, Second Edition* (Louisville, KY: Westminster John Knox Press, 2010), 8.

2. Tina Nabatchi and Matt Leighninger, *Public Participation for the 21st Century* (Hoboken, NJ: Jossey-Bass, 2015), 217.

3. "Survey," The National Coalition for Dialogue and Deliberation, <http://ncdd.org/rc/item/1559/>.

4. "The Nuts and Bolts of Creating Surveys," SurveyMonkey, <https://tinyurl.com/y7f4f7bg>.

5. Scott Thumma, "Methods for Congregational Study," in *Studying Congregations: A New Handbook*, ed. Nancy Ammerman et al. (Nashville: Abingdon, 1998), 218–20.

6. For more on analysis and presentation of data, Thumma, "Methods for Congregational Study," in *Studying Congregations*, 229–239.

\* This article has been adapted from Dana Horrell's book, *Engage! Tools for Ministry in the Community* (Fortress Press, 2019).